Committees of Our Board

(Effective from 05.11.2026)

In terms of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations, 2015) and the provisions of the Companies Act, 2013, our Company has constituted the following committees of the Board of directors:

A. Audit Committee

B. Nomination and Remuneration Committee

C. Stakeholders Relationship Committee

Composition of Committees

A. Audit Committee

The constitution of the Audit Committee is in compliance with Section 177 of the Companies Act, 2013 and Regulation 18 of the SEBI Listing Regulations, 2015.

I. All members of the audit committee are financially literate and bring in expertise in the fields of finance, taxation, economics and risks.

II. The terms of reference of Audit Committee are broadly as under:

- Oversight of the Company's financial reporting process and the disclosure of its financial information to ensure that the financial statements are correct, sufficient and credible;
- Reviewing with Management the annual financial statements and auditors' report thereon before submitting to the Board for approval with particular reference to:

- Changes, if any, in accounting policies and practices and reasons for the same,
- Major accounting entries involving estimates based on the exercise of judgment by management;
- Significant adjustments made in the financial statements arising out of audit findings;
- Compliance with listing and other legal requirements relating to financial statements:
- Disclosure of any related party transactions; and Qualifications in the draft audit report

- Reviewing, with the Management, the quarterly financial statements before submission to the Board for approval;
- Recommendation for the appointment, remuneration and terms of appointment of auditors of the company;
- Review and monitor the auditors' independence and performance, and effectiveness of audit process.
- Examination of financial statements and auditors' report thereon;
- Valuation of undertaking of assets of the Company wherever it is necessary
- Evaluation of internal financial controls in risk management systems;
- Establish a vigil mechanism for directors' and employees to report genuine concerns in such manner as may be prescribed;
- The audit committee may call for comments of the auditors' about internal control systems, scope of the audit including, observations of auditors' and review of financial statements before their submission to the Board and may also discuss any related issues with the internal and statutory auditors' and management of the Company;

III. The audit committee invites such of the executives, as it considers appropriate (particularly the head of the financial function), representative of statutory auditors and representative of the internal auditors to be present at the meeting. The Company Secretary acts as a secretary to the audit committee.

III. The composition of the audit committee and its members are given below:

Name of Member	Category	Designation
Chitkala Umakant Kulkarni	Independent Director (Non-Executive)	Chairperson
Ganesh Ramanathan	Independent Director (Non-Executive)	Member
Subhash Ambubhai Patel	Independent Director (Non-Executive)	Member
Sundaramurthy Kuppamuthu	Whole-time Director	Member

B. Nomination and Remuneration Committee

The constitution of the Nomination and Remuneration Committee is in compliance with Section 178 of the Companies Act, 2013 and Regulation 19 of the SEBI Listing Regulations, 2015.

II. The broad terms of reference of the nomination and remuneration committee are as under:

- Recommend to the Board the set up and composition of the Board and its committees including the formulation of the criteria for determining qualifications, positive attributes and independence of the Directors. The committee will consider periodically reviewing the composition of the board with the objective of achieving an optimum balance of size, skills, independence, knowledge, age, gender and experience;
- Recommend to the Board the appointment and re-appointment of directors;
- Device a policy on broad diversity;
- Recommend to the board appointment of key managerial personnel (KMP) as defined by the Companies Act, 2013;
- Carry out evaluation of every director's performance and support the board and independent directors in evaluation of the performance of the board, its committees and individual directors;
- Recommend to the board the remuneration policy of the directors, executives, key managerial personnel as well as rest of the employees;

- Oversee familiarization programs for the directors.

The composition of the nomination and remuneration committee and its members are given below:

Name of Member	Category	Designation
Chitkala Umakant Kulkarni	Independent Director (Non-Executive)	Chairperson
Ganesh Ramanathan	Independent Director (Non-Executive)	Member
Subhash Ambubhai Patel	Independent Director (Non-Executive)	Member

C. Stakeholders Relationship Committee

The constitution of the Stakeholders Relationship Committee is in compliance with Section 178 of the Companies Act, 2013 and Regulation 20 of the SEBI Listing Regulations, 2015. The current constitution of the Stakeholders' Relationship Committee is as follows:

Name of Member	Category	Designation
Ganesh Ramanathan	Independent Director (Non-Executive)	Chairman
Chitkala Umakant Kulkarni	Independent Director (Non-Executive)	Member
Subhash Ambubhai Patel	Independent Director (Non-Executive)	Member
Abhay Rajnikant Shah	Managing Director	Member