

JK LAKSHMI CEMENT LIMITED

Terms & Conditions of Appointment of Independent Directors

1. The Company has following four Independent Directors (INDs):

- (i) Shri N.G. Khaitan - Reappointed for a second term of five consecutive years w.e.f 31st August 2019;
- (ii) Shri Ravi Jhunjhunwala - Reappointed for a second term of five consecutive years w.e.f 31st August 2019;
- (iii) Amb. Bhaswati Mukherjee - Reappointed for a second term of five consecutive years w.e.f. 28th March 2022;
- (iv) Shri Sadhu Ram Bansal - Appointed for a term of three consecutive years w.e.f. 1st July 2022.

2. **Duties**: The aforesaid INDs shall:

- (i) ensure compliance of the applicable laws including the prescribed Code for INDs under schedule IV of the Companies Act, 2013 and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- (ii) provide his expertise and experience in the functioning of the Board and the Committees of the Board with the terms of reference approved by the Board.
- (iii) strive to attend all meetings of the Board of Directors and of the Board Committees of which he is a member and also the general meetings of the Company and hold at least one meeting in a year without the attendance of Non-Independent Directors and members of management.
- (iv) maintain independent status and make requisite disclosures as prescribed under the applicable laws. INDs to also maintain confidentiality of information pertaining to the business and affairs of the Company.
- (v) not indulge in any insider trading in the Company's shares, should not have any direct or indirect interest that conflicts with the interest of the Company, shall not achieve any undue gain or advantage from the Company either to himself or to his relatives, partners or associates.

3. **D&O Insurance**: The Company has taken a D&O Liability Insurance Policy to indemnify the INDs.

4. **Code of Conduct**: INDs shall abide by the Code of Conduct for Members of the Board and Senior Management as laid down by the Company.

5. **Remuneration**: INDs shall be paid sitting fees and be entitled to reimbursement of expenses for attending the Meetings of the Board/Committee of Directors and also entitled to Profit sharing commission as may be decided by the Board from time to time.