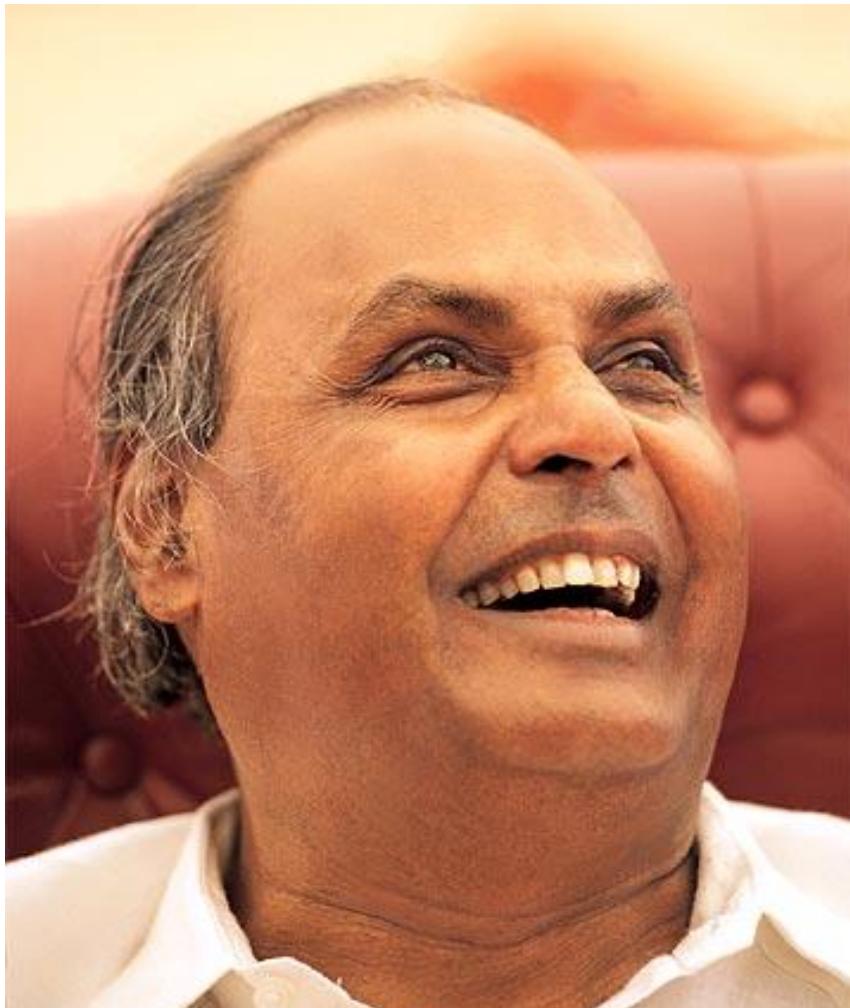




RELIANCE
Infrastructure



RELIANCE CENTRE BALLARD ESTATE



“

I have **trusted people** and they have put their trust in me.
I have **encouraged youth**, and they have never let me down.
I have asked **my people** to take **initiative** and to take risks. It has paid me rich dividends.
I **insist on excellence**.
This helps us to be leaders.
Reliance is built on some of these principles.”

Shri Dhirubhai Ambani



Anil Dhirubhai Ambani

“ We think **bigger**...
We think **faster**....
But most important to all,
We think **better**...
To stay ahead of **competition** &
of **our times**.... ”



Punit Garg

“

We are on a **growth & transformation** agenda. Our mission is to be amongst the industry leaders known **for innovation and integrity**. Every member will be part of the planning & execution to achieve extraordinary success.

Stay **engaged**, share **ideas**, and drive our **mission**. I look forward to your continued commitment.”



The Reliance Group is engaged in the business of providing **Engineering and Construction** (E&C) services for **Power, Roads, Metro Rail** and other infrastructure sectors. The Company is also engaged in implementation, operation and maintenance of several projects in **Defence** sector and infrastructural areas through its special purpose vehicles. It has executed the state of the art Mumbai Metro line one project on build, own, operate and transfer basis. Further, the Company is also a **leading utility company** having presence across the value chain of energy businesses.

Our Vision

We strive to create a customer - centric, process-based, synergetic, integrated, transparent, competency - based agile work culture that is responsive to business needs / challenges and imparts happiness to all our people and obtains professional ownership & innovative responses from all.

Our Mission

To become a world-class utility by excelling in service quality and reliability, building trust with customers and stakeholders, fostering a culture of growth and creativity, and contributing to community development while maintaining integrity and transparency in all operations.

Values

We believe that any business conduct can be ethical only when it rests on the nine core values of Honesty, Integrity, Respect, Fairness, Purposefulness, Trust, Responsibility, Citizenship and Care.



Punit Garg
(ED & CEO)

Business

Solar



Ivan Saha
(CEO)

Battery



Mushtaque Hussain
(CEO)

EV



Sanjay Gopalakrishnan
(Business Head)

Defence



Rajesh Dhingra
(CEO)

Power Distribution



Amal Sinha
(Director BSES)

Airports



Snehasish Dutta
(Chief Airports Officer)

Roads



Amitabh Jha
(CEO)

Metro



Shyamantak Choudhury
(CEO)

Shared Services



AN Sethuraman
(Corp Affairs)



Vijesh Thota
(Finance)



Neeraj Parakh
(Commercial)



Jaidip Chaterjee
(HR)



P M Ramdas
(IT)



Surendra Khot
(Legal)



Paresh Rathod
(Company Secretary)



Kaushik Patra
(Audit)



Biswajit Baruah
(Corp Communication)

DEBT

Standalone - Nearly Zero Debt (o/s debt ~INR 475 crore)

Consolidated – Debt reduced by ~65% since FY 18, (o/s debt ~9,700 crore)

MARKET CAP

INR 12,535 Crore (as on 20th Sep 2024, INR 316.45/ share)
Achieved CAGR 25% since FY 2019 to till date

NETWORTH

Networth to be shored upto **INR 15,000 crore** with QIP and preferential issuance of INR 6,000 crore (*current networth is INR 9,000 crore at consolidated level*)

