

# SITEINSIGHT



OCT-DEC 2025

Shubham EPC Pvt. Ltd.

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



## THE EDITORIAL

Rising Higher Together:  
Shaping the Future with Purpose

From the Director's Desk

**You Win! I Win! We Win!**



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# The Editorial

Rising Higher Together:  
Shaping the Future with Purpose

## From the Director's Desk

Dear Friends,

Happy New Year 2026.

Warm wishes to every member of the Shubham EPC family, our associates and stakeholders as we step into a year of renewed energy, clarity of purpose and shared ambition.

Progress finds its true meaning when growth is shared, values are lived and moments are celebrated together.

The past quarter has been a powerful reflection of this belief, bringing together achievement, culture and collective purpose.

The **UDAAN25** celebration during Q3 marked a defining milestone in our journey. It captured the spirit of aspiration and readiness that defines Shubham EPC today. UDAAN25 was not an event alone; it was a movement that **reinforced confidence in our Scaling Up journey and clarity in our long-term direction. It reaffirmed that growth, when guided by discipline and values, becomes sustainable and impactful.**

The quarter also gave us cherished moments beyond work. Diwali and Christmas celebrations across sites and offices created spaces for **connection, gratitude and togetherness**. These moments reminded us that strong organisations are built not only through projects and numbers, but through human bonds. Celebrating festivals together strengthened our sense of belonging and reinforced **a culture where people feel valued, respected and included.**

Central to our progress has been the lived practice of our core values **SITE@C** (Sustainability, Integrity, Teamwork, Excellence, Accountability and Commitment). The introduction and active participation in **Core Value Days** across the organizations have driven **meaningful cultural change**. Teams have begun to internalise values through everyday actions, whether in safety ownership at sites, cross-functional collaboration, disciplined planning or transparent communication. This shift is visible in **improved coordination, stronger ownership and a more aligned and confident workforce.**

Our **Scaling Up** journey during Q3 has been encouraging, supported by a sharper focus on **Good Governance**. Governance continues to guide how we take decisions, manage risks, ensure compliance, and uphold accountability. It is reassuring to see governance being embraced not as a formality, but as a shared responsibility and **a key enabler of trust and credibility.**



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

Looking ahead to Q4, the focus is clear and purposeful. Execution excellence, timely delivery, safety leadership, financial discipline and capability building will remain priorities. Q4 also calls for deeper collaboration between Head Office and sites, sharper planning and continued reinforcement of our values in every role and function. **The goal is not only to close the year strong, but to enter the next phase of growth with maturity and confidence.**

This progress would not be possible without the dedication and resilience of our teams and the continued trust of our associates and stakeholders. Every effort on site, every decision at HO and every value driven action contributes to our shared success.

The year ahead invites us to think bigger, act wiser and stay grounded in what defines us. Together, let us continue building institutional & industrial infrastructure, strengthening culture and shaping an organisation that stands for integrity, excellence, and Nation Building.

**Best wishes for a year of purpose, progress and pride.**

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

# OPERATIONAL PERSPECTIVES

## Engineering Growth Through Execution Excellence

At Shubham EPC, construction is driven by **disciplined planning, timely execution and the ability to deliver with consistency**. These principles define how we operate and how we scale.

Our execution philosophy is anchored in **mechanization and technology-led construction**. The systematic use of modern equipment, advanced surveying tools and digital planning systems has strengthened productivity, accuracy and control across sites, enabling faster, safer and more predictable project delivery.

Over time, this **operational maturity** has expanded the nature of projects we execute. From conventional works, we have **progressed to delivering complex developments** such as data centres, warehouses, healthcare facilities and large civil infrastructure, projects that demand high standards of quality, safety and execution discipline.

**Strong execution is powered by strong people**. Continuous skill development, structured training, and a clear focus on worker welfare have built stable, capable teams on the ground. Safety and quality remain non-negotiable, reinforced through systems, leadership involvement and a deeply embedded Safety-First culture.

ERP systems now provide real-time visibility into materials, resources and site progress, enabling sharper decision-making and tighter execution control.

**Timely delivery** is not an outcome for us; **it is a capability**. As we take on larger and more complex projects, this capability will continue to be our strongest differentiator and **the foundation of our growth journey**.



**Mr. Anand Kale**  
General Manager – Project Execution



# GROWTH REFLECTION

## Leadership Connect | MNIT Jaipur Alumni – Pune Chapter Meet



### Sharing Experiences, Inspiring Futures

It was an honour for our Managing Director, Mr. Vinay Badera, to be invited as a Guest Speaker at the MNIT Jaipur Alumni Pune Chapter Meet, held on 5th October 2025.

In an engaging session, Mr. Badera shared insights from his professional journey - the challenges faced, key learnings, and the path ahead - inspiring fellow alumni and professionals to pursue excellence with purpose.

The discussion highlighted the values that continue to define Shubham EPC's journey - Integrity, Accountability, and Excellence - and reflected on India's vision of becoming a developed nation by 2047 through purposeful action and shared responsibility.

