



POLICY ON SUCCESSION PLANNING

OF

EURO MULTIVISION LIMITED

(THIS POLICY IS APPROVED AND ADOPTED BY THE BOARD OF DIRECTORS OF THE COMPANY IN ITS MEETING HELD ON 14TH NOVEMBER, 2014 TO BE EFFECTIVE FROM THAT DATE)

[Handwritten Signature]



Policy on Succession Plan for Board & Senior Management

This policy is in line with Clause 49 (II-D) of the Listing Agreement entered into with the Stock Exchanges, which requires the Company to lay down a Succession Plan for Board and Senior Management.

OBJECTIVE OF SUCCESSION PLANNING

- To identify and proactively plan for critical work force positions, by developing a pool of potential successors and encouraging a culture that supports knowledge transfer and employee development;
- To ensure that necessary talent and skills will be available when needed, and that essential knowledge and abilities will be maintained when employees in critical positions leave;
- To build human resource programs that attract and retain qualified individuals;
- To implement a framework that identifies the competency requirements of critical positions, assesses potential candidates and develops required competencies through planned learning and development initiatives.

DEFINITIONS

“**Succession Planning**” means ensuring a continuous supply of highly qualified candidates to fill the critical or key positions in the Company through following a systematic process.

“**Critical or Key positions**” means those positions that are instrumental in delivering on the commitments and corporate priorities or exert a critical influence on achieving operational and strategic goals of the Company.



[Handwritten signature]

“Knowledge transfer” means the act of transferring the knowledge from one individual to another by means of training, mentoring, coaching, documentation, or other methods such as the use of technology to capture, retrieve and share information.

GUIDING PRINCIPLES

Succession planning must respect the legislative and policy provisions that ensure a consistent and equitable approach to competency-based selection and the principle of merit. The following guiding principles shall apply to succession planning:

- Should Support the fundamental values of the Company i.e. Integrity, Respect, Impartiality, Service and Competence;
- Should Strike a balance between the value of fairness, accessibility, transparency, and efficient use of companies / government resources for the current and future needs;
- Should align with the current and future business needs of the Company;
- Candidates should be assessed using the methods that are competency-based and free from conflict of interest;
- Communication should be open and in transparent manner.

RESPONSIBILITY FOR PUTTING IN PLACE AND IMPLEMENTATION OF SUCCESSION PLANNING

The Board of Directors of the company shall satisfy itself that plans are in place for orderly succession for appointments to the Board and to senior management and are responsible for guiding the succession planning process in their respective departments and agencies and ensuring that a Succession Plan for identified positions is developed, communicated and implemented including the involvement of appropriate managers and employees.



[Handwritten signature]

BENEFITS OF PUTTING IN PLACE THE SUCCESSION PLANNING

- Helps to align the strategic goals and human resources to enable the “right people in the right place at the right time” to achieve desired business results;
- Helps to develop a pool of qualified candidates ready to fill in the critical or key positions;
- Helps to provide stability in the core leadership and other critical positions to sustain a high-performing delivery of the services and to ensure the uninterrupted delivery of services and programs by the Company;
- Helps Identifying workforce renewal needs as a means of targeting necessary employee training and development;
- Helps the Company to realize individual career plans and aspirations within the organization;
- Helps Improving employees’ ability to respond to changing environmental demands, and;
- Helps for the timely corporate knowledge transfer.



A handwritten signature in blue ink is written over a circular purple stamp. The stamp contains the text "EURO MULTIVISION LTD." around the perimeter and "MUMBAI" in the center.