

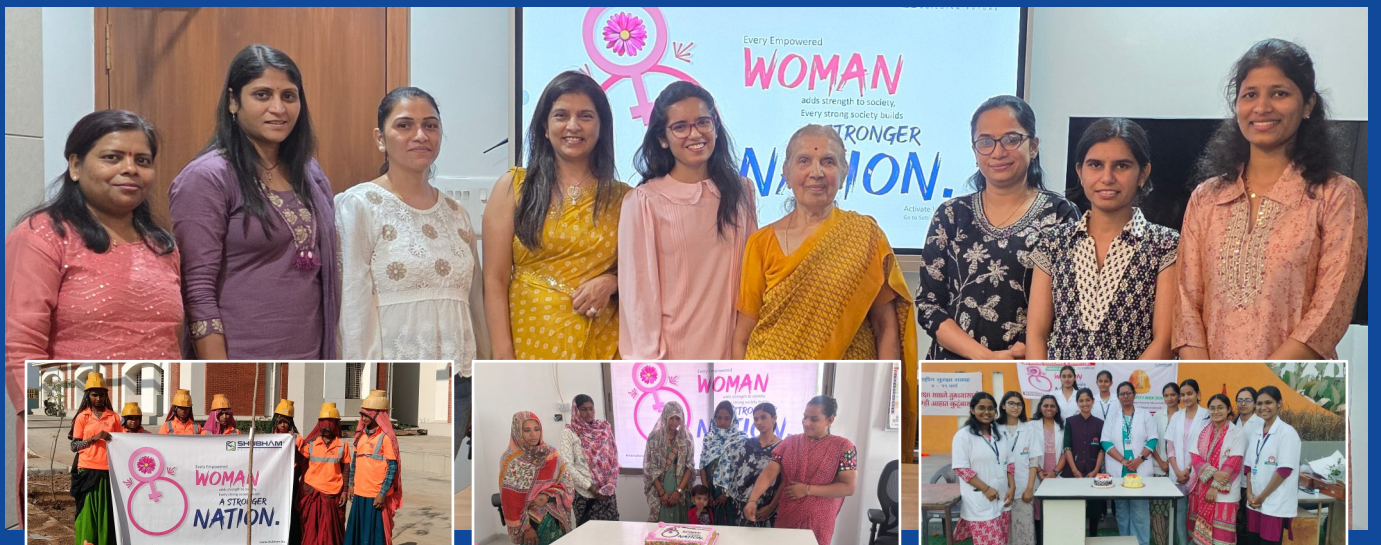
# SITEINSIGHT



JAN-MAR 2026

Shubham EPC Pvt. Ltd.

Capturing this quarter's achievements, project updates, and people-driven initiatives.



**National Safety Week 2026**

**THE EDITORIAL**  
Scaling with Purpose, Driving Growth through People, System and Discipline  
From the Director's Desk

**MISSION TARGET PAAR**

**CHASE  
CLOSE  
CELEBRATE**



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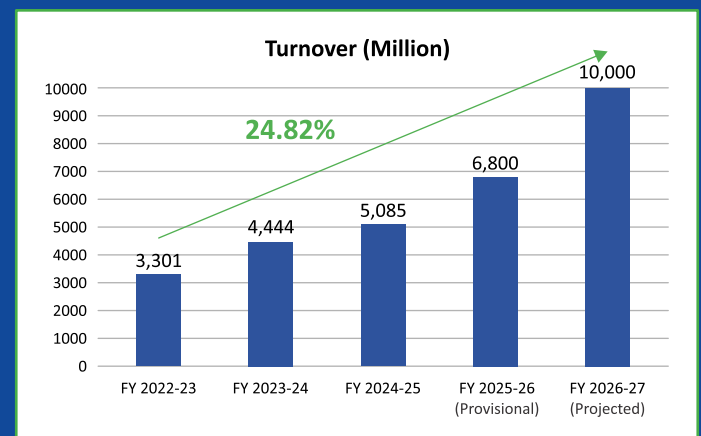
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# The Editorial

Stronger Together, Scaling Ahead with Purpose and Pride

## From the Director's Desk

Dear Friends,

Financial Year 2025–26 has been a year of steady progress, meaningful milestones and strong collective effort at Shubham EPC. As we conclude the year on a positive note, what stands out is the growth we have achieved with alignment, resilience and a shared sense of purpose. With stronger execution and shared clarity, we have delivered a positive performance while strengthening our **foundation for the future**. This journey reinforces our belief that when teams move forward with clarity and commitment, **consistent progress follows**.

Beyond numbers, what truly defines this year is the **spirit of the Shubham EPC family**. Over the past year, we introduced a structured **Scaling-Up framework** with clearly defined **goals** and **KPIs**. Weekly tracking and detailed review mechanisms have helped bring greater alignment in our systems, expectations and deliverables. **This approach has created a strong rhythm of performance and we will carry this forward with renewed focus**.

On the operational front, our **progress** has been **structured** and deliberate. We have strengthened governance practices, improved systems and moved towards a more process-driven way of working. At the same time, we proudly crossed the milestone of **400 team members**. With this growth, our culture has become stronger, guided by our **SITE@C values**, which are now **deeply understood and practiced across the organization**.

This year was also rich with **moments of connection and celebration**. UDAAN25 brought us together in a memorable way, creating **energy** and **enthusiasm** across the organization. Celebrations of Diwali, Holi and Christmas across sites and offices added **vibrancy** to our **work environment**. The tradition of receiving sweets from our sub-contractors during Eid continues to be a special gesture, reflecting **mutual respect and strong relationships**. These moments highlight the **inclusive and cohesive culture** we are building together.

Our commitment to **inclusiveness** is translating into action. It is encouraging to see more **women professionals** contributing across project sites in Billing, Planning and EHS roles, along with strong representation across Head Office functions. Their contribution is strengthening our teams and **enhancing** our overall **capability**.

Safety continues to remain a key priority. Our **EHS practices** are evolving with increased **awareness** and **ownership** at all levels. Safety Week celebrations across sites have reinforced the importance of a **"Safety First"** mindset, building a culture where safety is a shared responsibility.



**Ms. Archana Badera**  
Director, Shubham EPC Pvt. Ltd.

The last quarter, as always, required **focused efforts** and **disciplined execution**. With the initiative **"Mission Target Paar – Chase, Close, Celebrate!"**, teams worked with strong intent and urgency. I sincerely appreciate the dedication shown across functions in ensuring a successful closure of the year.

Our Performance Management System has now completed its seventh year through the HRMS platform. Continuous refinement in evaluation frameworks and development planning reflects our **commitment to building a performance-driven organization**. It also provides a clear roadmap for individual growth and leadership development.

We are now entering a phase where **technology will play a defining role in our growth journey**. ERP systems and AI-driven initiatives are becoming integral to our operations, enabling **better decision-making, efficiency and transparency**.

