



## Familiarization Programme for Independent Directors

### Objective

To provide insights into the Company to enable the Independent Directors to understand the Company's business in depth that would facilitate their active participation in managing the Company.

### Familiarization process

The Company through its Managerial Personnel explained the strategy, operations and functions of the Company to familiarize the Independent Directors.

When new Independent Directors came on the Board of the Company, they were invited to our office and Sites to show the facilities and a meeting was arranged with company managerial personnel to discuss the nature of the operation of the Company's business activities. Corporate functional heads made relevant business strategy presentations to them.

It provided an opportunity to the Independent Directors to interact with the Senior Management of the Company and help them to understand the Company's strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and such other areas as may arise from time to time.

New Independent Directors were provided with copy of latest Annual Report, the Semac Code of Conduct for directors, employees, Code of Conduct for Prevention of Insider Trading etc.

A detailed Appointment Letter incorporating their role, duties and responsibilities, were issued to the Independent Directors.

For and on behalf of  
Semac Construction Limited,

**For Semac Construction Limited**

  
**Aakriti Gupta**  
Company Secretary

Aakriti Gupta  
Company Secretary and Compliance Officer

**Semac Construction Ltd.**  
**(Formerly Known as Semac Consultants Limited.)**

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