**Mr. Badera** extended heartfelt thanks to **Dr. Sanjay Runwal** and the Organizing Committee for their warm hospitality and the enriching exchange of ideas.

Such interactions strengthen our belief that collective wisdom and collaboration are the true engines of progress and **Nation Building**.



# GROWTH REFLECTION

## Building Stronger Teams: Driven by Values, Powered by Ownership



This quarter marked a meaningful step in Shubham EPC's **Scale Up** journey, reinforcing our commitment to building a stronger, more execution-focused organisation. As we grow, our focus remains clear, **scaling up with discipline, clarity and shared ownership**.

The Scaling Up initiative has been expanded to reach a wider cross-section of the organisation, reflecting our belief that leadership is not defined by designation, but by mindset and action. The program strengthens a **KPI-driven culture**, where goals are clearly defined, progress is measured and outcomes are owned collectively.

Through this initiative, teams are being aligned on core principles such as structured planning, teamwork, accountability, effective

communication and execution excellence, principles that are central to our long-term growth strategy. More importantly, it reinforces a **value-driven culture**, where responsibility and ownership are expected at every level.

By enabling more team members to participate, we are consciously investing in capability building, encouraging goal-oriented actions, and ensuring that ownership percolates across the organisation. This approach is helping us build confident teams who understand not just what needs to be done, but why it matters.

**This step strengthens our foundation for sustainable growth and prepares Shubham EPC to scale with consistency, agility and purpose.**



## Building Care. Creating Impact. Delivering Hope – J. J. Hospital, Mumbai



At Shubham EPC, every project is more than an assignment, it is a responsibility.

As we move confidently toward completion of a landmark healthcare initiative at **J. J. Hospital**, we pause to acknowledge a defining moment of teamwork, resilience and execution excellence.

**Our Project** of Development of Modular Medical Intensive Care Unit (MICU), Modular Critical Care Unit (CCU), and Modular Intensive Care Unit (ICU) – 90 Bedded at **J.J. Hospital, Mumbai**, represents a major stride in strengthening public healthcare infrastructure.

The facility has been thoughtfully designed to deliver world-class critical care within a government hospital ecosystem, combining clinical precision, patient safety and operational efficiency.

**What sets this milestone apart is our people.** From planning and engineering to execution and coordination, the project team demonstrated exceptional ownership, cross-functional collaboration and an unwavering commitment to timelines and quality. Their dedication under demanding conditions reflects the true spirit of Shubham EPC - **One Team, One Goal, one Standard of Excellence.**

### Key Infrastructure Highlights:

- Fully integrated **MICU, ICU & CCU** with reception, corridors, and waiting areas
- **Medical-grade antibacterial finishes**, SS wall & ceiling panels, HPL panels and open ceilings
- **Antistatic, conductive and homogeneous vinyl flooring** ensuring safety and hygiene
- Advanced **centralized HVAC** and **medical gas pipeline systems**
- **Isolation rooms**, scrub stations, fire alarm systems and automatic sliding doors
- Comprehensive **nursing stations**, central monitoring systems and X-ray viewing facilities
- State-of-the-art critical care equipment including motorised beds, ventilators, ECG machines, defibrillators, patient monitors, syringe pumps and nurse call systems
- Complete furniture and mobility solutions supporting patient comfort and caregiver efficiency

## Building Care. Creating Impact. Delivering Hope – J. J. Hospital, Mumbai



As this facility nears completion, it stands as a powerful symbol of what disciplined execution and value-driven teamwork can achieve. Once operational, it will significantly enhance critical care capacity and elevate patient outcomes, directly contributing to the larger mission of **Nation Building through Healthcare Excellence**.

The entire project team has been appreciated by our client and associates for their commitment, precision, and pride in workmanship.

This milestone reflects their collective effort. Together, we are not just constructing spaces, we are enabling care, **strengthening healthcare infrastructure delivery and contributing to a Healthier Future**.

## Setting New Benchmarks in Execution Excellence



The **Welspun One Logistics Parks, JNPA SEZ Project at Navi Mumbai** is progressing at an accelerated pace, reflecting strong planning discipline, technical capability and seamless on-ground coordination.

A standout achievement at this project has been **the successful completion of column casting in a single continuous operation** - a significant execution milestone.

The team delivered **9 meters of column height in one go, achieving a total height of 15.5 meters**, demonstrating precision, confidence and control at scale.

