

Policy on Materiality and dealing with Related Party Transactions

Pursuant to Regulation 23 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

(As updated by the Board of Directors at its meeting held on 14-05-2026)

I. Introduction

This Policy shall be called the 'Policy on Materiality of Related Party Transactions & Dealing with Related Party Transactions' of Workmates Core2Cloud Solution Limited ("Company").

This Policy has been framed in line with the provisions of the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and guidelines issued by MCA/SEBI from time to time. The Company in order to comply with the said Act & Regulations is committed to uphold the highest level of ethical and legal conduct in fulfilling its responsibilities. The Company recognizes that "Related Party Transactions" can present actual or perceived conflict of interest of the Directors, Key Managerial Personnel etc. with the interest of the Company.

Accordingly, the Board in order to comply with the above Act & Regulations prevailing on this Policy date, adopted this policy on the Materiality of Related Party Transactions and Dealing with Related Party Transactions (RPT Policy).

II. OBJECTIVE

The policy is intended to ensure the proper approval and reporting of transactions between the Company and Related Party. This policy shall supplement other policies of the Company that may be in force for identification, approval and/or reporting of transactions with related parties.

Based on this Policy and in terms of the requirements under the above provisions, the Audit Committee of the Company shall review and approve all Related Party Transactions. Any exception to this Policy should be consistent with the provisions of the Companies Act, 2013 and Regulation 23 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and shall be approved by the Board of Directors.

III. APPLICABILITY:

This Policy covers transactions which includes any contract or agreement or arrangements between the Company and its Related Party(ies). The Audit Committee / Board of Directors shall accord prior approval to all Related Party Transactions except to the transactions entered between the Company and related party in ordinary course of business or on an arm's length basis.

IV. DEFINITIONS:

"Arm's length transaction" means a transaction between two related parties that is conducted as if they are unrelated, so that there is no conflict of interest as per the provisions of the Companies Act, 2013.

Associate Company", in relation to another company, means a Company in which that other Company has a significant influence, but which is not a subsidiary Company of the Company having such influence and includes a Joint venture Company.

Explanation — For the purposes of this clause, significant influence" means control of at least twenty percent of total voting power, or control of or participation in business decisions under an agreement. Further, "joint venture" means a joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the arrangement.

- "Audit Committee" means "Audit Committee" of the Board of the Company constituted from time to time as per the provisions under section 177 of Companies Act, 2013 and Regulation 18 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- "Board of Directors" or "Board" means the Board of Directors of Workmates Core2Cloud Solution Limited.
- "Control" includes the right to appoint majority of the Directors or to control the Management or Policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly, including by virtue of their shareholding or shareholding agreements or voting agreements or management rights or in any other manner.

Provided that a Director or officer of the Company shall not be considered to be in control over such Company, merely by virtue of holding such position.

- "Material Related Party Transactions" – A transaction with a related party shall be considered material, if the transaction(s) to be entered into individually or taken together with previous transactions during a financial year, exceeds the thresholds specified in Schedule XII of SEBI LODR Regulations, 2015.
- "Policy" means Related Party Transactions Policy of Workmates Core2Cloud Solution Limited.
- "Related Party" An entity shall be considered as related to the Company if: (i) such entity is a related party as defined under Section 2(76) of the Companies Act, 2013; or (ii) such entity is a related party under the applicable accounting standard(s).

Provided that: (a) any person or entity forming a part of the promoter or promoter group of the listed entity; or (b) any person or any entity, holding 20% or more of the equity share capital of the Company (10% or more with effect from April 1, 2023), either directly or on a beneficial interest basis under Section 89 of the Companies Act, 2013, at any time, during the immediate preceding financial year; shall be deemed to be a related party.

Review and approval of Related Party Transactions:

Audit Committee:

As per Regulation 23(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations; 2015, all Related Party Transactions shall require prior approval of the Audit Committee.

