vertis infrastructure trust

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This Issue's Focus: Safety

The infrastructure sector measures kilometers.

We measure the safety behind every one of them

The industry knows how to count the roads. revenue and returns. Counting what it truly costs to keep people safe is the conversation we are less practiced at. This issue, we do not look away.

> A conversation about what safety actually demands of us.

INROADS

The latest news and updates from the house of Vertis Infrastructure Trust

What's Inside

01
Bulletin Board

Pg no. 03
Crossing a defining milestone

Pg no. 03
Strengthening safety where it matters most

Pg no. 04
A new look for our digital home

Pg no. 04
Celebrating partnerships that power performance

02
Diverse Dialogues

Pg no. 06
Shaping how India delivers infrastructure

Pg no. 06
Driving the Smart Roads conversation forward

Pg no. 06
Rethinking tolling in the age of AI

Pg no. 07
Four Es. One mission: Safer highways

Pg no. 07
Bharat@2047 demands more than ambition

Pg no. 07
Raising the bar on workplace safety standards

Pg no. 07
Advancing ESG through cleantech in action

03
Green Zone

Pg no. 09
Cleanliness as a collective commitment

Pg no. 09
Mobilising education beyond the classroom

Pg no. 09
Strengthening safety through awareness and access

Pg no. 10
Moving the needle from knowledge to nourishment

Pg no. 10
Healthcare beyond clinics, and onto highways

Pg no. 10
A new highway to education opens up

Pg no. 11
We didn't just celebrate. We committed.

Pg no. 11
Equipping teams to prevent the next crash

Pg no. 11
NextSafe: Bringing safety to the frontline

04
Learning Lab

Pg no. 13
VertiNext: Preparing leaders for what's next

Pg no. 13
Bringing new leaders into the Vertis culture

Pg no. 13
Decoding crashes to prevent the next one

Pg no. 14
Engineering longevity by building pavements that last

Pg no. 14
Turning incidents into insights

Pg no. 15
Aligning minds, methods and maintenance

Pg no. 15
Zero tolerance. Total respect.

Pg no. 15
On the fast track to learning

05
Activity Centre

Pg no. 17
Celebrating the light we bring to work

Pg no. 17
Turning wellness into a team sport

Pg no. 17
The season of giving, lived the Vertis way

Pg no. 18
Making success a family affair

Pg no. 18
Eating better to feel better

Pg no. 18
Climbing higher to leave lighter footprints

Pg no. 19
Connections and celebrations to bring alive the spirit of Vertis

06
Wall of Fame

Pg no. 21
Safety has many faces. Meet our Q3 HeRo Winners.

07
Breakroom

Pg no. 06
Make 'Three Beautiful Things' a ritual

Pg no. 09
Two Truths and a Myth: Infra edition

Pg no. 15
Discover the power of our 'hidden brain'

From the Desks of our CEOs

Dear Team,

This quarter, we continued to grow with strength and discipline. Today, we manage 8,300 lane km across 28 assets, with a balanced toll-annuity portfolio, and we continue to deliver steady traffic momentum, revenue visibility, and consistent distributions. These milestones reflect the collective effort of our teams across projects and functions who ensure that performance and reliability remain the foundation of everything we do.

Yet, even as we progress on these fronts, we are deeply saddened to share that we have lost five of our colleagues in separate accidents. This is a devastating loss for the Vertis family, and it is a reminder that beyond numbers and milestones, the safety of our people must remain our most important measure of success. Which is why **Zero Fatality** must remain at the centre of everything we do.

While we continue to invest in safer systems, improved infrastructure, advanced technology, and stronger safety processes, we are reminded that real change happens only when safety becomes a daily personal commitment. It cannot live in manuals, equipment, and audits; it must show up in our decisions, behaviour, and the way we look out for one another - every day, at every site, and in every role.

Zero Fatality is not only an operational objective; it is a shared responsibility that belongs to all of us. When each individual treats safety as non-negotiable, we create an environment where every colleague has the confidence of returning home safely.

Let us continue to support one another, remain vigilant, and ensure that the culture of safety remains as strong as the infrastructure we manage.

Gaurav Chandna
Executive Director & Joint CEO

Dr. Zafar Khan
Executive Director & Joint CEO

Bulletin Board

Your snapshot of what's shaping Vertis

Crossing a defining milestone

In just over three years since listing, Vertis has crossed a **distribution milestone of ₹50 per unit**—a distinction achieved by only a select few InvITs in India. This milestone reflects more than financial performance. It is a validation of the discipline, consistency, and long-term thinking that underpin how we manage our assets every day.

