

List of Top Ten Employees in Terms of Remuneration as on 31.03.2026									
Name of the Employee	Designation	Remuneration (Gross)	Employment Type	Qualification	Date of Joining	Age	Previous Company	Equity Shares %	Relation with the Director
Ketan Sablok	Group - Chief Financial Officer	21,902,621	Permanent	Chartered Accountant and Cost Accountant	08/11/2021	55	Navin Fluorine International Limited	-	-
Sujit Saha Roy	Country Manager	19,263,026	Permanent	MBA - HR	17/08/2023	44	Rudolf GMBH	-	-
Prasad Gadkari	Director-Operations	10,935,205	Permanent	Bachelor of Commerce, Diploma in Business Management, Diploma in Industrial Relations & Personnel Management	27/01/1998	51	Not Applicable	-	-
Sandeep Tulshyan	Head - Global Projects and Supply Chain	10,783,693	Permanent	PGDB in Supply Chain	15/06/2021	52	Indofil Industries Limited	-	-
Punit Arora	Director Textile and New Initiatives	10,581,244	Permanent	Bachelor of Commerce	01/06/1999	51	Not Applicable	-	-
Shantanu Dey	Vice President - Exports & Brands	10,443,988	Permanent	Bachelor of Science (Textile Chemicals)	02/07/2018	57	Premco Global Limited	-	-
Dr. Anish Kumar	Vice President - Animal Health and Nutrition	9,709,147	Permanent	Bachelor of Veterinary Science & Animal Health	25/04/2012	58	Raymond's Embryo Research Center	-	-
Mikhail Menezes	Director - AHN and Textile Business	9,420,526	Permanent	MEng & ACGI in Chemical Engineering	23/09/2016	36	Not Applicable	-	Son of Mr. Edward Menezes
Maqbool Ahmed Khan	Head -R&D and Process Technology	9,219,244	Permanent	Ph.D.(Chemistry)	25/04/2025	48	CBC Corporation (India) Private Limited	-	-
Vikram Rewar	Business Head	9,113,092	Permanent	B. Text (Textile Chemistry)	24/02/2009	43	Clariant Chemicals India Limited	-	-

List of employees employed throughout Financial Year and in receipt of remuneration not less than 1,02,00,000 per annum									
Name of the employee	Designation	Remuneration (Gross)	Employment Type	Qualification	Date of Joining	Age	Previous company	Equity Shares %	Relation with the Director
Ketan Sablok	Group - Chief Financial Officer	21,902,621	Permanent	Chartered Accountant and Cost Accountant	08/11/2021	55	Navin Fluorine International Limited	-	-
Sujit Saha Roy	Country Manager	19,263,026	Permanent	MBA - HR	17/08/2023	44	Rudolf GMBH	-	-
Prasad Gadkari	Director Operations	10,935,205	Permanent	Bachelor of Commerce, Diploma in Business Management, Diploma in Industrial Relations & Personnel Management	27/01/1998	51	Not Applicable	-	-
Sandeep Tulshyan	Head - Global Projects and Supply Chain	10,783,693	Permanent	PGDB in Supply Chain	15/06/2021	52	Indofil Industries Limited	-	-
Punit Arora	Director Textile and New Initiatives	10,581,244	Permanent	Bachelor of Commerce	01/06/1999	51	Not Applicable	-	-
Shantanu Dey	Vice President - Exports & Brands	10,443,988	Permanent	Bachelor of Science (Textile Chemicals)	02/07/2018	57	Premco Global Limited	-	-

List of employees employed for a part of Financial Year and in receipt of remuneration not less than 8,50,000 per month									
Name of the employee	Designation	Remuneration (Gross)	Employment Type	Qualification	Date of Joining	Age	Previous company	Equity Shares %	Relation with the Director
Sunil V*	CHRO and Head Corporate Communications	1,878,419	Resigned	Executive Program in Human Resource Management	15/04/2024	49	Ashok leyland Limited	-	-

\*Sunil V., Chief Human Resource Officer and Head - Corporate Communications of the Company, resigned with effect from 9th May, 2025.

List of employees in receipt of remuneration in excess of that drawn by Managing Director or director									
Name of the employee	Designation	Remuneration (Gross)	Employment Type	Qualification	Date of Joining	Age	Previous company	Equity Shares %	Relation with the Director
Ketan Sablok	Group - Chief Financial Officer	21,902,621	Permanent	Chartered Accountant and Cost Accountant	08/11/2021	55	Navin Fluorine International Limited	-	-

**Notes:**

- (i) Equity Shares % disclosed if holding more than 2% of the Equity Share Capital of the Company.
- (ii) Remuneration disclosed above are based on gross remuneration. It excludes incentive paid and ESOP Exercised under Rossari Employee Stock Option Plan - 2019.
- (iii) Information about qualifications and last employment is based on the particulars furnished by the concerned employee.