

NOTICE

Notice is hereby given that the Extraordinary General Meeting of the Members of Reliance Sibur Elastomers Private Limited will be held at a shorter notice on Friday, July 4, 2025 at 5:00 P.M. (IST) through Video Conferencing ("VC") / Other Audio-Visual Means ("OAVM"), to transact the following business:

SPECIAL BUSINESS:

1. To consider and approve alteration in the Articles of Association of the Company and in this regard to consider and, if thought fit, to pass, with or without modification(s), the following resolution as a **Special Resolution**:

"RESOLVED THAT in accordance with the provisions of Section 14 and other applicable provisions of the Companies Act, 2013 read with Rules made thereunder (including any statutory modifications or re-enactment thereof, for the time being in force) and subject to such approvals as may be necessary or required, the consent of the Members of the Company be and is hereby accorded to alter the Articles of Association of the Company so as to delete the following Article 49 of the Articles of Association of the Company:

"The statutory auditor of the Company and Subsidiaries of the Company shall be one of the Big Four accounting firms, and if there is more than one such auditor then at least one of them, shall be one of the Big Four accounting firms. The Company may continue with an Audit Firm other than the Big Four accounting firms till the conclusion of the 13th Annual General Meeting of the Company."

2. To re-appoint Mr. Dmitry Khrichenko, as Whole-time Director of the Company and approve remuneration payable to him and in this regard to consider and if thought fit, to pass, with or without modification(s), the following resolution as a **Special Resolution**:

"RESOLVED THAT in accordance with the provisions of Sections 196, 197, 198 and 203 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 (**"the Act"**) and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and the provisions of the Articles of Association of the Company, approval of the Members be and is hereby accorded to re-appoint Mr. Dmitry Khrichenko (DIN: 07438565) as Whole-time Director, designated as Executive Director and Chief Operating Officer (COO) of the Company, for a period of 3 (three) years, from expiry of his present term of office, i.e. with effect from August 1, 2025 on the terms and conditions including remuneration as set out in the Statement annexed to the Notice convening this Meeting, with liberty to the Board of Directors (hereinafter referred to as **"the Board"** which term shall be deemed to include the Nomination and Remuneration Committee of the Board) to alter and vary the terms and conditions of the said re-appointment and / or remuneration, as it may deem fit and as may be acceptable to Mr. Dmitry Khrichenko, subject to the same

Reliance Sibur Elastomers Private Limited

Regd. Off.: 9th Floor, Maker Chambers IV, 222, Nariman Point, Mumbai 400021
Phone: +91 22 22785000 website: www.reliancesibur.com CIN: U25209MH2012PTC310109

being within the limits specified under Section 197 of the Act read with Schedule V to the Act or any statutory modification(s) thereto or re-enactment(s) thereof;

RESOLVED FURTHER THAT if in any financial year, during the tenure of Mr. Dmitry Khrichenko, the Company has no profit or its profits are inadequate, the Company shall pay remuneration to him within the limits set out under Schedule V to the Act or any statutory modification(s) thereto or re-enactment(s) thereof;

RESOLVED FURTHER THAT the Board be and is hereby authorised to do all such acts, things and take all such steps as may be necessary, proper or expedient to give effect to this resolution."

By order of the Board of Directors

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YOGESHKUMAR
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YOGESHKUMAR
Date: 2025.07.04 15:26:13
+05'30'

Yogesh Ghatge
Company Secretary

Mumbai, July 4, 2025

Registered Office:

9th Floor, Maker Chambers IV,
222, Nariman Point,
Mumbai - 400 021
Phone: +91 22 22785000
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Notes:

1. The Ministry of Corporate Affairs ("MCA"), has vide its circular dated September 19, 2024 read with circulars dated April 08, 2020, April 13, 2020, June 15, 2020, September 28, 2020, December 31, 2020, June 23, 2021, December 28, 2022 and September 25, 2023 (collectively referred to as "MCA Circulars"), permitted convening and holding of the Extraordinary General Meeting ("EGM"/"Meeting") through Video Conferencing ("VC") / Other Audio Visual Means ("OAVM") without the physical presence of the Member at a common venue. In compliance with the Companies Act, 2013 ("Act") and MCA Circulars the Meeting of the Company is being held through VC and notice to all the Members is being sent only through electronic mode by e-mail at their address registered with the Company. The deemed venue for the Meeting shall be the Registered Office of the Company. Detailed instructions to attend, participate and vote at the meeting through VC is attached as Annexure 1.
2. A Statement pursuant to Section 102 of the Act, relating to the Special Business to be transacted at the Meeting is annexed hereto.

