

Mr. Subodh Satchitanand Nadkarni
Non-Executive, Independent Director & Chairperson

He holds a bachelor's degree in commerce from University of Mumbai. He was a Fellow Member of The Institute of Chartered Accountants of India and The Institute of Company Secretaries of India. He has a wide experience in Finance, Commerce, Project Management, Sales, Marketing, Human Resources Management, General Administration and leading International Operations. He was associated with Godrej Soaps Limited as the Financial Controller. He was the Managing Director and CEO of Sulzer India Limited. He has more than 40 years of experience and held various senior management and leadership positions across Asia, Middle East and Europe in Sulzer Group, Switzerland. Currently, he is the Senior Advisor (Asia Pacific, Australia), Sulzer Singapore.

Directorship and full-time positions in body corporates:

- Goa Carbon Limited, Independent Director (From 2021)
- Grindwell Norton Limited, Independent Director (From 2019)

Dr. Archana Niranjana Hingorani
Non-Executive, Independent Director

She holds a bachelor's degree in arts from the University of Mumbai, a master's degree in business administration from the Graduate School of Business, University of Pittsburgh, USA and a doctorate degree in philosophy from the Joseph Katz Graduate School of Business, University of Pittsburgh, USA. She has 24 years of experience in financial services and private equity fund investment. She is currently a Managing Partner at Siana Capital, an investment firm focused on technology and innovation. Prior to that she was the CEO of IL&FS Investment Managers Limited and was with the group for 23 years. She has been the recipient of various awards such as 'Ten most influential women in private real estate investing' by PERE in 2010, 'Most Powerful Women' in 2014, 2015, 2016 and 2017 by Fortune India, 'Most Powerful Women' in 2011, 2012 and 2013 by Business Today, '25 Most Influential Women in Asia Asset Management' by Asian Investor in May, 2014, and 'Distinguished International Alumnus' in the year 2016 by the Katz Graduate School of Business, University of Pittsburgh, USA. In sum, she has over 32 years' experience in the financial services business, teaching and research. Presently, she serves as a Director in various Companies.

Directorship and full-time positions in body corporates:

- Grindwell Norton Limited, Independent Director (From 2019)
- Ema Partners India Private Limited, Director (From 2024)
- The Phoenix Mills Limited, Independent Director (From 2023)
- SIDBI Venture Capital Limited, Director (From 2018)
- Balaji Telefilms Limited, Independent Director (From 2020)
- SBI Mutual Fund Trustee Company Private Limited, Director (From 2020)
- Spaisa Capital Limited, Independent Director (From 2017)
- Siana Capital Management LLP, Managing Partner (From 2017)
- Rain Resources LLP, Designated Partner (From 2017)
- Zumutor Biologics. Inc., USA, Director (From 2021)
- Mafatlal Industries Ltd, Independent Director (From 2025)
- Neewee Analytics Private Limited, Director (from 2022)

Mr. Kaustubh Govind Shukla
Non-Executive, Independent Director

Mr. Kaustubh Shukla has completed his Master of Management Studies (MMS) from Jammalal Bajaj Institute of Management Studies (JBIMS), University of Mumbai, Maharashtra. B.Sc. Engineering in Mechanical Engineering from National Institute of Technology (NIT) Rourkela, Sambalpur University, Odisha.

Currently, He serves as an Advisor to Godrej & Boyce Mfg. Co. Ltd. providing inputs on Strategy, Technology and Business Development.

He was formally the Chief Operating Officer (COO) of the Industrial Products Division at Godrej & Boyce for nearly two decades (from 2002 till Aug 2021).

- The Industrial Products Division (a Strategic Business Unit) is a consortium of four Divisions, each serving different industry segments.
- Process Equipment - Serving Oil & Gas, Petrochemical, Power, Fertilizers.
- Tooling - Serving Auto (Two & Four-Wheelers), Railways, Consumer Durables.
- Aerospace - Space, Civil Aviation, Defence.
- Precision Engineering - Nuclear Power, Land and Naval Systems for Defense, Wind & Steel.
- The independent SBU is responsible for all business functions; there is dual reporting for Finance & Personnel, Legal counsel & EXIM compliances are handled at corporate level.
- He has successfully led the Divisions to evolve as leaders in respective industries and emerge as organizations of choice by customers, employees, and vendors with specific emphasis on Values, Ethics and Sustainability.
- Three of the Four Divisions were awarded with TPM Excellence by Japan Institute of Plant Maintenance JIPM, and one of the Division received the CII-EXIM Business Excellence Award.
- Prior to the COO role, he has managed senior positions across different divisions in functions like Marketing, Sales, HR, Manufacturing & Systems.