A significant **strategic shift** this year is the transition of our **P&M Asset Division** from a cost center to a **profit center**. This change brings sharper accountability and a clear focus on optimizing asset performance and utilization. Alongside this, we are actively **upgrading** our **machinery** and **strengthening** our fleet with new additions, enhancing our **execution capability** across projects. These initiatives reflect our move towards becoming a **more advanced, KPI-driven and performance-focused organization**.

As we step into the new financial year, our direction is clear, build on this momentum with stronger systems, greater agility, and deeper collaboration. The journey ahead will require **innovation, ownership and alignment**, and I am confident that together we will continue to achieve higher milestones.

I extend my sincere thanks to every stakeholder who has contributed, directly or indirectly to our growth journey and continues to be a driving force behind Shubham EPC.

**Let us move forward with purpose, strengthening what we have built and shaping what we aspire to become.**

Warm regards,  
**Ms. Archana Badera**  
Director | Shubham EPC Pvt. Ltd.

# OPERATIONAL PERSPECTIVES

## Building Excellence, Championing Engineering!

The Human Resource function at Shubham EPC continues to evolve as a key strategic enabler, aligning people practices with business growth and organizational priorities. Over the past year, our focus has been on building a more structured, transparent and technology-driven HR ecosystem that supports both performance and people development.

Our workplace culture remains deeply rooted in our **SITE@C values**, which are now increasingly reflected in our day-to-day work environment. The philosophy of **Life at Shubham** continues to strengthen this foundation:

- **Learning & Development**

Enabling continuous growth through structured learning and on-the-job exposure

- **Inclusiveness**

Creating a workplace where every voice is valued

- **Fun & Fitness**

Promoting engagement, well-being and work-life balance

- **Empowerment**

Encouraging ownership and accountability at all levels

During the year, we conducted our **eNPS feedback survey**, and the response has been encouraging. Employee sentiments reflect a **positive work environment**, while also providing clear direction on areas of improvement. We have already initiated focused actions to address these areas.

External feedback platforms also indicate strong ratings, highlighting a supportive culture, learning opportunities and collaborative teams as key strengths of Shubham EPC. While these outcomes are reassuring, our focus remains on continuously improving and **achieving higher benchmarks**.

Looking ahead, we are also planning to pursue relevant **certifications** in the coming financial year, further **strengthening trust in our organizational values, culture and growth opportunities**.

The implementation of the **Scaling-Up framework** has been a significant step forward, bringing better alignment, clarity and execution discipline across teams. In parallel, **talent assessment** aligned with **core values** and **productivity** has enabled us to **identify and develop high-potential performers** within the organization.

A key advancement this year has been the strengthened use of our **HRMS platform**, which has streamlined core HR processes, including performance management. This digital enablement has improved accuracy, enhanced transparency, and supported faster, data-driven decision-making.

On the talent front, recruitment has been closely aligned with our expansion plans and regional growth. Our hiring approach focuses on **capability, cultural fit** and **future readiness**, ensuring that each new addition strengthens our execution capacity and builds a well-balanced workforce.



**Mr. Anil Nimse**  
Senior Manager –  
HR Data Analytics & Strategy

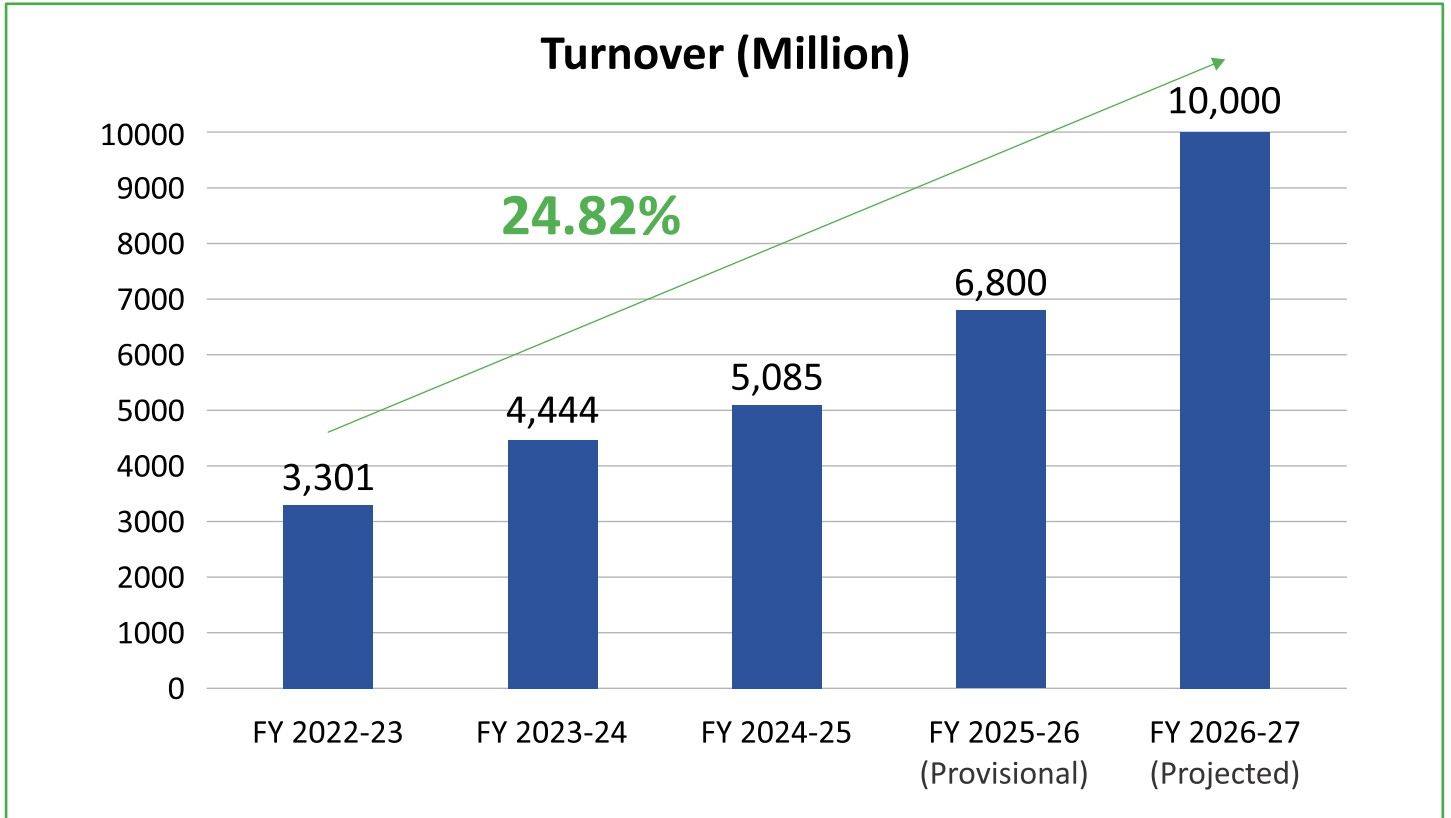
Our **employee-centric approach** continues to remain at the core, focusing on **development, open communication, well-being, recognition and diversity**. These efforts are shaping a workplace where individuals are not only contributing effectively but also growing professionally. Governance frameworks are now well established and will be further reinforced to ensure greater clarity, consistency, and compliance across the organization.

