

## ADC INDIA COMMUNICATIONS LIMITED

### **FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS**

(Pursuant to Regulation 25 (7) of SEBI (LODR) Regulations, 2015)

#### Preamble

Pursuant to the provisions of Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall familiarize the 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.

#### Purpose

The Familiarization Program shall aim at helping the independent directors to get an insight into the Company's business model and understand in depth various business operations and contribute significantly to the Company.

#### Familiarization Process

The Company shall through its Managing Director / Senior Managerial Personnel make presentations periodically to familiarize the Independent Directors with the business scenario, strategy, operations and functions of the Company.

Such presentations shall provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time.

The programs/presentations shall also help familiarizing the Independent Directors with their roles, rights and responsibilities.

The Company may circulate to the independent director business news and articles related to the industry in which the company operates and may provide specific regulatory updates from time to time.

The Company shall conduct an introductory familiarization program / presentation when a new Independent Director comes on the Board of the Company. The Company shall familiarize the new Independent Director with the Company profile, Company policies & code of conduct, Company mission, vision, and values, the Company structure, its history, major achievements, strength & weaknesses,

#### Disclosure of the Program

This Program shall be uploaded on the Company website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

#### Review of the Program

This Program shall be reviewed and changes made as and when needed.