For all of us at Vertis, this achievement is a shared one. It is the outcome of rigorous operations, prudent capital management, and an unwavering focus on delivering predictable outcomes over the long term. Every team, across functions and geographies, has played a role in reaching this point.







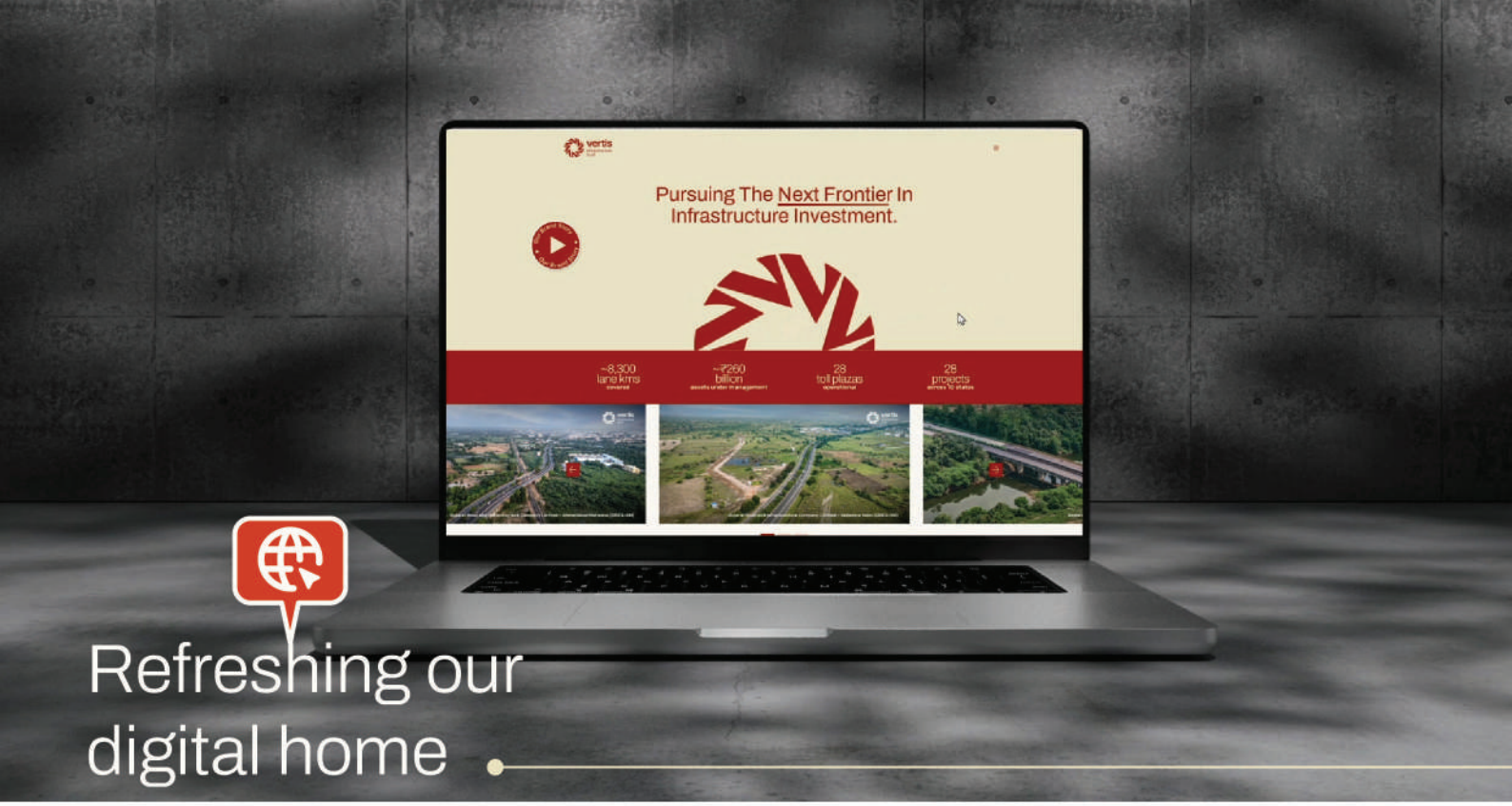


Strengthening safety where it matters most

Work zones, especially on high-speed highways, are among the most hazardous environments for maintenance crews and commuters alike, with limited protective barriers and vehicles moving at pace. To combat that, **we are proud to announce the deployment of Truck Mounted Attenuators** — a globally proven, impact-absorbing safety solution — across our network.

