

## **Familiarisation programme- Equality and Inclusion**

A familiarization programme in the nature of a knowledge sharing seminar was conducted for Directors of the Company on **Thursday, September 12, 2024 at 2.00 pm via Microsoft TEAMS.**

Following Directors attended the meeting:

1. Mr. Gurcharan Das, Independent Director
2. Mr. C R Dua, Independent Director
3. Mr. A K Gupta, Independent Director
4. Mr. P.M. Srinivas, Executive Director
5. Mr. Gautam Kamath, Executive Director and Chief Financial Officer

Apart from the Directors of the Company, few Directors of other P&G India group companies, Ms. Mrinalini Srinivasan- Senior Director: Corporate Finance, Ms. Enakshee Deva- Head Communications, Mr. Ghanashyam Hegde, Associate General Counsel & Vice President- Legal, Ms. Flavia Machado- Senior Manager (Legal and Secretarial), Ms. Zeal Rupani- Manager (Legal & Secretarial) also attended the session.

Ms. Mrinalini and Ms. Enakshee, presented to the Board and other participants efforts taken by P&G towards *Equality and Inclusion (E&I)*, covering below aspects in details:

1. Details of Focus areas under E&I- maintaining inclusion for all at P&G;
2. Steps taken for consumer interest and making feel inclusive;
3. How E&I is embedded at work – through people, brands, community and partners;
4. Various employee centric policies;
5. Capability programs and other events for Employee to raise the bar of E&I at work;
6. Various campaigns initiated by P&G, delivering strong messages;
7. Strategic partnerships and community impact;
8. Various external awards and recognitions achieved by P&G India- towards work done for E&I and other community impact; and
9. Other achievements by the Company- through advocacy and social impact.

Thereafter, participants discussed these topics in detail. They further raised their queries, which were answered by Ms. Deva and Ms. Srinivasan.

The meeting concluded at 3.30 p.m. with vote of thanks to all participants.

*topic insights. No price sensitive information or details of any listed companies of P&G group was shared or discussed during this session.*