

DIC India Limited

Board of Directors

Mr. Rajeev Anand

Mr. Rajeev Anand is a strategic-minded business veteran with almost four decades of industry experience. He has a strong commercial acumen coupled with manufacturing and operational experiences. He is a well-rounded P&L leader and has spent the last decade (11+ years) as Chairman and Managing Director of Goodyear India Limited and Goodyear South Asia Tyres Pvt Ltd. Mr. Anand holds a Diploma in Mechanical Engineering from Haryana Polytechnic, Nilokheri and a Post Diploma in Industrial Safety and Health from Central Labour Institute, Sion Mumbai.

Mr. Anand was inducted on the Board with effect from November 06, 2020 as an Independent Director. He is appointed as a chairman of the board w.e.f March 24, 2023 and member of Stakeholder Relationship Committee. He is not related to any of the Director and does not hold any shares in the Company.

Ms. Pritha Dutt

Ms. Pritha Dutt is a HR & Development Sector Professional with over three decades of experience with both Corporate and Government organizations and Social Enterprises. She is a Board Member of ASTP (Alliance of Skill Training Providers) a registered body having consultative status with the Ministry of Skill Development & Entrepreneurship since 2016 and a Co- Founder and Director of Empower Pragati & Empower Foundation. She is an Honors Diploma in IR & Personnel Management, XLRI, Jamshedpur (85- 87), MA (Development Studies) 2013, IGNOU, Certificate Summer School, Cambridge University (2015). Ms. Dutt is Visiting Faculty since 1992 with MBA Institutes of repute, which includes IMT Ghaziabad; Oberoi Centre of Learning & Development; MDI (Gurgaon); IIM Bangalore and IIM Visakhapatnam.

Ms. Dutt was inducted on the Board with effect from November 06, 2020 as an Independent Director. She is the Chairperson of Nomination & Remuneration Committee and Corporate Social Responsibility Committee of the Company. She is not related to any of the Director and does not hold any shares in the Company.

Mr. Prabal Kumar Sarkar

Mr. Prabal Kumar Sarkar is a Chartered Accountant and a retired partner of the firms Price Waterhouse and Lovelock & Lewes. He graduated from St. Xavier's College, Kolkata, in 1977 and completed Chartered Accountancy from the Institute of Chartered Accountants of India, New Delhi, in 1984. In 1984, he joined the Assurance practice of Lovelock & Lewes, a member firm of Coopers & Lybrand and was made a partner in 1995. Post-merger of Price Waterhouse and Coopers & Lybrand, Prabal was made an Assurance partner and headed the GRMS (Global Risk Management Solutions). He has a vast experience in various industries which includes consumer products like cement, paints, tyres, tea, utilities including electricity generation, power supply, solar power generation and industrial products.

Mr. Sarkar was inducted on the Board with effect from November 06, 2020 as an Independent Director. He is the Chairman of Audit Committee and a Member of Nomination & Remuneration Committee, Risk Management Committee of the Company. He is not related to any of the Director and does not hold any shares in the Company.

Board of Directors**Mr. Adnan Wajhat Ahmad**

Mr. Adnan Wajhat Ahmad, is a Chemical Engineer with 4 decades of industry experience in leading companies such as BP and ICI, and Clariant. Mr. Ahmad started his career at ICI India, after completing his Masters in Chemical Engineering from Queens University, Canada. In a career spanning 19 years with ICI he worked in their explosives, specialty chemicals and paints businesses in a variety of manufacturing, supply chain and business roles across India. In 2004 he moved to BP Plc as Executive Director on the Board of Castrol India Limited. In 2008 he moved to Singapore as Regional Supply Chain Director Asia Pacific and in 2010 he relocated to the UK as Regional Supply Chain Director for Europe & Africa. Mr. Ahmad joined Clariant Chemicals (India) Limited in 2017.

Mr. Ahmad was a Member of the Confederation of Indian Industry's (CII) National Committee on Chemicals & Petrochemicals as well as the Committee on Multi- National Corporations. He was also the Chairman of the Sub-Committee on Biocides for CII's C&PC committee. Mr. Ahmad was also a Member of the Executive Committee at the Indian Chemical Council (ICC) from 2017 till 2021.