By introducing TMAs, we are addressing a critical gap in work-zone safety on Indian highways. This is a proven global safety solution, and its deployment reflects our intent to raise the bar on how safety is approached, planned, and executed across our assets.

For all of us at Vertis, this initiative is a reminder that safety leadership goes beyond systems and protocols. It shows up in the choices we make, the technologies we adopt, and the responsibility we take for every journey that passes through our corridors.



Refreshing our digital home

As Vertis continued to evolve, the need for a website that truly reflected our identity, scale, and ambition became clear. Our **refreshed website brings the brand to life,** visually and in spirit, while clearly showcasing who we are, what we do, and where we're headed.

Designed to be intuitive and informative, the website brings our brand to life in a way that reflects who we are today and where we're headed. From our portfolio of assets and operational philosophy to our ESG priorities, partnerships, and people, it offers a clear, cohesive view of the Vertis story.

If you haven't explored it yet, **take a moment to visit vertis.co.in.** It's our story, told with purpose - and one we're all proud to be a part of.







Celebrating partnerships that power performance

At Vertis, partnerships are more than contracts. They are relationships built on trust, shared purpose, and long-term collaboration. Our **Partnership Meet 2.0** was a reflection of that belief, bringing together partners who play a vital role in our journey and success.

Under the theme **"Together We Grow, Together We Shine",** our Joint CEO Dr. Zafar Khan reflected on Vertis' growth journey, highlighting how strong, trust-led partnerships have been central to every milestone achieved. COO G. V. M. Kiran Babu followed with insights into Vertis' Operations & Maintenance approach, outlining how culture, systems, and partner alignment translate into consistent on-ground performance.

Safety remained a key focus, with Vicky Pagare, DGM – HSES, leading a session on safety leadership and shared responsibility across projects. The event also saw two highly-engaging panel discussions on **Highway Asset Management and Major Maintenance and Toll Operations and Efficiency,** enabling meaningful knowledge exchange and practical insights from across the ecosystem.

Diverse Dialogues

Insights and ideas from the forums where Vertis has a voice

Shaping how India delivers infrastructure



Rahul Ghadage, Assistant Vice President, Projects represented Vertis as a panellist at the **India Infrastructure Summit 2025,** organised by the Indian Chamber of Commerce with the support of NITI Aayog and NHAI. The session focused on **'Engineering Excellence and Projects that are Changing the Way We Deliver',** alongside discussions on emerging trends, digitalisation, AI-led efficiencies, and the evolving landscape of infrastructure financing in India. The summit brought together policymakers, industry leaders, and practitioners to examine how innovation, execution quality, and long-term thinking are reshaping infrastructure delivery, making it an exchange that closely reflects how we approach asset management and performance across our own portfolio.



Driving the Smart Roads conversation forward

Rahul Ghadage, Assistant Vice President, Projects and our Joint CEO Dr. Zafar Khan recently represented Vertis as speakers at the **CII conference on 'Future of Smart Roads in India: Safety, Sustainability & Resilience'** in New Delhi. The discussion focused on how closer collaboration between policymakers, private road operators, technology leaders, and innovators can accelerate India's shift toward intelligent and connected highway networks. Drawing from our own experience, the panel highlighted how adopting emerging technologies at scale is key to improving safety outcomes, strengthening resilience, and delivering more sustainable mobility.

Rethinking tolling in the age of AI



At the **Traffic Infratech Expo 2025** from 7th to 9th October in New Delhi, Mittal Jain, General Manager, Traffic, Revenue Assurance & Project Insurance represented Vertis in a session on **'Driving Efficiency in Toll Operations through AI'.** The discussion traced the evolution of tolling in India, from manual collection to seamless ETC systems, and why the next leap is no longer about automation alone, but intelligence as well. The focus was on how artificial intelligence can address these gaps by improving accuracy, reducing congestion, strengthening compliance, and enhancing overall user experience.

Make 'Three Beautiful Things' *a ritual*



Here's a simple mindfulness exercise that's a great way to start the morning: spot three visually pleasing things during your journey. It could be the rays of sunlight, an architecture detail, or a quiet act of kindness. This micro-ritual will train your mind to seek moments of beauty in ordinary routines, helping you to have a more positive outlook over time.

