



# **POLICY ON SUCCESSION PLANNING FOR THE BOARD AND SENIOR MANAGEMENT**

**OF**

**RESTAURANT BRANDS ASIA LIMITED**

*(Formerly known as Burger King India Limited)*

**Document Control:**

| <b>Version</b> | <b>Approved by</b> | <b>Date</b>      |
|----------------|--------------------|------------------|
| Version 1.0    | Board of Directors | October 14, 2019 |
| Version 2.0    | Board of Directors | August 12, 2022  |
| Version 3.0    | Board of Directors | January 29, 2025 |

## 1. BACKGROUND AND SIGNIFICANCE

The Securities and Exchange Board of India has mandated the need for a succession policy pursuant to Regulation 17(4) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time ("**Listing Regulations**"), in order to ensure that interests of investors of a listed company does not suffer on account of sudden or unplanned gaps in the management of the company. Therefore, the board of directors of all listed companies are required to develop an action plan for successful transition of key executives in accordance with the Listing Regulations. Pursuant to the Listing Regulations, Restaurant Brands Asia Limited ("**the Company**") is required to put in place a plan for orderly succession for the board of directors ("**Board**") and senior management. For this purpose, senior management shall mean officers/personnel of the Company who are members of its core management team excluding the Board and normally this shall comprise of all members of management one level below the whole-time directors, including all functional heads and Key Managerial Personnels ("**KMPs**").

Succession planning is crucial for the survival and growth of any business and is a tool for an organization to ensure its continued effective performance through leadership and management continuity.

The Company appreciates the importance of succession planning and to ensure continuity in its smooth functioning, key positions in the Company, which are important for the Company's current and future growth, are assigned to qualified and competent professionals. It is imperative to fill up vacancies, if any, in such positions well in time to ensure continuity in leadership and management of the Company.

In view of the above, the Company has formulated the following policy regarding succession planning for the Board and senior management of the Company ("**the Policy**").

## 2. OBJECTIVES:

The objectives of the Policy are, *inter alia*, as under:

- a) To identify and nominate suitable candidates for the Board's approval to fill vacancies which may arise in the Board and senior management of the Company from time to time;
- b) To identify the competency requirements of critical and key positions, assess potential candidates and to develop the required competency through planned development and learning initiatives;
- c) To identify the key job incumbents in senior management positions and recommend whether the concerned individual(s) be granted an extension in term/service or be replaced with an identified internal or external candidate or recruit other suitable candidate(s); and
- d) To ensure the systematic and long-term development of individuals in the senior management level to replace as and when the need arises due to deaths, disabilities, retirements and other unexpected occurrences.

### **3. APPLICABILITY OF THE POLICY**

The Policy shall be applicable for succession planning of the managing director/whole-time/ executive directors, non-executive directors, independent directors and other members of the Board, senior management and KMPs of the Company.

This Policy shall be read together with the Nomination and Remuneration policy while considering appointments of Directors/KMPs and SMPs.

### **4. SUCCESSION PLAN FOR THE BOARD AND SENIOR MANAGEMENT**

The Nomination and Remuneration Committee of the Board (the “NRC”) shall review the leadership and management needs of the Company from time to time. The NRC shall assess the suitability of a person who is being considered for appointment as a director of the Company, based on his/her educational qualification, experience, expertise and track record and shall recommend to the Board, the terms and conditions of his/her/their appointment, including remuneration.

The NRC may, at its discretion, also recommend to the Board, appointment of suitable candidate(s) on a senior management level with a view to ensure continuous availability of managerial talent at senior levels to meet the organizational needs.

The recommendations of the NRC shall be placed before the Board for approval. The senior management team shall always strive to develop in-house capabilities by enriching work exposure.

### **5. REVIEW OF THE POLICY**

The Policy shall be reviewed periodically by the Board or such individuals or committees of individuals authorised to do so, by the Board and any change in the Policy shall be approved by the Board of the Company. Any subsequent amendment/modification in the Companies Act, 2013 or the Rules framed thereunder or the SEBI Listing Regulations and/or any other laws in this regard shall automatically apply to this Policy.