**This achievement was made possible through:**

- Robust planning and meticulous props arrangement
- Stringent quality supervision at every stage
- Well-trained and skilled execution teams including workforce
- Optimized cost management with controlled expenditure
- Effective use of reusable materials, reinforcing sustainability

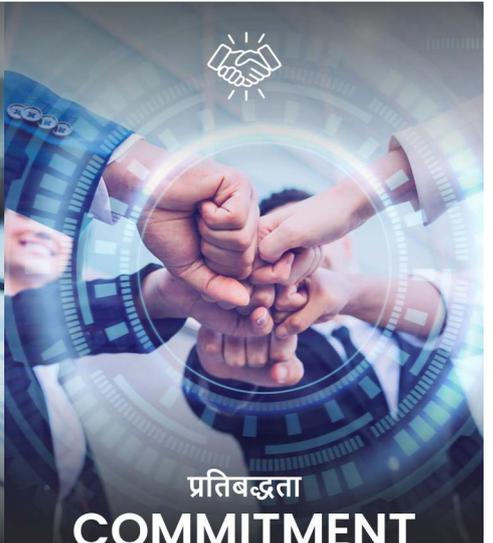
This milestone strongly reflects **Shubham EPC's** commitment to Innovation, Efficiency and Execution Excellence.

Through the integration of **Smart Planning, Safety First** execution practices and **Sustainable Methods**, the team has set a new benchmark for cost-effective, high-quality delivery in logistics infrastructure.

At Shubham EPC, innovation goes beyond ideas, it is demonstrated through disciplined execution on site. **The project team takes pride in contributing to a challenging assignment where vision is consistently translated into measurable progress and milestones that truly matter.**

# Building on Values: The Power of SITE@C

## Core Value Day at All Projects & HO This Quarter's Celebration

 <p>उत्कृष्टता <b>EXCELLENCE</b></p>	 <p>ज़िम्मेदारी <b>ACCOUNTABILITY</b></p>	 <p>प्रतिबद्धता <b>COMMITMENT</b></p>
<p><b>We deliver with Precision and Pride.</b></p>	<p><b>We own Every Outcome.</b></p>	<p><b>We stand by our Promises with Dedication.</b></p>

At Shubham EPC, our values guide the way we think, collaborate, and build.

Continuing our practice of celebrating our Core Value every second Friday of the month, this quarter we focused on the next three core values that drive our purpose and performance: Excellence, Accountability, and Commitment.

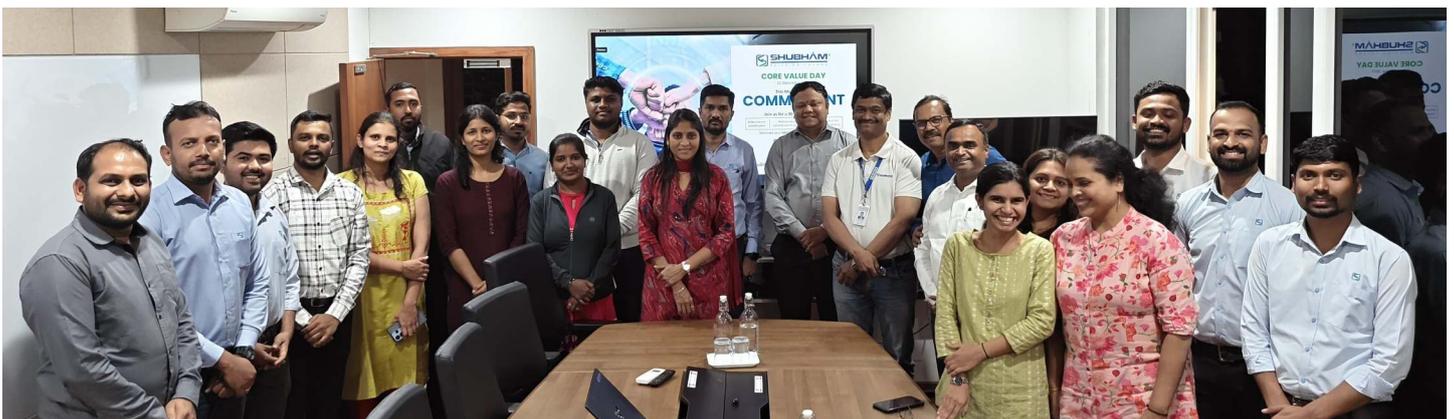
Across our offices and project sites, teams came together with reflections, discussions, and activities that helped us understand and live these values in action.

### Excellence – Because Good Is Never Good Enough

Excellence is the mindset of doing better every single day.

Through conversations, examples, and team stories, we explored how excellence goes beyond quality - it is about consistency, discipline, and the drive to improve. From ensuring safe, error-free execution to adopting smarter ways of working, our teams shared how excellence shapes every drawing, every decision, and every project milestone.

At Shubham EPC, excellence is not an act - it is our habit.



# Our Values, Our Identity : SITE@C

## Accountability – Ownership That Builds Trust

Accountability means delivering on what we promise and owning our actions with transparency.

Teams reflected on how accountability strengthens collaboration and builds credibility with clients, contractors, and each other. Whether it's closing tasks on time, maintaining site standards, or addressing challenges proactively, we reinforce the belief that accountability creates a culture where everyone trusts the process - and trusts each other.

We grow stronger when every individual leads with ownership.



## Commitment – Standing Strong with Purpose

Commitment is the foundation of reliability - the promise to stay dedicated, focused, and resilient.

This quarter, through real project examples and team interactions, we highlighted how commitment shows up in everyday work: staying determined during tough deadlines, supporting colleagues, and ensuring every structure we build reflects our promise to communities and our nation.

