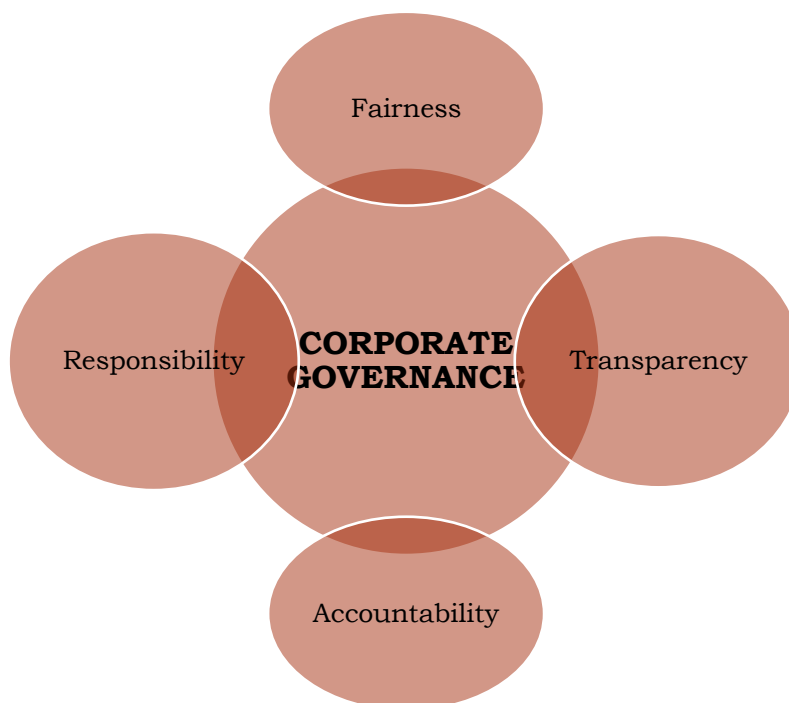


GOVERNANCE AT A GLANCE

The root of the word Governance is from ‘gubernate’, which means to steer. Corporate governance would mean to steer an organization in the desired direction. The responsibility to steer lies with the board of directors/governing board. Governance is concerned with the intrinsic nature, purpose, integrity and identity of an organization with primary focus on the entity’s relevance, continuity and fiduciary aspects.

According to United Nations Development Programme, “Good Governance is, among other things, participatory, transparent and accountable. It is also effective and equitable. And it promotes the rule of law. Good governance ensures that political, social, and economic priorities are based on broad consensus in society and that the voices of the poorest and the most vulnerable are heard in decision making over the allocation of development resources.”



Corporate Governance is managing, monitoring and overseeing various corporate systems in such a manner that corporate reliability, reputation are not put at stake. Corporate Governance pillars on transparency and fairness in action satisfying accountability and responsibility towards the stakeholders.

As the Company continues to achieve its strategic objectives; effective governance serves as the compass that guides the Company toward ethical conduct, effective growth and sustainable success. Besides control, the governance strategy at Polycab focuses on compliance, reliability, transparency and accountability. The Company recognises ‘Governance’ as a continual process.

Polycab upholds a comprehensive perspective on governance, viewing it as a decisive mechanism through which management wields power to deliver economic growth alongside social advancement. This understanding is encapsulated in our diverse approach to governance, which includes multiple forms tailored to suit our business operations, economic resources, and the expectations of our stakeholders.

EVOLUTION OF NEW ERA: IDEAL GOVERNANCE

At Polycab, we believe that governance is not just about rules and regulations, but about creating a lasting, positive impact on our stakeholders, the environment and society as a whole. To us, **Ideal Governance** is a harmonious blend of all **Forms of Governance**, each complementing the other to build a stronger, more sustainable future.



The Company has, based on its business activities, economic resources, stakeholders' aspirations and social values, identified various forms of governance generally applicable to the Company. Concept of Ideal Governance was promulgated and supported by underlying 'Forms of Governance and its Principles and Theories' identified for the purpose:

- **Corporate Governance** is based on the Principle of Strict compliance and Theory of Adherence to law;
- **Participatory Governance** on the Principle of Inclusivity and Theory of Voice of stakeholders;

- **Environmental Governance** on the Principle of Sustainability and Theory of Environment Protection;
- **E-Governance** on the Principle of Transparency and Theory of Uniform dissemination of information;
- **Social Governance** on the principle of Coherence and Theory of creating a Unified whole;
- **Global Governance** on the principle of Proliferation (Theory of Global citizenship) and
- **Good governance** based on Principle of Logic (Theory of valid reasoning)

The concept of "**Ideal Governance**" reflects its commitment to not just regulatory compliance but also responsible business practices. This combination not only builds investor trust and regulatory confidence but also enhances reputation, employee engagement and long-term resilience.

Ideal Governance is not confined to a single ideology or structure. Instead, it is a **hybrid model** that integrates the best elements of all forms of Governance.

