

## **POLICY ON SUCCESSION OF THE BOARD**

### **Introduction:**

Aether Industries Limited (referred to as 'Company') is mainly engaged in business of manufacturing basic cum specialty chemicals along with research and development activities.

Company values integrity, commitment, standards and ethics and also believes that such principles and standards govern the behavior of the Company and its' employees. High moral and ethics are always essential for long term achievements and vision of the Company.

### **Preamble:**

In accordance with the provisions of Regulation 17(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (herein after referred to as 'Listing Regulations'), the Board of every listed company shall satisfy itself that plans are in place for orderly succession for appointments to the Board of Director.

Accordingly, the succession plan for the appointment of the Directors on the Board has been prepared to give effect to the provisions of the Listing Regulations.

The objectives of the succession plan are to identify and nominate suitable candidates for the Board's (including the Nomination and Remuneration Committee) approval to fill the vacancies which arises in the Board from time to time which will be subject to the approval as may be required.

### **Board level approval:**

The Nomination and Remuneration Committee of the Company shall identify the suitable person from among the existing top management or from the outside to fill up the vacancy at the Board level. The appointment of the person at the Board level shall be in accordance with the applicable provisions of the Companies Act, 2013 and rules made thereunder read with terms of Corporate Governance as specified in SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as may be amended from time to time.

### **Emergency succession:**

If a Director's position suddenly becomes vacant by reason of death or other unanticipated occurrence, the Committee shall convene a special meeting as early as possible to implement the process described herein.

**Disclosures:**

This programme shall be uploaded on the website of the Company for public information and a web link thereto shall also be provided in the Annual Report of the Company.

**Review:**

The Program may be reviewed and updated from time to time as when required with the requirement of the law.

Last reviewed on: **October 31, 2023**