

**LAKSHMI FINANCE & INDUSTRIAL CORPORATION
LIMITED**

FAMILIARIZATION PROGRAMME

FOR

INDEPENDENT DIRECTORS

All the Independent Directors are issued a formal letter of appointment through which they are made aware of their role and duties at the time of appointment.

Schedule IV to the Companies Act, 2013 mandates the Independent Directors to regularly update and refresh their skills, knowledge and familiarity with the Company. Further, Regulation 25(7) of the SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015, the listed entity shall familiarise the independent directors through various programmes about –

- the nature of the industry in which the listed entity operates;
- business model of the listed entity;
- roles, rights, responsibilities of independent directors; and
- any other relevant information

Accordingly, the Company has put in place a program to familiarize its independent Directors about the company's business, management structure, product portfolio, industry overview, internal control systems and processes, risk management framework, human resource management, etc.

The familiarization process will be revised from time to time in order to provide more information to Independent Directors to enable them to contribute significantly to the growth of the Company.

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2016-17

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	12.08.2016	Mr. R.Surender Reddy	Organisational Structure of the Company, nature of business	2:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	03.02.2017	Mr. R.Surender Reddy	Independent Directors – Appointment, role, etc.	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
	Mr. R.Surender Reddy	2	2	3:00	3:00
	Mr. Kapil Bhatia	2	2	3:00	3:00
	Mr.Keshav Bhupal	2	2	3:00	3:00
	Mrs. Madhurika Nalluri Venkat	2	2	3:00	3:00

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2017-18

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	28.07.2017	Mr. R.Surender Reddy	Insights into SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 and amendments thereto	2:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	06.02.2018	Mr. R.Surender Reddy	Board Committees, their role and importance	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
1	Mr. R.Surender Reddy	2	4	3:00	6:00
2	Mr. Kapil Bhatia	2	4	3:00	6:00
3	Mr.Keshav Bhupal	2	4	3:00	6:00
4	Mrs. Madhurika Nalluri Venkat	2	4	3:00	6:00

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2018-19

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	10.08.2018	Mr. R.Surender Reddy	Decoding the Companies (Amendment) Act, 2017	1:50
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	08.02.2019	Mr. R.Surender Reddy	Analysis of Indian Accounting Standards	1:50
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
1	Mr. R.Surender Reddy	2	6	3:00	9:00
2	Mr. Kapil Bhatia	2	6	3:00	9:00
3	Mr.Keshav Bhupal	2	6	3:00	9:00
4	Mrs. Madhurika Nalluri Venkat	2	6	3:00	9:00

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2019-20

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	09.08.2019	Mr. R.Surender Reddy	Understanding the SEBI (Prohibition of Insider Trading) Amendment Regulations, 2019	2:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	12.02.2020	Mr. R.Surender Reddy	Corporate Governance under SEBI (LODR) as amended - Insights	1:30
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
1	Mr. R.Surender Reddy	2	8	3:30	12:30
2	Mr. Kapil Bhatia	2	8	3:30	12:30
3	Mr.Keshav Bhupal	2	8	3:30	12:30
4	Mrs. Madhurika Nalluri Venkat	2	8	3:30	12:30

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2020-21

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	11.09.2020	Mr. R.Surender Reddy	SEBI (Substantial Acquisition of Shares & Takeover) Regulations, 2011 as amended - An Analysis	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	03.02.2021	Mr. R.Surender Reddy	Analysis of compliances prescribed under Companies Act, 2013 and rules made thereunder as amended till date	1:30
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
1	Mr. R.Surender Reddy	2	10	2:30	15:00
2	Mr. Kapil Bhatia	2	10	2:30	15:00
3	Mr.Keshav Bhupal	2	10	2:30	15:00
4	Mrs. Madhurika Nalluri Venkat	2	10	2:30	15:00

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2021-22

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs:Mins)
1	12.08.2021	Mr. R.Surender Reddy	Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	31.01.2022	Mr. R.Surender Reddy	SEBI's Framework for fines and Standard Operating Procedure (SOP) for suspension/ revocation of trading of securities	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
	Mr. R.Surender Reddy	2	12	2:00	17:00
	Mr. Kapil Bhatia	2	12	2:00	17:00
	Mr.Keshav Bhupal	2	12	2:00	17:00
	Mrs. Madhurika Nalluri Venkat	2	12	2:00	17:00