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3. A Member entitled to attend and vote at the Meeting is entitled to appoint a proxy to attend and vote on his / her behalf at the meeting and a proxy need not be a Member of the Company. Since this meeting is being held through VC pursuant to the MCA Circulars, physical attendance of the Members has been dispensed with. Accordingly, the facility for appointment of proxies by the Members will not be available for the Meeting and hence the Proxy Form is not annexed hereto.
4. Corporate members intending to authorise their representative(s) to attend the Meeting are requested to send to the Company vide an email at yogesh.ghage@ril.com, a certified true copy of the relevant Board Resolution authorizing their representative(s) to attend and vote on their behalf at the Meeting before the commencement of the Meeting.
5. Members / Representatives attending the Meeting through VC shall be reckoned for the purpose of quorum under Section 103 of the Act and accordingly there is no requirement of attendance slip for the meeting through video-conference and hence the same is not annexed hereto.
6. Since the Meeting will be held through VC the route map of the venue of the Meeting is not annexed hereto.
7. Members seeking any information with regard to the documents referred to in the Notice or any matter to be placed at the Meeting, are requested to write to the Company on or before July 4, 2025 through email at yogesh.ghage@ril.com. The same will be replied by the Company suitably.
8. In case of joint holders attending the Meeting, only such joint holder who is higher in the order of names will be entitled to vote.
9. The Meeting is being held at a shorter notice pursuant to the provisions of Section 101 of the Act.
10. The Board of Directors of the Company recommend the re-appointment of Mr. Dmitry Khrichenko as Whole-time Director of the Company.

Details of Mr. Dmitry Khrichenko as Whole-time Director, as required to be provided pursuant to the provisions of the Secretarial Standard on General Meetings ("SS-2"), issued by the Institute of Company Secretaries of India is provided herein below:

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Details of Director seeking re-appointment:

Mr. Dmitry Khrichenko	
Age	40 years
Qualifications	Mr. Dmitry Khrichenko, holds a Graduate degree from Gubkin Russian State University of Oil and Gas.
Experience (including expertise in specific functional area)/Brief Resume	<p>Mr. Dmitry Khrichenko started his career in the year 2006 as a Process Engineer at Transneft, state-controlled pipeline transport monopoly headquartered in Moscow, Russia. He has been associated with Sibur Group since 2008 and was a part of the Capital Projects Division supporting implementation of large-scale investment projects and forming a solid foundation for its long-term sustainable growth. He contributed significantly in the areas of Engineering Management, Project Execution, Project Control, JV Management and Business Development.</p> <p>Mr. Dmitry Khrichenko has been associated with the Company for over 9 years and has extensive experience in the industry.</p>
Terms and conditions of re-appointment	As per the resolution at Item No. 2 of the Notice convening this Meeting read with the statement pursuant to Section 102(1) of the Act thereto. Further, in terms of Section 152(6) of the Act, Mr. Dmitry Khrichenko, is liable to retire by rotation.
Remuneration (including sitting fees, if any) last drawn (Financial Year 2024-25)	INR 162.50 Lakh
Remuneration proposed to be paid	As per the resolution at Item No. 2 of the Notice convening this Meeting read with the statement pursuant to Section 102(1) of the Act thereto.
Date of first Appointment on the Board	August 1, 2022
Shareholding in the Company (including	Nil

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Reliance Sibur
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shareholding as beneficial owner) as on March 31, 2025	
Relationship with other Directors / Key Managerial Personnel	Mr. Dmitry Khrichenko is not related to any other Director / Key Managerial Personnel of the Company
Number of Meetings of the Board attended	FY 2024-25: 4 out of 5 meetings held FY 2025-26 (till the date of this Notice): 2 out of 2 meeting held
Directorship(s) of other Boards as on March 31, 2025	Nil
Membership(s)/ Chairmanship(s) of Committees of other Board as on March 31, 2025	Nil

By order of the Board of Directors

GHATGE
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GHATGE
YOGESHKUMAR
Date: 2025.07.04
15:26:33 +05'30'

Yogesh Ghatge
Company Secretary

Mumbai, July 4, 2025

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Statement pursuant to Section 102(1) of the Companies Act, 2013

The following statement sets out all the material facts relating to the item of business to be transacted as mentioned in the accompanying Notice.