Four Es. One mission: Safer highways



At the Ador Summit 2025 – Innovative Mobility: Smarter Traffic & Safer Roads, hosted at the Ador Powertron Campus in Pune, Sachin Joshi, Vice President, O&M, joined industry leaders to discuss **'The 4 Es for Safer Highways: Education, Engineering, Enforcement, and Emergency Care'.** From the role of public education and funding agencies, to engineering discipline at the DPR stage, effective enforcement on live corridors, and the need for faster, stronger emergency response systems, the conversation focused on real gaps across planning, execution and operations. A recurring theme was clear: concessionaires have a critical role in shaping driver behaviour and embedding safety into everyday highway operations. Every insight shared pointed to one common goal which ensures that every journey ends safely, every time.



Bharat@2047 demands more than ambition

At the 3rd Economic Times Infra Leadership Summit 2025 in New Delhi, industry leaders came together to examine what it takes to deliver infrastructure at scale under the theme **'One Nation, One Infrastructure Vision: Connected. Competitive. Future-Ready'.** The panel on **Execution Excellence – Speed, Scale, and Accountability in Bharat@2047,** moderated by Meghana Singh, highlighted that large-scale delivery depends on strong institutional foundations as much as engineering capability. Panellists emphasised the importance of robust and realistic Detailed Project Reports to reduce execution risk, the role of concessioning authorities in ensuring clarity of scope and timely decisions, and the need for balanced risk allocation. The discussion also underscored how effective dispute resolution frameworks and contractual certainty are critical to investor confidence and on-time delivery.

Raising the bar on workplace safety standards

At OSH India 2025, held in Mumbai, our Deputy General Manager, HSE, Vicky Pagare joined industry leaders for a panel discussion on **'Transforming Safety Culture and Improving Performance Metrics at Workplaces'.** The discussion explored how strong leadership, aligned systems, and an understanding of human behaviour can fundamentally reshape workplace safety outcomes.





Advancing ESG through cleantech in action

At the 2nd ESG & CleanTech Summit & Awards 2025 in Mumbai, Vicky Pagare, Deputy General Manager, HSE, represented Vertis as a panellist in a discussion on **'Scaling Sustainability with Cleantech: How India's ESG Leaders Are Deploying Cleantech to Deliver their ESG Mandates'.** The conversation highlighted the growing role of innovation, measurable outcomes, and operational integration in making sustainability actionable across infrastructure and industrial sectors.

Green Zone

Stories of sustainability responsibility, and impact on the ground.

Cleanliness as a collective commitment



On Gandhi Jayanti, Gujarat Road and Infrastructure Company Ltd. (GRICL) together with Pipal Tree Foundation came together to lead a **Swachhata Abhiyan under the national campaign Swachhata Hi Seva.**

Women trainees spearheaded a cleanliness drive and awareness rally along the Bamroli Road to Godhra Highway Chowkdi, engaging local communities through on-ground action and public outreach. Guided by the message "Cleanliness is Divinity," the initiative paid tribute to Mahatma Gandhi's ideals while reinforcing the importance of shared responsibility in building cleaner, healthier communities.

Mobilising education beyond the classroom



To strengthen access to education for girls in rural communities, **125 bicycles were distributed to girl students** across five locations in Gujarat, Uttar Pradesh, and Haryana, in collaboration with NHAI and local government schools.

By easing daily travel challenges, this initiative supports regular school attendance while fostering independence and confidence among young students. More than a mode of transport, each bicycle represents opportunity, which helps girls stay in school, pursue learning consistently, and move forward with self-belief.

Strengthening safety through awareness and access



ગોધરા અભયમ ટીમ દ્વારા મહિલા જાગૃતિ કાર્યક્રમનું આયોજન

12 Aug 2025 12:08:00 pm IST Ajodhya Pur Godhra Gujarat

વાત્સલ્યમ્ સમાચાર
નિલેશભાઈ દરજી શહેરા

પંચમહાલ જિલ્લાના ગોધરા શહેરની પીપલ ટ્રી કાઉન્ડેશન સંસ્થામાં, અભયમ 181 મહિલા હેલ્પલાઈનની ટીમ દ્વારા એક ખાસ જાગૃતિ કાર્યક્રમનું આયોજન કરવામાં

મુશ્કેલીના સમયે 181 મહિલા હેલ્પલાઈન પર કોલ કરીને મદદ માંગી શકે છે. આ સેવા ચોવીસ કલાક વિનામૂલ્યે ઉપલબ્ધ છે અને જરૂરિયાતમંદ મહિલાઓને મદદ, માર્ગદર્શન અને બચાવની સેવાઓ પૂરી પાડે છે.દીપલ પટેલે વધુમાં

An awareness session on the Gujarat Government's 181 Abhayam Helpline was conducted to **educate girl students on women's safety, rights, and access to emergency support.** The session highlighted the helpline's 24×7 services, including counseling, emergency rescue, and on-ground response through a dedicated fleet of Abhayam Vans.