As we move forward, the HR function will continue to strengthen its role in **enabling a high-performance, inclusive and future-ready organization, where people and processes evolve together**.



# GROWTH REFLECTION

## Scaling with Momentum: Accelerating Towards New Benchmarks



### CUSTOMER CENTRIC APPROACH | CONTINUOUS INNOVATION | TRUSTWORTHINESS

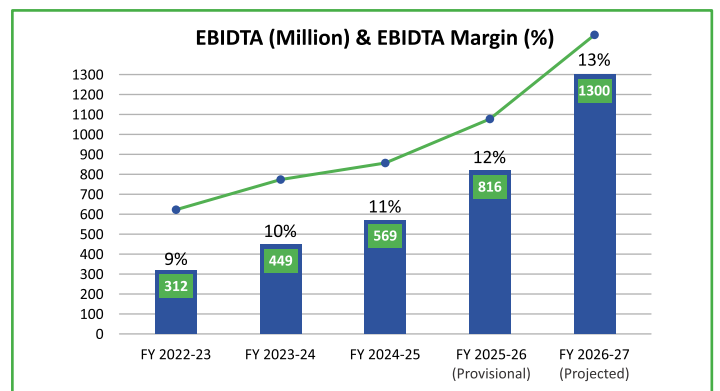
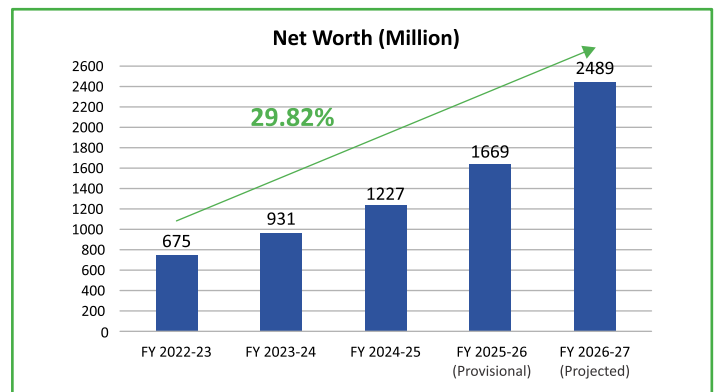
Shubham EPC's financial journey continues to reflect a **steady and disciplined growth path**, underpinned by strong execution and improved operational efficiency across projects.

Turnover has shown consistent upward movement, from **₹330+ crore in FY 2022-23 to a significantly higher range in the current year**, reflecting sustained business momentum and expanding project footprint. While the final numbers remain subject to closure and audit, the trend clearly indicates **robust growth aligned with our strategic direction**.

In parallel, **net worth has strengthened considerably**, reinforcing financial resilience and enabling the organization to support larger and more complex opportunities with confidence. A notable highlight is the **progress in efficiency metrics**. EBITDA margins have improved, driven by sharper cost management, better resource utilization and enhanced project execution practices. This reflects a focused shift towards **efficient and value-led growth**.

As we move into the next financial year, the organization is aligned towards an ambitious target supported by a strong order book, execution capabilities and a continued emphasis on operational excellence.

This trajectory positions us well for **sustainable scale, stronger performance and long-term value creation**.



# GROWTH REFLECTION

## Leadership Insights from CONSTRO 2026: Leading the Conversation on Construction's Future



It was a valuable experience for our Director, Mrs. Archana Badera, to represent Shubham EPC as a panelist at the CONSTRO International Expo 2026, contributing to the panel discussion on the theme **“Future of Construction in India.”**

She shared her perspectives and engaged in a dialogue that highlighted two strategic priorities expected to significantly influence the sector's evolution:

### 1. Strengthening the Civil Engineering Talent Ecosystem

Sustainable growth in construction will depend on building a strong pipeline of industry-ready civil engineers. This requires deeper industry-academia collaboration, enhanced practical exposure, and structured capability-building frameworks to effectively bridge the gap between knowledge and execution.

### 2. Accelerating Technology Adoption Across the Value Chain

The pace of transformation will be driven by how effectively organizations integrate digital tools, automation, and modern construction methodologies into their operations. Developing technology-ready teams will be essential to improve efficiency, quality, and scalability.

The future of construction will be shaped by organizations that invest in capability development, promote continuous learning, and remain agile in adopting emerging technologies. Platforms like CONSTRO provide valuable opportunities for industry leaders to exchange insights, foster progressive thinking, and collectively drive sectoral advancement.

## Leading from the Front, Learning at Every Step

As part of our strong learning culture at Shubham EPC, our Director, Ms. Archana Badera, has successfully completed the Real Estate Development Leadership Programme at IIM Ahmedabad.

This exclusive programme brought together leading developers from across India and provided practical insights into real estate strategy, finance and emerging trends such as AI, delivered through IIM Ahmedabad's case-based learning approach.

With a clear focus on real-world application and leadership impact, the programme enables participants to effectively navigate and lead in a dynamic, competitive real estate landscape.

This milestone reflects our continued commitment to continuous development and building future-ready leadership.



Real Estate Development Leadership (RED-L) Programme

December 9, 2025 – March 14, 2026



# GROWTH REFLECTION

## Beyond the Workplace: Gaining Insights from Conferences & Expos



The Shubham EPC team had the opportunity to participate in the CONSTRO International Expo 2026, gaining valuable exposure to the latest developments across the construction ecosystem.

The visit enabled team members to explore a wide range of innovative products, advanced equipment, and emerging construction solutions showcased by leading industry players. In addition, participation in focused seminars and technical sessions provided deeper insights into evolving trends, best practices, and future-ready methodologies.

Such engagements play a critical role in strengthening industry awareness, enhancing technical knowledge, and aligning teams with the direction in which the sector is progressing. The experience reinforces our commitment to continuous learning, capability enhancement, and staying at the forefront of industry advancements.



As part of our continued focus on building a future-ready organization, Mr. Rajnish Kumar had the opportunity to participate in the India AI Impact Summit 2026. The engagement provided valuable insights into the evolving role of AI in transforming project execution and enhancing operational efficiency.

Key areas of learning included predictive planning, resource optimization, real-time safety monitoring, and data-driven decision-making. The exposure further underscored the growing importance of automation and intelligent systems in improving project outcomes.

This initiative marks a meaningful step in strengthening our digital transformation journey and advancing towards a more agile, technology-enabled project ecosystem. It reinforces our commitment to integrating innovation into core operations and continuously elevating execution excellence.

## Strengthening HR Capability



As part of our ongoing commitment to building a future-ready organization, Shubham EPC was represented by Anil Nimse at the ETHRWorld Future Forward – Pune Chapter Conference held at Novotel, Pune.