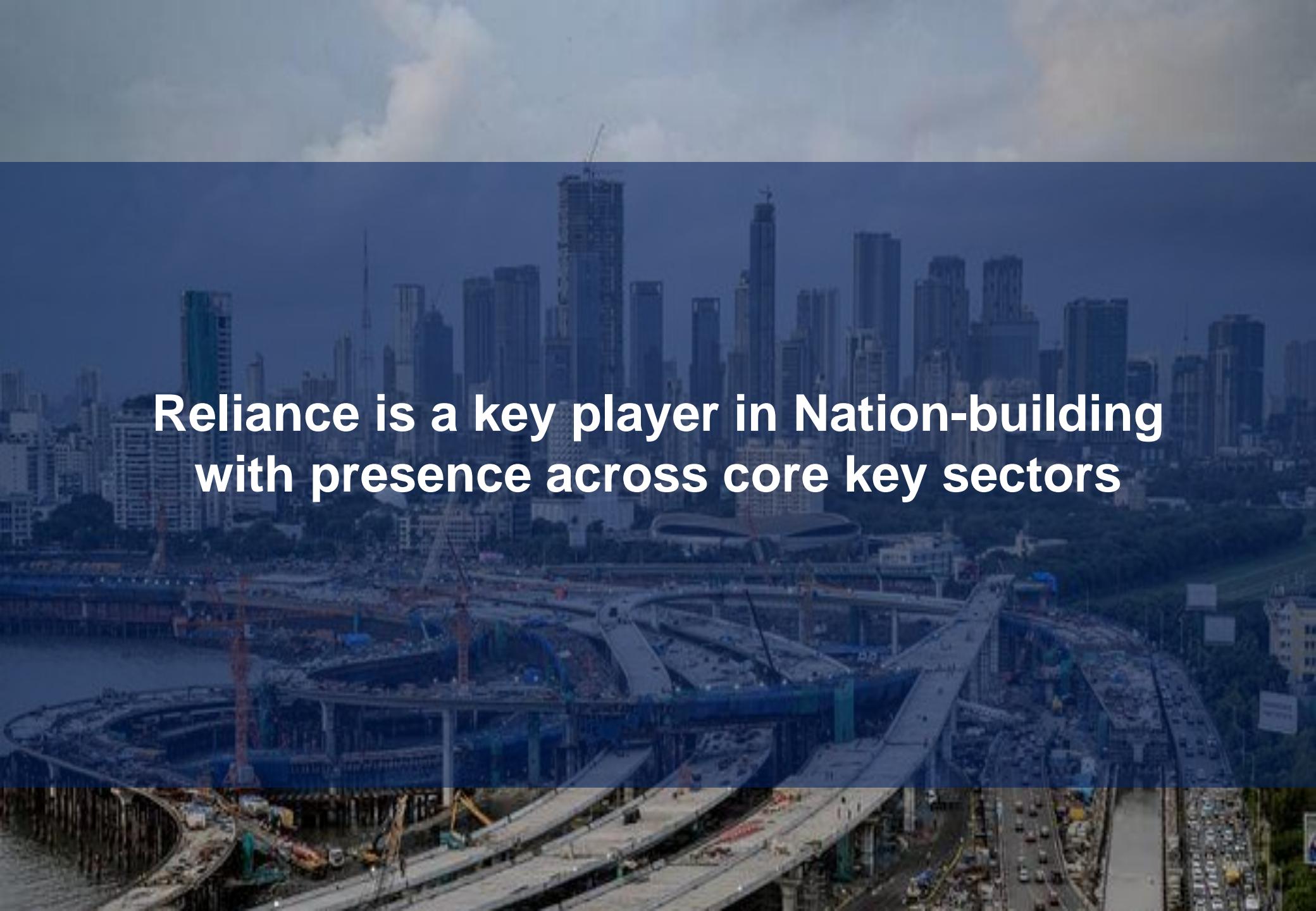
D:E ratio

D:E ratio of 0.29, lowest in industry at consolidated level



Reliance Infra board has approved fund raise of INR 6,000 crore from Capital markets

Company is in advanced stages of finalization of fund raise of INR 3,000 through preferential issue of equity shares

A wide-angle aerial photograph of a massive highway interchange under construction. The interchange features multiple levels of elevated roads and several cranes. In the background, a dense city skyline with numerous skyscrapers is visible under a cloudy sky.

