

SUCCESSION PLAN FOR THE BOARD OF DIRECTORS AND SENIOR MANAGEMENT

1. PURPOSE

This Policy is adopted by **Kanohar Electricals Limited** ("Company") pursuant to Regulation 19(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI (LODR) Regulation 2015') to provide a framework for orderly succession to the Board of Directors and senior management, in accordance with applicable law.

Accordingly, the Board has adopted the Policy vide Board Resolution dated January 10, 2026 which can be further amended from time to time.

2. SCOPE

For the purpose of succession planning, key positions may include, inter alia, members of the Board of Directors, Key Managerial Personnel and such other senior management positions as may be identified.

3. SUCCESSION PLANNING FRAMEWORK

The Company shall:

- Identify potential successors for key leadership positions; and
- Ensure continuity of leadership in the event of planned or unplanned changes.

Succession planning shall be considered as part of the Company's governance and management processes.

4. ROLES AND RESPONSIBILITIES

- The **Nomination and Remuneration Committee** shall review and recommend succession plans to the Board.
- The **Board of Directors** shall have overall oversight of succession planning.

5. REVIEW

The succession plan shall be reviewed by the Nomination and Remuneration Committee at such intervals as it considers appropriate.

6. AMENDMENT

The Board of Directors may amend this Policy from time to time in accordance with applicable law.

7. PUBLICATION

This Policy shall be disclosed on the website of the Company.