

KREON FINNANCAL SERVICES LIMITED

SUCCESSION PLAN FOR THE BOARD AND SENIOR MANAGEMENT

INTRODUCTION

Regulation 17 (4) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred as "**Listing Regulations**") stipulates that the Board of directors of the company shall satisfy itself that plans are in place for orderly succession for appointment of the board of directors and Senior Management. .

In compliance with said Listing Regulations, KREON FINNANCIAL SERVICES LIMITED has formulated and adopted a Policy on Succession Planning for the Board and Senior Management (hereinafter called the "**Policy**").

PURPOSE

Succession Planning is an important component often addressed as part of strategic planning. It is critical to the success of the organization and should provide for a process that recognizes, develops and retains top leadership talent. Boards often create a succession plan outlining the process for retaining, developing, and/or appointing the Board of Directors and Senior Management personnel of organization.

Succession planning can also mean creating an objective in a strategic plan around succession plans for all senior staff positions. If the organization is interested in developing an internal process to ensure that it develops and retains the best people, it may outline a development plan for each key position in the organization.

APPLICABILITY OF THE POLICY

The Policy shall be applicable for succession planning of the following personnel:

1. appointment to the Board of directors; and
2. Senior Management, if any.

DEFINITION

"Board of directors" or "Board" means the Board of Kreon Financial Services Limited, as constituted or reconstituted from time to time.

"Company" means Kreon Financial Services Limited.

“Nomination and Remuneration Committee” means the committee of the Board constituted and reconstituted under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with Section 178 of the Companies Act, 2013.

“Policy” means Succession Policy.

“Senior Management” shall mean officers/personnel of the listed entity who are members of its core management team excluding Board of directors and normally this shall comprise all members of management one level below the executive directors, including all functional heads, if any.

PROCEDURE

a) Board Level Appointment: The Nomination and Remuneration Committee of the Company shall identify the suitable person from among the existing top management or from the outside to fill up the vacancy at the Board level. The appointment of the person at the Board 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

b) Sr. Management Level Appointment: The vacancy at Senior Management i.e. all members of management one level below the executive directors, including all functional heads (CEO/CFO/CS/General Manager) shall be filled up by the Managing Director in line with the internal policy adopted by the management, keeping in view the organization’s mission, vision, values, goals and objectives.

EMERGENCY SUCCESSION

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

REVIEW AND MONITORING

The Nomination and Remuneration Committee shall review and monitor from time to time the implementation of this Policy to ensure its effectiveness and may also recommend changes, if any, to the Board for ensuing effective succession planning.

DISCLOSURES

The Company shall disclose this Policy on its website and a web link thereto shall be provided in the Annual Report.

LIMITATION AND AMENDMENT

In the event of any conflict between the provisions of this Policy and of the Companies Act, 2013 (and the rules framed there under) or the Listing Regulations or any other statutory enactments, rules, the provisions of such Act or Listing Agreement or statutory enactments, rules shall prevail over this Policy. Any subsequent amendment / modification in the Listing Regulations, Companies Act, 2013 (and the rules framed there under) and/or applicable laws in this regard shall automatically apply to this Policy.