

J. A. FINANCE LIMITED

POLICY FOR SUCCESSION PLANNING FOR APPOINTMENT OF THE BOARD OF DIRECTORS AND THE SENIOR MANAGEMENT

1. PURPOSE

The policy on Succession Planning ("Policy") is framed pursuant to Regulation 17(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') to ensure orderly succession for appointment to the board of directors and senior management.

The Board of Directors ('the Board') of J. A. Finance Limited ('Company'), on recommendation of Audit Committee have revised and adopted this Policy effective from **29th May, 2024**.

2. DEFINITION

All terms used in this Policy but not defined herein shall have the meaning assigned to such term in the Act and, Listing Regulations and RBI Guidelines, as amended from time to time.

3. APPLICABILITY

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

- a) Board of Directors
- b) Whole-time Directors including Managing Director & CEO
- c) Chief Financial Officer
- d) Company Secretary
- e) Chief Compliance Officer
- f) Senior Management

4. SUCCESSION PLAN FOR THE BOARD

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

5. SUCCESSION PLAN FOR KEY MANAGERIAL PERSONNEL / SENIOR MANAGEMENT

The Nomination and Remuneration Committee shall periodically review any vacancy / probable vacancy in the position of Key Managerial Personnel or Senior Management which may arise on account of retirement, resignation, death, removal, transfer, business expansion, incapacity whether temporary or permanent or otherwise.

6. REVIEW AND AMENDMENT

The policy will be reviewed by the Nomination and Remuneration Committee and approved by the Board of Directors as and when required. In case of non-adherence to the policy, the same shall be reported to the Nomination and Remuneration Committee and necessary action may be taken in this regard.

7. DISCLOSURE

This Policy will be uploaded on the website of the Company.