**Reliance is a key player in Nation-building
with presence across core key sectors**



Power Distribution

- BSES Discoms
- Smart Meter



Power Generation

- Thermal
- Renewables



Transportation

- Roads
- Mumbai Metro
- Airports



E&C

- Nuclear Power Plant



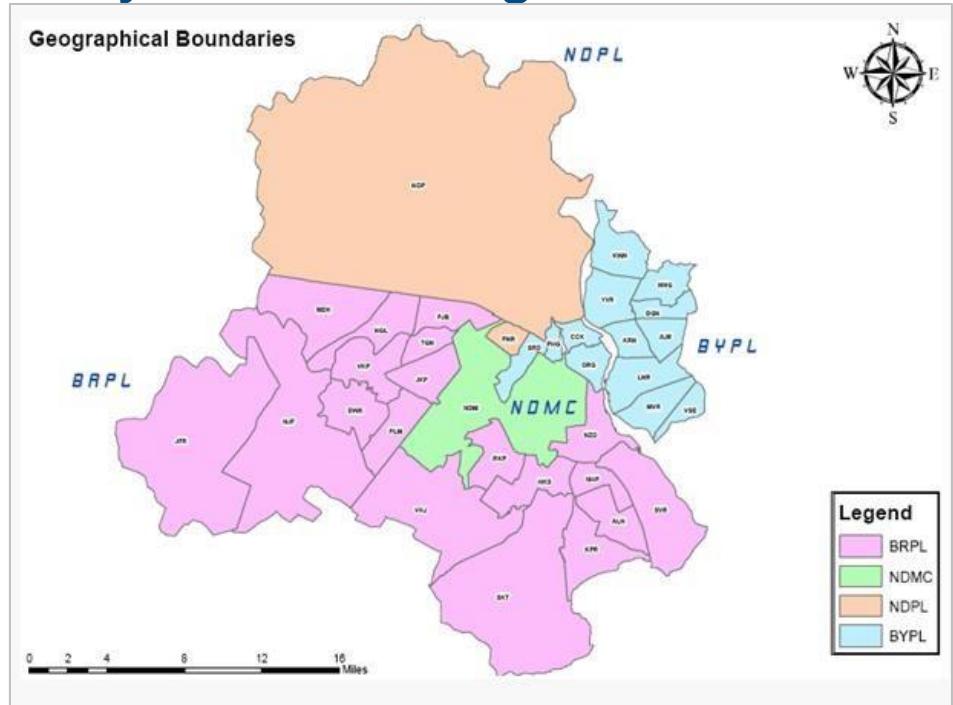
Defence

- Aerospace
- Land Systems



- ❑ BSES rated as best performing utility in India
- ❑ Since inception, BSES has taken a lead in adopting the best in class technologies and successfully brought down the losses from more than 55 % into the current level of below 9% - a reduction of over 45%.
- ❑ BSES supplies 2/3rd of the power in Delhi
- ❑ The transmission losses reduced from 68% to ~7% under Reliance leadership