The conference provided valuable exposure to emerging trends shaping the workplace, including AI governance, evolving workforce models and strategies for scaling organizations in a dynamic business environment. Insights from government and industry leaders offered a well-rounded perspective on sustainable growth, the expanding GCC ecosystem, and the importance of operating with agility.

A key learning was the strategic framework of “Build, Buy, Borrow or Automate,” highlighting the need to align workforce capabilities with business priorities through targeted skill development and smarter talent strategies.

Participation in such platforms enables us to bring back actionable insights, strengthen our people practices, and continuously enhance organizational effectiveness. It also reflects our focus on creating opportunities for our teams to engage with industry forums, encouraging continuous learning, knowledge sharing, and progressive thinking across the organization.

# Project Progress Update: Commissioner of Police Administrative Building, Pune



Focused planning and coordinated efforts across teams have enabled steady progress in the construction of the Administrative Building for the Commissioner of Police. Following initial delays due to pending statutory approvals, the project has now gained strong execution momentum and is firmly back on track.

Significant headway has been achieved in RCC works, with a substantial quantum of structural execution completed. Two key buildings have now begun to take visible shape, marking an important milestone in overall project development.

To accelerate timelines and align with delivery commitments, the team is driving **aggressive planning and execution strategies**. The adoption of **aluminium formwork systems** is delivering superior quality in column finishing while enhancing construction efficiency.

Execution of **Post-Tension (PT) slabs**, despite logistical challenges associated with mobilization in a dense urban environment, is progressing effectively. The team's ability to navigate site constraints while maintaining quality and pace reflects strong operational capability and commitment.

With continued focus, disciplined execution and proactive coordination, the project is steadily progressing towards meeting its defined milestones.



## Project Progress Update: STT Data Center, Navi Mumbai



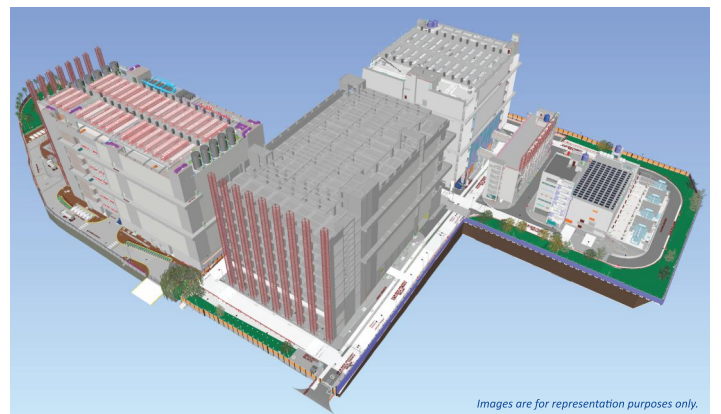
The STT 02 Data Center projects in Navi Mumbai stands as a flagship engagement, significantly contributing to the organization's revenue performance in the current financial year and reinforcing our position in high-value, technology-driven infrastructure.

The project is advancing at an accelerated pace, driven by **multi-shift execution models** and **enhanced resource deployment** across critical activities. This approach has enabled consistent progress while maintaining stringent quality and safety standards expected in data center environments.

A key highlight has been the **recognition received from client leadership**, including the CEO, CTO and VP, during their Safety Week site visit. The project was acknowledged for **exemplary safety practices** and **appreciated** for its disciplined and **high-quality execution**, reflecting the team's commitment to **operational excellence**.

As client expectations continue to scale alongside project demand, the team remains sharply focused on **delivery precision, speed and reliability**. The emphasis is on not just meeting milestones, but setting higher benchmarks in execution and safety performance.

This project exemplifies Shubham EPC's capability to deliver complex, mission-critical infrastructure with **agility, accountability and consistent excellence**, strengthening long-term **client trust** and positioning the organization for future growth opportunities.



## Delivered: Advanced Healthcare Infrastructure at Sir J. J. Hospital, Mumbai



In a significant advancement for public healthcare infrastructure, Sir J. J. Hospital has been upgraded with advanced medical facilities, enabling access to modern treatment standards for a wider patient base.

Executed by the Public Works Department in close coordination with the Hospital Dean and respective Heads of Departments, the project reflects a unified commitment to strengthening government healthcare through a technology-enabled, patient-centric approach.

A key highlight of the development is the commissioning of a **Modular Operation Theatre Complex**, comprising nine dedicated operation theatres catering to Pediatric, ENT, and Neurosurgery specialties. The facility is supported by well-structured pre- and post-operative areas, doctors' rooms, nursing stations, and controlled service corridors—enhancing clinical workflow efficiency and patient safety.

Critical care infrastructure has been significantly augmented with the addition of a **36-bed CCU** and a **32-bed MICU**, equipped with advanced ICU beds, ventilators, patient monitoring systems, and emergency response equipment. This enhancement enables faster clinical intervention and improved patient outcomes in high-dependency cases.

To ensure seamless and safe treatment delivery, a **centralized Medical Gas Pipeline System (MGPS)** has been implemented across approximately 1,300 beds. Supported by a central gas supply plant and an extensive network of nearly 1,000 bed-head panels, the system ensures uninterrupted access to essential medical gases across the facility.

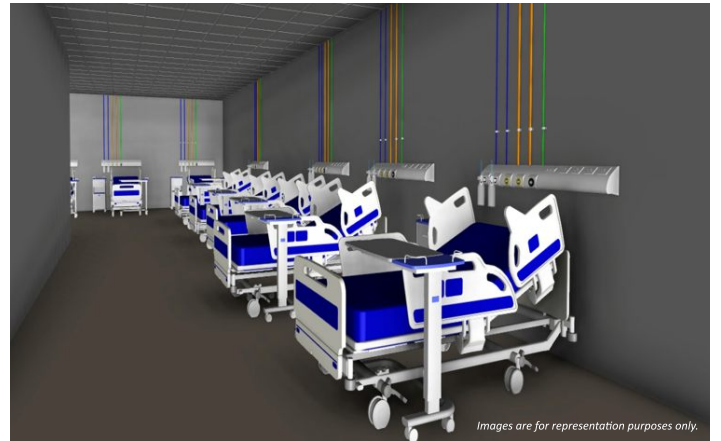
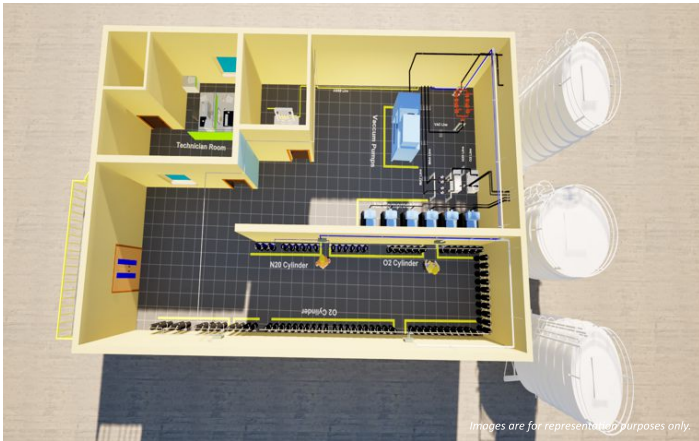
This transformation reinforces the accessibility of advanced healthcare within the public sector, strengthening trust in institutional healthcare delivery. Sir J. J. Hospital stands as a strong example of how integrated planning, technology adoption, and coordinated execution can redefine public healthcare infrastructure.

