



# RAJASTHAN ANTIBIOTICS LTD

## SUCCESSION PLANNING

### FRAMEWORK





## SUCCESSION PLANNING FRAMEWORK

This planning framework is prepared pursuant to Regulation 17(4) of SEBI (Listing Obligations and Disclosures Requirements), 2015, to ensure that planning framework is in place in the Company for orderly succession for appointment to the Board of Directors and top critical positions including its Senior Management.

This framework was approved by the Board of Directors in its meeting held on January 05, 2022.

The Board of Directors, HR and Nomination and Remuneration Committee (NRC) are entrusted with overseeing and monitoring talent management and succession planning initiatives at the Company in the following institutionalized manner:

**Board:** A robust process is followed for Board rejuvenation and succession which is a hallmark of a forward-thinking and progressive Board. The Board deliberates on various factors including current tenure of board members, outcome of performance evaluation, skill matrix including skill-gaps, board diversity, statutory requirements etc. offering an additional opportunity for the Board to assess its competencies and capabilities. The Chairman works closely with the Nomination & Remuneration Committee to put in place a multi-year succession plan. This helps identify prospective board members who possess the skills and experience required in the context of the Company's business and ensures a smooth transition in key board positions.

**Top critical positions including Senior Management:** The Board along with HR and NRC anchors the whole process and carries out detailed evaluation of each position including various criteria of identification of successors, their readiness/ development plan (which could be in the form of job rotation, exposure, coaching, mentorship, development and engagement etc.). Also, they will devote its considerable time for review of succession planning framework on periodical basis. The Committee reviews the detailed plan including specific listing of critical jobs, successors identified and readiness timeline/ contingency plan for each position. The framework involves skilling for the top leadership as well to foster successor readiness more effectively. The Board also reviews the succession planning framework for top critical positions including Senior Management.

\*\*\*\*\*