Led by Ms. Dipiliben Patel along with the Abhayam team, the interaction focused on practical guidance: how to use the helpline effectively, when to seek help, and the importance of speaking up without fear. The initiative reinforced a clear message: safety begins with awareness, and knowing where to turn can make all the difference.

Two *Truths* and *a Myth* :Infra edition

- Asphalt roads expand and contract with temperature changes.
- Regular inspections help extend highway asset life.
- Highways require maintenance only after visible damage appears.



Your challenge: Identify the myth!





Moving the needle from knowledge to nourishment

Under Project Kamdhenu, we marked National Milk Day by reinforcing our commitment to rural livelihoods and sustainable agriculture. In collaboration with Gujarat Road and Infrastructure Company Ltd. (GRICL) and BAIF, a **scientific livestock awareness program** was organised at Juna Samalaya Village, honouring the legacy of Dr. Verghese Kurien.

The programme reached 120+ farmers, offering expert guidance on animal health, scientific feeding practices, vaccination protocols, and improving milk productivity. As part of the initiative, Vemicon Mineral Mixture was also distributed to support livestock nutrition and long-term productivity.

Project Kamdhenu continues to work across 20 villages, supporting farmers through regular animal health camps, artificial insemination services, training programmes, and fodder development.

Healthcare beyond clinics, and onto highways



On World AIDS Day, an awareness drive was conducted at the Bhathwada Toll Plaza under Project Niramaya, in partnership with Godhra Expressway Pvt. Ltd. (GEPL) and Apollo Tele Health. The initiative, which reached over 250 commuters and local residents, **created awareness around HIV prevention, the importance of early testing, and access to treatment.**

Through initiatives like these, Project Niramaya continues to extend essential healthcare services to ensure that timely medical support and awareness reach people where they travel, work, and live.





A new highway to education opens up

Vertis Infrastructure Trust, in partnership with NHAI, has **launched Project Aarohan, a national scholarship initiative designed to support the educational journeys of meritorious children of NHAI toll plaza employees.** The programme was inaugurated at the NHAI Headquarters by Shri Santosh Kumar Yadav, IAS, Hon'ble Chairman, NHAI, marking a meaningful step towards educational equity.

In its first phase, Project Aarohan will **support 500 students from economically challenged backgrounds, offering annual scholarships of ₹12,000 for Classes 11 and 12, and ₹50,000 for students pursuing postgraduate or technical education.** Implemented by BharatCares (SMEC Trust), the initiative is merit-based and complemented by career guidance and mentorship.



We didn't just celebrate. We committed.

This Raksha Bandhan, celebrations across Vertis carried a deeper meaning. Through Suraksha Bandhan, the festival of protection became a shared pledge for safety.

Under the theme **'Promising safety to each other',** teams across the Head Office and project sites came together to reaffirm a simple but powerful belief: safety is a collective responsibility. Safety bands were tied, pledges were exchanged, and voices from across the organisation echoed a shared commitment to look out for one another—on site, on the road, and at work.

This Suraksha Bandhan initiative served as a reminder when we promise to protect each other, safety becomes more than a rule; it becomes a culture we live by every day.

Equipping teams to prevent the next crash



To strengthen on-ground road safety capabilities, a **Scientific Crash Investigation and Safe Patrolling Training Workshop** was conducted at the Gujarat Road And Infrastructure Company Limited (GRICL) project site on 10 November 2025, in collaboration with SaveLife Foundation. The workshop brought together nearly 50 participants, including safety teams from Vertis SPVs, local traffic police, and RTO officials.

The training focused on **evidence-based crash investigation,** covering systematic site assessment, accurate documentation of crash evidence,and analysis of human, vehicle, and infrastructure-related factors. Participants were also trained on safe patrolling protocols effective breakdown vehicle management, lane discipline enforcement, and correct emergency response procedures, which are key to preventing secondary crashes and improving highway safety outcomes.

NextSafe: Bringing safety to the frontline

To strengthen safety awareness at the ground level and embed consistent safety behaviour across projects, we have launched the VERTIS NextSafe series - scripted animation modules designed to clearly communicate our safety protocols to frontline teams.