Item No. 1

The Members of the Company at the 8th Annual General Meeting (“AGM”) of the Company, held on September 18, 2020 had appointed D T S & Associates LLP, Chartered Accountants (ICAI Firm registration no. 142412W/W100595), as the Statutory Auditors of the Company, for a tenure of 5 (five) years, to hold office from the conclusion of that Annual General Meeting (AGM) till the conclusion of the 13th AGM of the Company.

In accordance with the Article 49 of the Articles of Association of the Company, the Company shall continue with an Audit Firm other than Big Four accounting firms till the conclusion of the 13th AGM of the Company and thereafter the Company shall appoint one of the Big Four accounting firms as Statutory Auditors of the Company and if there is more than one such auditor, then at least one of them, shall be one of the Big Four accounting firms.

The Board of Directors of the Company at its meeting held on July 4, 2025, had approved deletion of Article 49 in the Articles of Association of the Company, subject to Members approval, in order to do away the mandatory requirement of appointing one of the Big Four accounting firms as Statutory Auditor of the Company.

Copy of the draft Articles of Association, with proposed amendment, is available for inspection through e-mode at the commencement of the meeting of the Company and shall remain open and accessible during the continuance of the meeting to any person having the right to attend the meeting.

As per the provisions of Section 14 of the Companies Act, 2013, a Company shall alter its Articles of Association by passing a special resolution.

Further, as per the provisions of Article 39.b.(vii) of the Articles of Association of the Company, any alteration to or modification in the Articles of Association is a ‘Shareholders Reserved Matter’ and requires approval of at least one shareholder from each shareholder group (i.e. Reliance and SIBUR shareholders) at Shareholders’ Meeting.

None of the Directors / Key Managerial Personnel of the Company / their relatives are, in any way, concerned or interested, financially or otherwise, in the resolution set out at Item No. 1 of the Notice.

The Board commends the Special Resolution set out at Item No. 1 of the Notice for approval by the Members.

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Item No. 2

The Board of Directors of the Company ("**Board**") at its meeting held on July 4, 2025 has, based on report of performance evaluation and subject to the approval of Members, re-appointed Mr. Dmitry Khrichenko (DIN: 07438565), as Whole-time Director, designated as Executive Director and Chief Operating Officer (COO) of the Company, for a period of 3 (three) years from expiry of his present term, i.e. with effect from August 1, 2025 on the terms and conditions including remuneration as recommended by the Nomination and Remuneration Committee ("NRC") of the Board.

Mr. Dmitry Khrichenko has rich and varied experience in the industry and has been involved in the operations of the Company. It would be in the interest of the Company to continue to avail of his considerable expertise and re-appoint him as Whole-time Director designated as Executive Director and Chief Operating Officer (COO) of the Company.

Broad particulars of the terms of appointment of Mr. Dmitry Khrichenko, and remuneration payable to him are as under:

1. **Remuneration will include:**

- (a) **Salary and Allowances:** Not exceeding INR 3.00 Crore (Indian Rupees Three Crore only) per annum. Allowances shall be evaluated, wherever applicable, as per the provisions of the Income Tax Act, 1961 or any rules thereunder or any statutory modification(s) thereto or re-enactment(s) thereof; in the absence of any such rules, allowances shall be evaluated at actual cost.
 - (b) **Perquisites:** In addition to salary and allowances, perquisites shall include insurance, leave travel concession for self and family including dependents and such other perquisites as per Company rules. The said perquisites shall be evaluated, wherever applicable, as per the provisions of the Income Tax Act, 1961 or any rules thereunder or any statutory modification(s) thereto or re-enactment(s) thereof; in the absence of any such rules, the perquisites shall be evaluated at actual cost.
2. The Company's contribution to provident fund, superannuation or annuity fund, if any, to the extent these either singly or put together, Children's education allowance, Holiday passage for children studying outside India or family staying abroad and Leave travel concession are not taxable under the Income Tax law, gratuity payable and encashment of leave as per the rules of the Company, and to the extent not taxable under the Income Tax law, shall not be included for the purpose of computation of the aforesaid remuneration set out in para 1 above.
 3. Any increment in salary, perquisites, allowances and amounts, if any, by way of incentive / bonus payable to Mr. Dmitry Khrichenko shall be within the limits set out in para 1 above.
 4. **Reimbursement of Expenses:** Expenses incurred for travelling, board and lodging

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during business trips, provision of any medical assistance, provision of car(s) and use thereof on Company's business shall be reimbursed at actuals and not considered as perquisites.

