

BUILDING BEYOND BOUNDARIES

“A Monthly Window into MFAR Constructions”

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Compiled & Designed: Adith Arun, Manager BD

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After 26 Remarkable Years



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Message from CEO:

Dear Team,

Teamwork is the heart of our success. By collaborating, supporting each other, and combining our strengths, we achieve more than we ever could alone. Let's keep fostering trust, communication, and unity to reach new heights together. Thank you for making teamwork our greatest strength.

Zakir Hussain Shaik
CEO, MFAR Constructions Private Limited



Building People Strength to Build Business Strength

“A CHRO’s Perspective”

- Rekha Nagaraj
CHRO, MFAR Constructions Pvt Ltd

In the real estate industry, success is measured not only by the structures we create but by the people who bring those structures to life. As CHRO, I firmly believe that our workforce is our strongest foundation, and strengthening this foundation is key to driving sustainable business growth. Real estate is a complex, high-pressure sector where project timelines, quality excellence, and customer experience determine our competitive edge.

While engineering and design shape our skyline, it is our people who turn blueprints into reality. My focus has always been on aligning people strategy with business strategy—ensuring every project is supported by capable, committed, and site-ready talent.

One of the most critical levers for business success is talent readiness and development. By strengthening manpower planning, rolling out competency-based recruitment, and ensuring continuous skill-building, we are enabling every project to begin strong and progress smoothly.



This reduces delays, improves quality, and increases productivity—directly enhancing profitability.

Equally important is leadership capability. Our project managers and site leaders drive execution every day, often under tight timelines. We continue to invest in developing leaders who can communicate effectively, solve problems with agility, and build high-performing teams. Strong leadership at every level ensures operational discipline and creates a workplace where accountability thrives. A culture of clarity, performance, and recognition is vital for stability in this industry. Through structured KRAs/KPIs, milestone-linked incentive programs, and a transparent performance system, we ensure that every employee knows their contribution to our organization’s success.



As the industry transitions into a more digital and customer-centric future, HR is leading the adoption of technology-driven people practices. From digital HR systems to data-driven decision-making and mobile-enabled communication for site teams, we are building an ecosystem that increases efficiency, enhances transparency, and reduces operational leakages.

The real estate sector is evolving rapidly, and so must our people capabilities. My commitment as CHRO is to continue building a future-ready workforce—one that upholds our values, embraces innovation, and delivers excellence with pride. Together, we are not just constructing buildings; we are building a strong culture, a resilient organization, and long-term business success.

Industry Pulse

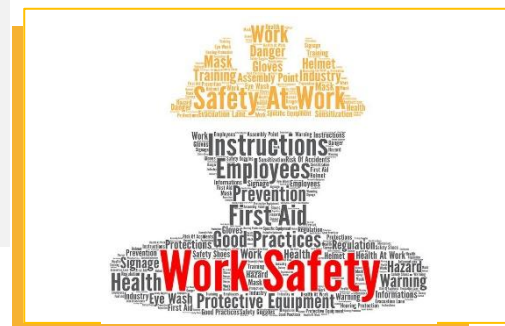


Why Management Commitment Matters in Health & Safety

- Prameesh Kumar AK
Head (EOHS)

In the construction industry, health and safety are not just compliance requirements—they are essential pillars that protect workers, safeguard assets, enhance productivity, and reinforce organizational reputation.

Among all factors influencing workplace safety, management commitment stands as the most significant driver of a strong safety culture. Without leadership support, even the best safety systems, procedures, and equipment fail to deliver results.



Construction environments are dynamic, high-risk workspaces involving working at height, heavy machinery, electrical hazards, excavation activities, chemicals, and time pressure. In such settings, proactive leadership ensures that safety becomes a priority rather than an afterthought.

Research and industry experience consistently show that when management actively supports safety:

- Accident rates decrease.
- Employee morale and trust increase.
- Compliance standards improve.
- Productivity and quality outcomes strengthen.

“Safety is not just a rule—it is a core value.”



Industry Recognition:



Our chairman,

Dr. P. Mohamed Ali appointed

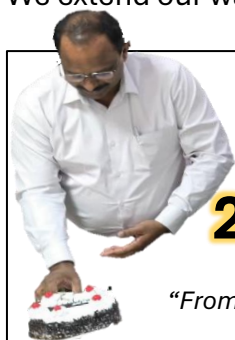
Chancellor of Oman's National University

We are proud to share that our **Chairman, Dr. P. Mohamed Ali**, has been appointed **Chancellor of the National University of Science & Technology, Oman**. This prestigious appointment reflects his outstanding contributions to industry, education, and nation-building.

Dr. Mohamed Ali has played a pivotal role in establishing leading schools, engineering institutions, and a medical college in Oman—impacting thousands of students over the years. His visionary leadership and commitment to quality education were key factors in the University Board's unanimous decision.

As Chancellor, he will guide the National University in strengthening academic excellence, innovation, and global engagement.

We extend our warm congratulations to **Dr. P. Mohamed Ali** on this remarkable recognition.



