

DETAILS OF FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

As per SEBI (Listing Obligation and Disclosure Requirements) Regulations 2015 (“**Listing Regulations**”), Nirma Limited (“**the Company**”), being High Value Debt Listed Company is required to comply with the regulation 25(7) of Listing Regulations as may be amended, from time to time.

In line with the requirements of the Listing Regulations, the Company shall familiarise the independent directors through various programmes about the Company, including the following:

- (a) **nature of the industry** in which the Company operates;
- (b) **business model** of the Company;
- (c) **roles, rights, responsibilities** of independent directors; and
- (d) any other relevant information.

To provide insights into the Company, the Company shall familiarise the independent directors with the Company, their roles, rights and responsibilities in the Company, nature of the industry and environment in which the Company operates, the business model of the Company, etc. through various programmes.

The Company believes that effective familiarisation program helps the Independent Directors not only to have greater insight into Company’s business but also contributes effectively in decision making at Board / Committee meetings.

Nature of industry in which the Company operates and **business model** of the Company are apprised to the independent directors at the time of appointment. The Company also arranges site visits to the manufacturing facilities of the Company as and when required, apprising the directors about operations of the Company and internal policies and practices, regulatory framework etc.

The independent directors are made aware of their **roles, rights, responsibilities** through a letter of appointment/reappointment along with the terms and conditions of their engagement.



The terms of the appointment of independent directors are also uploaded on the Company's website.

Further, during the meetings of the Board of Directors and / or Committees, Managing Director and Chief Financial Officer of the Company gives presentation periodically on financial performance and operations of the Company.

Secretarial department of the Company informs the independent directors material changes in the regulatory environment through information / presentations at the meetings, whenever required.

The familiarisation program will be reviewed from time to time as required. The Company shall disseminate on its website, the summary of familiarization programs imparted to independent directors including the number of programmes attended by independent directors (during the year and on a cumulative basis till date) and number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date) and other relevant details.

