

Penna Cement Industries Limited

Criteria for making payments to Independent Directors and Non-Executive Directors

The Independent Directors and Non- Executive Directors will be paid Sitting Fees and reimbursement of any actual or out of pocket expenses incurred for attending the meetings of the Board and its Committees.

Quantum of sitting fees is Rs. 25,000/- per meeting, for attending the meetings of the Board and its Committees.

The Sitting Fees paid to Independent Directors and Non- Executive Directors will be within the limits specified under the Companies Act, 2013.