22 years of serving the National



5 Operating Plants - 5900 MW

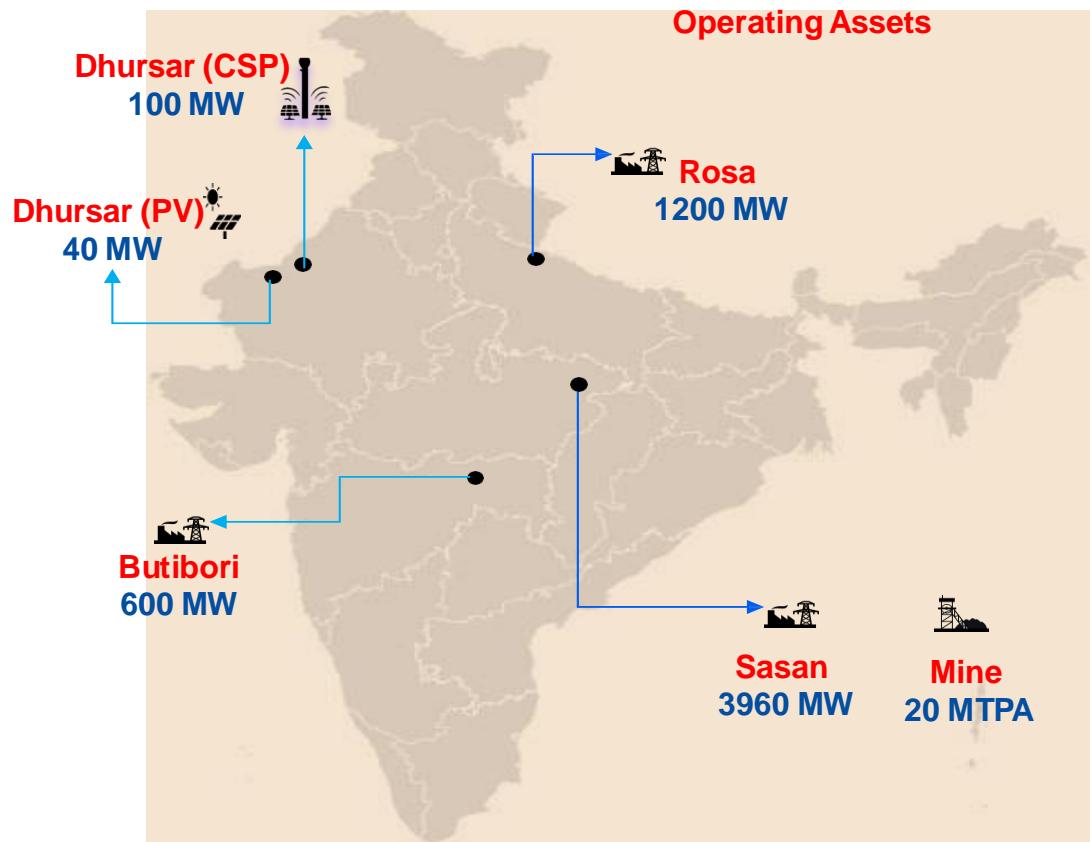
Sasan – 3960 MW

Rosa – 1200 MW

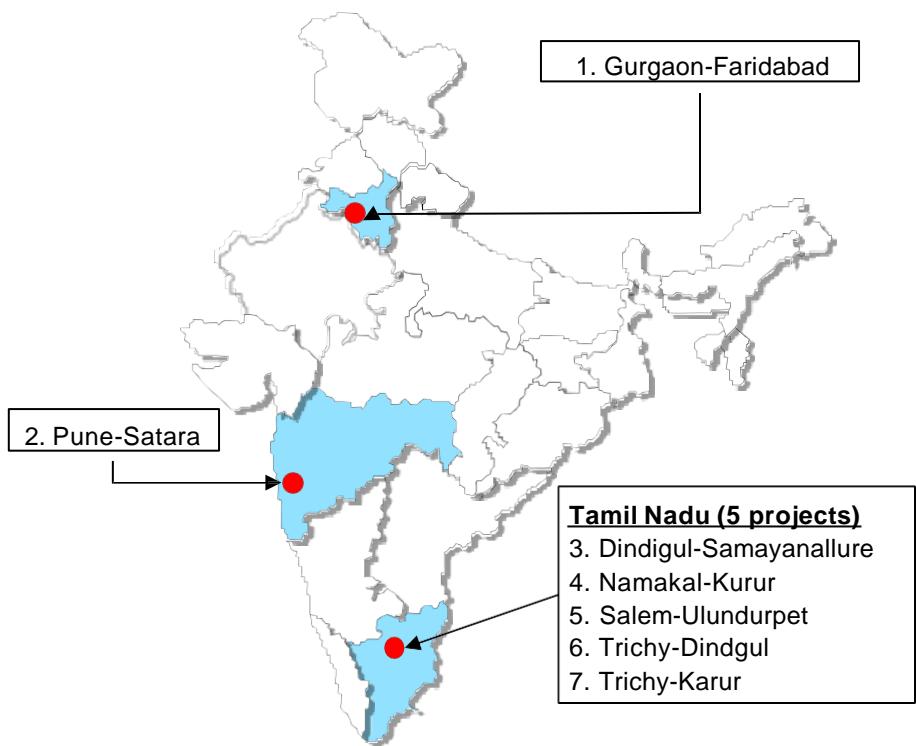
Butibori – 600 MW

Solar PV – 40 MW

Solar CSP – 100 MW



- One of the oldest concessionaires of NHAI on Build Operate Transfer (BOT) model
- 7 Operational roads with average remaining concession period of ~ 7.5 years.
- All toll plazas equipped with FasTag and Weigh In Motion (WIM)
- 98% toll collection through FasTag
- Traffic of over 2.65 lakh vehicles per day with average daily collection of Rs 2.6 crore
- Received O&M and Safety Award for 3 consecutive years from MoRTH



7 Projects | 3 States | 598 kms

- ❑ Maharashtra's first metro and one of the most prestigious infrastructure projects in partnership with MMRDA
- ❑ Reliance Infrastructure holds 74% and MMRDA holds 26% of the equity share capital
- ❑ Critical East-West connectivity in Mumbai saving 90 minutes of travel time between Versova-Andheri-Ghatkopar
- ❑ 12 Kms corridor developed at cost of Rs 40 bn
- ❑ Consistently achieving 100% train availability and over 99% on-time performance since inception



Airports

- 95 years lease rights for O&M, 5 Brownfield Airports

Nanded

Baramati

Latur

Osmanabad

Yavatmal

- Nanded Airport handles scheduled and non- scheduled flights whereas rest of the four airports handles non-scheduled flights only.
- Further 2 Pilot Training Academies are operating at Baramati, while 1 academy at Nanded and 2 academies at other Airports have been appointed.





- Reliance Defence Limited (RDL), is a wholly owned subsidiary of Reliance Infrastructure Limited. The company has multiple subsidiaries in niche segments of the Defence Sector.
- It has Joint Ventures (JVs) with leading International OEMs including Dassault Aviation and Thales of France and EOST, Republic of Korea.



A wide-angle aerial photograph of a city skyline, likely Bangkok, Thailand. The foreground shows a massive highway interchange under construction, with multiple elevated roads and construction cranes. In the middle ground, a large, modern stadium or arena is visible. The background is filled with a dense cluster of skyscrapers of various heights, some with construction equipment on their roofs. The sky is overcast with dramatic, light-colored clouds.