Commitment turns plans into progress, and progress into lasting impact.

## Living Values, Building Culture

Through these Core Value Days, our sites and offices came alive with meaningful discussions, learning, and celebrations that deepened our understanding of what binds us together. When we collectively practice our values, we don't just deliver projects -

We build a culture that inspires excellence, ownership and purpose.



Excellence



Accountability



Commitment

SITEINSIGHT

# IMPRESSIONS BY SHUBHAMITES



**Mr. Ajay Gunda**  
Assistant Manager - MEP

Working at Shubham EPC has reinforced the belief that culture is built through actions, not words. The renewed emphasis on our **SITE@C** values has helped us reflect on how we function, **bringing greater maturity and clarity to practices we have always believed in.** Having had the opportunity to work both at site and at the Head Office, I can clearly see how these values are embedded in everyday decisions, whether it is safety at site, accountability in execution or teamwork across functions.

**What makes me truly proud is the trust placed in me and the encouragement to take ownership, which gives me a strong sense of belonging and purpose.**



**Mr. Viraj Deshpande**  
Engineer - Planning

Working with Shubham EPC over the past year has been a **highly enriching experience.**

I have been given complete autonomy to take decisions within my role, which has strengthened my confidence and sense of ownership. The availability of robust software tools and continuous technical and planning support enables me to perform with clarity and precision. Adequate training and guidance from the organisation have further helped me enhance my skills and approach complex challenges with confidence.

Being part of a prestigious and challenging project like the new administrative building of Mantralaya, Mumbai, is a significant professional opportunity. **I feel proud to be associated with Shubham EPC, an organisation that trusts its people and empowers them to deliver excellence.**



**Mr. Rupesh Dasgude**  
Senior Executive - Tendering

For me, **Shubham EPC** is more than just a workplace, **it is a place where values, learning and people truly matter.**

Over the past ten years, I have grown alongside the organisation in a culture that **encourages learning, responsibility and mutual respect.** The emphasis on structured systems, disciplined ways of working and constant leadership support makes every role meaningful.

**I feel proud to be associated with Shubham EPC, where our projects contribute to Nation Building and our leadership continually inspires us to do more.**

# THROUGH LENS OF MD



**Mr. Vinay Badera**  
Managing Director

**Together, We Rise Higher  
Values at the Core.  
Growth with Clarity.  
Progress with Confidence**

Dear Friends,

**Happy New Year 2026.**

Warm greetings to our teammates and associates who continue to walk this journey with us. A new year offers more than a fresh start, it offers renewed belief, higher ambition and the opportunity to elevate how we **Think, Act and Deliver**.

The year gone by has been a meaningful chapter in our **growth story**. It has been shaped by resilience on the ground, **discipline in execution** and trust across relationships. What gives me the greatest confidence is not only the milestones we achieved, but **the collective intent with which teams came together to deliver them**.

People remain at the centre of everything we do. Continuous skill building, structured trainings, and **focused capability development** have strengthened execution across functions and sites. We are steadily evolving into a team of execution masters, professionals who understand that **quality, timeliness and ownership are not choices, but responsibilities**.

Safety has continued to lead our culture. **The strong EHS** focus across sites and the achievement of significant safe man-hours reflect a growing maturity in how we value life and wellbeing. Safety first is our culture and we have built this mindset that it must remain uncompromising as we scale further.

Operational strength has been reinforced through the addition of **new machinery**, adoption of **technological advancements**, and sharper quality practices. Initiatives such as **Quality Week** have helped reinforce attention to detail and **pride in workmanship**. These investments are preparing us to deliver complex projects with greater precision and confidence.

Our **SITE@C core values** along with the energy of **UDAAN25**, have infused **fresh momentum** into the organisation. Values are increasingly visible in daily decisions, collaboration across teams and ownership at every level. **This cultural shift is one of our most important achievements**.

Growth has also come with diversification. The addition of new projects in healthcare and civil infrastructure marks an important step in our Scaling Up journey and reinforces our role in Nation Building. With opportunity comes responsibility, to deliver consistently, ethically and with long-term perspective.

Challenges remain part of our reality. Workmen availability and material planning continue to test execution timelines. These challenges call for proactive thinking, better forecasting, stronger partnerships, and agile decision-making. **Every challenge is an invitation to strengthen systems and raise our preparedness**.

Looking ahead, we have set clear and ambitious milestones to surpass last year's performance. The expectation is simple yet demanding, every project must operate with higher precision, sharper planning and stronger coordination. Excellence must become our minimum standard, not an exception.

As we step into this new year, let us adopt a mindset of constructive dissatisfaction, not out of discontent, but out of ambition. **Every success should prompt one question: What next?**

Let us also build a **culture of appreciation**, recognising effort, intent and excellence as we move forward together.

Thank you everyone associated with Shubham EPC for their support, contributions and well wishes. Together, we are not just delivering projects, we are building relationships, strengthening communities and shaping a future we can be proud of.

