

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Disclosure under Regulation 25 & 46 of SEBI (LODR) Regulations, 2015)

Preface

The Schedule IV of the Companies Act, 2013 and Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the Listing Regulations”) mandates the Company to familiarize the Independent Directors with the Company. The Company familiarizes the Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the Industry in which the Company operates, business model of the Company, etc., through various programmes by way of presentations/interaction.

Objective of the Programmes

The objective of the familiarization programme is to enable the Independent Directors to understand the Company, the operations, business, industry and environment in which it functions and the regulatory environment applicable to facilitate their active participation in various Board and Committee Meetings.

Initial Familiarization

The Company has Five Independent Directors:

1. Mr. Aseem Dhru
2. Mr. Goutam Bhattacharya
3. Ms. Meher Castelino
4. Mr. Robin Banerjee
5. Maj. Gen. Sharabh Pachory VSM (Retd.)

The Company has issued letters of appointment to each of the Independent Director detailing his/her role, responsibilities, and liabilities, post the joining of new independent directors with effect from November 12, 2019, as part of their induction onto the Board, the Company through its executive directors and senior management conducted, which was largely around interaction with subject matter experts within the Company, meetings with our business leads and functional heads for all the Independent Directors.

Continuing Process

As part of continuous familiarization Chairman, Managing Director and Key Managerial Personnel has interactions with the Independent Directors, During these interactions the discussion are held on different aspects of the business including but not limited to financial and operational performance review, strategies, objectives, business plans, budgets, new initiatives and offerings, M&A initiatives, working capital management, CSR Plan etc.

As a part of Board / Committee Meetings regular presentations made on various matters covering the Company’s strategy in connection with the products, markets, innovation, initiatives, human resources and foreign exchange exposure risk etc. Periodic presentations are made on business and performance updates of the Company.

ROSSARI BIOTECH LIMITED

(An ISO 9001:2015 & 14001:2015 Certified Company)

Regd. Office : 201 A & B, Akruti Corporate Park, Next to GE Gardens, LBS Marg, Kanjurmarg (W), Mumbai - 400078, India. T +91-22-6123 3800 F +91-22-2579 6982

Factory : Plot No. 10 & 11, Survey No. 90/1/10 & 90/1/111/1, Kumbharwadi, Village Naroli, Dadra & Nagar Haveli (U.T.), Silvassa - 396 235, India. T 0260 - 669 3000

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CIN: L24100MH2009PLC194818

Independent Directors have the freedom to interact with the Company's management. Business Heads interact with the Independent Directors during the presentations about performance of their Business Division to the Board at the Board Meetings. Apart from this, they also have interactions with the Statutory Auditors and Internal Auditors from time to time.

Details of familiarization programs attended by our Independent Directors during the year 2021-22

In terms of above, the Company conducted the following familiarisation programmes for its Independent Directors. The Programmes were part of the Board/Committee Meetings held during the Financial Year 2021-22:

- Company's operations and Strategy and annual budget of the Company;
- Supply Chain of the Company;
- CSR strategy framework;
- Updates on Subsidiaries;
- Statutory Compliance;
- Human Resources - Organization Structure and Appraisal Plan;
- Regulatory updates at Board and Audit Committee Meetings;
- Investor Grievances, etc.

Name of the Directors	No. of Programme / Meeting attended by the Independent Director		Number of hours spent by Independent Directors	
	During the year ended 31.03.2022	On a cumulative basis	During the year ended 31.03.2022	On a cumulative basis
Aseem Dhru	7	12	10	20
Goutam Bhattacharya	7	12	10	20
Meher Castelino	7	12	10	20
Robin Banerjee	7	12	10	20
Maj. Gen. Sharabh Pachory VSM (Retd.)	7	12	10	20

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