**Shubham EPC** takes pride in delivering this state-of-the-art project in service of society. The organization extends its sincere appreciation to all stakeholders—the PWD, hospital administration, consultants, associates, and project teams, whose collaboration and commitment enabled the successful execution of this landmark development.



# PROJECT DASHBOARD: PROGRESS AT A GLANCE

## New Project Initiation: Smt Shardaben Chimmanlal Hospital, Ahmedabad



Shubham EPC has commenced execution of a new healthcare infrastructure project at Shrimati Shardaben Chimmanlal Lalbhai General Hospital, being developed under the Ahmedabad Municipal Corporation. The project is being undertaken with an aggressive timeline, reflecting the urgency to strengthen public healthcare capacity in the region.

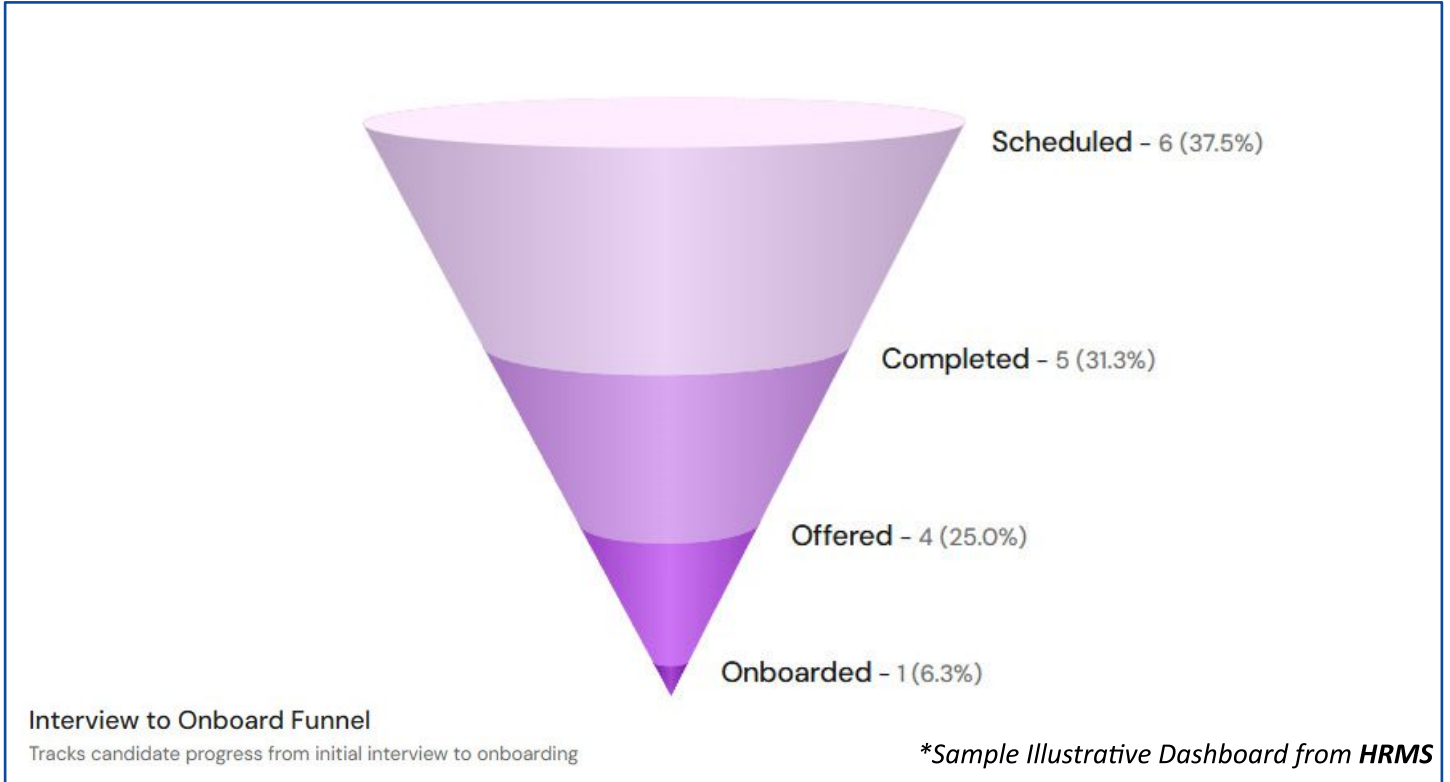
The scope of work includes the installation of a **Medical Gas Pipeline System (MGPS)**, **Liquid Oxygen Tank (LOT)**, and development of both **Modular and Non-Modular Operation Theatre facilities**. This integrated execution is aimed at enabling advanced clinical infrastructure and ensuring efficient, uninterrupted medical support systems within the hospital.

Located at the Ashok Mill Compound in the India Colony Ward, the new Shardaben Hospital is envisioned as a modern healthcare facility catering to a large urban population. The project is designed to enhance critical care readiness, streamline surgical infrastructure, and improve overall patient care delivery.

With focused planning, rapid mobilization, and strong execution capability, the project team is committed to meeting the accelerated timelines while maintaining the highest standards of quality and safety.



## Advancing Digitization: Strengthening Our Data & Dashboard Ecosystem



At Shubham EPC, technology continues to play a pivotal role in enhancing how we operate, analyze, and deliver outcomes.

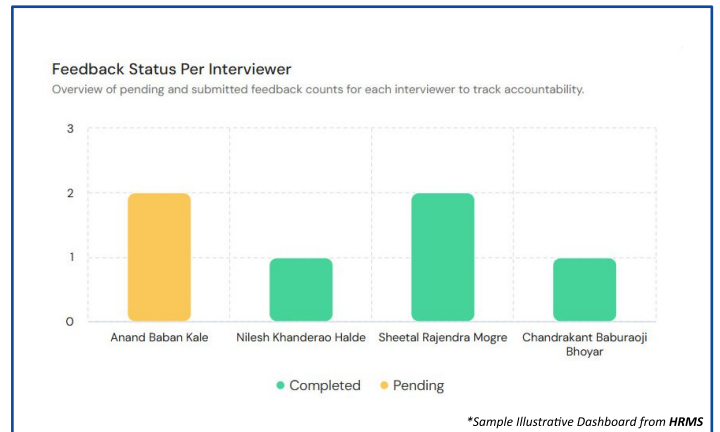
Our **HRM dashboards** are already delivering actionable insights, enabling better workforce visibility and informed decision-making. As a next step, **enhancement with an AI layer is currently in the development phase**, with focused efforts from our team.