The New Era

Existing Business Lines

New Growth Opportunities

BSES Discom



Roads



Metro



Airports



E&C



Defence



Power Generation



BSES Discom



Solar



EV



Wind



Battery



Ammonia



Green Hydrogen

Arms & Ammunitions



Captive Logistics and E&C Hub

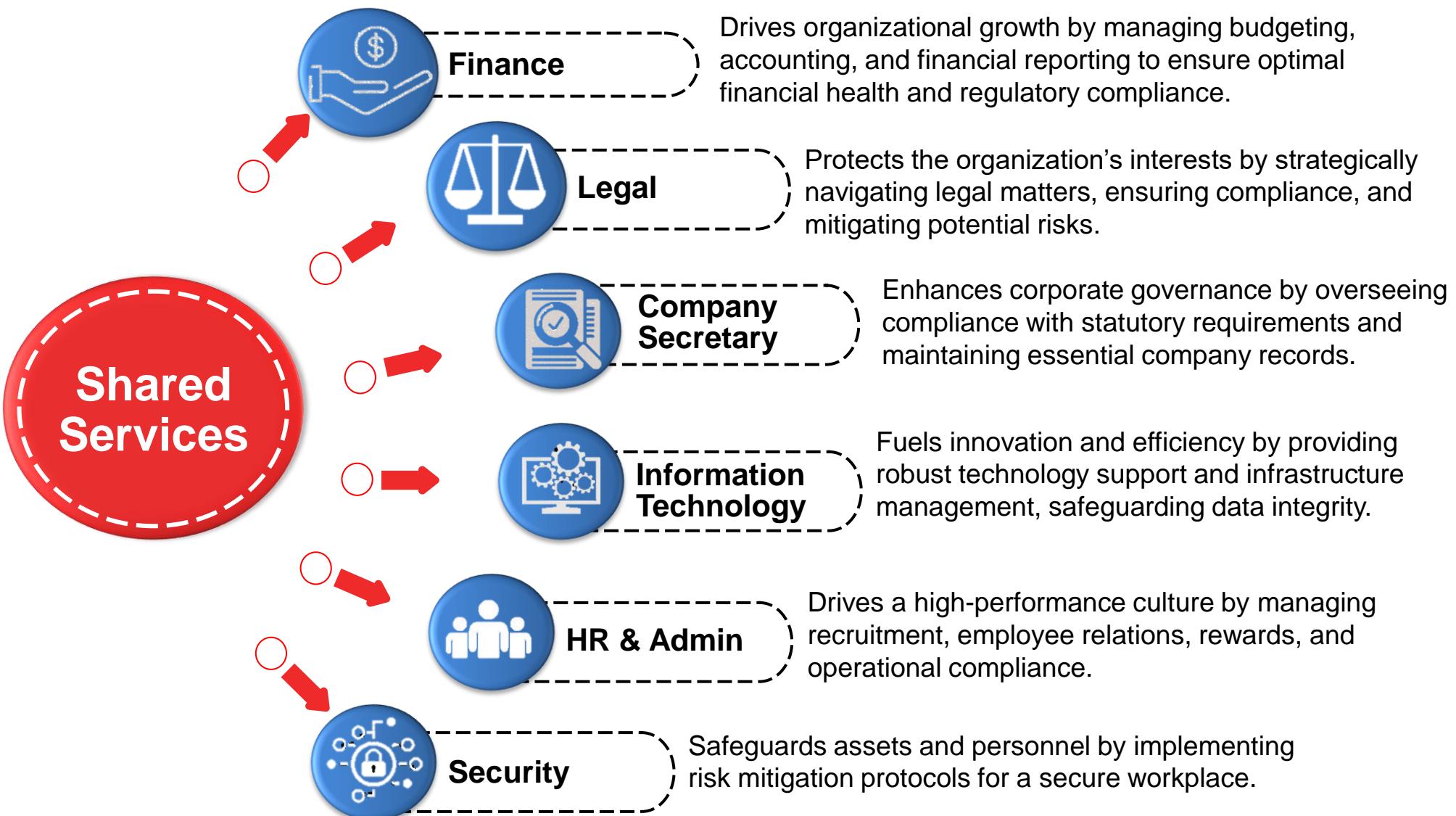


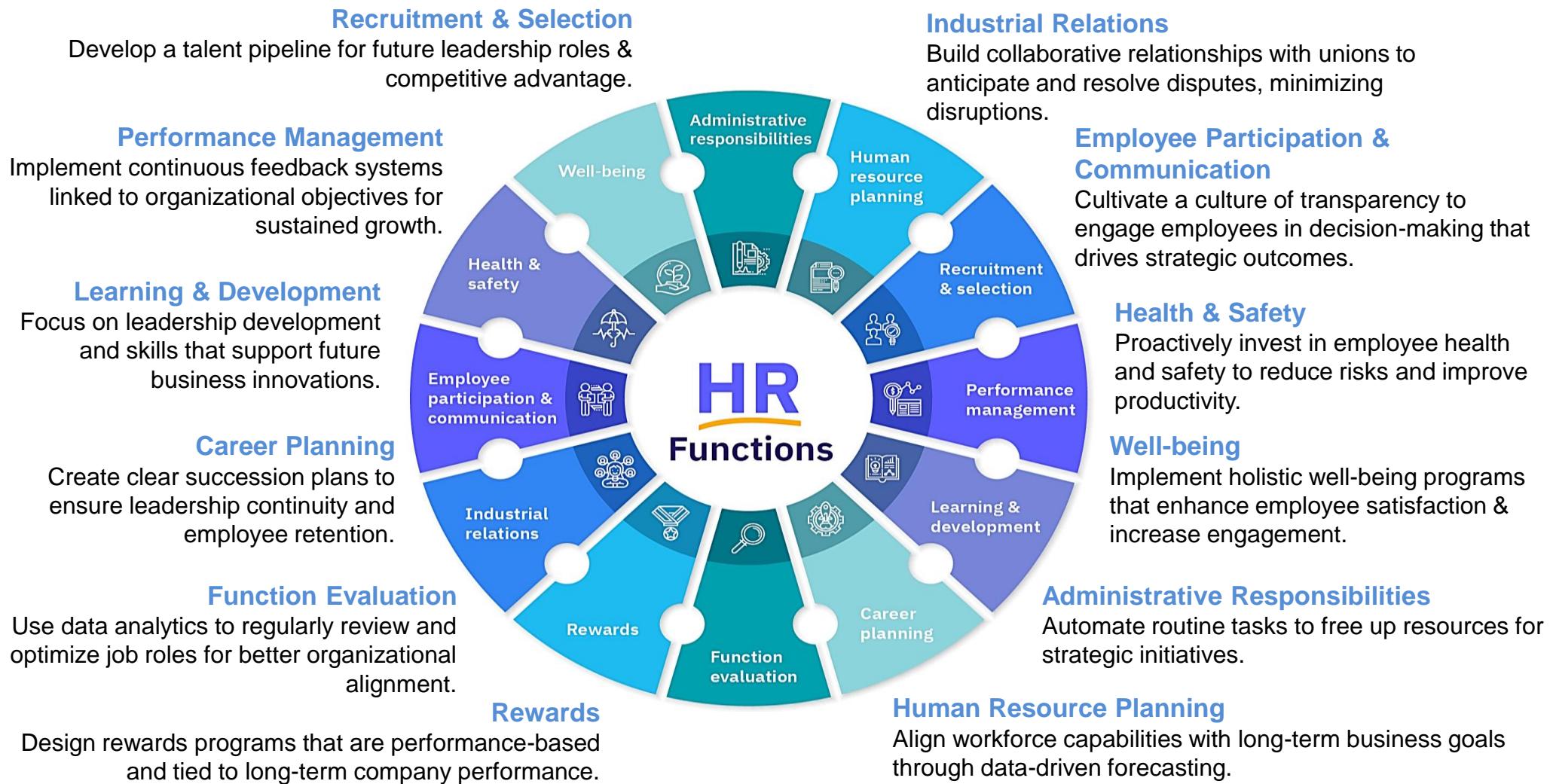
Procurement Hub in China

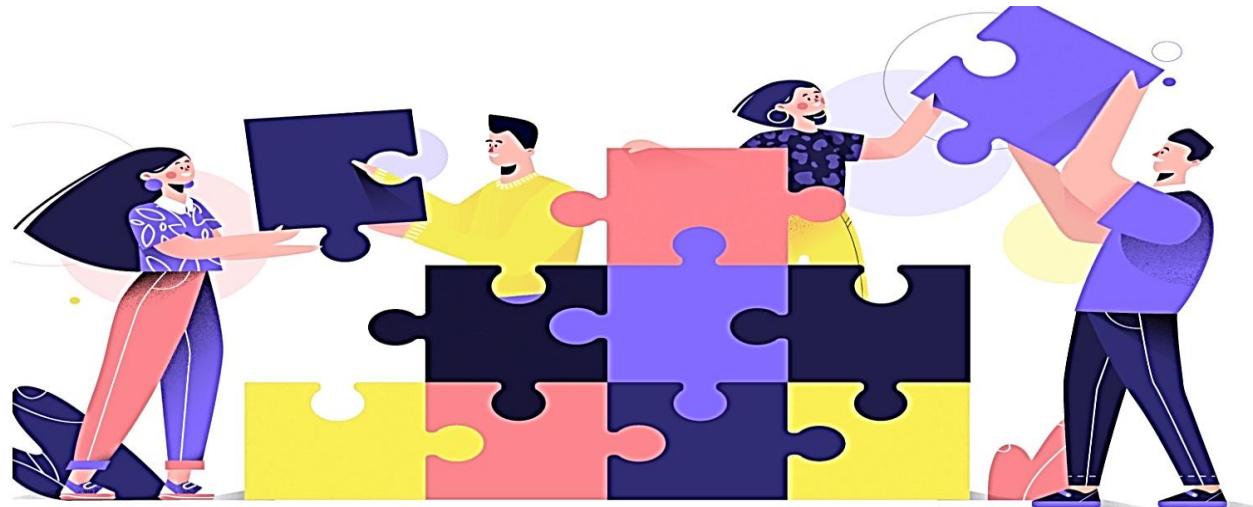


Knowledge Sharing Hubs in Thailand & Korea









Our engagement approach is guided by the 3E engagement model:

ENGAGE
EMBRACE
EVOLVE

Employee Connect

Akshaya Tritiya Prayer at RCB



Rudrabhishek Pooja at RCB



Wishes for Chairman



Celebrating the Spirit of unity and freedom

Celebration at R-Power



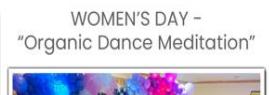
15th Aug Celebration at Sasan



Leadership Meet



Independence day Celebration at Rosa Power



WOMEN'S DAY - "Organic Dance Meditation"



Embracing the future : A New Era Begins

Initiatives

Appreciation Series Launched



Training Session - AI Based



Vaccination Drive



WE CARE



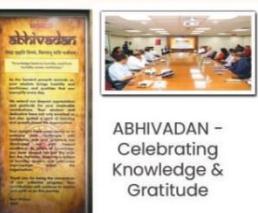
Webinar on "Mental Health" by Dr. Aparna Ramakrishnan
Consultant Psychiatrist at KDAH

WE CARE

Webinar on "Hypertension and BP" by Dr. GR Kane from KDAH



General Health and Eye Camp at BSES CBD-III office, Karkardooma



ABHIVADAN -
Celebrating
Knowledge &
Gratitude



Making a Difference @BSES



Mr. Pramod Kumar Mishra (BRPL) -
Empowering
others with
knowledge that drives
transformation innovation



Ms. Kriti
Khanna (BYPL)
Empowering
Communities
through
Innovation

Personalised Medical Insurance
Card distribution



Fire Drill conducted at RCB

Business 360°

Mumbai Metro honoured with Urban Infra Commuter Centric MRTS of the Year 2024 Award



Amit Baveja
recognized as a
Global
Inspirational
Leader 2024
at the White
Page
Leadership Conclave in Dubai UAE



Metro 10th Anniversary
Celebration



EXTERNAL AWARDS

Nikhil
Bhojwani
MMOPL - HR,
recognized at
"The Future of
L&D Summit &
Awards 2024"



Col.
Shubhoday
Mukherjee
Top CEOs in
The Great
Managers
League
Summit

PM Ramdas "The
Resilient 100" at
the CSIO100
Awards &
Symposium 2024



Jaidip Chatterjee
CHRO R-Infra
awarded at The
Great Indian DEI
Leaders



Shri N Parakh - 20 years with "US"



HAPPY
20
YEARS
ANNIVERSARY

Smt. S. Gopal 10 years with "US"



HAPPY
10
YEARS
ANNIVERSARY

Dive into the coolest corner of our corporate universe