The series is structured in three focused modules:

1. Working with Live Traffic Safety
2. Incident Management Safety
3. Toll Operations Safety.

We rolled out series 1 in September 2025, which marked the first step in translating safety procedures into practical, easy-to-understand guidance. By using visual storytelling and scenario-based learning, NextSafe aims to improve message penetration, reinforce safe practices on site, and steadily strengthen our safety culture where it matters most.



Learning Lab

Learning that moves people & performance forward.



VertiNext: Preparing leaders for what's next

VertiNext, a focused **two-day leadership development workshop,** was held on 23rd and 24th July 2025 and facilitated by Varun Harnal. The programme is designed to **build a strong cohort of future leaders** equipped to navigate complexity, lead with influence, and support Vertis' growth trajectory.

The workshop emphasised strategic thinking, executive presence, collaboration across functions, and leading effectively in high-stakes environments. VertiNext will continue through individual coaching sessions planned during FY26, reinforcing self-awareness, communication, and the ability to lead teams at scale as the organisation evolves.

Bringing new leaders into the Vertis culture



As Vertis continues to expand its portfolio, new Project Managers have come on board to lead critical assets across the network. To ensure alignment with our values, expectations, and ways of working, a **dedicated Cultural Assimilation session** was conducted in Mumbai on 18th September 2025. The session focused on building a shared understanding of Vertis' organisational culture, compliance framework, operational practices, and leadership expectations.



Decoding crashes to prevent the next one

On 10th November 2025, we conducted a focused training on **Crash Incident Investigation for HSE Managers across all SPVs**, led by Mr. Priyankit Panwar. The programme was designed to strengthen scientific crash investigation capabilities, with emphasis on accurate evidence collection, data analysis, and identification of root causes. The interactive session also addressed safe patrolling practices, highlighting how consistent investigation and enforcement protocols can reduce risk exposure and improve both preventive patrolling and post-crash response.







Engineering longevity by building pavements that last

As part of our commitment to ensuring durable, safe, and high-quality pavements, we conducted a specialized training on **'Quality and Maintenance of Flexible and Rigid Pavements'** at IIT Bombay on 16th and 17th October 2025. Led by Prof. Dharamveer Singh, the programme brought together maintenance managers from 28 projects, blending academic rigor with on-ground application.

The training focused on practices to extend pavement life through preventive maintenance, improve quality, reduce long-term costs, and adopt sustainable practices, including the use of recycled materials. Participants strengthened their understanding of managing common pavement distresses, protecting structural layers, and implementing resilient O&M strategies.

Turning incidents into insights



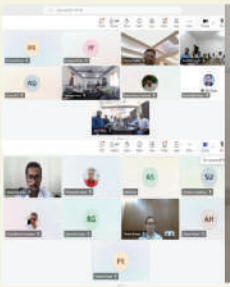
To strengthen our safety culture and move closer to our goal of zero fatalities, we conducted a focused training on **Accident Investigation using the ICAM methodology for Operations & Maintenance teams.** The session equipped participants with structured techniques to identify root causes behind incidents, near-misses, and unsafe conditions, ones that go beyond symptoms to address systemic gaps. The training emphasized accurate data collection, causal analysis, and corrective action planning, enabling teams to prevent recurrence, reduce risk exposure, and improve on-ground safety outcomes.

Aligning minds, methods and maintenance



With the expansion of our asset portfolio and the onboarding of new maintenance teams, reinforcing a shared way of working has become essential. On 15th October 2025, we conducted a Cultural Synergy session for Maintenance Managers across SPVs and projects. The session focused on building a common understanding of Vertis' values, expectations, and operational approach, enabling teams to manage day-to-day maintenance activities with greater consistency, clarity, and coordination.

Zero tolerance. Total respect.





A safe workplace goes beyond physical safety. It begins with dignity, respect, and shared responsibility. To reinforce this commitment, we conducted **Gender Sensitization and PoSH Act awareness sessions for Head Office and SPV employees,** led by Dr. Deepa Sharma. The sessions focused on building awareness around the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, while **encouraging open dialogue on respectful behaviour, professional conduct, and inclusion.**

On the fast track to learning

Expressway Exchanges, an internal forum designed to move ideas, insights, and experience swiftly across the organization, encourages teams to learn from one another, stay curious, and build collective capability beyond functional silos. This quarter, sessions focused on innovative financing approaches shaping infrastructure platforms and a walkthrough of dispute resolution processes, offering employees sharper context on both value creation and risk management across the asset lifecycle.