He has been an active participant in several prominent industry associations and served them in different capacities. A few of them are: -

- Trustee of the Indian Nuclear Society.
- Co-Chairman of SIDM's Aeronautical Sub-committee.
- Secretary of the Indian Atomic Industries Forum.
- Member of National Defence Committees of CII and FICCI.
- Member of Board of the TPM Club of India under CII Institute of Quality.

Directorship and full-time positions in body corporates:

- Grindwell Norton Limited, Independent Director (From 2024)

Mr. Sreedhar Natarajan
Non-Executive, Nominee Director

Mr. Sreedhar Natarajan has completed his CMA, Master's Degree in Commerce and Master's Degree in Management. He joined Grindwell Norton Ltd in 1994 as a management accountant in the Abrasives Business in India and later assumed responsibility for its Finance function. In 2003, he moved to Paris to work in Corporate Finance roles. In 2006, he became CFO Gypsum & Insulation for Spain, Italy, Benelux, Switzerland, and Egypt. He returned to India in 2008 as Vice-President Coated & Superabrasives and was appointed Vice-President Abrasives India in 2010. In 2015, he moved back to Paris as Vice-President Finance for the High-Performance Materials Sector, also responsible for the Strategy, IT, Digital, and Purchasing functions of the Sector. Since January 1, 2019, he has been the Chief Financial Officer of the Group.

He has been appointed as the CEO of Asia-Pacific effective April 2025, including Australia and New Zealand, as well as CEO of Saint-Gobain India. He continues to be a member of the Executive Committee of Saint-Gobain.

Directorship and full-time positions in body corporates:

- Grindwell Norton Limited, Director (From 2019)
- Saint Gobain Bidco Pty Ltd, Director (From 2024)
- Saint Gobain Holdco Pty Ltd, Director (From 2024)
- CSR Limited, Director (From 2025)
- Saint-Gobain India Private Limited, Director (From 2025)
- Saint-Gobain Ceramic Materials Bhutan Private Limited, Director (From 2025)

Mr. David Eric Molho
Non-Executive, Non-Independent Director

Mr. David Eric Molho is a graduate of Ecole Polytechnique and Ecole Nationale des Points et Chaussées as engineer. He began his career in the French administration where he was Advisor to the Prime Minister's office, in charge of energy and environment. He joined Saint-Gobain in 2009, as Vice-President of Corporate Planning in Paris. Later he was appointed as Managing Director of the Pipe business in Brazil, and then CEO Saint-Gobain Distribution in the Nordic countries. On January 1, 2019, he was appointed CEO Nordics and Baltics. He has been appointed CEO High Performance Solutions, effective July 1, 2021.

Directorship and full-time positions in body corporates:

- Grindwell Norton Limited, Director (From 2021)
- Chryso Inc, Director (From 2022)
- Darex Puerto Rico, Director (From 2022)
- Eurokera (Guangzhou) Co., Ltd, Director (From 2021)
- Eurokera (Thailand) Limited, Director (From 2021)
- Eurokera North America, Director (From 2021)
- GCP Applied Technologies, Inc, Director (From 2022)
- GCP Canada Inc, Director (From 2022)
- GCP International Inc, Director (From 2022)
- Saint-Gobain K.K., Director (From 2021)
- Saint-Gobain Tm K.K., Director (From 2021)
- Saint-Gobain Abrasives, Inc, Director (From 2021)
- Saint-Gobain Ceramics & Plastics, Inc, Director (From 2021)
- Saint-Gobain High Performance Solutions Uk Limited, Director (From 2021)
- Saint-Gobain Performance Plastics Corporation, Director (From 2021)
- Verifi LLC, Director (From 2022)
- Saint-Gobain Tm K.K., Director (From 2021)

Ms. Stéphanie Billet**Non-Executive, Non-Independent Director**

Ms. Stéphanie Billet, qualified from NEOMA Business School, Banking, Corporate, Finance and Securities Law, 1993-1996. She joined Saint-Gobain in 2021, after over 25 years in finance and leadership roles in global manufacturing industries. She started her career in 1996 as a Financial Auditor with Deloitte. In 1999 she joined Lafarge, where she held various Finance roles before being appointed Senior Vice President Finance in 2012 and CEO Chief of Staff in 2015 during the merger with Holcim. Before joining Saint-Gobain, she was Group CFO of Tereos. Presently, she is CEO of Saint Gobain Surface Solutions.

