



RAJ POLYPACK LIMITED
SUCCESSION POLICY

(Policy approved by the Board of Directors on June 01, 2026)

1. PREAMBLE

Raj Polypack Limited ("Company") recognizes that the continuity of leadership is critical to the long-term success and sustainability of the Company. The Company is committed to ensuring orderly succession of Directors, Key Managerial Personnel ("KMP") and Senior Management Personnel to maintain business continuity and preserve stakeholder confidence.

This Succession Policy ("Policy") has been formulated in accordance with the provisions of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable laws, regulations and good corporate governance practices.

2. OBJECTIVE

The objectives of this Policy are to:

- a) Ensure continuity of leadership and management of the Company;
- b) Identify and develop potential successors for key leadership positions;
- c) Minimize disruption arising from planned or unplanned vacancies;
- d) Maintain stability in the Company's operations and strategic direction; and
- e) Ensure availability of qualified and competent individuals to assume key responsibilities whenever required.

3. APPLICABILITY

This Policy shall apply to:

- Directors of the Company;
- Key Managerial Personnel as defined under the Companies Act, 2013;
- Senior Management Personnel; and
- Other critical leadership positions as may be identified by the Board or the Nomination and Remuneration Committee ("NRC").

4. RESPONSIBILITY

The Nomination and Remuneration Committee shall be responsible for:

- a) Reviewing succession plans for the Board, KMPs and Senior Management Personnel;
- b) Identifying competency requirements for key positions;
- c) Assessing leadership needs of the Company;
- d) Recommending suitable candidates for appointment to key positions; and
- e) Periodically reviewing the effectiveness of succession planning processes.

The Board of Directors shall oversee implementation of this Policy and approve appointments wherever required under applicable laws.





5. SUCCESSION PLANNING FOR DIRECTORS

5.1 Executive Directors

The NRC shall periodically review the succession plan for Executive Directors and identify potential internal or external candidates possessing the necessary skills, experience and leadership capabilities.

5.2 Non-Executive and Independent Directors

The NRC shall identify suitable candidates for appointment as Non-Executive and Independent Directors considering:

- Qualifications and expertise;
- Industry knowledge;
- Diversity of skills and experience;
- Independence criteria prescribed under applicable laws; and
- The requirements of the Board.

Any vacancy on the Board shall be filled in accordance with the provisions of the Companies Act, 2013, SEBI Regulations and the Articles of Association of the Company.

6. SUCCESSION PLANNING FOR KEY MANAGERIAL PERSONNEL

The Company shall maintain a succession plan for Key Managerial Personnel, including:

- Managing Director;
- Chief Financial Officer;
- Company Secretary; and
- Such other KMPs as may be designated under applicable laws.

The succession planning process may include:

- Identification of potential successors;
- Leadership development initiatives;
- Training and mentoring programs;
- Assessment of competencies and readiness levels; and
- External recruitment, where necessary.

7. SUCCESSION PLANNING FOR SENIOR MANAGEMENT PERSONNEL

The Managing Director and Human Resources function, in consultation with the NRC, shall identify critical positions within the organization and maintain a talent pipeline for such positions.

The Company shall encourage leadership development through:

- Skill enhancement programs;
- Cross-functional exposure;





- Performance evaluations;
- Job rotation initiatives; and
- Management development programs.

8. EMERGENCY SUCCESSION

In the event of sudden resignation, death, incapacity, removal or any unforeseen vacancy in a key position, the Board may appoint an interim successor or assign responsibilities to another qualified individual until a permanent appointment is made.

The NRC shall assist the Board in identifying and recommending suitable candidates for such vacancies.

9. REVIEW OF SUCCESSION PLAN

The NRC shall review the succession plan periodically and recommend changes, wherever necessary, to address evolving business requirements and regulatory developments.

10. DISCLOSURE

This Policy shall be hosted on the website of the Company and disclosed in accordance with applicable laws and regulations.

11. AMENDMENT

The Board of Directors reserves the right to amend, modify or replace any part of this Policy in accordance with applicable laws and regulatory requirements.

12. EFFECTIVE DATE

This Policy shall come into effect from the date of approval by the Board of Directors of Raj Polypack Limited.

