

VUB ENGINEERING LIMITED*

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Formulated on: June 24, 2025

** VUB ENGINEERING LIMITED, formerly known as V U B ENGINEERING LIMITED.*

***The Board of Directors of the Company at its Meeting held on June 24, 2025 approved the policy and the same shall come into force from the date of listing of the securities of the Company on recognized stock exchanges.*

The familiarization programme for Independent Directors of VUB Engineering Limited is outlined herein pursuant to Regulation 25 (7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 as amended.

The familiarization programme aims to provide Independent Directors with the Industry scenario, the socio-economic environment and nature of industry in which the Company operates, the business model, the operational and financial performance of the Company, to familiarize the Independent Directors of their roles, rights, responsibilities as Independent Directors, 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.

Familiarisation Process

- On appointment, the concerned director is issued a Letter of Appointment setting out in detail, the terms of appointment, duties, responsibilities and expected time commitments.
- Each newly appointed Independent Director is taken through a formal induction program including the presentation from the Senior Executives and explaining them other important aspects of the Company's business. Relevant documents relating to the Company such as Memorandum of Associations, Articles of Association, Annual Reports of last three consecutive years, Code of Conduct for Directors and Senior Managerial Personnel, Note on Directors roles and responsibilities, Policy handbook of the Company comprising of policies on various business aspects and practices, Organizational chart of the Company and the profile of all the Directors and the Senior Managerial Personnel of the Company, List of contact details of the Directors, Senior Managerial Personnel and their personal/executive assistants, CSR etc. are provided to the Independent Directors on their appointment
- The Company Secretary updates the Directors about their legal and regulatory responsibilities as a Director and the compliances required of them under the Companies Act 2013 and applicable SEBI Regulations
- The induction for Independent Directors includes interactive sessions with Executive Members and other Functional Heads.
- At various Board meetings during the year, presentation will be made to the Board.
- Each Director of the Company has complete access to any information relating to the Company. Independent Directors have the freedom to interact with the Company's management. They are given all the documents sought by them for enabling a good understanding of the Company, its various operations and the industry segments of which it is a part. Further, they meet without the presence of the Company's Management Personnel to discuss matters pertaining to the Company's affairs and put forth their combined views to the Chairman and Managing Director

Disclosure of the Policy

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

Review of the Programme

The Board will review this programme and make revisions as may be required.