Wishing you and your families a year of good health, purpose and shared success. Let us scale higher, with **clarity, confidence and commitment**.

Warm regards,  
**Mr. Vinay Badera**

# TEAM SYNERGY AWARDS - 2025

## OPERATIONAL EXCELLENCE AWARD

DC 2 & DC 3 - STT Global Data Centres India Pvt. Ltd, Mumbai



## AUTONOMOUS ACHIEVERS AWARD

Govt. Ayurvedic Hospital & College, Baramati



## CASHFLOW CHAMPIONS AWARDD

DC 5 - STT Global Data Centres India Pvt. Ltd, Mumbai



## EHS CULTURE CATALYST AWARD

DC 2 & DC 3 - STT Global Data Centres India Pvt. Ltd, Mumbai



## CASHFLOW CHAMPIONS AWARD

JJ Hospital, Mumbai



## THE CHAMPIONS LEAGUE AWARDS - 2025

College of Engineering, Pune, Chikhali Campus



# THE CHAMPIONS LEAGUE AWARDS - 2025

## THE CHAMPIONS LEAGUE AWARDS - 2025

Govt. Ayurvedic Hospital & College, Baramati



## THE CHAMPIONS LEAGUE AWARDS - 2025

Shubham Tarangan, Alephata



## THE CHAMPIONS LEAGUE AWARDS - 2025

Sub District Hospital & Trauma Care Centre, Kanhe-Maval



## THE CHAMPIONS LEAGUE AWARDS - 2025

Administrative Court Building, Nanded



## THE CHAMPIONS LEAGUE AWARDS - 2025

Dr. C.D. Deshmukh Auditorium, Roha



## THE CHAMPIONS LEAGUE AWARDS - 2025

JJ Hospital, Mumbai



# PERFORMANCE EXCELLENCE AWARDS - 2025

## THE EMERGING ENGINEER AWARD



**MR. RITESH PATIL**  
Engineer - Civil

DC 5 - STT Global Data Centres India Pvt. Ltd, Pune

## THE EXECUTION MAESTRO AWARD



**MR. AKASH SHINDE**  
Senior Supervisor - Civil

Bottling Plant Project, Baramati

## THE PLANNING MAESTRO AWARD



**MR. RISHIKESH WAGH**  
BIM Engineer

Head Office, Pune

## THE COST EXCELLENCE CHAMPION AWARD



**MR. MOHAMMAD ALAHAM**  
Engineer - Commercial & Costing

Govt. Ayurvedic Hospital & College, Baramati

## THE PRIME MEP PERFORMER AWARD



**MR. AJAY GUNDA**  
Assistant Manager - MEP

Police Sub-Head Quarters, Baramati

## THE QUALITY AMBASSADOR AWARD



**MR. JUSTIN GANESAN**  
Deputy Manager - Quality

DC 2 & DC 3 - STT Global Data Centres India Pvt. Ltd, Pune

## THE PRIME HEALTHCARE PERFORMER AWARD



**MR. PRAMOD GHOSHIR**  
Senior Supervisor - MEP & Healthcare

JJ Hospital, Mumbai

## THE STORE HARMONY HERO AWARD



**MR. SUMIT CHIKHALE**  
Senior Store Incharge

Govt. Ayurvedic Hospital & College, Baramati

## THE OPERATIONS MAESTRO AWARD



**MR. MAHENDRA BEDSE**  
Engineer - Plant & Machinery

DC 5 - STT Global Data Centres India Pvt. Ltd, Pune

## THE EHS STAR ACHIEVER AWARD



**MR. GAURAV BADOLE**  
Senior Officer - Safety

DC 2 & DC 3 - STT Global Data Centres India Pvt. Ltd, Mumbai

## THE PURCHASE DYNAMO AWARD



**MR. SANKET KOTKAR**  
Senior Executive - Purchase

Head Office, Pune

## THE ACE ACCOUNTANT AWARD



**Mr. Sandip Borhade**  
Senior Executive - Accounts

Head Office, Pune

## THE SUPPORTIVE STALWART AWARD



**MS. VAISHALI HULE**  
Senior Executive - Administration

Narayangaon Office

## SPECIAL APPEARANCE



**Mr. Chandrakant Bhojar**  
General Manager - Cost Administration

Head Office, Pune

We wish all the  
**"WINNERS"**  
Hearty  
**CONGRATULATIONS !!!**

## Khande Navami: Honouring the Tools That Build Our Future



At Shubham EPC, traditions are not rituals alone, they are reminders of responsibility, respect and discipline. **Khande Navami**, celebrated just before Dussehra, holds a special place in our operational culture as it honours the tools and machinery that power our work every day.

On **1st October 2025**, teams across the Head Office and all project sites came together to observe Khande Navami with reverence and purpose. At the auspicious muhurat, machinery, tools and equipment were worshipped, followed by thorough cleaning and preparation.

**The moment symbolised gratitude, for the machines that support execution and for the people who operate them with care and skill.**

**The celebration seamlessly blended tradition with modern practice.** What stood out was the sense of unity, sites and offices aligned in thought and action. The celebration served as a powerful reminder that safety, upkeep of equipment and operational excellence are not isolated activities, but shared values lived every day.

