

HGM

SUCESSION PLAN

1. Purpose

The Board of Directors (the “Board”) of the HandsOn Global Management (HGM) Limited (“HGM” or the “Company”) by virtue of provisions of Regulation 17(4) of SEBI (Listing Obligations & Disclosure Requirements), Regulations 2015 shall satisfy that plans are in place for orderly succession for appointment board members and senior management.

This Succession Plan (the “Plan”) ensures replacements of key position held by personnel in the Company.

2. Scope

The Plan applies to following key positions: -

- i) Directors;
- ii) Chief Financial Officer;
- iii) Company Secretary;
- iv) Any other position as identified by the Board.

3. Plan Statement

The Board recognizes the importance of key position held by personnel in the Company.

The objective of the Plan is to:

- Identify high-potential employees capable of rapid advancement to positions of higher responsibility than those they presently occupy;
- Ensure the systematic and long-term development of individuals to replace key positions as the need arises due to deaths, disabilities, retirements, and other unexpected losses; and
- Provide a continuous flow of talented people to meet the organization’s key position needs.

4. Procedures

- A) The executive director of the Company will review with the management/HR head about the need of any position entailing to be replaced due to retirements, resignation or other changes.
- B) If need arises to fulfil the position, the appropriate profile will be selected either using the internal database or external agencies will be accessed as a source of possible successors for the position.
- C) The review will consider the following attributes:
 - An up to date job description;
 - Minimum qualification/s requirement;
 - Minimum experience and personal characteristics;
 - Internal possibilities and their stage of development;
 - External possibilities;

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- Interim solutions.

D) The results of review and appropriate candidates will be referred to the Nomination and Remuneration Committee for its review and making recommendations to the Board of the Company for appointment to key position as successor.

5. Responsibility and Review

The Plan will be reviewed at least annually by executive director and the Head of Human Resources must keep a copy in the Human Resources files.