

Shristi Infrastructure Development Corporation Limited

Familiarisation Programme for Independent Directors (IDs)

In terms of Clause 49(II)(B)(7) of the Listing Agreement, the Company is required to conduct a Familiarisation programme for Independent Directors (IDs) to familiarize them with their roles, rights, responsibilities, duties in the company and the nature of the industry in which the Company operates and the business model of the Company, etc. through various initiatives.

Some of the initiatives taken by the Company are:

A. Induction Kit

The new Director is welcomed into the Company and is provided the following Company documents for his/her reference:

- Memorandum of Association and Articles of Association
- Mission, Vision and Core Values
- Latest Annual report
- Shristi Code of Conduct
- A brief profile of all the Directors and Key Managerial Personnel (KMP's)
- Latest Shareholding Pattern
- Corporate Announcements and Press Releases
- Policy Handbook comprising various policies of the Company
- Investors' Presentation
- Composition of the Board of Directors and Board Committees
- Various disclosures and declarations

B. Regulatory and Business Awareness

a) **Presentations:** Executive Directors/ Sr. Management Personnel conduct presentations/programs periodically to familiarise the Independent Director with the operations and functioning of the Company. Such presentations/programs enable the Independent directors to directly interact with the senior leadership of the company and help them understand the Company's strategy, business model, product, market, finance, human resource, technology, risk management and such other areas as may arise from time to time.

The presentation/programs also familiarize the Independent directors with their roles, right and responsibilities specified under Companies Act, 2013 and the Listing Agreement. The Company may also conduct an introductory familiarization program whenever a new independent Director is inducted in the Board of the Company.

b) Statutory Updates: As a part of the detailed Board Meeting Agenda Note, Significant Statutory Updates on a quarterly basis are circulated to the Board of Directors through which Directors are made aware of the significant news developments and highlights from various regulatory authorities viz. Securities and Exchange Board of India (SEBI), Ministry of Corporate Affairs (MCA), Reserve Bank of India (RBI) etc.

C. Other Initiatives

Committee Nominations: Independent Directors are nominated to various committees which leads to a high degree of transparency in the working of the company and healthy discussions on various aspects of the business of the company.

Presentation by Internal Auditors in Audit Committee Meetings: At every Audit Committee meeting of the Company, the Internal Auditor makes presentation on important audit related matters and specified areas of emphasis.

CEOs of different business verticals: CEOs of different business verticals of the company are invited from time to time to brief the Board with respect to the progress in their respective business units and way forward/ road ahead.

Free Flow of Information: Board has open channels of communication with executive management which allows free flow of communication among Independent Directors in terms of raising query, seeking clarifications and other related information.

Dissemination of information: Directors are also informed of the regulatory changes and the various developments in the Company through e-mails.