Khande Navami at Shubham EPC reflected who we are, an organisation that respects tradition, values safety and believes that disciplined execution begins with respect for the tools that help us build the future.

## Celebrating Festivals : Togetherness Beyond Work



**Festivals at Shubham EPC are moments that bring people together beyond roles and responsibilities.**

During the quarter, **Diwali and Christmas celebrations** reflected the warmth, inclusivity and sense of belonging that define life at Shubham.

**Diwali was celebrated as a time of gratitude and renewal.** Across offices and project sites, teams came together in a spirit of positivity and togetherness.

The celebrations symbolised hope, safety and collective progress, reminding us that the light we create through collaboration and shared purpose is what truly drives success.

**Christmas added a joyful and inclusive close to the year.** Teams marked the occasion with warmth and camaraderie, embracing the spirit of care, unity and goodwill.

The celebration reflected Shubham EPC's culture of respect for diverse traditions and its belief in creating a workplace where everyone feels valued and included.

What made these moments special was not the scale of the celebration, but the sentiment behind them. These festival celebrations at Shubham EPC reinforced that while we focus on execution and delivery, we equally value human connection, shared joy and mutual respect.

They strengthened bonds across teams and locations, reflecting a culture where collaboration comes naturally and **people feel proud to belong to culture that is built on unity, values and shared growth.**



## Udaan25 – Celebrating People, Purpose & Progress

Udaan25 was more than an annual event. It was a pause in our journey, a moment to come together, reflect on how far we have come, and look ahead with shared confidence.

Held on **8 November**, Udaan25 brought colleagues from sites and offices onto one platform. It reminded us that while our roles and locations may differ, our purpose remains the same. The day created space for conversations, connections, and clarity—about who we are as Shubham EPC and where we are headed.

The sessions throughout the day were designed to encourage open thinking and honest reflection. Through discussions, interactive experiences, and team activities, employees stepped away from daily routines and reconnected with the larger picture. **There was learning, there was listening and there was a strong sense of belonging.**

A defining highlight was the address by our Managing Director, who spoke with clarity and conviction about the road ahead. The message focused on long-term thinking, shared responsibility, and growing together as one organization. The thought **“You Win. I Win. We Win.”** struck a chord, reinforcing the belief that real progress happens when individual success and collective growth move forward together.

The day gained further depth through the inspiring presence of **Dr. Sanjay Runwal**, whose words left a lasting impression. He spoke about building an **unbeatable organization** through discipline, mindset, and consistency. His message was simple yet **Powerful - excellence is built every day, through choices we make and standards we uphold.**

Adding to the conversation was a panel discussion with senior leaders from within Shubham EPC. The discussion offered an open view into how the organization is evolving and what the next phase of growth demands. The emphasis on resilience, adaptability and leadership at every level resonated strongly with the audience.

Udaan25 was also a **moment of appreciation**. Team members who demonstrated commitment, ownership and alignment with our values were recognized. It served as a reminder that Shubham EPC is shaped by people who take pride in their work and responsibility for the organization’s future.

The evening closed on a warm and celebratory note, with music and informal interactions that allowed teams to connect beyond work. Laughter, conversations and shared moments strengthened the bonds that define our culture.

Udaan25 reaffirmed something we already know, **Shubham EPC grows when its people grow**. The spirit of the day continues to guide us as we move forward with confidence, clarity and a shared belief in what **we can achieve together**.



## Quality Week at Shubham EPC



Quality Week was celebrated across Shubham EPC project sites to recognise the discipline, precision and commitment demonstrated in daily execution. The initiative highlighted the importance of adhering to defined standards at every stage, from drawing reviews to material inspections and on-site workmanship.

Teams, subcontractors, and associates actively participated, reinforcing a shared responsibility toward delivering reliable and consistent outcomes. The week also acknowledged the efforts of on-ground teams who maintain quality standards under demanding project timelines.

The celebration reinforced our focus on continuous improvement, structured processes and innovative practices that strengthen project delivery and client confidence. Quality Week reflected Shubham EPC's commitment to building infrastructure that is safe, durable and future-ready.



# EXCELLENCE IN ACTION

## Safety Milestone Achievement – 5.3 Million Safe Manhours



Safety at Shubham EPC is shaped through daily discipline and consistent action on site. In 2025, this approach resulted in a significant milestone - **5.3 million Safe Manhours achieved across all project sites with zero Lost Time Injuries (LTI)**.

This achievement reflects the way safety is practiced at the ground level. Structured safety inductions before work commencement, daily toolbox talks, method statement reviews and strict permit-to-work compliance formed the foundation of safe execution. Continuous hazard identification, near-miss reporting and adherence to PPE requirements ensured that risks were addressed proactively at every stage of work.

