DCM SHRIRAM INTERNATIONAL FINE CHEMICALS

DCM SHRIRAM FINE CHEMICALS LIMITED

POLICY ON ORDERLY SUCCESSION FOR APPOINTMENTS TO THE BOARD AND SENIOR MANAGEMENT

(Approved by the Board of Directors on 24.12.2025)

1. INTRODUCTION

In accordance with the provisions of Regulation 17(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred to as "LODR Regulations, 2015"), the Board of Directors ("the Board") of DCM Shriram Fine Chemicals Ltd. ("the Company"), has adopted this 'Policy on Orderly Succession for Appointments to the Board and Senior Management' ("the Policy") on 24.12.2025 upon the recommendation of the Nomination & Remuneration Committee of the Company.

2. OBJECTIVE

The objective of this Policy is to ensure the orderly identification and selection of new directors or senior management in the event of any vacancy, whether such vacancy occurs by reason of or an anticipated retirement, or unanticipated departure, the expansion of the size of the Company, or otherwise.

3. DEFINITIONS

a) "Nomination and Remuneration Committee" or "NRC" or "Committee" means the Committee of the Board of Directors of the Company constituted/ reconstituted under the provisions of Regulation 19 of the LODR Regulations, 2015 read with Section 178 of the Companies Act, 2013 as in force from time to time.

b) "Board of Directors" or "Board" means the Board of Directors of DCM Shriram Fine Chemicals Limited as constituted from time to time. List of present Directors is attached . The list will be kept updated wherever there is any change.

c) "The Company" means DCM Shriram Fine Chemicals Limited.

d) "The **Policy"** means this Policy on Orderly Succession for Appointments to the Board and Senior Management.

e) "Key Managerial Personnel" or "KMP" means key managerial personnel as defined under Section 2(51) of the Companies Act, 2013.

f) **"Senior Management"** means personnel of the Company who are members of its core management team excluding Board of Directors comprising all members of management one level below the Executive Directors, including all functional heads, CFO and CS.

4. PROCEDURE:

a) Board level Appointment: The NRC shall identify suitable person from among the existing top management or from outside to fill up the vacancy at the Board level. The appointment of a person at the Board level shall be in accordance with the applicable provisions of the Companies Act, 2013 read with terms of Corporate Governance as may be amended from time to time.

b) Senior Management level appointment: The vacancy at Senior Management i.e. all members of management one level below the Executive Directors, shall be filled up by the Board of Directors on recommendation of the NRC and in line with the Remuneration Policy adopted by the Board keeping in view the Company's mission, vision, values, goals and objectives. The terms & conditions of such Senior management personnel will be jointly decided by the Senior Managing director and Managing Director.

5. EMERGENCY SUCCESSION

In case a sudden vacancy arises at Board/ Senior Management/KMP level by reason of death or other unanticipated occurrence, the NRC shall convene a special meeting as early as possible to fill up the vacancy. Pending action by NRC to fill the vacancy, Senior Managing director, will make temporary arrangements to ensure smooth working.

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6. REVIEW AND MONITORING

The Board shall review and monitor from time to time the implementation of this Policy to ensure its effectiveness for ensuing effective succession planning.

7. DISCLOSURES

The Company shall disclose this Policy on its website and a web-link hereto shall be provided in the Annual Report.

Sd/-
(Urvashi Tilakdhar)
Senior Managing Director

Dated: 24.12.2025

DCM SHRIRAM INTERNATIONAL FINE CHEMICALS

Board of Directors

Name	Designation	Term	Term end on

Note: As there is substantial time left in the present term of office of the directors no succession plan is required at present.