Speaker: Rahul Nadkarni
Topic: Innovative Financing
10th November 2025



Speaker: Anurag Tripathi
Topic: Dispute Resolution Process
23rd December 2025

Discover the power of our *'hidden brain'*



The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives by Shankar Vedantam explores the **powerful role our unconscious thinking plays in everyday decisions,** often without us realizing it. Drawing from psychology, neuroscience, and real-world stories, the book reveals how hidden biases, social influences, and automatic mental processes quietly shape our judgments, relationships, and even large-scale societal outcomes. It's a fascinating reminder that understanding what happens beneath conscious thought can help us make more thoughtful choices in both personal and professional life.

Activity Centre

Training sessions designed to sharpen skills and fuel growth.





Celebrating the light we bring to work

Diwali at Vertis was a reminder that the true light of the workplace comes from its people. **Colleagues came together to celebrate the Festival of Lights with warmth, shared laughter, and festive cheer,** creating moments that went beyond rituals and decorations.

The celebration reflected what defines Vertis at its core - a workplace energized by people who support one another, celebrate together, and carry that spirit into everything they do. As diyas were lit and good wishes exchanged, the day captured the collective glow that keeps our journey moving forward.

Turning wellness into a team sport



The Vertis Wellness League transformed wellbeing into a shared movement across the organization. Designed to boost engagement, collaboration, and healthier habits, the initiative brought employees together through a **two-phase, team-based wellness challenge focused on physical activity and BMI improvement.**

Ten teams were thoughtfully formed based on average weight and BMI, with creative rules and app-based score tracking ensuring transparency, motivation, and healthy competition. From daily step targets and BMI milestones to cross-team battles and family participation, the League kept momentum high while making fitness inclusive and fun.

The collective impact was remarkable: 80 employees, 10 teams, an individual average of 9,493 steps per day, and a staggering 3.1 crore steps walked. That is even more than the steps taken to walk from Kashmir to Kanyakumari and back! More than numbers, the Vertis Wellness League reinforced a simple truth: when health becomes a shared goal, everyone moves forward together.

The season of giving, lived the Vertis way



Christmas at Vertis was less about decorations and more about connections. Through our Secret Santa exchange, teams paused from their routines to do something simple yet powerful: think of someone else. Thoughtful surprises, shared laughter, and small moments of joy reminded us that the spirit of the season lies in generosity, not grandeur.

That spirit extended beyond our workplace. **Our team members visited the Unicorn Child Development Centre** to spend the day with 20 special children, sharing gifts, sweets, festive meals, and, most importantly, time. Conversations about dreams, games filled with laughter, and songs sung together turned the celebration into something truly memorable.



Making success a family affair

The Gujarat Road and Infrastructure Company Limited (GRICL) get-together saw colleagues and their families enjoy an evening that celebrated achievement, gratitude, and camaraderie. The event opened with a warm address from the CEO, who reflected on GRICL's journey, milestones achieved, and the shared effort that has driven the organisation forward. Next, Vidyadhar Dabholkar, Vice President, HR & Admin, expressed sincere appreciation for employees' dedication and acknowledged the vital role families play in enabling sustained performance. He also shared the vision of making this gathering an annual tradition to strengthen community and connection.

Adding to the recognition, Mittal Jain, General Manager, O&M, applauded teams for their operational excellence, particularly highlighting the improved performance in traffic exemption control at AMRP.

The celebration also honoured long-serving employees with awards for their long-term service, followed by music, dance, and a gala dinner, making it an evening that truly reflected GRICL's culture of commitment, gratitude, and togetherness.

Eating better to feel better



On World Mental Health Day, **we reaffirmed our commitment to holistic well-being with a focused session on Nutrition & Meal Planning, led by Ms. Disha Shah, Certified Nutritionist.** The session explored how nutritional quality directly impacts mental health, energy levels, BMI, hunger cues, and metabolism.

Employees gained practical insights into balanced eating, understanding calorie quality, and how nutrition influences brain pathways linked to appetite and satiety. By connecting food choices with physical activity and mental wellness, the session reinforced a simple truth: sustainable well-being is built through informed, everyday decisions.

Climbing higher to leave lighter footprints



This August, over 35 Vertizens, along with their families, came together for a **trek to Matheran** that tested endurance, deepened bonds, and reinforced our shared values. Some took on the demanding Garbett Plateau climb - 14 kilometres over 7 hours with more than 1,000 metres of elevation gain - while others supported the journey in their own way.

Along the trail, the **team collected over 15 kilograms of plastic waste,** turning the trek into a meaningful act of environmental responsibility. The day concluded with a soulful musical evening under the stars, which reminded us to reflect, reconnect, and celebrate togetherness.



