IL JIN ELECTRONICS (INDIA) LIMITED
(FORMERLY KNOWN AS IL JIN ELECTRONICS (INDIA) LIMITED)

Policy for orderly Succession Planning for appointment of Board of Directors and Senior Management

Approved and adopted by the Board of Directors of the Company at its meeting held on 30th October 2026.

IL JIN Electronics (India) Limited
(formerly known as IL JIN Electronics (India) Private Limited)

I. BACKGROUND AND SIGNIFICANCE

The Securities and Exchange Board of India has mandated the need for a succession policy pursuant to Regulation 17(4) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time ("**SEBI LODR Regulations**"), 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. Therefore, the Board of Directors ("**Board**") of all listed companies are required to develop an action plan for successful transition of key executives in accordance with the SEBI LODR Regulations. Pursuant to the SEBI LODR Regulations, IL JIN Electronics (India) Limited (Formerly known as IL JIN Electronics (India) Private Limited) (the "**Company**") is required to put in place a plan for orderly succession for the Board and senior management.

Key positions in the Company, which are important for the Company's current and future growth, are assigned to qualified and competent professionals. 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 fulfillment of key vacancies.

Whereas under Section 178 of the Companies Act, 2013 (**"the Act"**), the Company is required to constitute a Nomination and Remuneration Committee and development of a succession plan for the Board and senior management is an object of the Nomination and Remuneration Committee.

In view of the above, the Company has formulated the following Policy for orderly Succession Planning for appointment of Board of Directors and Senior Management of the Company (**"Succession Policy"**). The Succession Policy shall become effective from 30th October 2026.

II. DEFINITIONS

"**Key Managerial Personnel**" shall mean means Key Managerial Personnel as defined in Section 2(51) of the Act, Regulation 2(1)(o) of the SEBI LODR Regulations and Regulation 2(1)(bb) of Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018, as amended ("SEBI ICDR Regulations").

"**Listed Entity**" means any entity which has listed its securities on recognized stock exchange(s), in accordance with the listing agreement entered with the stock exchange(s).

"**Nomination and Remuneration Committee"** or "**Committee**" means the Nomination and Remuneration Committee of the Company constituted in accordance with the Act and the SEBI LODR Regulations.

"**Senior Management Personnel**" shall mean the officers and personnel of the Company who are member of its Core Management Team, excluding the Board of Directors, and shall also comprise all the members of the management one level below the Chief Executive Officer or Managing Director or Whole Time Director or Manager (including Chief Executive Officer and Manager, in case they are not part of the Board of Directors) and shall specifically include the functional heads, by whatever name called and the Company Secretary and the Chief Financial Officer and the persons identified and designated as Key Managerial Personnel, other than the Board of Directors, by the Company.

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Any other term not defined herein shall have the same meaning as defined in the Act, the SEBI LODR Regulations or any other applicable law or regulation to the extent applicable to the Company.

III. OBJECTIVES

The objectives of the succession planning programme shall, inter-alia, include the following:

- To identify and nominate suitable candidates for the Board's (including Nomination and Remuneration Committee) approval to fill the vacancies which may arise in the Board from time to time.
- To identify the competency requirements of critical and key positions, assess potential candidates and develop required competency through planned development and learning initiatives.
- 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
- 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.

IV. APPLICABILITY OF POLICY

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

a) Whole Time Director, Managing Director and CEO and other Board of Directors;
b) Chief Financial Officer;
c) Company Secretary;
d) Key Managerial Personnel;
e) Senior Management Personnel;
f) Any other positions within the Company at the discretion of the Whole Time Director, Managing Director & CEO in consultation with the Board of Directors.

V. SUCCESSION PLAN FOR THE BOARD AND SENIOR MANAGEMENT

The Nomination and Remuneration Committee of the Company shall oversee and review the leadership needs of the Company from time to time and recommend the same to the Board.

i. Succession Plan for the Board

The Committee shall determine the suitability of every person who is being considered for appointment or re-appointment as a director based on his / her educational qualification, experience, track record and contribution to the Board, as applicable, and every such person shall meet the 'fit and proper' criteria as may be stipulated by the Committee, from time to time, and accordingly any appointment or re-appointment of a director shall be subject to prior approval / recommendation by the Committee.

