



POLICY FOR SUCCESSION PLAN

1. Purpose

The purpose of this Succession Planning Policy is to ensure continuity of leadership and management at **Semac Construction Limited** by identifying and developing suitable candidates for key leadership and senior management positions.

2. Scope

This Policy applies to:

- The Board of Directors
- Key Managerial Personnel (KMP)
- Senior Management and critical leadership roles within the Company

3. Objectives

The key objectives of this Policy are:

- To ensure uninterrupted functioning of the Company
- To identify and develop internal talent for leadership roles
- To reduce risks associated with sudden or planned leadership transitions
- To align leadership continuity with the Company's long-term strategy

4. Responsibility

- The **Board of Directors** shall have overall responsibility for succession planning.
- The **Nomination and Remuneration Committee (NRC)**, shall:
 - Identify potential successors
 - Review leadership capabilities
 - Recommend succession plans to the Board

5. Succession Planning Process

The succession planning process shall include:

- Identification of key positions critical to business continuity
- Assessment of competencies, performance, and leadership potential

Semac Construction Ltd.
(Formerly Known as Semac Consultants Limited.)
Plot No. 505, 3rd Floor, Udyog Vihar, Phase – III,
Gurugram,
Haryana – 122016, India
Email: compliance.officer@semacconstruction.com

Corporate Identity Number
L42900TZ1977PLC000780
ISO 9001 : 2015

Registered Office:
Semac Construction Ltd.
Pollachi Road, Malumachampatti.
Coimbatore - 641 021.
Tel : + 91 422 2610851
Fax : + 91 442 6655199
Website: www.semacconstruction.com



- Development and training of potential successors
- Periodic review and updating of succession plans

6. Emergency Succession

In the event of an unexpected vacancy due to resignation, incapacity, or other reasons, the Board may appoint an interim successor until a permanent appointment is made in accordance with applicable laws.

7. Review of the Policy

This Policy shall be reviewed periodically by the Board to ensure its effectiveness and compliance with applicable laws and regulations.

8. Disclosure

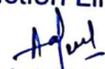
This Succession Planning Policy shall be disclosed on the Company's website.

9. Effective Date

This Policy shall come into effect from **01st January 2025**

For and on behalf of
Semac Construction Limited,

For Semac Construction Limited


Aakriti Gupta
Company Secretary

Aakriti Gupta
Company Secretary and Compliance Officer