

Hindustan Construction Company Limited

Familiarisation Program for Independent Directors of Hindustan Construction Company Limited

This Familiarisation Program ("the Program") for Independent Directors of Hindustan Construction Company Limited ("the Company") has been adopted by the Company pursuant to erstwhile Clause 49 of the Listing Agreement which has since been replaced by Regulation 25(7) of the SEBI (Listing and Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations")

1. Purpose :

The program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the company.

2. Familiarisation Process:

2.1 The Company shall through its Senior Managerial personnel familiarise the Independent Directors with the strategy, operations and functions of the Company.

2.2 The Independent Directors will also be familiarised with their roles, rights and responsibilities.

2.3 In general the familiarisation program for the Independent Directors on induction shall be as under:

- Familiarisation with Roles, Rights & Responsibilities of Independent Directors;
- Business Overview and an outline of Business Plan and Annual Targets;
- Overview of Business Development initiatives;
- Operations Overview;
- Financial Performance, Budget & control processes; and
- Orientation on Statutory Compliances as a Board Member.

2.4 In addition to the above, the Independent Directors will be periodically updated on the developments in the Company, Company performance etc.

2.5 Every year, in the Business Strategy meeting to be held by the Company, the Independent Directors will be generally familiarized with the strategy, operations, performance and the budget process of the Company.

2.6 Further, the familiarization program shall also form a part of the Board process. At the quarterly Board meetings to be held by the Company, the Independent Directors will be updated on the periodical developments in the Company and Company's performance .

3. Disclosure of the Policy:

This Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

4. Review of the Program:

The Board of Directors will review this Program and make revisions as may be required.