From the latest updates to celebrations, and everything you need to stay in the loop



<http://intranet.rintra.com/home.html>



The image is a wide-angle aerial shot of a massive highway interchange in the middle of a city. The interchange is a complex network of elevated roads, ramps, and overpasses, all under construction. The structure is covered in green safety netting and orange construction equipment. In the background, a dense city skyline is visible, featuring numerous skyscrapers of various heights. The sky is overcast with grey clouds. A large, semi-transparent blue rectangular box covers the upper half of the image, containing the title text.

CTC Structure & Employee Benefits

BASE PAY

- Basic
- Provident Fund
- Gratuity

CHOICE PAY ELEMENTS

- House Rent Allowance
- Children Education Allowance
- Children Hostel Allowance
- Fuel & Maintenance reimbursement
- Club Membership
- LTA (Leave Travel Allowance)
- Food Coupons
- Gift Coupon
- National Pension Scheme
- Superannuation
- Special Personal Allowance

MANDATORY DEBITS

- GPA (Group personal accident Insurance policy)
- Hospitalization

Employee Welfare Scheme

Maintained by PF Trust of RInfra



Provident Fund Contribution

Employee (12%)
Max Cont – 20% (Bal 8% VPF)

Employer (12%)

PF

Pension Fund
Basic - Rs 15000
@ 8.33%
Max - Rs 1250)



Eligibility : Payable to an employee on term of his employment after he has rendered continuous service for minimum 5 years

Gratuity is calculated & paid on the basis of following two options whichever is more beneficial to the executive:

- Payment of Gratuity Act 1972 &
- Company Gratuity Policy



CHOICE PAY OPTIONS



Limit
Maximum – 50% of Basic

Eligibility
All executive from A1 to A11

Tax Benefit
For executives staying in a Rented premises

Documents

HRA Declaration form along with Lease agreement copy for availing HRA as one of the choice pay options Rent receipt to be submitted in Dec for tax exemption

Note: Payable monthly



Limit:

Rs.100/- p.m. per child up to max. of two children for which child details should be updated by employee in ESS

Eligibility:

Employees whose children are pursuing education

Tax Benefit:

The amount opted is tax exempted

Note: Payable monthly

Limit

Rs.300/- p.m. per child up to a max. of two children

Tax Benefit

The amount opted is tax exempted

Eligibility

For children pursuing education and staying in a hostel



Documents

Proofs / receipts to be submitted at the time of availing the option.