5. General:

- (a) During the term of his appointment, Mr. Dmitry Khrichenko will be paid remuneration under (1) to (3) above, upto 10% of net profit of the Company as per the provisions of Section 197 of the Companies Act 2013 ("**Act**"), subject to approval of Members.
- (b) Where in any financial year closing after March 31, 2025, the Company has no profits or its profits are inadequate, the Company will pay to Mr. Dmitry Khrichenko, remuneration as permissible under Section II of Part II of Schedule V to the Act or any statutory modification(s) thereto or re-enactment thereof for a period of 3 (three) years based on the effective capital as per the Explanation set out in the Schedule mentioned above.
- (c) The Whole-time Director will perform his duties as such with regard to all work of the Company and he will manage and attend to such business and carry out the orders and directions given by the Board from time to time in all respects and conform to and comply with all such directions and regulations as may from time to time be given and made by the Board and the functions of the Whole-time Director will be under the overall supervision and authority of the Board of Directors of the Company.
- (d) The Whole-time Director shall act in accordance with the Articles of Association of the Company and shall abide by the provisions contained in Section 166 of the Act with regard to duties of directors.
- (e) The Whole-time Director shall adhere to the Company's Code of Conduct.
- (f) The office of the Whole-time Director may be terminated by the Company or by the Whole-time Director, by giving to the other, 3 (three) months' prior notice in writing, or as may be mutually agreed between the Board of Directors and the Whole-time Director.
- (g) The Whole-time Director shall not be entitled for fees for attending meetings of the Board of Directors or Committees.

Information required to be disclosed in this Statement in terms of provisions of Section II of Part II of Schedule V of the Act are as under:

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I. General Information

1. Nature of industry:

Reliance Sibur Elastomers Private Limited is a Joint Venture between Reliance Industries Limited (RIL) and Sibur Investment AG. The Company operates state of the art Isobutylene Isoprene Rubber (IIR) Plant at Jamnagar with capacity of 1,20,000 metric tonnes per annum and Halogenated Isobutylene Isoprene Rubber (HIIR) Plant with 60,000 metric tonnes per annum.

The products manufactured by the Company are critical for self-reliance in radial tyres for India and are also exported to various countries like USA, China, Japan, Korea etc.

The Revenue from Operations of the Company was INR 2,569 crore (net of GST) in financial year 2024-25. The Company has turned Profit After Tax positive for the first time in financial year 2024-25.

2. Date or expected date of commencement of commercial production:

IIR commenced from April 1, 2022 and HIIR commenced from April 1, 2023.

3. In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus:

Not applicable.

4. Financial performance based on given indicators:

Financial Performance for past 3 financial years is as under: (INR in Lakh)

	2022-23	2023-24	2024-25
Total Income	106513.61	297792.25	258683.00
Profit / (Loss) Before Tax	(14823.55)	(13929.46)	2684.94
Net Profit / (Loss)	(13171.74)	(6182.68)	1210.97
Net Worth	222394.12	216211.44	217422.41

5. Foreign investments or collaborations, if any:

As on March 31, 2025, total foreign shareholding in the Company was 25.1 % of the total paid-up capital of the Company.

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II. Information about the appointee:

1. Background details: Mr. Dmitry Khrichenko

Mr. Dmitry Khrichenko, aged 40 years holds a Graduate degree from Gubkin Russian State University of Oil and Gas. He started his career in the year 2006 as a Process Engineer at Transneft, state-controlled pipeline transport monopoly headquartered in Moscow, Russia. He has been associated with Sibur Group since 2008 and was a part of the Capital Projects Division supporting implementation of large-scale investment projects and forming a solid foundation for its long-term sustainable growth. He contributed significantly in the areas of Engineering Management, Project Execution, Project Control, JV management and Business Development.

2. Past remuneration

Year	Total Remuneration (INR in Lakh)
2022-23	84.41
2023-24	157.84
2024-25	162.50

3. Recognition or awards

None

4. Job profile and his suitability

As Whole-time Director, Mr. Dmitry Khrichenko is entrusted to perform such duties and exercise such powers as have been or may from time to time be entrusted or conferred upon him by the Board. Mr. Dmitry Khrichenko is a Senior Corporate Executive of proven calibre and skill and is having wide ranging experience in the industry.

5. Remuneration proposed

As per resolution at Item no. 2 of this Notice convening this meeting read with the statement pursuant to Section 102(1) of the Act thereto.

6. Comparative remuneration profile with respect to industry, size of the company, profile of the position and person (in case of expatriates the relevant details would be w.r.t. the country of his origin)

The remuneration proposed is commensurate with the remuneration paid to similar senior level personnel in other Companies.

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7. Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel, if any.

