

The familiarization program for Independent Directors is outlined herein pursuant to Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015. The familiarization program aims to provide Independent Directors with the manufacturing of welding consumable Industry, Capital market, financial expertise, and mining sector and Infra scenario, the business model, the operational and financial performance of the Company, to update the Independent Directors on a continuous basis on significant developments so as to enable them to take well informed decisions in a timely manner. The familiarization programme also seeks to update the Independent directors on the roles, responsibilities rights and duties under the Companies Act 2013 and other relevant legislations.

**INDUCTION, TRAINING AND FAMILIARISATION PROGRAM FOR THE INDEPENDENT DIRECTORS:**

S. No.	Name of the Independent Director	No. of Programs attended during the year	Total programs attended on cumulative basis	No. of Hours spent during the year	Venue of the programs	Topic of the Program
1	CA Somendra Sharma	10	40	40	Indore Chapter of ICAI	SEBI (LODR) Regulations, GST, Company Law, NCLT, IBC, Stamp Act, Budget Seminar and Green Energy
2	CMA Dr. Niranjana Shastri	25	100	120	Indore chapter of CMA & CS, coordinate of Various programme of NMIMS Indore	
3	CA Anit Saklecha	10	40	40	Indore Chapter of ICAI	

On appointment, the concerned director is issued a Letter of Appointment setting out in detail, the terms of appointment, duties, responsibilities and expected time commitments.

Each newly appointed Independent Director is taken through a formal induction program including the presentation from the Managing Director and other Senior Executives on the Company's manufacturing, marketing, finance and other important aspects of the

Company's business. Relevant literature relating to the Company such as Annual Reports etc. are provided to the Independent Directors on their appointment.

The Company Secretary sends a formal letter to the Directors about their legal and regulatory responsibilities as a director and the compliances required of them under the Companies Act 2013 and applicable SEBI Regulations.

The induction for Independent Directors includes interactive sessions with Executive Members and other Functional Heads and also includes a visit to the manufacturing site, so as to familiarize them about the cement manufacturing and other related aspects.

At various Board meetings during the year, particulars will be made available to the Board on the operations of the Company, market share, pricing strategy, financials, risks and mitigation plans, initiatives on health and safety, compliances, major litigation, regulatory scenario etc. On the matters of specialized nature, the Company engages outside experts/consultants for presentation and discussion with the Board members as and when necessary.

**REVIEW:**

The programme shall be periodically reviewed and brought in conformity with statutory and regulatory requirements, if any.

**DETAILS OF THE PROGRAMES ATTENDED BY THE INDEPENDENT DIRECTORS**

The details of the programs attended by the Independent Directors are as under:

**For Annual Report:**

**FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

The familiarization programme aims to provide Independent Directors with the cement industry scenario, the socio-economic environment in which the Company operates, the business model, the operational and financial performance of the Company, significant developments so as to enable them to take well informed decisions in a timely manner. The familiarization programme also seeks to update the Directors on the roles, responsibilities, rights and duties under the Act and other statutes.

**The policy on Company's familiarization**

The Policy and the programs attended by the Independent Directors is posted on the Company's website at: [www.dnhindia.com](http://www.dnhindia.com)