Note: Payable monthly



Limit:

Four Wheeler

Rs.12000/- (D1 to D2)

Rs.17000/- (A1 to A3)

Rs.21000/- (A4 to A6)

Rs.25000/- (A7 to A9)

Rs.30000/- (A10 and Above)

Two Wheeler

Rs.5000/- (D1 to D2)

Rs.6000/- (A1 & above)

Expenses incurred on commuting between residence & place of work as well as for official travel purpose.

Eligibility:

Executives owning a four wheeler / Two wheeler

Documents:

Vehicle registration papers / Insurance papers / Driving license

For tax benefit:

Maintain a log book in ESS on monthly basis. This needs to be duly approved by the immediate superior.

Note: Payable monthly



Limit: Rs.50,000/-p.a.

Eligibility:

The employee taking membership with any of the Health or Sports club .

The club should be a registered club.

Documents:

Payment receipts, Membership card etc.

For tax benefit: The executive is required to submit relevant documents to respective Payroll administrator.

Note: Payable monthly

- **Limit:** up to 2 Monthly basic per annum
- **Eligibility :** All Executives
- **Tax benefits:** Amount spent on travel for self & family within India
- **Documents:** LTA exemption form with supporting documents



- LTA is paid on accrual basis
- LTA should be claimed online through employee portal i.e. ESS
- LTA tax exemption is applicable only for travel within India
- To avail LTA with tax exemption, the executive has to avail minimum 5 days leave
- LTA can be claimed without taking any leave / submission of travel documents but the amount paid is taxable

Note: Payable on claim after subsequent financial year



Limit : Rs.1350/- pm, Rs.2700/- pm, Rs.4050/- pm & Rs.5400/- pm

Eligibility : All executives

Tax Benefit : The amount opted is fully tax exempt.

Documents : Nil

Limit: Rs. 5,000/- pa

Eligibility : All executives

Tax Benefit : The amount opted is fully tax exempt

Documents : Nil



*Note: The amount is credited to the Gift Card once in year, generally during Diwali.
The card is valid for 3 years and will be loaded annually if opted.*

*Employees joining after 30th September cannot opt for Gift Card for the first year.
However, they can opt for the same from subsequent financial year*



Limit:

Minimum Rs.1000/- pm
Maximum upto 10% of Basic

Eligibility:

All executives

Tax Benefit:

The amount opted
is fully tax exempt

Documents:

Online NPS form to be submitted
along with the relevant documents
for Account Opening.



Limit:

Minimum: Rs.1,000/-p.m.
Max :15% of basic p.a. or
Rs.1,00,000/-p.a. which ever is less

Tax Benefit:

The amount opted is fully tax exempt

Eligibility:

All executives

The balance amount from the available choice pay... fully taxable



Grade Structure

Asset Eligibility

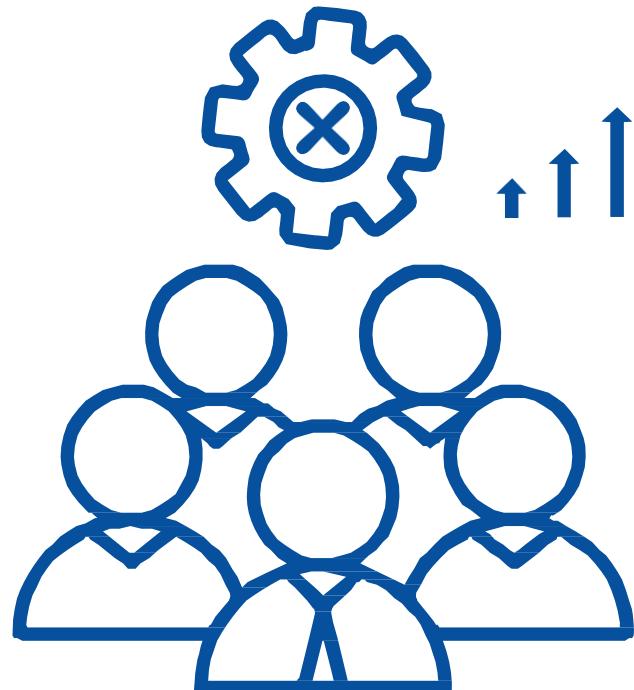
Insurance Coverage

Leave & Holidays

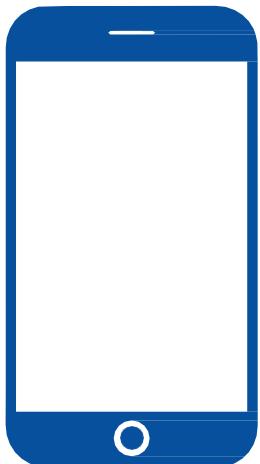
Travel Policy

Transfer

Prevention of Sexual Harassment



| Grade | Cadre | Designation |
|-------|-------|---------------------------------|
| | JMC | GET / MT |
| A-1 | JMC | Senior Executive |
| A-2 | JMC | Assistant Manager |
| A-3 | JMC | Manager |
| A-4 | MMC | Senior Manager |
| A-5 | MMC | Deputy General Manager |
| A-6 | MMC | General Manager |
| A-7 | SMC | Assistant Vice President |
| A-8 | SMC | Additional Vice President |
| A-9 | SMC | Vice President |
| A-10 | TMC | Senior Vice President |
| A-11 | TMC | Senior Executive Vice President |



MOBILE HANDSET

- A0 to A3 - Rs.4500/-
- A4 to A6 - Rs.7000/-
- A7 to A9 - Rs.10000/-
- A10 & abv - Rs.26000/-

Bill Payment Eligibility

A0 to A3 – Rs.600/-

A4 to A6 – Rs 800/-

A7 & above – At Actuals

Note :- Bill payment done by Company



RELIANCE



INSURANCE COVERAGE

Objective :

To help employees in event of unforeseen and unfortunate events such as accidents resulting in permanent or partial disablement or death

Deduction is made on monthly basis towards premium.
This deduction is shown as compulsory debit in CTC
Premium amount – Basic *8.33*0.15 / 1000



Sum Assured:

100 times of Basic of the insured person
Payable amount is based on severity of disablement as certified by civil hospital

Objective :

To provide best health care services to the executives and their family. Policy on yearly basis (with New India Assurance Company Ltd.)

