



## **POLICY ON FAMILIARISATION PROGRAM OF INDEPENDENT DIRECTORS**

### **OBJECTIVES:**

The familiarization programme for Independent Directors is outlined herein pursuant to Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015. The familiarization programme aims to provide Independent Directors with the Construction Industry and Real Estate scenario, the socio-economic environment in which the Company operates, the business model, the operational and financial performance of the Company, to update the Independent Directors on a continuous basis on significant developments so as to enable them to take well informed decisions in a timely manner. The familiarization programme also seeks to update the Independent directors on the roles, responsibilities rights and duties under the Companies Act 2013 and other relevant legislations.

### **INDUCTION, TRAINING AND FAMILIARISATION PROGRAMME FOR THE INDEPENDENT DIRECTORS:**

To familiarize a new Independent Director with the Company, a kit containing informative documents about the Company like Annual Report, Investor Presentations, Memorandum and Articles of Association etc is handed over to him/her. The Company believes that the Board be continuously empowered with the knowledge of latest developments in the Company's businesses and the external environment affecting the Company as a whole.

All our directors are aware and are also updated as and when required, of their role, responsibilities & liabilities. The Company holds Board meetings at its Registered and Corporate Office and also if necessary, in locations, where it operates. Site / factory visits are sometimes organized at various locations for the Directors. The Board of Directors has complete access to the information within the Company. Presentations are made regularly to the Board / Nomination & Remuneration (N&R)/ Audit Committee (AC) (minutes of AC & N&R are circulated to the Board), where Directors get an opportunity to interact with Senior Managers. Presentations, inter alia, cover business strategies, Management Structure, HR policy, Management Development and Succession Planning, Quarterly and Annual results, budgets, treasury policy, review of Internal Audit, risk management framework, operations of subsidiaries and associates, etc. Independent Directors have the freedom to interact with the Company's management. Interactions happen during Board / Committee meetings, when senior company personnel are asked to make presentations about performance to the Board. Such interactions also happen when these Directors meet senior management in Independent Company meetings and informal gatherings. Directors are also informed of the various developments in the Company through e-mails, newsletters, internal magazines, etc.

During the year, major areas / topics were covered under the familiarization program were briefed in the Board/Committee Meeting, the details of which are as under:

**VASCON ENGINEERS LTD.**

**Registered & Corporate Office:** Vascon Weikfield Chambers, Behind Hotel Novotel, Opposite Hyatt Hotel, Pune-Nagar Road, Pune - 14.  
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Business and Operational Performance of the Company, Financial Results and Performance, Internal Audit Plans and findings, Compliance with various applicable laws , various activities undertaken by Registrar and Share Transfer Agent , Litigations etc.

Independent directors have spent approximately 2.5 hours during the year as a part of familiarization program.

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**DETAILS OF FAMILIARIZATION PROGRAMME(S) IMPARTED TO INDEPENDENT DIRECTORS  
DURING THE FINANCIAL YEAR 2024-25**

*(In compliance with Regulation 25(7), 46 of the SEBI (Listing Obligations & Disclosure Requirements)  
Regulations, 2015 and Schedule IV of the Companies Act, 2013)*

**Details of Orientation given to the Independent Directors during Financial Year 2024-25**

<b>No of Hours Spent by Directors***</b>					
<b>Sr. No.</b>	<b>Name of Directors</b>	<b>Insider Trading</b>	<b>Strategy / Peer Analysis &amp; Discussions</b>	<b>Governance &amp; Operations</b>	<b>Total</b>
<b>1.</b>	<b>Mr. Mukesh Malhotra</b>	<b>1.5</b>	<b>2.0</b>	<b>2.0</b>	<b>5.5</b>
<b>2.</b>	<b>Mr. K. G. Krishnamurthy*</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>	<b>3.0</b>
<b>3.</b>	<b>Mrs. Tara Subramaniam**</b>	<b>1.5</b>	<b>2.0</b>	<b>2.0</b>	<b>5.5</b>
<b>4</b>	<b>Mr.Sankaramahalingam Balasubramanian</b>	<b>1</b>	<b>1.5</b>	<b>1.5</b>	<b>4.0</b>
			<b>Total</b>		<b>18.00</b>
			<b>Cumulative till Date</b>		<b>50.00</b>

*\*Mr. K. G. Krishnamurthi has completed his second term of appointment on 20.09.2024*

*\*\* Mrs. Tara Subramaniam appointed on 03/03/2023*

*\*\*\* We have considered the date of Re-appointment of Directors on the Board*

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