HYPERSOFT TECHNOLOGIES LIMITED
CIN: L62010TG1983PLC003912
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SUCCESSION POLICY

[Regulation 17(4) of SEBI (LODR) Regulations, 2015]

1. Preamble and Objective

Hypersoft Technologies Limited ("the Company") has framed this Succession Policy ("the Policy") pursuant to Regulation 17(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The objective of this Policy is to ensure orderly succession in appointments to the Board of Directors and to Senior Management, so as to ensure continuity and stability in the leadership and management of the Company.

2. Definition

"Senior Management" means officers and personnel of the Company who are members of its core management team excluding the Board, comprising all members one level below the Managing Director / Whole-time Director, including all functional heads, the Company Secretary and the Chief Financial Officer.

3. Succession Planning for the Board

The Nomination and Remuneration Committee shall, in accordance with the criteria laid down in the Nomination and Remuneration Policy, identify and recommend suitable candidates for appointment as Directors to the Board as and when the need arises, whether due to retirement, resignation, removal, death or incapacity of any existing Director, or for augmenting the strength or expertise of the Board. The Committee shall also consider orderly succession for the position of the Chairperson and the Managing Director.

4. Succession Planning for Senior Management

The Nomination and Remuneration Committee, in consultation with the Managing Director, shall:

(a) identify the key positions in Senior Management and the competencies, qualifications and attributes required for such positions;

(b) identify suitable internal candidates for development towards such positions, and where suitable internal candidates are not available, identify and evaluate external candidates;

(c) recommend appropriate training, mentoring and development plans to build a pipeline of leadership talent within the Company;

(d) put in place an emergency succession plan to address any unforeseen or sudden vacancy in a key position in the Board or Senior Management.

5. Review and Disclosure

This Policy shall be reviewed by the Nomination and Remuneration Committee and the Board at least once a year and shall be updated in the light of changes in the Company's leadership team, business strategy and applicable regulations. This Policy shall be hosted on the website of the Company at www.hypersoftindia.com.