Scope:

All executives are covered under the policy from the date of joining. Policy covers the executive, spouse and two dependent children up to the age of 24 yrs.

Employee may opt coverage for parents / parents-in-law at additional premium.
(Coverage applicable till in service)

Sum Assured:

Rs. 6 Lac pa for self & family

Option to choose between 3 to 6 Lac pa for parents & parents-in-law

Premium deductions:

Grade-wise as per Policy on monthly basis

Criteria:

24 hrs hospitalization

**TPA:**

MD India (For Self & Family)

Medsave Healthcare (For Parents & In-laws)

Reimbursement facility:

- All the original documents & bills to be submitted to TPA
- Payment is made directly to the employee.

Cashless facility:

- It is an extended facility provided by TPA only with network hospitals
- If the hospitalization is planned, intimation needs to be given to the TPA in advance to avail cashless facility

Policy with Max Life Insurance to cover natural death of an employee

Highlights :

- Coverage upto 65 yrs.
- All permanent employees of R-Infra & Group Co's are covered
- The scheme covers natural death
- Premium is borne by the company

Benefits :

The policy offers the death benefits to the nominee(s) as per details below :

- Upto A6 - Rs. 50 Lakhs
- A7 to A9 - Rs. 75 Lakhs
- A10 & Above - Rs. 1 Cr



LEAVES & HOLIDAYS

10 public holidays are declared by HR at the start of the calendar year

The number of holidays remaining the same, the dates may be adjusted taking into account the peculiarities of a particular Region

Applicable Holiday Calendar is available in ESS



Eligibility :

All Executives

Entitlement :

- 30 days per year (Additional quota for longer tenure)
- The leave year shall be calendar year i.e., from January to December
- Pro-rata Paid Leave from the day of joining
- Minimum $\frac{1}{2}$ day leave can be availed
- Weekly off / Holiday that fall in between Paid Leave is not counted in the leave

Accumulation :

- No accumulation
- Maximum 6 days can be carried forward to next year

Encashment :

- No encashment

Eligibility :

Female Executives

Entitlements :

- 26 weeks leave (for upto two children)
- 12 weeks leave for beyond two children
- 12 weeks leave for adoption of child below the age of three months
- Weekly off / holidays that fall in between are counted as part of leave

Encashment : Not Applicable

Accumulation : Not Applicable





Eligibility : Male Executives

Entitlements:

- 10 days leave to be availed within 12 weeks from child birth / adoption
- Weekly off / holidays that fall in between are counted as part of leave

Encashment: Not Applicable

Accumulation: Not Applicable

RELIANCE



OFFICIAL TRAVEL

General Guidelines:

- Official travel should be approved by reporting officer.
- You can claim reimbursement of expenses incurred on official travel, through ESS, on submit necessary expense related receipts / documents.

Local Travel:

Travel on duty within the city for official purpose. Reimbursement applicable to all cases except the following:

- Travel between residence to normal / regular place of work
- If an employee has been provided with Company pool vehicle



| Grade | Outstation (Domestic) Travel Mode |
|---------------------|---|
| A10 & above | Air Economy (Lowest Fare) |
| A7 to A9 | Air Economy (Lowest Fare) if Train journey is more than 6 hours |
| A4 to A6 | Train AC Chair Car AC 2 Tier / AC 3 Tier |
| GETs / MTs A1 to A3 | Train AC Chair Car AC 2 Tier / AC 3 Tier |

Grade-wise Expense Reimbursement eligibility for following expenses:

- Lodging Expenses for hotel stay, as per class of city
- Boarding Expenses for food
- Miscellaneous Expenses
- Travel Allowance (during journey)

The Company, at its discretion, can transfer any executive depending upon the Business requirement.

Reimbursement of expenses:

Travel for self and family and movement of personal effects only once Applicable :

Only in case of transfer from one city / town to another

Eligibility:

Mode of Travel/ Guest House / Hotel - As mentioned in travel policy

Transportation - one wagonload (size : 20Ft Container) subject to the production of vouchers



- ❑ Creating and maintaining a workplace environment that is safe, healthy and conducive to productivity
- ❑ Sexual Harassment is recognized as violation of Fundamental Rights
- ❑ Covers all employees – regular / temporary / contract / through agency

What constitutes Sexual Harassment

- ❑ Unwanted physical contact or conduct of any kind (e.g. sexual flirtations, touching, advances etc.)
- ❑ Verbal harassment of a sexual nature (lewd comments, sexual jokes or references, offensive personal remarks)
- ❑ Demeaning, insulting, or sexually suggestive comments about an individual's personal appearance or electronically transmitted images / messages
- ❑ Display in the workplace of undignified, intimidating, other offensive or sexually suggestive objects / pictures

CORPORATE HR

Talent Acquisition

Mayuri Rajput – Mayuri.S.Rajput@RelianceADA.com
Richa Kansara – Richa.Kansara@RelianceADA.com

Rewards / Policy

Akhila Pillai – Akhila.Pillai@RelianceADA.com

HR Operations

Vinit Medhekar – Vinit.Medhekar@RelianceADA.com

BUSINESS HR

E&C and Roads

Manikandan CS – Manikandan CS/REL/RelianceADA

Mumbai Metro

Sweta Kishore – Sweta.Kishore@RelianceADA.com

Defence

Rakesh Tandon – Rakesh.Tandon@RelianceADA.com

Airports

Vinod Rawat – Vinod.Rawat@RelianceADA.com

BSES

Anjali Lakra – Anjali.Lakra@RelianceADA.com

“If you can Dream it, you can do it”

PADMA VIBHUSHAN DHIRUBHAI H. AMBANI

Thank You