

## FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

(Disclosure under Regulation 25 & 46 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) 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 (“**Listing Regulations**”) mandates the Company to familiarize the Independent Directors with the Company. The Company facilitates structured familiarization programmes for Independent Directors, covering key aspects such as their roles, rights, and responsibilities, the nature of the industry in which the Company operates, the regulatory environment, and the Company’s overall business model. These programmes are delivered through detailed presentations and interactions with senior management.

### Objective of the Programmes

The objective of the familiarization programme is to enable the Independent Directors to understand the Company, 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.

### Familiarization Process

As on 31<sup>st</sup> March, 2025, the Company has four Independent Directors:

1. Mr. Aseem Dhru
2. Ms. Aparna Sharma
3. Ms. Esha Achan
4. Mr. Gurudas Aras

The members of the Board of Directors have complete access to information within the Company. The Company from time to time updates the Board Members about their roles and responsibilities in the following manner:

1. At the time of inducting a newly appointed Director, including Independent Director, discussions are held with the official(s) of the Company including the Executive Chairman, Managing Directors, Group-Chief Financial Officer, Members of Senior Management & Company Secretary to familiarize the Director with the business model, operational aspects, management structure and other information about the Company. The new inductee is also appraised on the ongoing discussions at the Board meetings to enable him/ her to effectively participate at the Board meetings.
2. At the time of joining, an appointment letter is issued to the Independent Directors, which broadly outlines their statutory duties, roles, responsibilities as an Independent Director. The Independent Directors are also informed of the important policies of the Company including the Directors and Officers liability and Company insurance policy, Code of Conduct for Independent Directors, Code of Ethics for Directors, KMP and Other Members of Senior Management, Code of Conduct for Prevention of Insider Trading.

## ROSSARI BIOTECH LIMITED

(An ISO 9001:2015 & 14001:2015 Certified Company) (CIN: L24100MH2009PLC194818)

Regd. Office: Rossari House, Golden Oak, LBS Marg, Surya Nagar, Opp. Mahindra Showroom, Vikhroli (West), Mumbai - 400079, Maharashtra, India. T: +91-22-6123 3800

Factory : Plot No. 10 & 11, Survey No. 90/1/10/ & 90/1/11/1, Khumbharwadi, Village Naroli, Silvassa - 396235, Dadra & Nagar Haveli (U.T.), India. T: 0260-669 3000

: Plot No. D3/24/3, Opposite Yokohama Tyre, Phase III, G.I.D.C Dahej, Village Galenda, Taluka Vagra, Bharuch-Gujarat - 392130, India. T: +91 2641-661621

The Company keeps all its directors updated on the operations of the Company and key Developments which may impact the Company, its performance through presentations made at the meetings of Board or otherwise by the Management of the Company from time to time. Such presentations, inter alia, include performance of the Company, updates on products of the Company, Company plans and strategies budgets, risk management mechanism, mitigation plans, investments plans, capital expenditure plans, expansion plans, opportunities of Mergers and Acquisition, HR policies, management and succession planning, Corporate Social Responsibility Initiatives, investor grievances, performance of the subsidiaries, and such other information as may be required by them. The Board members are updated on various regulatory and other amendments and developments.

The Company arranges visit for Directors to the manufacturing facilities of the Company, as and when required, to enable them to better understand the manufacturing and operations process at such facilities.

Business / Functional Heads and Company executives are invited at the Board or Committee meetings, as and as needed, to provide a platform for interaction between the Company's key executives and the Directors and also to enable them to better understand the business and operations of the Company. Apart from this, Independent Directors 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 2024-25

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 2024-25:

- Company's operations and Strategy and annual budget of the Company;
- Business Overview;
- CSR strategy framework;
- Updates on Subsidiaries;
- Statutory Compliance;
- Regulatory updates at Board and Audit Committee Meetings;
- Expansion Plan(s);
- 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 31.03.2025	On a cumulative basis	During the year ended 31.03.2025	On a cumulative basis
Aseem Dhru	8	34	6	38
Aparna Sharma*	8	17	6	11
Esha Achan <sup>#</sup>	8	10	6	8
Maj. Gen. Sharabh Pachory VSM (Retd.) <sup>^</sup>	5	31	4	36
Gurudas Aras**	3	3	2	2

\*Ms. Aparna Sharma (DIN: 07132341), was appointed as the Independent Director of the Company with effect from 29<sup>th</sup> April, 2023.

<sup>#</sup>Ms. Esha Achan (DIN: 10350369), was appointed as the Independent Director of the Company with effect from 21<sup>st</sup> October, 2023.

<sup>^</sup>Maj. Gen. Sharabh Pachory VSM (Retd.) ceased to be the Independent Director of the Company with effect from close of business hours of 11<sup>th</sup> November, 2024

\*\*Mr. Gurudas Aras was appointed as the Independent Director of the Company with effect from 19<sup>th</sup> October, 2024

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