FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

[In terms of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015]

A. Background

• In compliance with Regulation 25(7) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, the Company has a structured programme for orientation and training of Directors at the time of their joining so as to enable them to understand the nature of the industry in which the Company operates, business model of the Company and roles, rights and responsibilities of independent directors.

• The Company also seeks to update the Directors on a continuing basis on any significant changes so as to place them in a position to take well informed and timely decisions.

B. Orientation programme upon induction of new Directors

• At the time of their appointment, new Directors are provided with a copy of the Company's Annual Report, the Company's Code of Conduct for Non-Executive Directors, Code of Conduct for Prevention of Insider Trading and Code of Corporate Disclosure Practices and the schedule of Board and Committee meetings during that financial year.

• Independent Directors are also issued an appointment letter mentioning their role, duties and responsibilities, remuneration and performance evaluation process. The said letters are also uploaded on the Company's website.

• Management organises sessions with new Directors wherein the Managing Director, CEO, the Chief Financial Officer and other senior officials make presentations to familiarise the new Director with the Company's organisation structure, business model, operations, services, markets, finance, human resources, technology, risk management, sustainability, regulatory environment, challenges and strategy.

• The new Director is also encouraged to visit the various site locations to familiarise themselves with their operational, safety and sustainability aspects.

C. Ongoing familiarisation

• Efforts are made to acquaint the Directors with Company insights, the business environment, so that the Directors be updated on new challenges, risks and opportunities so far as the Company and its business is concerned. This includes periodic interactive sessions organized by the Company for Board members with external domain experts.

• At various Board meetings, presentations are made to the Directors on safety, health and environment issues at various project sites, Corporate Social Responsibility (CSR) and sustainability related matters, accounting policies, Company policies and changes therein, changes in the regulatory scenario and other amendments, global trends, Internal Audit, Risk related and investor related issues, as applicable.

• Quarterly presentations are made to the Board providing business and performance updates including information on risks and mitigation measures, market share, financial arrangements, working capital management, fund flows, material litigations, performance of subsidiaries, joint ventures and associates etc.

• One-to-one meetings are held with Directors to apprise them of complex issues to enable them to understand the same in depth.

D. Summary of Familiarisation programme of Directors

Total number of hours spent on familiarisation in FY 25-26	Approx. 15 hours (including specific items at Board meetings)
Cumulative hours spent on familiarisation programs from FY 2018-19 till FY 2025-26.	Approx. 104 hours.



Mr. Padam Prakash Gupta
Managing Director

Policy	Version	Adopted	Revised
Familiarisation programme for independent directors	1.0	25 May 2023	25 May 2026