Our ERP system continues to provide robust reports, and we have initiated the **development of advanced dashboards using API integration**, along with a new platform to enable deeper data analysis and drill-down capabilities.

This initiative is currently in the **pilot and development phase** and is expected to be operational shortly, marking a steady step towards **stronger digitization and a more data-driven organization**.

We have also initiated the identification of **AI Champions across departments** to simplify processes and enable the effective use of AI in day-to-day operations. This initiative is currently in the **development phase**, with actionable outcomes expected in the coming days.

These efforts reflect our continued commitment towards **structured digitization and a data-driven operating model**, ensuring that our systems evolve in line with business needs while enabling scalability and long-term value creation.



## Teamwork at Core, Technology at Scale, Growth in Focus

As we close Financial Year 2025–26, we look back on a year defined by **progress, adaptability** and a clear shift towards a more **structured and future-ready organization**. Our journey continues to be guided by **positive intent, discipline** and a strong belief in building **sustainable growth**.

This year marks an important phase in our evolution. The adoption of a **Scaling-Up framework** has brought sharper alignment across teams, with defined goals, measurable KPIs and a structured review mechanism. The **WWW (Who–What–When) review process** has made tracking simple, transparent and effective, enabling teams to stay focused and deliver consistently.

At the core of this progress lies one of our biggest strengths - **teamwork**. When we work with a **“You win, I win”** mindset, collaboration becomes natural and outcomes become stronger. Our shared belief in a **“Make It Done”** attitude continues to drive execution across all levels.

At the same time, we are actively advancing towards a more **technology-driven ecosystem**. The implementation of ERP systems and the growing **integration of AI-driven solutions** are transforming the way we operate, enabling faster decision-making, improved efficiency and data-backed execution. This shift reflects our commitment to building a **future-ready organization** that embraces innovation.

From a business perspective, we see strong growth opportunities emerging across key regions. Our focus on **Navi Mumbai, Chhatrapati Sambhaji Nagar and Nagpur** aligns with expanding infrastructure demand and a strong project pipeline. Strengthening our presence in these regions will play a critical role in our next phase of growth. In this direction, our **Nagpur regional office** will soon become operational, further enhancing our reach and responsiveness.

Our growth ambitions are clearly defined in our business plan, and it is encouraging to see strong alignment from all team members working towards these goals. As we scale, it is important that we **step out of our comfort zones**, because **challenges are important; they keep us alive and continuously improving**.

We must also remain mindful of how we work. When we commit to giving our best, **pressure becomes pleasure**. At the same time, we should avoid unnecessary stress, which often arises when work is delayed until the last moment. **Discipline in execution will remain key to sustaining our momentum**.



**Mr. Vinay Badera**  
Managing Director

As we move forward, our focus will be on balancing technological advancement with business growth, ensuring that we **scale with both capability and control**. This journey is not just about organizational success, but also about contributing to the larger vision of a **Viksit Bharat**, where we play our role in building strong and future-ready infrastructure.

I extend my sincere **gratitude** to every stakeholder and associate who has contributed to our journey. Your **support, trust and commitment** continue to be the **foundation of our success**.

Let us continue **building** not just projects, but a **stronger, more progressive organization**.

**Wishing you all continued success and growth in the year ahead.**

Warm regards,  
**Mr. Vinay Badera**

# IMPRESSIONS BY SHUBHAMITES

A space to celebrate achievements, share experiences, and showcase contributions—capturing the spirit, journeys, and inspirations of our Team Members.



**Mr. Ashutosh Neharkar**  
Senior Officer - Safety

### **Proud Association!**

I joined Shubham EPC Pvt. Ltd. in 2016 as a Safety Supervisor. After a brief personal break of 7 months in 2019, I rejoined in October 2019. Overall, I am associated with the organization for nearly 10 years, which is a matter of great pride for me.

Through inspiring leadership and continuous learning opportunities, I have been able to strengthen my contribution to the Safety function and take initiatives aligned with Shubham's "Safety First" culture. This journey has enabled my progression to the role of Senior Officer – EHS.

Over the years, I have contributed to 8 projects. Each experience has added to my professional and personal growth, helping me build resilience and capability.

My experience at the Data Center project has been particularly enriching, offering valuable exposure and practical learning aligned with MNC standards.

I remain committed to contributing with the same dedication and continuously elevating my performance in the years ahead.



**Mr. Prashant Khadape**  
Senior Store Incharge

### **Growing with Purpose!**

I joined Shubham in 2016, when it was Shubham Civil Projects Pvt. Ltd., as a Store Incharge. Since then, this journey has been one of continuous learning, responsibility and pride.

Being part of Shubham EPC gives a deeper sense of purpose, as our work contributes to Nation Building, through projects like the National Institute of Naturopathy and now advanced data center developments that are shaping the future.

Over the years, I have strengthened my capabilities in store operations while actively supporting site execution. What truly stands out is the strong team culture, where collaboration, ownership and mutual support drive performance.

The **SITE@C** values have played a significant role in my journey, guiding me to stay accountable, committed and focused on continuous improvement. The leadership's efforts to embed these values across every level are clearly visible and truly motivating.

I am proud to be part of this organization and inspired to keep learning, contributing and growing with Shubham EPC.

# IMPRESSIONS BY SHUBHAMITES



**Mr. Nilesh Halde**  
Senior Manager - Quality

## Reflection on Quality!

Quality is not a department; it is a mindset.  
In construction, we don't just build structures; we build trust, safety, and durability.  
Every cube we test represents the strength of our commitment.  
Every inspection we do represents our responsibility.  
Every checklist we follow represents our discipline.  
Quality means doing the right work even when no one is watching.  
Quality means preventing mistakes rather than correcting them later.  
Quality means continuous learning and continuous improvement.  
A strong structure is built not only with cement and steel,  
but with teamwork, planning, supervision, and dedication.  
In the end, quality is remembered long after the project is completed.



**Mr. Sumit Saswade**  
Executive - Accounts

## My Success Story

I joined Shubham EPC in September 2023 as a Site Accountant for the Ayurvedic College, Baramati project, stepping into a role that was new at the site level. With strong support and trust from my leadership team, I was able to demonstrate the value of on-site accounting in strengthening documentation and accounting processes. This journey led me to contribute to key data center projects in Pune and now in Navi Mumbai.

From verifying weight slips and GRNs to managing ERP entries, each experience has strengthened my confidence, adaptability and ownership. The **SITE@C** culture has been a constant motivator, encouraging accountability and continuous improvement. I'm grateful for the opportunities and looking forward to contributing more.



**Mr. Rajnish Kumar**  
Brand Manager

## Great Opportunities!

As part of Shubham EPC's digitalization drive, I have had the opportunity to continuously learn and explore ways to enhance business operations.  
During this quarter, I participated in the India AI Impact Summit 2026 (Delhi) and the AWS Pune User Group event. These platforms provided valuable insights into cloud technologies, AI integration and scalable digital solutions.  
It is encouraging to be part of an organization that actively promotes continuous learning and adoption of emerging technologies, enabling us to stay future-ready.