The Company has also framed a Nomination and Remuneration Policy and Policy on Board Diversity to guide the Board in relation to the appointment / re appointment / removal of the directors to ensure adequate diversity in the board to make good use of the varied skills, regional and industry experience, background, gender, and other qualities of the directors. Accordingly, the appointment / re-appointment /

removal and tenure of Directors shall be governed by the provisions of the Nomination and Remuneration Policy.

The Board shall have overall responsibility for ensuring that appropriate plans are in place for orderly succession of Directors and for maintaining an effective Board composition. The Board shall periodically review its structure, size and composition to ensure that it possesses an appropriate balance of skills, experience, independence, diversity and industry expertise required for the effective discharge of its responsibilities.

The Nomination and Remuneration Committee ("**NRC**") shall assist the Board by identifying and evaluating potential candidates for appointment or re-appointment as Directors. While evaluating candidates, the NRC shall consider their qualifications, experience, professional standing, integrity, governance capabilities and such other factors as may be considered relevant by the Board and applicable law.

Based on the recommendations of the NRC, the Board shall consider and approve appointments, re-appointments and succession decisions relating to Directors in accordance with the provisions of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Company's governance framework. The Board shall also periodically review succession risks relating to key Board and Committee leadership positions and take appropriate measures to ensure continuity of effective governance and strategic oversight.

ii. Succession Plan for Senior Management Personnel and Key Managerial Personnel

The human resource department of the Company (the **"HR"**) shall periodically review and consider the list of members of the Senior Management due for retirement / attrition within the year. HR shall also consider the new vacancies that may arise because of business needs / up gradation of department(s) / regional office(s). Considering the above, HR shall assess the availability, internally and / or externally as the case may be, of suitable candidates for the Company's future growth and development.

Further, based on the recommendation of the Whole Time Director, Managing Director and / or the Chief Executive Officer, the HR:

a. shall evaluate the incumbent after considering all relevant criteria like experience, age, health, leadership quality etc., and recommend whether the concerned individual (i) be granted an extension in term / service; or (ii) be replaced with an identified internal or external candidate;

b. shall identify the competency requirements of the key positions, assess potential candidates and develop required competency through planned development and learning initiatives. HR may utilise the services of professional search firms to assist in identifying and evaluating potential candidates;

c. may recommend to appoint other suitable external candidate(s) as special recruitment in Senior Management based on the profiles and competency in order to provide a continuous flow of talented people to meet the organisational needs;

d. the prevailing promotion / transfer policy or related policy of the Company shall be designed in such a way that the existing / proposed Senior Management shall get all round exposure in various domains

to facilitate career progression, prepare them for administrative responsibilities and to discharge their functions effectively in senior positions;

e. every member of the Senior Management shall always endeavour to add capability in house and mentor officials with potential working under him / her to handle their responsibility in his / her absence by exposing him / her to all aspects of work being handled by him/ her; and

f. in addition to the above, the appointment of Key Managerial Personnel as defined in Section 2(51) of the Act, Regulation 2(1)(o) of the SEBI LODR Regulations and Regulation 2(1)(bb) of the SEBI ICDR Regulations shall be made in compliance with the applicable provisions of the Act, read with the SEBI LODR Regulations and SEBI ICDR Regulations.

VI. CONFLICT IN POLICY

In the event of any conflict between the Act or the SEBI LODR regulations or any other statutory enactments ("Regulations") and the provisions of this Policy, the Regulations shall prevail over this Policy.

VII. AMENDMENTS

Any subsequent amendment / modification in the Act, SEBI LODR Regulations and / or other applicable laws, not being consistent with the provisions laid down under this Policy, then such amendment(s), clarification(s), circular(s), etc. shall prevail upon the provisions in this Policy and this Policy shall stand amended accordingly.

VIII. CONFIDENTIALITY

All persons responsible for execution of this Policy shall ensure confidentiality of the discussions and decisions with regard to the prospective candidate, except that the information may be shared, if required, with the concerned candidate in order to prepare him/ her for such elevation.

IX. REVIEW OF POLICY

The Board has the power to review this Policy, from time to time, on the recommendation of the Committee.

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