

SUCCESSION PLANNING FOR KEY MANAGERIAL PERSONNEL [KMP'S] AND SENIOR MANAGERIAL PERSONNEL [SMP'S]

Polycab's Succession Management Plan for Key Managerial Personnel and Senior Management Personnel ensures a structured approach to identify and develop future leaders, ensuring continuity and stability in critical roles. It helps the business mitigate risks and prepare for potential contingencies by developing high-potential employees for future advancement.

Polycab's effective succession planning helps us to maintain leadership continuity, reduce the risk of leadership vacuums and ensure a strong pipeline of future leaders. The NRC reviews and oversees succession planning of select senior management positions. The NRC satisfies with the progress and Company's preparedness.

Further the Management collaborates with the Human Resource Team and follows the process outlined below for effective succession planning:

- 1. Identification of Key Positions:** Recognizing critical roles within the organization that are essential to its success and long-term growth.
- 2. Assessment of Current Talent:** Evaluating the potential of existing employees to determine those who can be groomed for future leadership or key roles.
- 3. Succession Planning for Multiple Stages:** Identifying successors for key positions in multiple stages (short-term, medium-term and long-term) to ensure continuity.
- 4. Development of Talent Pool:** Providing targeted development opportunities, such as training, mentoring, leadership programs, and job rotations, to equip potential successors with the necessary skills.
- 5. Regular Review and Updates:** Continuously assessing and updating the succession plan to align with changing business needs and external factors.
- 6. Monitoring and Feedback:** Continuously monitoring the progress of identified candidates and providing regular feedback to ensure they are on track for future roles.