

Apollo Finvest (India) Limited

SUCCESSION PLANNING POLICY

1. Purpose

The purpose of this Succession Planning Policy is to ensure continuity of leadership and effective management of the Company. The policy is designed to identify, develop, and retain key talent to fill critical roles in the event of planned or unplanned departures. This reinforces stakeholder confidence and sustains long-term value creation.

2. Scope

This policy applies to:

- Board of Directors
 - Chief Executive Officer (CEO)
 - Key Managerial Personnel (KMP) as defined under applicable regulations
 - Senior Management Personnel as identified by the Nomination and Remuneration Committee (NRC)
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3. Objectives

- Ensure an orderly transition of leadership.
 - Minimize disruption to operations.
 - Develop a strong internal talent pipeline.
 - Comply with applicable corporate governance norms and listing obligations.
 - Promote leadership development and continuity.
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4. Governance & Oversight

The **Nomination and Remuneration Committee (NRC)** shall be responsible for:

- Reviewing the succession plan annually.
 - Identifying key roles and associated competencies.
 - Assessing internal and external talent.
 - Reporting to the Board on succession readiness.
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5. Succession Planning Framework

5.1 Identification of Critical Roles

The NRC, in consultation with the CEO and HR, will identify roles critical to business continuity, including but not limited to:

- CEO
- CFO
- COO
- Company Secretary
- Functional Heads

5.2 Successor Identification

- Internal assessments, performance evaluations, leadership potential, and readiness will guide the identification process.
- External candidates may be considered where internal succession readiness is insufficient.

5.3 Development Plans

Individual development plans will be created for high-potential employees to prepare them for future leadership roles. This may include:

- Job rotation
- Leadership training
- Mentoring & coaching
- Stretch assignments

5.4 Emergency Succession

In the event of sudden unavailability of key personnel, interim arrangements will be made by the NRC and ratified by the Board.

6. Communication and Disclosure

- Key succession policies and any significant changes shall be disclosed in the Annual Report, in line with regulatory requirements.
 - The Company may also disclose CEO/CFO succession plans to investors, where deemed material.
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7. Review and Amendments

The NRC will review this policy at least annually or as required due to regulatory or organizational changes. Amendments must be approved by the Board.

8. Regulatory Compliance

This policy is aligned with applicable laws and regulations including but not limited to:

- SEBI (LODR) Regulations, 2015
 - Companies Act, 2013
 - Corporate governance guidelines of stock exchanges
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