## Key Learnings

- **Data as a Foundation:** Clean and structured data drives accurate AI outcomes
  - **Automation for Efficiency:** Routine tasks can be streamlined to improve productivity
  - **Mindset for Adoption:** A data-driven approach is critical for effective AI integration
- This exposure is strengthening our ability to drive smarter and more efficient operations.

## Celebrating Together, Growing Together



Gudhi Padwa Celebration at HO: Embracing New Beginnings



Republic Day Celebrations Across Project Site: Dog Training Center, Baramati

At Shubham EPC, our culture extends beyond project execution, anchored in strong connections, shared experiences, and a deep sense of belonging across teams.

During this quarter, we continued to strengthen employee engagement through meaningful celebrations that reflect our **SITE@C** values and **cultural diversity**. From the festive spirit of **Makar Sankranti**, symbolizing new beginnings, to commemorating **Republic Day** with pride and unity, each occasion brought teams together with enthusiasm.

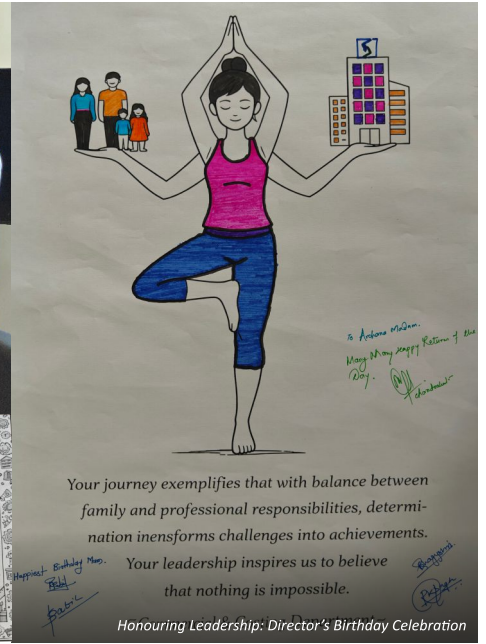


Republic Day Celebrations Across Project Site: Welspun JNPA, Navi Mumbai



Republic Day Celebrations Across Project Site: ST Telemedia Global Data Centres 2 & 3, Navi Mumbai

## Celebrating Together, Growing Together



Your journey exemplifies that with balance between family and professional responsibilities, determination informs challenges into achievements. Your leadership inspires us to believe that nothing is impossible.

Honouring Leadership: Director's Birthday Celebration

We also marked **Shiv Jayanti**, drawing inspiration from the leadership and vision of Chhatrapati Shivaji Maharaj, reinforcing values of **courage, resilience and strategic thinking**.

celebration of our **Director's birthday in January 2026**, bringing teams together in a **moment of shared appreciation and connection**.

In addition, we continued to celebrate employee birthdays across locations, strengthening a culture of recognition and belonging. A special highlight was the

The celebrations carried forward on a vibrant note, bringing teams together for **Holi**, the Hindu New Year on **Gudhi Padwa** and **Eid**, strengthening camaraderie, positivity and team bonding across locations.



Shiv Jayanti Celebration: Honouring Legacy and Leadership



Republic Day Celebrations Across Project Site: Welspun INPA, Navi Mumbai

## Celebrating Together, Growing Together



Beyond celebrations, our commitment extends to **social responsibility** and **employee well-being**. On **Road Safety Day**, awareness initiatives including a road march were conducted across **project locations** to **promote safe practices** within the community.



Additionally, **Surya Namaskar** sessions were organized to encourage **health**, **mindfulness** and **overall well-being** among employees.

These initiatives play a vital role in **enhancing employee experience**, strengthening **collaboration**, and building an **inclusive work environment**. They reflect our continued focus on creating a workplace where people feel **valued**, **engaged** and **inspired** to contribute to organizational success.

## 55th National Safety Week 2026: Advancing Our Safety Commitment



Safety Week Celebration: ST Telemedia Global Data Centres 2 & 3, Navi Mumbai

The 55th National Safety Week, observed from March 4 to March 10, 2026, was marked across all project sites with strong participation and a renewed commitment to strengthening our “**Safety First!**” culture.

Building on over 25 years of organizational experience and learnings, this year’s initiatives focused on deeper engagement, behavioural safety, and sustained awareness.

The week commenced with a unified **Safety Pledge** and **Flag Hoisting Ceremony**, led jointly by client representatives and Shubham EPC leadership teams.

The celebration aligned with the theme “**Engage, Educate & Empower People to Enhance Safety,**” reinforcing the shared responsibility of creating a safe workplace.



Mr. Vinay Badera, MD – Shubham EPC, felicitating Mr. Bimal Khandelwal, CEO – STT, and Mr. Vikram Nagrani, CTO – STT, at STT Data Centres, Navi Mumbai.



Safety Week Celebration: ST Telemedia Global Data Centres 2 & 3, Navi Mumbai



Safety Week Celebration: Casa Venero, Emaar - Alibaug

## 55th National Safety Week 2026: Advancing Our Safety Commitment



Safety Week Celebration: ST Telemedia Global Data Centres 2 & 3, Navi Mumbai

Leadership messages set a clear direction, **safety is an operational priority that demands ownership, discipline and consistency at every level.**

A series of structured and high-impact activities were conducted:

- **Engagement Activities:** Quizzes and creative competitions encouraged participation and strengthened safety awareness across the workforce.
- **Skill Development Sessions:** Focused training on fire safety, first aid and emergency response enhanced preparedness across teams.
- **Safety Awareness Initiatives:** Skits and road marches reinforced hazard identification and safe work practices through practical, relatable scenarios.
- **Health & Wellness Drives:** Health check-up camps and blood donation initiatives emphasized employee well-being as a key pillar of safety.
- **Inclusive Participation:** International Women's Day was celebrated during the week, recognizing the role of women in promoting and sustaining safe work environments.

As we move ahead, the focus remains on transitioning from awareness to consistent behavioural adoption.

The objective is to **embed safety into everyday operations**, ensuring it becomes **integral** to how we **plan, execute and deliver.**

The celebration concluded with the recognition of **safety champions** and a renewed commitment to our guiding principle "**Safety First, Safety Always.**" This remains a **commitment** we uphold **every day, at every site.**



## Well-Deserved Recognition for Safety Excellence

Shubham EPC has been awarded the **Gold Trophy at the PCERF Safety Awards 2025 (12th Edition)** under the *Building Developers – Category A* for the STT Data Center project at Navi Mumbai.

This recognition reflects our strong safety systems, proactive risk management, continuous training and a culture where safety is embedded in every process.

The achievement stands as a testament to the discipline and ownership demonstrated by our teams and leadership. At Shubham EPC, safety remains a core value that guides every stage of execution.

## Empowering Progress: Celebrating Women in Construction



On this Women's Day 2026, we renew our **commitment** to shaping a more **inclusive, progressive** and **future-ready construction industry**, one where **women are integral to Nation Building** and **organizational success**.

