



# Olympia Industries Limited

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## POLICY ON ORDERLY SUCCESSION FOR APPOINTMENTS TO THE BOARD AND SENIOR MANAGEMENT

### PREAMBLE:

The Securities and Exchange Board of India (SEBI) has mandated the need for a Succession Plan pursuant to Regulation 17(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. It is a necessary for Boards of all listed Companies to develop an action plan for orderly succession for appointment to the board of directors and senior management.

As per Section 178 of the Companies Act, 2013, the Company is required to constitute a Nomination and Remuneration Committee and development of a succession plan for the Board and senior management is an object of the Nomination and Remuneration Committee.

### OBJECTIVES:

The objective of this Policy is to ensure the orderly identification and selection of new Directors or Senior Management in the event of any vacancy, whether such vacancy arises by reason of an anticipated retirement, an unanticipated retirement due to resignation or death, the expansion of the size of the Company, or otherwise.

Succession Planning is an ongoing process that identifies necessary competencies, and then works to assess, develop, and retain a talent pool of employees, in order to ensure a continuity of leadership for all critical positions.

It is a plan formulated to implement, and customize and meet the business needs of department(s) thereby contributing for the organizational manpower requirements.

### APPLICABILITY:

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 in consultation with the Board.

**This Policy is adopted and approved by the Board on 25.09.2025**



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## **SUCCESSION PLAN FOR THE BOARD AND SENIOR MANAGEMENT**

The Nomination and Remuneration Committee of the Board (the “NRC”) shall assess the suitability of a person who is being considered for appointment as a director of the Company, among the existing top management or from the outside to fill up the vacancy at the Board level and also 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.

The NRC would assess the emerging business and leadership requirements of the Company and at its discretion, recommend to the Board, appointment of suitable candidate(s) in key senior management positions 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 a strong leadership pipeline by enriching work exposure to in-house talent.

### **REVIEW OF POLICY:**

The Policy shall be reviewed periodically by the Board, or such individuals or committees of individuals authorized to do so by the Board and any change in the Policy shall be approved by the Board of the Company. However, all such amendments will be subject to applicable laws, rules, and regulations, from time to time.