



# Ethics and compliance



We conduct our business with integrity, avoid any misleading actions, and focus on sustainable growth that creates long term value for all our stakeholders.

We are always alert and committed to preventing and addressing any form of corruption, such as bribery, fraud, embezzlement, concealment, or misuse of influence. We follow a strict zero-tolerance policy—no one is allowed to take part in or support corrupt activities in any way.

This applies to everyone we work with, including our business partners. Anyone involved in actions that could be seen as bribery or corruption will be held accountable under our rules.

To support this, we have a Whistleblower Policy that allows people to safely report any wrongdoing. It protects those who speak up and helps us maintain a fair and ethical environment.

## Board's role

### Strategic direction and oversight

Determines the Company's strategic direction, exercises prudent control over corporate affairs.

### Strategy review and approval

Reviews, assesses and approves strategic direction and initiatives; evaluates issues, forces and risks affecting long term performance.

### Supervisory role

Monitors corporate performance and executive conduct, ensures ethical functioning and adherence to a well-defined course of action.

### ESG and compliance

Supervises strategy development, design and implementation; actively discusses ESG initiatives; encourages senior management to go beyond regulatory requirements.

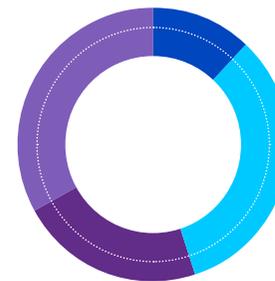
## Board expertise

SGC's Board comprises a diverse blend of expertise, perspectives and professionalism. Our Board members possess in-depth knowledge of governance as well as technical, financial and non-financial matters.

	Business and strategy	Financial expertise	Governance and compliance
Shri. K. V. Vishnu Raju	✓	✓	✓
Shri. Ravichandran Rajagopal	✓	✓	✓
Smt. O. Rekha		✓	✓
Smt. N. Sudha Rani		✓	
Shri. Madhavan Ganesan	✓	✓	✓
Dr. S. Anand Reddy	✓	✓	✓
Shri. S. Sreekanth Reddy	✓	✓	✓
Smt. S. Rachana	✓		
Shri. Jens Van Nieuwenborgh	✓	✓	✓

## Board balance chart

(%)



- 12% Non-executive Directors
- 33% Independent Directors
- 22% Executive Directors
- 33% Nominee Directors