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2022-23

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	04.08.2022	Mr. R.Surender Reddy	SEBI (LODR) Amendment Regulations, 2021	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	10.02.2023	Mr. R.Surender Reddy	Related party transactions – A comprehensive analysis vis-à-vis Amendments effective April 2022	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
	Mr. R.Surender Reddy	2	14	2:00	19:00
	Mr. Kapil Bhatia	2	14	2:00	19:00
	Mr.Keshav Bhupal	2	14	2:00	19:00
	Mrs. Madhurika Nalluri Venkat	2	14	2:00	19:00

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2023-24

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	09.08.2023	Mr. R.Surender Reddy	SEBI (LODR) Amendment Regulations, 2023	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
2	07.02.2024	Mr. R.Surender Reddy	Insights - RBI (NBFC-Scale Based Regulation) Directions, 2023 notified w.e.f 19.10.2023	1:30
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
	Mr. R.Surender Reddy	2	16	2:00	21:00
	Mr. Kapil Bhatia	2	16	2:00	21:00
	Mr.Keshav Bhupal	2	16	2:00	21:00
	Mrs. Madhurika Nalluri Venkat	2	16	2:00	21:00

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2024-25

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	10.08.2024	Mr. R.Surender Reddy	Analysis of Indian Accounting Standards	1:00
		Mr. Kapil Bhatia		
		Mr.Keshav Bhupal		
		Mrs. Madhurika Nalluri Venkat		
		Mr.S.Suryanarayana		
2	10.02.2025	Mrs. Madhurika Nalluri Venkat	Appointment and role of Independent Directors – A critical analysis	1:30
		Mr.S.Suryanarayana		
		Dr.D.Nageswara Rao		
		Mrs.Shanthi Sree Bolleni		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
	Mr. R.Surender Reddy @	1	17	1:00	22:00
	Mr. Kapil Bhatia @	1	17	1:00	22:00
	Mr.Keshav Bhupal @	1	17	1:00	22:00
	Mrs. Madhurika Nalluri Venkat	2	18	2:30	23:30
	Mr.S.Suryanarayana *	2	2	2:30	2:30
	Dr.D.Nageswara Rao **	1	1	1:30	1:30
	Mrs.Shanthi Sree Bolleni #	1	1	1:30	1:30

@ Mr.R.Surender Reddy, Mr.Kapil Bhatia & Mr.Keshav Bhupal ceased to be directors of the company w.e.f 22.08.2024 owing to completion of second term

* Mr.S.Suryanarayana was appointed w.e.f 27.05.2024

** Dr.D.Nageswara Rao was appointed w.e.f 22.08.2024

Mrs.Shanthi Sree Bolleni appointed w.e.f 08.11.2024

FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS DURING FY 2025-26

Sl. No.	Date	Independent Directors on Board as on date of programme	Topic / Subject	Duration (Hrs : Mins)
1	12.08.2025	Mrs. Madhurika Nalluri Venkat	Amendments to SEBI (Prohibition of Insider Trading) Regulations, 2015	1:00
		Mr.S.Suryanarayana		
		Dr.D.Nageswara Rao		
		Mrs.Shanthi Sree Bolleni		
		Mr.Chalasani Ramaprasad		
2	11.02.2026	Mr.S.Suryanarayana	Corporate Governance – An analysis	1:00
		Dr.D.Nageswara Rao		
		Mrs.Shanthi Sree Bolleni		
		Mr.Chalasani Ramaprasad		

Details of hours spent by the Independent Directors in the above programmes:

Sl. No.	Name of the Independent Director	No. of programmes attended		No. of hours spent in such programmes (Hrs : Mins)	
		During the year	On cumulative basis	During the year	On cumulative basis
	Mrs. Madhurika Nalluri Venkat *	1	19	1:00	24:30
	Mr.S.Suryanarayana	2	4	2:00	4:30
	Mr.D.Nageswara Rao	2	3	2:00	3:30
	Mrs.Shanthi Sree Bolleni	2	3	2:00	4:00
	Mr.Chalasani Ramaprasad @	2	2	2:00	4:00

* Mrs. Madhurika Nalluri Venkat ceased to be director of the company w.e.f 28.08.2025 owing to completion of second term

@ Mr.Chalasani Ramaprasad appointed w.e.f 11.08.2025