EAAA INDIA ALTERNATIVES LIMITED

(Formerly known as Edelweiss Alternative Asset Advisors Limited)

POLICY ON SUCCESSION PLANNING FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT

Title	POLICY ON SUCCESSION PLANNING FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT
Release Date	December 04, 2024
Version No.	2.0
Revision/Review Date	January 12, 2026
Policy Owner	Compliance Team

Background:

Pursuant to the Regulation 17(4) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**SEBI Listing Regulations**"), EAAA India Alternatives Limited ("**the Company**") is required to have a "Succession Policy for Board of Directors and Senior Management" ("**Policy**") in place, in order to ensure that interests of investors of a listed company does not suffer on account of sudden or unplanned gaps in management of the company. This Policy is framed with an objective to adopt a systematic approach to identify, select and develop talent to aid them in helming critical roles for orderly succession to the Board and senior management positions by preparing the organizational talent pipeline for the future.

The Board of Directors ("**Board**" or "**Director**") of the Company adopted the Policy vide its Board meeting held on December 04, 2024. The Policy shall come into force with effect from the date Regulation 17(4) of the SEBI Listing Regulations takes effect with respect to the Company.

Succession planning is crucial to the growth and sustainability of any business and a tool for an organization to ensure its continued effective performance through leadership and management continuity through timely fulfilment of key vacancies.

Objectives:

The objectives of the Policy shall, *inter alia*, include the following:

i. To identify and nominate suitable candidates for the Board's approval to fill vacancies which may arise in the Board from time to time.

ii. To identify the competency requirements of critical and key positions, assess potential candidates and develop required competencies through planned development and learning initiatives.

iii. To identify the key job incumbents in senior management positions and recommend whether the concerned individual be granted an extension in term/service or be replaced with an identified internal or external candidate or recruit other suitable candidate(s); and

iv. To ensure the systematic and long-term development of individuals in the senior management level to replace as and when the need arises due to deaths, disabilities, retirements, separations and other occurrences.

Applicability of the Policy:

The Policy shall be applicable for succession planning of the following personnel:

i. Managing director chief executive officer ("**CEO**")/whole-time Director/ executive directors.
ii. Non-executive Directors/ independent Directors;
iii. Senior Management Personnel ("**Senior Management Personnel**");
iv. Any other positions within the Company at the discretion of the managing Director & CEO in consultation with the Board.

Senior Management Personnel shall include officers and personnel of the Company who are members of its core management team excluding the Board of Directors and shall comprise all members of management one level below the Managing Director & CEO /Whole Time Director/Manager and shall include the shall specifically include the functional heads, by whatever name called and the persons identified and designated as key managerial personnel, other than the board of directors, by the Company.

Succession Plan for the Board and Senior Management:

The role of Nomination and Remuneration Committee ("**NRC**") of the Board with respect to succession planning shall, *inter-alia* include the following:

i. The NRC shall periodically review the leadership and management needs of the Company and shall assess the suitability of an individual who is being considered for appointment as a director of the Company, based on his / her educational qualification, experience, expertise and track record and shall recommend to the Board, the terms, and conditions of his/her appointment, including remuneration.

ii. The NRC would assess the emerging business and leadership requirements of the Company and at its discretion, recommend to the Board, appointment of suitable candidate(s) in key senior management positions with a view to ensure a continuous availability of managerial talent at senior levels to meet the organizational needs.

iii. The recommendations of the NRC shall be placed before the Board for approval. The senior management team shall always strive to develop a strong leadership pipeline by enriching work exposure to in-house talent.

Review of the Policy:

The NRC shall review this Policy as and when required based on the changes that may be brought about due to any regulatory amendments or otherwise and recommend the revisions to the Board for consideration.