Regular site inspections, safety audits, mock drills and refresher training programs strengthened preparedness and awareness. Timely interventions by site leadership and safety teams reinforced accountability and ensured

that safety standards were followed without compromise. The active involvement of engineers, supervisors, workmen, subcontractors and suppliers played a decisive role in sustaining safe working conditions across sites.

This milestone stands as a reflection of strong leadership guidance, management support and a shared responsibility for safety at every level of the organization. It reinforces the belief that every task, when planned and executed with care, contributes to a safer workplace.

At Shubham EPC, safety remains a **core operational value**, embedded in project planning, execution, and delivery. As we move forward, the focus remains on strengthening safety systems, reinforcing safe behaviors and continuously raising performance standards to ensure a safe and healthy work environment for all associates.

# P&M UPGRADES STRENGTHENING OUR SITE EFFICIENCY



At Shubham EPC, project delivery is powered by the right blend of planning, people, and performance-driven plant & machinery. This quarter, we have further strengthened our execution capability with the addition of key equipment designed to enhance productivity, precision, and on-site mobility across projects.

New Additions This Quarter:

### **Automatic Stirrup Bender**

Introduced to streamline reinforcement works, this machine enables faster and uniform bending of steel bars for RCC activities, reducing manual effort while improving consistency and output quality.

### **Walk Behind Roller**

Ideal for narrow and confined spaces, this equipment supports efficient compaction of soil and asphalt in areas where larger rollers cannot operate easily.

### **EECO Vehicle**

Added to improve daily site logistics, this vehicle facilitates smooth movement of staff, tools, and materials, contributing to operational efficiency.

### **Tractor**

Supporting internal material shifting and trolley pulling, the tractor enables faster and more organised movement of materials within project sites.

Each of these additions reflects our continued focus on mechanisation, safety, and execution excellence. By investing in modern plant and machinery, we aim to minimise manual dependency, improve turnaround times, and deliver projects with greater reliability and quality.





At Shubham EPC, care begins with people. We believe that **the well-being of our workforce is a responsibility we carry with sincerity and intent.**

Creating a safe, informed and supportive environment remains central to how we work and how we grow.

On **World AIDS Day**, this belief took shape through an **HIV/AIDS awareness and testing initiative** conducted across all project sites in collaboration with **Saudamini Trust**. The program included voluntary blood testing for individuals, supported by awareness posters and open conversations focused on prevention, early diagnosis and available treatment options.

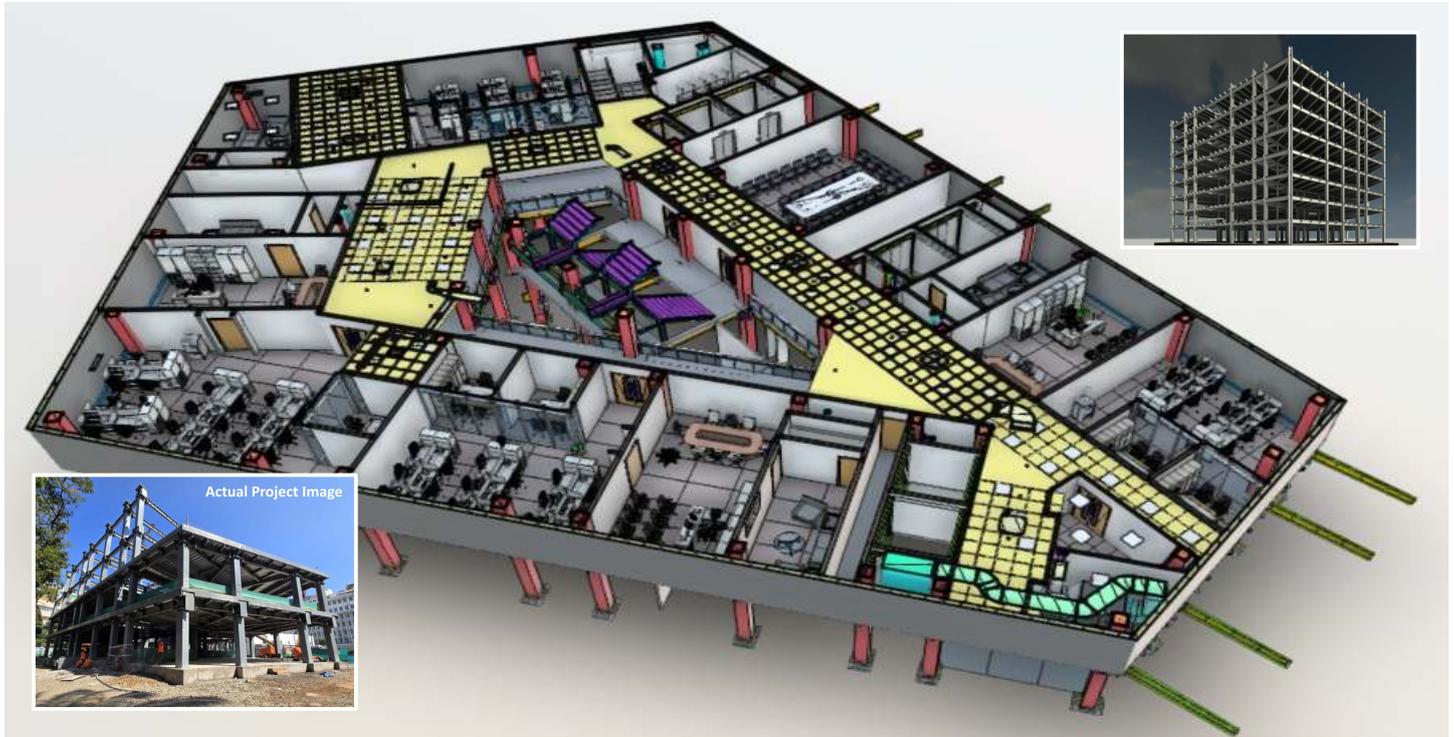
The initiative encouraged understanding, empathy and responsible health practices. Teams engaged in meaningful discussions that helped create awareness, reduce stigma and promote informed choices around personal and community health.