When all the elements are combined, the company achieve Ideal Governance—a state where:

- Decision-making is both legally sound and ethically responsible
- The governance framework supports profitability while being people- and planet-conscious
- Companies are not only well-managed but also well-meaning
- Compliance is balanced with conscience
- Leadership is both strategic and empathetic

For the company, ideal governance would mean:

- Strong board oversight and compliance(s)
- Along with transparent communication, ethical supply chains, stakeholder welfare and community development

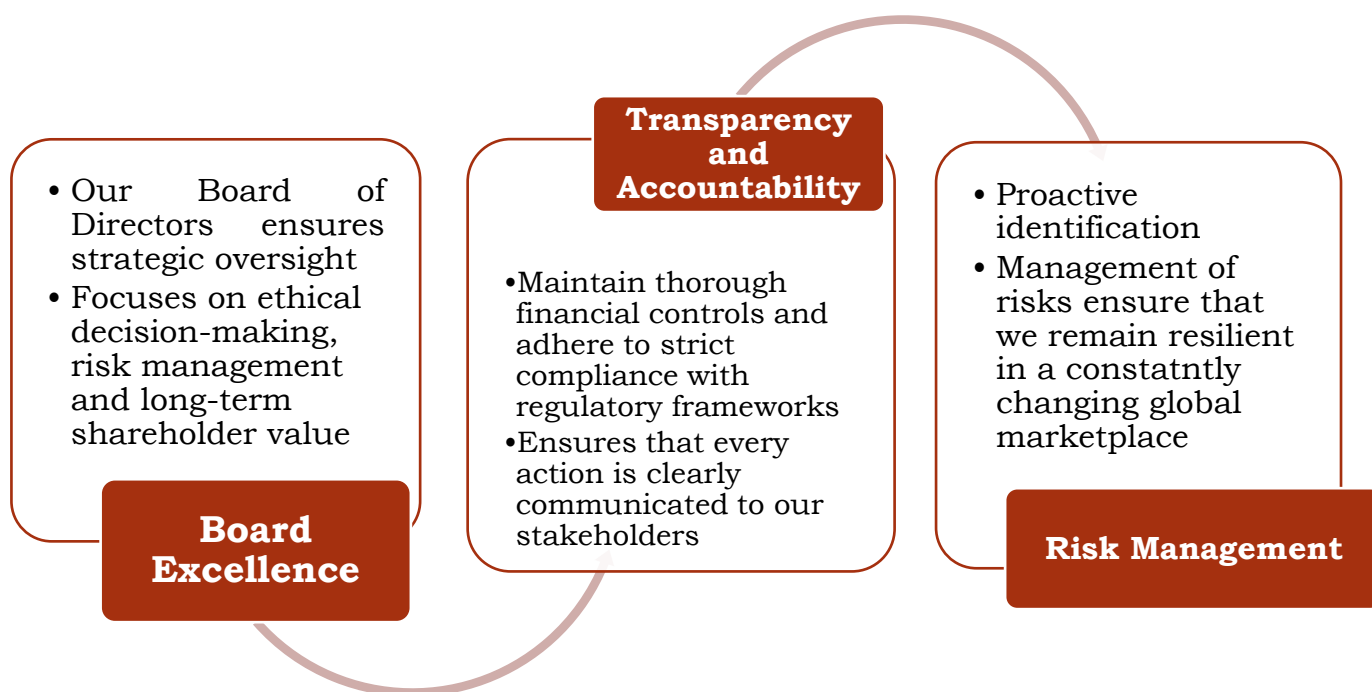
Corporate, Participatory, E - Governance & Global Governance at Polycab ensures strong board oversight, transparency in financial reporting and adherence to SEBI and Companies Act norms. It protects shareholder interests and drives strategic decision-making.

Good, Environmental & Social Governance at Polycab goes beyond compliance—it includes ethical conduct, sustainability initiatives, stakeholder engagement and community development under its CSR and ESG frameworks.

CORPORATE GOVERNANCE: THE BACKBONE OF OUR BUSINESS

Corporate Governance is one of the solid pillars that upholds the integrity of Polycab's operations. It's the core on which we build our relationships with investors, employees, regulators and customers.

At Polycab, we have seamlessly integrated corporate governance into every aspect of our operations through:



These principles ensure that Polycab operates with the highest levels of integrity and in full compliance with the law, earning the trust and confidence of all our stakeholders.

GOOD GOVERNANCE: THE SOUL OF OUR BUSINESS

While **Corporate Governance** builds the framework for accountability, **Good Governance** is the heart that keeps it beating. At Polycab, we go beyond legal obligations to take a holistic, human-centric approach to governance, one that emphasizes:

- **Sustainability:** We integrate sustainable practices into every aspect of our business, from eco-friendly product innovation to reducing our environmental footprint through energy-efficient production processes.
- **Community Engagement:** Through our **Corporate Social Responsibility (CSR)** initiatives, we strive to make a positive impact on the communities we operate in—whether through education, healthcare, or skill development programs.
- **Employee Welfare:** We value our people as our most important asset. We provide a transparent, supportive work environment, fostering innovation and well-being for all employees.

This approach ensures that Polycab not only grows as a company but also contributes to the social, environmental and economic well-being of the communities we touch.

IDEAL GOVERNANCE: THE POLYCARB WAY

Ideal Governance—a balanced, dynamic framework that doesn't just focus on business performance but also on societal impact.

Ideal Governance means that we integrate transparency, accountability and responsibility across every level of our operations. It's about making decisions that not only benefit our shareholders but also align with our values of integrity, sustainability and innovation. This holistic governance framework helps us ensure that our growth is responsible, sustainable and impactful—driving long-term value for all our stakeholders.

Our **Governance Framework** isn't just a set of rules or policies; it's the guiding force that shapes how we do business and how we contribute to the world. Whether it's through fostering innovation in our products, ensuring ethical practices in our supply chain, or making a positive impact on society, **Polycab's Ideal Governance** sets the standard for how a forward-thinking company can lead responsibly and sustainably.