

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

30.03.2026

The Board familiarisation programme comprises the following:

- Induction programme for new Independent Directors,
- Immersion sessions on business and functional issues,
- Strategy sessions

All Directors on their appointment are taken through a detailed induction and familiarisation programme when they join the Board of your Company. The induction programme is an exhaustive one that covers the history, culture and background of the Company and its growth over the last several decades, various milestones in the Company's existence since its incorporation, the present structure and an overview of the businesses and functions.

The Chief Executive Officer and Managing Director and the Company Secretary are jointly responsible for ensuring that induction and training programmes are conducted for Directors. The Managing Director of the company, provides an overview of the organisation, its history, culture, values and purpose. The Management Committee Members and Functional Heads take the Directors through their respective businesses and functions. As a part of induction programme, the Directors also visit the Company's construction site and undertake market visits to understand the operations of the Company. The Directors are exposed to the Board constitution, procedures, matters reserved for the Board and major risks facing the business and mitigation programs. The Independent Directors are made aware of their roles and responsibilities at the time of their appointment and a detailed Letter of Appointment is issued to them.

In the Board Meetings, immersion sessions deal with different parts of the business and bring out all facets of the business besides the shape of the business. These immersion sessions provide a good understanding of the business to the Directors. Similar immersion sessions are also convened for various functions of the Company. These sessions are also an opportunity for the Board to interact with the next level of management. To make these sessions meaningful and insightful, pre reads are circulated in advance. Deep dive sessions are also organised on specific subjects for better appreciation by the Board of its impact on the business. There are opportunities for Independent Directors to interact amongst themselves every quarter and many themes for such immersion sessions come through on account of these structured interactions and meetings of Independent Directors. The process of Board Evaluation also throws up areas where the Board desires focused sessions.

Every year Board Strategy Sessions are organized which provide the Board an opportunity to understand Company's footprint in a market and also interact with Company's leadership and business teams in that market. The Strategy Session focuses on the strategy for the future and covers all parts of the business and functions, the course corrections, if any, required to be undertaken and gives a good perspective of the future opportunities and challenges. During the financial year 2025-26, the Board convened for a one-day immersive session focused on several strategic and operational priorities in March 2026.

In order for the Directors to exercise their judgement and discharge their duties with sufficient knowledge, the Directors are updated with changes in laws, regulations, relevant judicial or regulatory orders, and compliance requirements during the Board meetings.

The details of training programme attended by Independent Directors forms part of the document as Annexure A.

Annexure A

(in hours)

Name of Independent Directors	Total Time spent in Hour
Tarun Jain	1.0
Himanshu Garg	1
Vinod Tiku	1
Shikha Mehra Chawla	1

Anupam Jaiswal
Company Secretary and Compliance Officer
Reviewed on: 30.03.2026