

Role of the ESG committee: The ESG committee supports the Management by advising on identification and mitigation of risks related to ESG. The committee provides assurance to the Management on the achievement of ESG targets set by the company. The Committee ensures governance as per the OHSE policy and reviews the policy and procedures periodically in line with company's activities related to ESG.

Organization structure for Governance:

The diagram illustrates the governance framework on ESG.

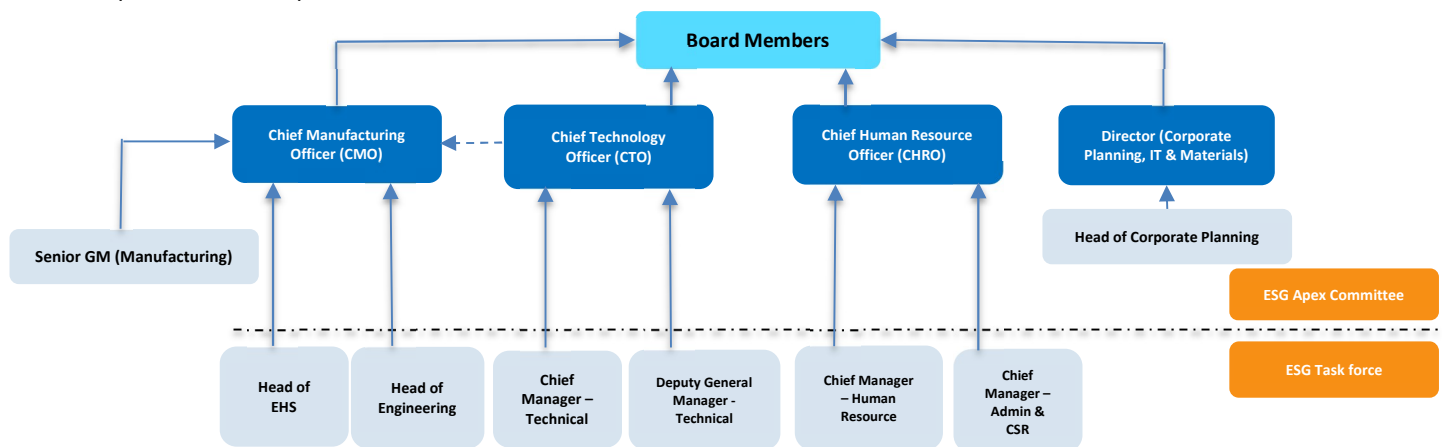
ESG Apex Committee drives broader agenda of setting short term and long-term goals, risk assessment, risk mitigation, best practice study and industry body participation.

a) ESG Task force looks after compliances, control, and execution.

Manufacturing: Plant EHS Team headed by the EHS Head ensures environmental compliance and process controls at the manufacturing sites with the help of the Manufacturing team. Corporate EHS team guides plant EHS teams for accomplishment of environmental objectives of the organization.

Technical: Chief Technology Officer (CTO) drives the sustainability agenda for product development and related processing.

Corporate Planning: Director (CP, IT, Materials) & Head of Corporate Planning provide inputs on best sustainability practices and requirements of Benchmark indices.



Members of the Committee:

- Managing Director (Member of Board)
- Executive Director (Member of Board)
- Director (Corporate Planning, IT, Materials)
- Chief Manufacturing Officer (CMO)
- Chief Technology Officer (CTO)
- Chief Human Resources Officer (CHRO)
- Head of Corporate Planning
- General Manger – Manufacturing
- Head of EHS
- Head of Engineering

Responsibilities of ESG Committee:

- To review Organizational OHSE policy and extension to all group companies and subsidiaries
- To decide quantitative and qualitative targets for short (3-5 years) & long term (5-10 years)
- To review ESG performance
- To conduct and review EHS & Climate change Risk and Opportunity and Financial quantification of same
- To review Health and Safety Performance
- To review Statutory Compliances
- To participate and collaborate with industry associations on ESG.

Review Frequency: Minimum once every year