Mr. Adnan was inducted on the Board with effect from February 08, 2023 as an Independent Director. He is a Chairman of Risk Management Committee, Stakeholder Relationship Committee and a member of the Audit Committee, Corporate Social Responsibility of the Company. He is not related to any of the Directors and does not hold any shares in the Company.

Mr. Paul Koek

Mr. Paul Koek is a qualified CPA and is registered with Institute of Certified Public Accountants of Singapore. He is a Fellow Member (FCCA) with the Chartered Association of Certified Accountants and a Senior Member with the Association of Accountant Technicians. Mr. Koek brings with him a wealth of more than 28 years in the field of regional tax, group accounting and treasury management. Mr. Koek is presently the Managing Director of DIC Asia Pacific Pte. Ltd., Singapore.

Mr. Koek was inducted on the Board with effect from June 29, 2004 as a nominee of the Holding Company M/s. DIC Asia Pacific Pte. Ltd., Singapore. He is member of the Audit Committee, Nomination & Remuneration Committee, Stakeholder Relationship Committee, and Corporate Social Responsibility Committee of the Company. He is not related to any of the Directors and does not hold any shares in the Company.

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Mr. Masahiro Kikuchi

Mr. Masahiro Kikuchi graduated in Economics in 1986 from the Waseda University, Tokyo. He joined DIC Corporation in April 1986 and went on to hold several positions within the Group which included Deputy Managing Director of DIC (Guangzhou) Co. Ltd and as the Chairman & Managing Director of DIC (Taiwan) Ltd. Mr. Kikuchi is presently the Deputy Managing Director of DIC Asia Pacific Pte Ltd., Singapore.

Mr. Kikuchi was inducted on the Board with effect from February 06, 2018 as a nominee of the Holding Company M/s. DIC Asia Pacific Pte. Ltd., Singapore. He is not related to any of the Directors of and does not hold any shares in the Company.

Mr. Ryohei Kohashi

Mr. Ryohei Kohashi graduated with Bachelor's Degree of Arts from The University of Tokyo in 2003.

He joined DIC Corporation in April 2003 and has undertaken multiple roles across different functions including Financial consolidation, Business Planning and Corporate Planning. In his career journey, he worked diligently and accumulated 20 years of valuable knowledge in the strategic planning and finance functionality.

Mr. Kohashi is presently the Regional Chief Financial Officer of DIC Asia Pacific Pte. Ltd., Singapore.

Mr. Kohashi was inducted on the Board with effect from February 08, 2023. He is a Member of the Risk Management Committee of the Company. He is not related to any of the Directors of and does not hold any shares in the Company.

Mr. Manish Bhatia

Mr. Manish Bhatia completed his Bachelors in Mechanical Engineering from Delhi College of Engineering. He also holds a Master's degree in Management from Xavier's Institute of Management and a certification in Blue Ocean Strategy from one of world's leading business schools- INSEAD, France. In addition to it, he also holds a specialization in Strategic Marketing from National University of Singapore and a certification in Brand Management from the Indian Institute of Management (IIM), Bangalore. Prior to joining DIC he worked with HSIL Limited as President and Chief - Bath Products and Furniture Fittings business. Prior to this he worked with AkzoNobel for about 17 years and rose from management trainee to become Business Director for Middle East, South and South East Asia for Auto Refinish Business where he was responsible for General Management, Sales and Marketing Management, Operations and Business Planning. In addition to it, he was also a part of Global Management Team of the business. Mr. Bhatia has also worked with leading companies like GrindwellNorton and Mannesmann Demag.

Mr. Bhatia joined DIC India Limited as Chief Executive Officer w.e.f. December 11, 2018 and was inducted on the Board as Managing Director and Chief Executive Officer w.e.f. January 30, 2019. He is a Member of Risk Management Committee of the Company. He is not related to any of the Directors of and does not hold any shares in the Company.