Farewell to Our COO After 26 Remarkable Years at MFAR

"From Site Engineer to COO: A Journey of Passion, Perseverance and Progress"



Mr. Rajesh's 26-year journey at MFAR reflects true dedication. From a young Site Engineer to COO, he grew through passion, hard work, and an unwavering drive to solve challenges. A true go-getter and respected mentor, he guided teams, inspired young engineers, and consistently worked beyond boundaries. His leadership and commitment have left a lasting legacy.

We extend our heartfelt gratitude and wish him the very best ahead.

Cheers to Our Birthday Stars!

- | | | |
|---|--------------------------------------|--|
| 1. Karthick R, Sr. GM | 9. Sitaram Maharana, Sr. Foreman | 15. Abishek Guru P, Engineer (BBS) |
| 2. Debabrata Guchhait, Jt. AGM | 10. Suman Kumar, Project Engineer | 16. Rohit Singh, Assistant (Stores) |
| 3. Vinodh Kumar R C, Sr. Manager (HR&A) | 11. Sandeep R, Engineer (Planning) | 17. Paresh Mahata, Electrician |
| 4. Nandana H V, Manager (Quality) | 12. Rahul Kumar Singh, Site Engineer | 18. Binod Kumar, Supervisor (Plumbing) |
| 5. Prashantha, Dy. Manager (Contracts) | 11. Yathisha, Site Engineer | 19. Pabitra Jena, Plumber |
| 6. Umraz Khan M, Sr. QS | 12. Vinay Karthik, Site Engineer | |
| 7. Ajeet Yadav, Sr. Site Engineer | 13. Deekshith S R, Site Engineer | |
| 8. Babson Binu, Sr. Executive (EOHS) | 14. Dhananjaya, Site Engineer | |

Team Transitions

Onboarding Highlights

1. **Krishnamurthy Siva Subramanian,**
VP (Projects), Vaishnavi at One
2. **RVS Veeravel,**
Construction Manager, Vaishnavi at One
3. **Ravichandra,**
Construction Manager, DPS Hennur
4. **Manohar P,**
Dy Manager (Eng.), Cloud Forest
5. **Shailendra S Jamadar,**
Dy. Manager (P&M), Lodha
6. **Savithri,**
Sr. Q.S, Yamuna Skycity
7. **Gururaj N,**
QS, Vaishnavi at One
8. **Pradosh Lenka**
Surveyor, Cloud Forest
9. **Balarama Nahak,**
Assistant EOHS, Cloud Forest
10. **Senthilkumar S,**
Sr. Site Engineer, Cloud Forest
11. **Johnsonselvaprakash**
Sr. Site Engineer, Godrej MSR



Initiatives & Moments



Expedeon ERP Training Concluded!

We are pleased to inform you that the Expedeon ERP Training program across departments has been successfully concluded. We appreciate everyone's active participation and cooperation throughout the sessions.

QS Coordination Meet at H.O

Headed by the CEO and CHRO, the meet covered project reviews, KRA finalisation, and streamlining the reporting structure.



25th Conference on GAS in India

Adith Arun from Business Development represented our company as a delegate in the conference.

Skill Development Program for EOHS

Organised a skill development program for EOHS Staff at HO on 21st November 2025.



EOHS Mass Meeting

First Aiders Certificate Course at BIRLA Site



Quality Month Celebrations



Brain Builder: This Month's Quiz!

READY TO GET REWARDED?

Test your knowledge and stand a chance to be featured as our

Quiz Champion of the Month!

Question:

Which country invented the modern concept of reinforced concrete?

Send your answer to: [bd@mfarconstructions.com]

The first correct response received by email will be declared the winner in next month's issue with an exciting reward!!

WINNER : Raj Maxim Rodrigues, Executive F&A

ANSWERS:

Q: Which is the tallest railway bridge in India?

Ans: **Chenab Rail Bridge:** Located in Reasi district, it is the world's highest railway arch bridge, standing **359 m tall—35 m** higher than the Eiffel Tower.



SCAN

For Previous Editions



Order Book Position

**Total Order Book Value
INR 1200 Cr.**



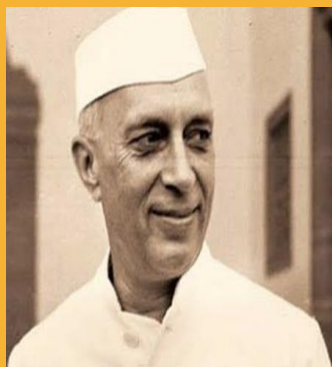
Residential Projects
23 Projects, INR 1117 Cr.



Commercial Projects
3 Projects, INR. 59 Cr.



Institutional Projects
2 Projects, INR. 24 Cr.



Children's Day, 14th November – remembering the vision of "Chacha Nehru"

**“Failure comes only when we forget
our ideals and objectives and
principles”**

– Jawaharlal Nehru

From the Editor's Desk

We sincerely appreciate your responses and feedback. As we bring you the third edition, we look forward to your continued thoughts, suggestions, and ideas for improvement."

Kindly share your thoughts at: bd@mfarconstructions.com

— Adith Arun, Manager Business Development (Infrastructure)



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