

PANASONIC CARBON INDIA CO LIMITED
FAMILIARIZATION PROGRAMMES FOR
INDEPENDENT DIRECTORS
(In terms of Regulation 25(7) of SEBI Listing Regulations)

Background:

This Familiarization Programme for Independent Directors of Panasonic Carbon India Co Limited ('the Company') has been adopted pursuant to Regulation 25(7) of SEBI Listing Regulations, 2015 and including amendments thereof:

Purpose:

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations') requires listed companies to conduct Familiarization Programme for the Independent Directors so as to familiarize them with the Company, their roles, rights, responsibilities in the Company, nature of industry in which the Company operates, business of the Company etc.

The Directors of the Company are provided every opportunity to familiarize themselves with the Company, its management and its operations and above all Industry perspective and issues.

Familiarization Process:

- a. The Company through its Managing Director/ Senior Managerial Personnel conduct presentations periodically to familiarize Independent Directors with the strategy, operations and functions of the Company, business environmental scan, operations review, quarterly and annual results, budgets, Action taken reports, Statutory compliances etc.
- b. Such . Such programs / presentations/ meetings provide an opportunity to the Independent Directors to interact with the senior leadership team of the company, help them to understand the Company's strategy, business model and operations, service offerings, market trends, competition, organisation structure, risk analysis, internal control, compliance, finance, human resource, technology, quality, facilities and risk management and Industry scenario and such other areas as may arise from time to time.
- c. The Company also encourages the Directors to directly interact with the concerned operations team personnel
- d. The Company shall update the Independent Directors on changes in the relevant laws/ regulations from time to time.
- e. In case any new Independent Director is appointed on the Board of the Company, a customized induction program shall be organized for such new Director.

Disclosure:

This Disclosure shall be uploaded on the Company's website for public information and details of the same shall be provided in the Annual Report of the Company.

Review of the Program

The Board may review this program from time to time and make changes as may be deemed necessary.