

## SUCCESSION POLICY

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### 1. INTRODUCTION

Regulation 17(4) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**SEBI Listing Regulations**”), requires every listed company to formulate a succession policy. The Board of Directors (“the **Board**”) of DOMS Industries Limited (“the **Company**”) has adopted the following policy and the Board may amend this policy from time to time.

This Policy shall come into effect on December 02, 2023.

### 2. DEFINITIONS

For the purpose of this Policy the following terms shall have the meanings assigned to them hereunder:

- (a) "**Act**" means the Companies Act, 2013, read with the rules thereunder, as amended.
- (b) "**Director**" means a member of the Board.
- (c) "**Senior Management Personnel**" shall mean individuals who are designated as Key Managerial Personnel and shall also include its core management team which term shall include all operational heads, irrespective of their designation.

### 3. SCOPE AND APPLICABILITY OF THE POLICY

The Policy shall be applicable for succession planning of the managing director/whole-time/ executive directors, non-executive directors, independent directors and other members of the Board and Senior Management.

### 4. SUCCESSION PLAN

- a) The Nomination and Remuneration Committee of the Board (the “**NRC**”) shall review the leadership and management needs of the Company from time to time. The NRC shall assess the suitability of a person who is being considered for appointment as a Director of the Company, based on his / her educational qualification, experience, expertise and track record and shall recommend to the Board, the terms and conditions of his/her appointment, including remuneration.
- b) The NRC may, at its discretion, recommend to the Board, appointment of suitable candidate(s) in senior management level with a view to ensure a continuous availability of managerial talent at senior levels to meet the organizational needs. The recommendations of the NRC shall be placed before the Board for approval. The Senior Management team shall always strive to develop in-house capabilities by enriching work exposure.

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**INDUSTRIES LIMITED**  
(Formerly known as DOMS INDUSTRIES PVT. LTD.)

- c) The Managing Director has an important role to play in the hiring process of Key Managerial Personnel and Senior Management. This includes:
- (i) helping the Board/ NRC to identify the key skills, experience and qualifications required for a new key managerial personnel/ Senior Management.
  - (ii) identifying the competency requirements of key positions, assess potential candidates and develop required competency through planned development and learning initiatives.
  - (iii) recommending whether individual in the Senior Management level be granted an extension in term or be replaced with an identified internal or external candidate or recruit other suitable candidate(s).
  - (iv) evaluating the job position and inform the Board/ NRC on what strengths and weaknesses they have brought to the position and thus the organization.
  - (v) development of individuals in the middle management level to replace Senior Management as and when the need arises due to deaths, disabilities, retirements, and other unexpected occurrence.

## 5. AMENDMENT AND REVIEW OF THE POLICY

The Board shall review Policy periodically. However, all such amendments will be subject to applicable laws, rules and regulations, from time to time. The Board shall have the right to withdraw and / or amend any part of this Policy or the entire Policy, at any time, as it deems fit, or from time to time, and the decision of the Board in this respect shall be final and binding. Any subsequent amendment / modification in the Listing Regulations and / or any other laws in this regard shall automatically apply to this Policy.

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