

## **SUCCESSION POLICY FOR APPOINTMENTS TO THE BOARD AND SENIOR MANAGEMENT**

### **1. BACKGROUND:**

The Securities and Exchange Board of India ("SEBI") issued the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred to as the 'LODR Regulations') on September 02, 2015, effective from December 01, 2015, with an aim to consolidate and streamline the provisions of existing listing agreements thereby ensuring better enforceability.

Regulation 17(4) of the LODR Regulations, inter alia, reads, the Board of Directors of the listed entity shall satisfy itself that plans are in place for orderly succession for appointment to the Board of Directors and senior management.

### **2. OBJECTIVE**

The objective of this Policy is to make a plan for orderly succession for appointment to the Board and Senior Management.

### **3. \*SENIOR MANAGEMENT**

Senior Management as defined under Regulation 16 of SEBI (Listing Obligations and Disclosure Requirements) 2015 and as provided under the Companies Act, 2013 as may be amended from time to time.

### **4. PROCEDURE**

i. Board & KMP Level Appointments: The Nomination Remuneration and Compensation Committee (NRC Committee) of the Company shall identify suitable persons from amongst the existing top management personnel or from the outside to fill up the vacancy at the Board & KMP level. The appointment of the person at the Board & KMP level shall be in accordance with the applicable provisions of the Companies Act, 2013, read with terms of Corporate Governance as may be amended from time to time, and other laws as applicable to the Company.

ii. Senior Management Level Appointment: The vacancy at Senior Management level shall be filled up by the Executive Directors in line with the internal policy adopted by the management, keeping in view the organization's mission, vision, values, goals and objectives.

### **5. EMERGENCY SUCCESSION**

If a Director's slot/Senior Management's position suddenly becomes vacant by reason of death or other unanticipated occurrence, the NRC Committee/ Executive Directors shall convene a special meeting as early as possible to implement the process described herein, subject to the necessity involved.

### **6. REVIEW AND MONITORING**

The Board shall review and monitor the implementation of this Policy from time to time to ensure its effectiveness and for ensuing effective succession planning.

### **7. AMENDMENTS TO THE POLICY**

The Board shall have the power to clarify any doubts or rectify any anomalies that may exist in connection with the effective execution of this Policy. The Board reserves the right to amend this Policy from time to time based on changing requirements as prescribed by SEBI/Stock Exchange(s) or any other appropriate Statutory Authority.

### **8. DISCLOSURE OF THE POLICY**

The Company shall disclose this Policy on its website. The necessary disclosure, if any, about the policy will also be made as per the requirements of LODR Regulations and Companies Act 2013.

\*Inserted with effect from 13<sup>th</sup> November 2024.