Familiarization Programme for Independent Directors

Preamble:
In compliance with Regulations 25 and 46 of the SEBI (LODR) Regulations, 2015, the Company shall familiarize Independent Directors with the Company, their roles, rights, responsibilities, industry nature, and business model through various programmes.

Purpose:
The programme aims to provide insights into affairs of the company and enable Independent Directors to understand roles, rights and responsibilities in the company and get update on business operations of company.

Familiarization Process:

1. **Induction and Orientation:**

   Upon appointment, each Independent Director undergoes a structured induction programme designed to provide insights into the Company's operations. Conducted by the Senior Management Team, this orientation covers the Company's business model, strategic objectives, financial performance, and organizational structure. Furthermore, Directors are briefed on the specific charters, roles, and responsibilities of the Board Committees to which they are appointed. All Independent Directors have completed this formal induction upon joining the Board.

2. **Ongoing Familiarization and Engagement:**

   The Company maintains a continuous learning environment ensuring that Board remains updated on a dynamic business landscape. This includes:

- **Functional Head Engagement:** Regular interactions with business and functional heads to discuss strategic initiatives, technology trends, and industry developments.
- **Risk & Compliance Briefings:** Periodic presentations on risk mitigation measures, internal audit findings, and global regulatory changes impacting the Company's operations.
- **Operational Insights:** Periodic visits to the Company's key project sites to provide Directors with first-hand experience of ground-level operations.

3. **Strategic Dialogue:**

   These sessions serve as a two-way platform, allowing Independent Directors to leverage their diverse expertise by sharing direct inputs and recommendations with management on strategic and operational matters. This collaborative approach ensures that the Board's oversight is both informed and impactful.

4. **Transparency and Disclosure**:

   The details of the familiarization programmes, including the number of sessions held and the hours spent by Independent Directors in such programmes, are updated periodically and are available on the Company's website.

Besides this, The Company encourages and recommends its Independent Directors participation at various programmes being conducted by professional bodies and organizations to stay apprised on various changes and amendments in laws in the changing regulatory environment.

Subject matter of Programmes:

a) Risk management and mitigation
b) Services and product offerings
c) Corporate presentation and overview of the company
d) Financial performance of company and its subsidiaries
e) Overview of ESG and ESG practices adopted globally

Review of the programme:

The Board will review the policy on frequent basis and make such amendments as may be required.

Details of Familarization Programme for the year ended 31st March, 2026:

During the year ended 31st March, 2026 the following familiarization programme for Independent Directors were conducted:

Name of director	During the year		Cumulative up to this year	
	No of sessions	No. of hours	No of sessions	No. of hours
Ajay Kumar Chaudhary	4	4 hours	6	6 hours
Rajeev Uberoi	4	4 hours	14	14 hours
* Hong Guan Brernard Chew	2	2 hours	2	2 hours
Sudha Bhushan	4	4 hours	24	24 hours

*Hong Guan Bernard Chew was appointed from 17th September, 2025

Details of Familarization Programme for the year ended 31st March, 2025:

During the year ended 31st March, 2025 the following familiarization programme for Independent Directors were conducted:

Name of director	During the year		Cumulative up to this year	
	No of sessions	No. of hours	No of sessions	No. of hours
* Ajay Kumar Chaudhary	2	2 hours	2	2 Hours
Rajeev Uberoi	4	4 hours	10	10 hours
#Frank Osusky	3	3 hours	16	16 hours
Sudha Bhushan	4	4 hours	20	20 hours

*Ajay Kumar Chaudhary was appointed from 11th November, 2024

#Frank Osusky ceased to be director from 17th September, 2025

Details of Familarization Programme for the year ended 31st March, 2024:

During the year ended 31st March, 2024 the following familiarization programme for Independent Directors were conducted:

Name of director	During the year		Cumulative up to this year	
	No of sessions	No. of hours	No of sessions	No. of hours
*Mahendra Mehta	4	4 hours	15	15 hours
Rajeev Uberoi	4	4 hours	6	6 hours
Frank Osusky	3	3 hours	13	13 hours
Sudha Bhushan	4	4 hours	16	16 hours

*Mahendra Mehta ceased to be director from 29th September, 2024

Details of Familarization Programme for the year ended 31st March, 2023:

During the year ended 31st March, 2023 the following familiarization programme for Independent Directors were conducted:

Name of director	During the year		Cumulative up to this year	
	No. of sessions	No. of hours	No. of Sessions	No. of hours
Mahendra Mehta	3	3 hours	11	11 hours
*Rajeev Uberoi	2	2 hours	2	2 hours
Frank Osusky	3	3 hours	10	10 hours
Sudha Bhushan	4	4 hours	12	12 hours

*Rajeev Uberoi was appointed from 14th December, 2022

Details of Familarization Programme for the year ended 31st March, 2022:

During the year ended 31st March, 2022 the following familiarization programme for Independent Directors were conducted:

Name of director	During the year		Cumulative up to this year	
	No. of sessions	No. of hours	No. of sessions	No. of hours
Mahendra Mehta	4	4 hours	8	8 hours
Sudha Bhushan	4	4 hours	8	8 hours
Frank Osusky	3	3 hours	7	7 hours