Apart from receiving remuneration, Mr. Dmitry Khrichenko does not have any pecuniary relationship directly or indirectly with the Company. He is working with the Company purely in a professional capacity.

III. Other information:

1. Reasons of loss or inadequate profits

Inadequate profit can be attributed to many reasons, which include stiff competition from global players who export product to Indian market at a price which lead to margin compression for the Company. The Company is taking necessary steps to address the issue of import through tariff measures.

2. Steps taken or proposed to be taken for improvement

The Company continues to work in the direction to operate plant at optimum efficiency. The Company expects the operational performance will improve in the upcoming years by using high operating rate and penetration in Indian and overseas market. The Company is also taking necessary steps to improve the profitability including approaching Government for adequate tariff measures.

3. Expected increase in productivity and profits in measurable terms

Continuous efforts are being made to increase productivity and profitability. Additionally, the Company is also exploring the opportunity to trade in other synthetic rubbers and feedstock.

Mr. Dmitry Khrichenko satisfies all the conditions set out in Part-I of Schedule V to the Act as also conditions set out under sub-section (3) of Section 196 of the Act for being eligible for his re-appointment. He is not disqualified from being appointed as Director in terms of Section 164 of the Act.

The above may be treated as a written memorandum setting out the terms of appointment of Mr. Dmitry Khrichenko under Section 190 of the Act.

This Statement may also be regarded as an appropriate disclosure under the Act.

Members' approval is sought for the re-appointment of and remuneration payable to Mr. Dmitry Khrichenko, as Whole-time Director, designated as Executive Director and Chief Operating Officer (COO) of the Company, in terms of the applicable provisions of the Act.

Save and except Mr. Dmitry Khrichenko and his relatives, to the extent of their shareholding interest, if any, in the Company, none of the other Directors / Key Managerial Personnel of the Company / their relatives are in anyway, concerned or interested, financially or

otherwise, in the resolution set out at Item No. 2 of the Notice.

The Board commends the Special Resolution set out at Item No. 2 of the Notice for approval by the Members.

By order of the Board of Directors

GHATGE
YOGESHKUMAR

Digitally signed by
GHATGE YOGESHKUMAR
Date: 2025.07.04
15:27:10 +05'30'

Yogesh Ghatge
Company Secretary

Mumbai, July 4, 2025

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Annexure 1

Members are requested to note the following in accordance with MCA circulars:

1. The Meeting through VC, would be conducted through “Microsoft Teams” which enables two-way audio and VC. Members are requested to join the Meeting using the following link:

Link

Detailed instructions on installing Microsoft Teams is attached as Annexure 2.

2. The link to join the Meeting shall be activated 15 minutes before the Meeting.
3. E-mail address of the Company Secretary of the Company, Mr. Yogesh Ghatge i.e. yogesh.ghage@ril.com is designated for correspondences / voting and all other purposes related to the meeting.
4. In the event of demand for poll at the meeting, Members shall send their votes by email from their email address which is registered with the company and shall only be sent to the designated email address mentioned in point no. 3 above.
5. For any assistance before or during the meeting, Members may contact, Mr. Yogesh Ghatge on +91-8591107540.

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Annexure 2

The instruction for participating in the meeting through VC:

1. Members would have received an email from the Company to participate in the Meeting through VC on your email address registered with the Company.
2. In case you already have Microsoft Teams installed on your Laptop / Computer / iPad / Mobile Phone, click on “**Join the meeting now**” option from the email. You will connect to the meeting.
3. In case you do not have Microsoft Teams installed on your Laptop / Computer / iPad / Mobile Phone, please follow the below given procedure.

Option 1

For participating through **Windows / Apple powered Laptops / Computer devices:**

Open the email invitation using **Google Chrome** browser



Simply click on “**Join the meeting now**” option from the email invitation / your calendar events.



A new Browser window would open. Click on “**Continue on this browser**”. Once you reach to the “**Enter Name**” prompt, enter your name and click “**Join as a Guest**”



You will enter the Meeting. Make sure you start your camera and the microphone may be kept on “Mute” when not speaking.

Option 2

For installing Microsoft Teams on your **iPad / apple devices / iPad / Android devices:**

Click on “**Join the meeting now**” from the email invitation / calendar events



System will prompt you to download Microsoft Teams



Download and Install Microsoft teams. Please do not try to login.



Once installed, click on invitation once again on “**Join the meeting now**” from the email invitation/calendar events



You will be prompted to Microsoft Teams application



Click on “**Join as a Guest**” option

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Type your Name and once again click on “**Join as a Guest**”



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