

**POLICY ON SUCCESSION PLANNING FOR THE BOARD AND SENIOR MANAGEMENT
OF
PRISTINE LOGISTICS & INFRAPROJECTS LIMITED**

Date of approval Board of Directors : March 22, 2022
Effective Date : The Policy will be effective upon listing of securities of the Company on stock exchanges.

INTRODUCTION

The Securities and Exchange Board of India (SEBI) has mandated the need for a succession policy pursuant to Regulation 17(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”). This is one of the most significant attempts to ensure that investors do not suffer due to sudden or unplanned gaps in leadership. It is a mandate for boards of all listed companies to develop an action plan for successful transition of key executives. Pursuant to the Listing Regulations, Pristine Logistics & Infraprojects Limited (“**the Company**”) is required to put in place a plan for orderly succession for appointment to the board of directors and senior management.

Whereas under Section 178 of the Companies Act, 2013 (“Companies Act”), the Company is required to constitute a Nomination and Remuneration Committee and [development of a Succession Plan Policy for the Board and senior management is an object of the Nomination and Remuneration Committee.

Accordingly, this succession plan Policy for the appointment of the Directors on the Board and Key Managerial Personnel has been prepared by the [Nomination and Remuneration Committee to give effect to the provisions of the Listing Regulations.

DEFINITIONS

“**Board of Directors**” or “**Board**” means the Board of Directors of the Company in terms of Regulation 2(d) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the LODR regulations) as constituted from time to time.

“**Company**” or “**PLIL**” shall mean PRISTINE LOGISTICS & INFRAPROJECTS LIMITED.

“**Key Managerial Personnel**” (KMP) refers to key managerial personnel as defined under the Companies Act, 2013 and includes:

- i. Managing Director (MD), or Chief Executive Officer (CEO); or Manager; or Whole time Director (WTD).
- ii. Chief Financial Officer (CFO); and
- iii. Company Secretary (CS).

“**Listing Regulations**” shall mean an agreement entered into between the Company and the recognized stock exchange(s) wherein the securities of the Company are listed pursuant to the SEBI (Listing Obligations

and Disclosure Requirements) Regulations 2015 (“**LODR**”).

“**Nomination and Remuneration Committee**” or “**NRC**” or “**Committee**” means Nomination and Remuneration Committee of Board of Directors of the Company for the time being in force.

“**Policy**” means this Policy on Succession Planning for Orderly Succession to the Board and the Senior Management including any amendments, if any made from time to time.

“**Senior Management**” means personnel of the Company who are members of its Core Management Team excluding Board of Directors comprising of all members of management one level below the Board of Directors including the functional heads.

OBJECTIVE

Succession planning is required to ensure continuity and smooth functioning of the Company and to ensure that investors / stakeholders do not suffer due to sudden or unplanned gaps in leadership. The objective of this Policy is to make a plan for orderly succession for appointment to the Board and Senior Management. Perpetual succession is one of the facets of a corporate entity wherein the resources may come and go but the company will survive forever. This envisages that staff will not work with an organization indefinitely and this necessitates the formation and existence of orderly succession planning in an organization.

Devising and strategizing proactive Succession Planning methodologies therefore, forms one of the important functions of the Human Resource Department for smooth transition with little disruption to the organization. Succession planning is a necessary tool for an organization to ensure its continued effective performance through leadership continuity. The Company in order to avoid any leadership gap in the Board and Senior Management has, therefore, devised a Policy on Succession Planning for Orderly Succession to the Board and the Senior Management.

SUCCESSION PLAN FOR BOARD AND SENIOR MANAGERIAL PERSONNEL

a. Assessment of Candidates

The Committee, shall apply a due diligence process to determine the suitability of every person who is being considered for being appointed or re-appointed as a Director /Senior Management of the Company based on their educational qualification, experience & track record, and accordingly any appointment or re-appointment of a Director shall be subject to prior approval / recommendation by the Committee.

b. Procedure

- i. If the Committee anticipates that a Director slot/senior management position shall become vacant within a year (whether by reason of an announced intent to retire or otherwise), or if such position suddenly becomes vacant (whether by death or otherwise), the Committee shall as soon as reasonably practicable recommend to the Board, sufficient number of candidates for selection.
- ii. While identifying candidates for nomination as Director or senior management, the Committee may consult whatever sources it deems appropriate, including, but not limited to, referrals from existing

Directors or senior management, recommendations from third-party search firms etc.

- iii. The Committee shall have the authority to engage whatever advisors (including attorneys and search firms) it believes appropriate in its efforts to identify and evaluation potential candidates.
 - iv. The Committee shall also periodically review the list of high performer employees within the Company that may be potential candidates for elevation to the position of senior management position.
- c. Emergency Succession

If a Director slot/senior management 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.

POLICY REVIEW

Where the terms of this Policy differ from any existing or newly enacted law, rule, regulation or standard governing the Company, the law, rule, regulation or standard will take precedence over this Policy and procedures until such time as this Policy is changed to conform to the law, rule, regulation or standard.

AMENDMENTS

The Company may amend the Policy as and when it deems necessary either pursuant to any change in law or otherwise. The Company shall be free to devise and implement any supplementary or other policies and guidelines in respect hereof for better implementation of this Policy.

REVIEW AND MONITORING

The Committee shall review and monitor from time to time the implementation of this Policy to ensure its effectiveness and may also recommend changes, if any, to the Board for ensuring effective succession planning.

DISSEMINATION OF THE POLICY

The approved Policy shall be uploaded under a separate section on the website of the Company at www.pristinelogistics.com