Connections and celebrations to bring alive the spirit of Vertis



The Vertis Annual Offsite 2025 brought together 260 employees and family members for a four-day gathering in Sri Lanka, which created an opportunity to strengthen connections, celebrate shared achievements, and spend meaningful time together outside the workplace.

Across the trip, participants explored scenic coastal destinations, enjoyed curated sightseeing experiences, and came together for vibrant evening celebrations that encouraged interaction, recognition, and team bonding. The offsite blended leisure, engagement, and togetherness, reinforcing the spirit of collaboration that continues to shape Vertis' journey.

Highlights:

- Exploration of Galle Fort and Unawatuna coastline
- Whale-watching and dolphin-spotting experience at Mirissa
- Madhu River boating and turtle hatchery visit
- 'Neon Lights' a beachside celebration
- Gala dinner featuring electrifying performances, employee-led performances, and live music

The offsite served as a reminder that strong teams are built not only through shared goals at work, but also through shared experiences that bring people and families closer together.

Wall of Fame

Celebrating the achievers among us.

Safety has many faces.

Meet our Q3 HeRo Winners.

The HeRo program celebrates individuals who go beyond routine responsibilities to identify hazards, prevent incidents, and protect lives. In Q3, these colleagues stood out through decisive action, situational awareness, and an unwavering commitment to safety.

Projects	Winners
• **Ateli Narnaul Highway Private Limited (ANHPL)** • **Rewari Ateli Highway Private Limited (RAHPL)** • **Gurgaon Sohna Highway Private Limited (GGSPL)** • **Rewari Bypass Private Limited (RBPL)**	 **Deepak Behra,** Sr. Executive Accounts **Saurabh Dash,** Asst. Manager Accounts **Shashi Kumar,** Asst. Manager HR
• **Swarna Tollway Private Limited**	 **Venkat Muni (ATS),** Budanam **G. Prakash (TS),** Sullurupet (TBR Infra) **Phani Kumar (TS),** Nellore (TBR Infra) **Ramesh,** Sullurupet Manager **Vikram,** Nellore Manager **Dileepu Kumar Reddy,** Budanam Manager **Nagaraj,** Maintenance Sr. Manager **Suresh K,** Maintenance Asst. Manager **Munieah,** E&M Asst. Manager **Mouli Mastan,** Maintenance Engineer **P. Suresh,** Sr. Engineer (KAR Infra) **Sunny,** Mobile Zone Supervisor (KAR Infra) **Balu,** Section 3 Supervisor (KAR Infra) **Rajendra,** Section 2 Supervisor (KAR Infra) **Kiran,** Section 1 Supervisor (KAR Infra) **Ramanaiah,** Section 1 Supervisor (KAR Infra)
• **Unnao Highways Private Limited**	 **Amit Kumar Singh,** Document Controller
• **Swarna Tollway Private Limited**	**Jaya Prakash,** Toll Manager **Bujji Babu,** Shift In-charge **Vejey Deepak,** Maintenance Manager **Siva Sankar,** Maintenance Engineer **Srinu,** Maintenance Supervisor
• **Bithur Kanpur Highways Private Limited**	**Anil Sharma,** Maintenance Manager **Bhaskar Bai,** Maintenance Engineer **Yashwant,** Supervisor

Safety forward

>>> The next phase of our commitment >>>

As we move ahead, our focus on safety becomes sharper and more deliberate.
The next phase of our journey is defined by the actions we take to strengthen systems, reduce risk, and embed safety deeper into how we operate every day.

01. Advancing technology & automation

Reducing human exposure through smarter systems

- Mechanised solutions (e.g. grass cutting equipment)
- Increased use of automation in routine O&M activities
- Technology-led risk identification and monitoring

02. Strengthening safety infrastructure

Deploying proven systems that protect lives on the ground

- Expanded use of Truck Mounted Attenuators (TMAs)
- Enhanced work-zone protection measures
- Continuous upgrade of safety equipment across corridors

03. Investing in our frontline teams

Building capability where it matters most

- Ongoing training and skill development
- Strengthening emergency response readiness
- Reinforcing accountability at every level

04. Reinforcing safety culture

Making safety a shared and recognised responsibility

- Incentive and recognition programmes
- Behaviour-led safety initiatives
- Encouraging ownership across teams and partners

This is the shift we are making: From intent to action, from systems to behaviour, from responsibility to accountability.

**Because in the end, safety is not built by processes alone.
It is upheld by people, every single day.**