Directorship and full-time positions in body corporates:

- Grindwell Norton Ltd, Director (From 2025)
- Norton Foreign Affiliates Holding Corporation, Director (From 2025)
- Saint-Gobain Abrasives, Inc. Director (From 2025)
- Saint-Gobain Ecophon Ab, Director (From 2023)
- Saint-Gobain Distribution Nordic Ab, Director (From 2022)

Mr. Aakil Mahajan**Non-Executive, Non-Independent Director**

After completing his graduation in 2010, Mr. Aakil Mahajan interned with Saint Gobain Performance Plastics for one year in Worcester, MA, USA. He returned to India in 2011 and worked as an analyst within the Business Advisory Services vertical of EY in Bangalore before joining Pratham Foundation, one of the largest NGOs in India that works in the education space. During the three years that he worked at Pratham, he co-led the creation of the Measurement, Monitoring and Evaluation function within the organization. Between 2015 and 2017, he studied for and received his Master's Degree in Business Administration. On completion of his Master's in 2017, he moved to Amsterdam and joined Henkel, a world leader in Adhesives Technologies, Beauty Care and Laundry & Home Care, as global purchasing manager. In 2019, he moved to PVH, a global fashion and lifestyle companies whose brand portfolio includes the iconic Calvin Klein and Tommy Hilfiger and was responsible for the global sourcing and buying processes and systems. Earlier in 2022, he has taken up a new position with Kraft Heinz in Amsterdam. He is a Trustee of Yash Charitable Trust, Mumbai, an NGO whose mission is to enable people with developmental disabilities to become responsible, productive members of their communities.

Directorship and full-time positions in body corporates:

- Grindwell Norton Limited, Non-Executive Director (From 2022)

Mr. Hari Singudasu
Executive Director & Whole-time Director

Mr. Hari Singudasu holds Post Graduate Diploma in Management with Finance from IRMA, Anand and is also a graduate of Institute of Cost Accountants of India. Mr. Hari Singudasu joined Grindwell Norton Limited in 1998 and since held various roles within the organization. He served as the Vice President of Abrasives Business. Currently, overseeing finance functions of all SG Businesses in India.

Directorship and full-time positions in body corporates:

- Saint-Gobain Sekurit India Limited, Director (From 2024)
- Grindwell Norton limited (From 2025)
- L.M.VAN Moppes Diamond Tools India Private Limited, Director (From 2024)
- Saint Gobain India Foundation, Director (From 2024)
- U.P. Twiga Fiberglass Limited, Director (From 2024)
- Saint-Gobain India Private Limited, Director (From 2024)
- Saint-Gobain Industries India Private Limited, Director (From 2024)
- Saint-Gobain Ceramic Materials Bhutan Private Limited, Director (From 2024)
- Cleanwin Energy Three LLP- Partner (From 2024)
- SG Anutone Acoustics Private Limited (From 2025)
- Saint-Gobain Sekurit Automotive Private Limited (From 2026)

Mr. Venugopal Ramnath Shanbhag
Executive Director & Managing Director

Mr. Venugopal Shanbhag has completed his Mechanical Engineer from Karnataka Regional Engineering college, Suratkal (now renamed as National Institute of Technology), Karnataka. He joined Grindwell Norton Limited in 1991 and since then has worked in multiple functions and locations of Abrasives and Mobility businesses of Saint Gobain group in India. He had one year stint at Grinding Technology Centre at Saint-Gobain USA during 1995-96. He was on an expatriation assignment as Managing Director of Saint-Gobain Sekurit Thailand till August 2020 and Managing Director of Saint- Gobain Sekurit India Limited till May 4, 2024.

Directorship and full-time positions in body corporates:

- Grindwell Norton Limited, Executive Director (From 2024)
- Saint Gobain India Foundation, Director (From 2024)
- Saint-Gobain Ceramic Materials Bhutan Pvt. Ltd., Director (From 2024)
- L.M.Van Moppes Diamond Tools India Private Limited (From 2025)