Across our projects and offices, women are making a meaningful impact as engineers, technical experts, site professionals and skilled workforce contributors. Their **expertise, precision** and **resilience** are not only enhancing execution excellence but also redefining **industry benchmarks**.

At our organization, we continue to strengthen a **work environment** that is **safe, respectful** and **opportunity driven**. Our focus remains on enabling continuous **skill development, fostering financial independence** and creating pathways for long-term career growth. We are consciously accelerating the inclusion of women across roles and functions, reinforcing our belief that **diverse teams drive stronger outcomes**.

As we move forward, our approach is clear, build an ecosystem where **talent thrives** without barriers, **leadership is inclusive** and every individual is **empowered to contribute meaningfully**. By championing women in construction, we are contributing to a stronger organization and a more progressive Nation.

**Together, we build. Together, we rise.**



Women's Day Celebration at Head Office



Women's Day Celebration at Shubham Tarangan Phase 2, Alephata

# P&M UPGRADES STRENGTHENING OUR SITE EFFICIENCY



Tower Crane - Potain MCT-85

At Shubham EPC, our focus on strengthening execution capabilities continues through strategic investments in advanced plant and machinery. Each addition is aligned to improve speed, precision, and safety across critical construction activities.

During this quarter, the following key assets have been inducted:

## 1. Tower Crane

The deployment of a high-capacity flat top tower crane marks a significant enhancement in vertical construction capability at the NMDC site. With an extended height reach and optimized lifting capacity, it enables efficient handling of heavy materials at elevated levels. This addition is expected to accelerate structural progress while ensuring safe and controlled operations in high-rise construction.

## 2. Concrete Pump

The induction of a high-performance concrete pump strengthens our concreting operations with improved output and consistency. Designed for continuous and high-pressure delivery, it enables faster placement of concrete across large pours, reducing cycle time and enhancing productivity at site.

## 3. Scissor Lift

To support safe and efficient working at heights, a battery-operated scissor lift has been introduced. It enhances accessibility for elevated tasks such as installation, finishing, and maintenance activities, ensuring improved safety standards while optimizing manpower efficiency.

## 4. Rebar Straightening Machine

This addition advances our reinforcement processing capabilities by enabling precise and high-speed straightening of steel bars. It reduces manual effort, improves accuracy and ensures consistency in rebar preparation, contributing to both quality and time efficiency in structural works.

These focused upgrades are enabling faster turnaround, improved resource utilization and enhanced safety across projects. As we scale operations, our continued emphasis remains on equipping sites with the right technology to deliver projects with reliability, quality and operational excellence.



Scissor Lift - Daedalus DS-1412

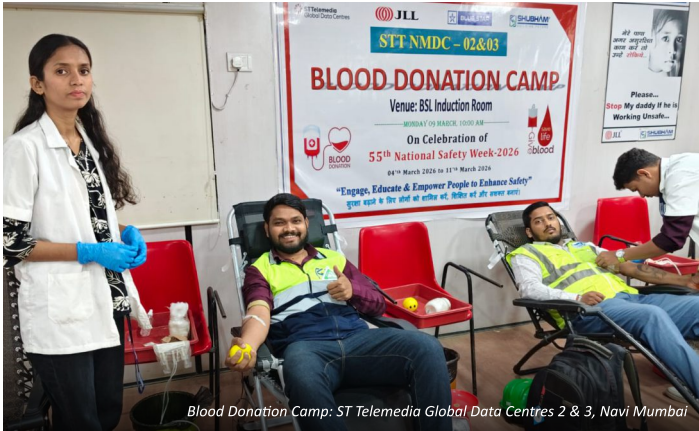


Rebar Straightening Machine - Sigma DSS-14



Concrete Pump - Schwing Stetter SP 1807

## Our Commitment to Workforce Wellbeing



Blood Donation Camp: ST Telemedia Global Data Centres 2 & 3, Navi Mumbai



Health Checkup Camp: Casa Venero, Emaar - Alibaug



Health Checkup Camp: ST Telemedia Global Data Centres 2 & 3, Navi Mumbai



Safety Awareness: Commissioner of Police, Administrative Building, Pune

At the heart of our operations we are committed in prioritizing the wellbeing of our workforce. Through our CARE@CORE initiative, we continue to drive structured, on-ground interventions that safeguard health, enhance resilience and reinforce a culture of care across all project sites.

As part of this commitment, comprehensive **health check-up camps** were organized across multiple locations, enabling early diagnosis and preventive care for our workforce. These camps were designed to ensure accessibility to essential medical services, particularly for workers engaged in demanding site conditions.

In addition, we conducted **Tetanus Toxoid (TT) vaccination drives** across sites, reinforcing protection against occupational health risks. This proactive approach reflects our focus on preventive healthcare and our responsibility to maintain safe working environments.

Extending our efforts beyond immediate workforce care, we also organized **blood donation camps**, encouraging voluntary participation and contributing to larger community healthcare needs. These initiatives witnessed strong engagement, demonstrating the collective spirit and social responsibility embedded within our teams.

**CARE@CORE** is more than an initiative, it is a reflection of our values in action. By consistently investing in the health and wellbeing of our workers, we are building not just projects, but a stronger, safer and more responsible organization.



Health Checkup Camp: Shubham Tarangan Phase 2, Alephata



Health Checkup Camp: ST Telemedia Global Data Centres 2 & 3, Navi Mumbai

# WHAT'S NEW & NOTABLE

## WWW Framework: Driving Clarity & Accountability

A simple yet powerful approach to streamline execution and enhance ownership across teams.

- **WHO** – Identify the accountable owner  
Ensures clear responsibility and avoids ambiguity in execution.
- **WHAT** – Define the task or deliverable  
Brings clarity on scope, expectations and outcomes.
- **WHEN** – Set timelines and deadlines  
Drives discipline, prioritization and timely closure.

### Why it matters:

- Enables quick tracking of progress
- Strengthens accountability across functions
- Minimizes follow-ups and communication gaps
- Improves execution efficiency at all levels



**One Framework. Complete Visibility. Consistent Delivery.**

## Elevating Financial Leadership: Advancing Governance and Accelerating Growth



**CA Pawan Daga**  
Chief Financial Officer.

Shubham EPC announces the appointment of **CA Pawan Daga** as **Chief Financial Officer**, marking a significant step in strengthening our leadership team and accelerating our growth journey.

With extensive experience in financial strategy and leadership, Pawan brings deep expertise in working capital optimization, cash flow efficiency, compliance and governance.

His strong background in fund management, fund raising and IPO readiness positions the organization to pursue growth with enhanced financial discipline and strategic clarity.

His onboarding reflects our continued focus on building a future-ready organization anchored in robust financial stewardship. As we scale operations and expand our footprint, his leadership will be instrumental in driving efficiency, strengthening governance frameworks and enabling informed, value-driven decisions across the business.

We look forward to the direction and impact he will bring as we continue to build a resilient and high-performing organization.