This effort reflects our **commitment to building workplaces where dignity, care, and trust are upheld.** When people feel supported and informed, they are empowered to lead healthier lives and contribute with confidence.

At Shubham EPC, caring for our people remains at the heart of everything we do. Through consistent, purpose-driven initiatives, we continue to strengthen healthier and more resilient communities across all our sites, because care truly defines who we are.



## BIM-Led Planning & Coordination Mantralaya Administrative Building, Mumbai



The New Administrative Building at Mantralaya, Mumbai, has been planned using a **comprehensive Building Information Modelling (BIM) framework**, enabling integrated coordination across civil, architectural, and MEP disciplines from the early design stage.

### Integrated Civil-MEP Planning through BIM

An inclusive BIM model was developed to align **structural systems with all MEP services**, ensuring spatial clarity, constructability and execution readiness before commencement on site.

- **Structural elements** (columns, beams, slabs, shear walls) were modelled with precise dimensional control to support service routing without post-design modifications.
- **MEP services**—including HVAC, electrical, plumbing, firefighting, and ELV systems—were fully modelled in 3D, enabling accurate placement, clearances, and service zones.

### MEP Coordination & Clash Resolution

BIM-based coordination workshops were conducted to identify and resolve **inter-disciplinary clashes** between structural, architectural, and MEP components.

- All major clashes were detected and resolved digitally at the pre-construction stage.
- Optimised routing of ducts, pipes, cable trays, and shafts reduced service congestion and improved maintainability.
- Ceiling zones and plant areas were planned with adequate access clearances for operations and future maintenance.

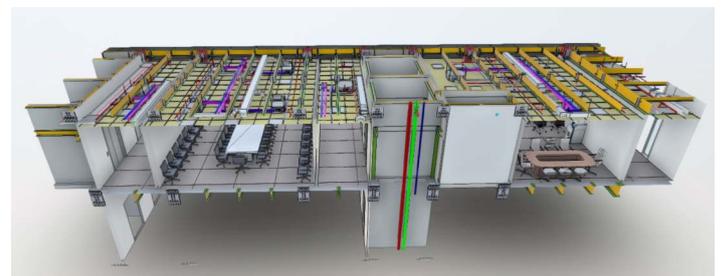
### Execution & Constructability Advantages

The BIM model served as a **single source of truth** for construction teams, enabling:

- Accurate **shop drawings and coordinated layouts** for site execution
- Improved **sequence planning** for civil and MEP activities
- Reduction in rework, material wastage, and on-site conflicts
- Enhanced coordination between structural works and MEP installations

### Outcome

The structured use of BIM enabled a **high level of planning accuracy**, smoother execution, and predictable outcomes for a complex administrative facility. By digitally validating civil and MEP integration upfront, the project reinforces a technology-led approach to delivering **large, multi-service government infrastructure with precision and efficiency**.



# WHAT'S NEW & NOTABLE

## Last quarter, Shubham EPC refreshed its Vision and Mission.

Instead of explaining them, we invite you to pause and reflect through a simple question - one that reflects our shared direction.

### When you think of Shubham EPC, do these resonate with you?

- Building with responsibility
- Delivering with discipline and excellence
- Growing with people at the core
- Sustainable and safe execution
- Building the future, building trust

If your answer is yes, you already understand our direction.

### Our Vision

Contributing to the nation's growth through sustainable engineering excellence.

### Our Mission

We are committed to delivering projects through innovative engineering and construction solutions, rooted in sustainability, safety and advanced technology which create enduring value for all stakeholders.

## People Pulse | eNPS Update (Dec '25)

In December 2025, our team members shared their honest feedback through the eNPS survey.

The outcome was encouraging. The responses **reflected strong confidence** in **Shubham EPC** as a **Great Place to Work** which is built on trust, teamwork and a shared sense of purpose.

For us, **every response matters and every voice counts**. These insights continue to guide how we strengthen our culture, leadership practices and actions that truly reflect the feedback shared.

Thank you, team, for speaking up and believing in **Shubham EPC**. This journey continues with clarity, trust and shared ownership.

