

HEMADRI CEMENTS LIMITED

FAMILIARIZATION PROGRAMME FOR INDEPENDENT DIRECTORS

1. PREAMBLE

1.1 In terms of SEBI LODR 2015 as amended, the Company is required to familiarize its Independent Directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc., through various programmes.

1.2 Also, in terms of Schedule IV of the Companies Act, 2013 the Independent Directors are required to undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company.

2. DETAILS OF FAMILIARIZATION PROGRAMME

2.1 The Company has been familiarizing the Independent Directors on its Board, on a quarterly basis, with detailed discussions on the Company and its operations and business plans, the nature of industries in which the Company operates and the model of its respective businesses.

2.2 In addition to such quarterly familiarization made at Board Meetings, the Company also schedules additional dedicated Board Meetings at which specific aspects of the Company's business plans and future outlook are reviewed and discussed.

2.3 To enable Independent Directors to get familiarize themselves on the business of the Company, at their request, meeting with any of the Business Heads or Members of Senior Management Team, is also facilitated.

2.4 The Independent Directors are also sensitized on their roles, rights and responsibilities in the Company.

2.5 The Chief Financial Officer and/or the Company Secretary provides either through email or during the Board meetings, regular updates on relevant changes in Company Law and the Listing Agreement to ensure that its Independent Directors are kept abreast on these regulations.

3. FAMILIARIZATION FRAMEWORK FOR NEW INDEPENDENT DIRECTORS

3.1 The Company provides brief introduction on its operations when a new Independent Director joins the Board of the Company.

3.2 The induction comprises a detailed overview of the business of the Company and meetings with business heads / senior leadership team at which time, the Independent Director is

familiarized with various aspects of the Company's business including the industries in which such businesses operate.

4. PROGRAMME AND DISCLOSURE:

Familiarization Programme shall be conducted at regular interval covering Programmes as disclosed in section 2 of this document.

5. REVIEW OF THE PROGRAM:

The Board will review this Program and make revisions as may be required