The following details shall be provided to the Audit Committee for its approval if any;

- i. the name of the related party and nature of relationship;
- ii. the nature, duration of the contract and particulars of the contract or arrangement;
- iii. Type, material terms of the contract or arrangement including the value,
- iv. any advance paid or received for the contract or arrangement, if any;
- v. the manner of determining the pricing and other commercial terms, both included or part of contract and not considered as part of the contract;
- vi. Value of the proposed transaction as a percentage of the annual consolidated turnover of the Company for immediately preceding financial year and for related party transaction involving a subsidiary, such percentage calculated on the basis of annual turnover of subsidiary on a standalone basis;
- vii. If the transaction relates to any loans, intercorporate deposits, advances or investments made or given by the listed entity or its subsidiary;
- viii. Justification as to why the RPT is in the interest of the listed entity;
- ix. A copy of the valuation or other external party report, if any such report has been relied upon;
- x. Percentage of the counterparty's annual consolidated turnover that is represented by the value of the proposed RPT on a voluntary basis;
- xi. Whether all factors relevant to the contract have been considered, if not, the details of factors not considered with the rationale for not considering those factors; and

Any other information relevant or important for the Audit Committee/ Board to take a decision on the proposed transaction.

Omnibus Approval: However, as per Regulation 23(3) of the SEBI (LODR) Regulations, 2015, the Audit Committee may grant omnibus approval for RPTs proposed to be entered into by the company subject to the following conditions:

The Audit Committee shall lay down the criteria for granting the omnibus approval in line with the policy on Related Party Transactions of the company and such approval shall be applicable in respect of transactions which are repetitive in nature.

The Audit Committee shall satisfy itself the need for such omnibus approval and that such approval is in the interest of the company.

Such omnibus approval shall specify the following:

1. Name of the related party
2. Nature of Transaction
3. Period of Transaction
4. Maximum amount of Transaction that shall be entered into
5. The indicative base price/current contracted price and the formula for variation in price, if any, and
6. Such other conditions as the Audit Committee may deem fit.

Provided that where the need for RPT cannot be foreseen and aforesaid details are not available, Audit Committee may grant omnibus approval for such transactions subject to their value not exceeding Rs.1 crore per transaction.

Review of Omnibus Approval: The details of Related Party Transactions entered into by the Company pursuant to each of the omnibus approval given, shall be reviewed by the Audit Committee at least on a half yearly basis.

b. Board and Shareholders:

(i) As per the SEBI (LODR) Regulations, 2015

As per Sub Regulation (4) of Regulation 23 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, all material Related Party Transactions and subsequent material modifications thereof shall require approval of the shareholders through resolution and the related parties shall abstain from voting on such resolutions irrespective whether the entity is a related party to the particular transaction or not.

Transactions exempted for taking approvals of Audit Committee, Board and Shareholders:

- Transactions entered into between two Government Companies;
- Transactions entered into between a holding company and its wholly owned subsidiary whose accounts are consolidated with such holding company and placed before the shareholders at the general meeting for approval:

(ii) As per the Companies Act, 2013;

As per section 188(1) of the Companies Act, 2013 read with applicable rules to the Companies Act, 2013 prior approval of Board and/or shareholders is required for the following Related Party Transactions:

Related Party Transactions which are not in the ordinary course of business or not on arm's length basis shall be entered with the prior approval of the Board of Directors given by a resolution at a meeting of the Board.

Related Party Transactions which are not in the ordinary course of business or not on arm's length basis and are beyond the threshold limits as below, shall be entered with prior approval of the shareholders.

Schedule XII of SEBI LODR Regulations, 2015

Consolidated Turnover of Listed Entity Threshold	Threshold
(I) Up to ₹20,000 Crore	10% of the annual consolidated turnover of the listed entity
(II) More than ₹20,000 Crore to upto ₹40,000Crore	₹2,000 Crore + 5% of the annual consolidated turnover of the listed entity above ₹20,000 Crore
(III) More than ₹40,000 Crore	₹3,000 Crore + 2.5% of the annual consolidated turnover of the listed entity above ₹40,000 Crore or ₹5000 Crores, whichever is lower.