



**Krystal Integrated Services Limited
(Previously known as Krystal Integrated Services
Private Limited)**

**Familiarisation Programme for the Non-Executive
Directors of the Company**



SUMMARY OF POLICY / CODE

Policy / Code Name	Familiarisation Programme for the Non-Executive Directors of the Company
Related Regulations	Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015
Issue Date	September 15, 2023
Effective Date	September 15, 2023
Review Cycle	Annually and upon regulatory change
Date of Last Review	August 12, 2024
Date of Next Review	May 2025 or as and when required due to change in regulations and / or applicable laws. Any subsequent amendment / modification in the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and/or applicable laws in this regard shall automatically apply to this Policy.
Company	Krystal Integrated Services Limited
Recommended by	-
Approver	Board of Directors



Krystal Integrated Services Limited

Familiarisation Programme for the Non-Executive Directors of the Company

Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires a company to provide suitable training to its Independent Directors to familiarize them *inter alia* with the company, their roles, rights, responsibilities in the company, nature of industry in which the company operates and the business model of the company. The Company has accordingly adopted a Familiarisation Programme for its Non-Executive Directors including Independent Directors.

The Company also provides the directors with a reference manual which *inter alia* covers a brief about the Company, its subsidiaries and key associate companies, products and services offered, the roles, functions, powers and duties of the directors, the detailed charter of various committees, the disclosures/declarations to be submitted by directors and list of various policies/codes adopted by the Company. The said manual is updated on an annual basis.

STRUCTURE OF THE PROGRAMME

The Familiarisation Programme adopted by the Company comprises two segments -

1. Familiarisation upon induction of new Independent Directors

- a. The newly appointed director shall be provided with a copy of all the applicable codes and policies formulated and adopted by the Company.
- b. An orientation on the corporate profile, various products and functions shall be provided.
- c. The newly appointed director shall also be introduced to certain key members of the senior management of the company.
- d. A detailed briefing on the roles and responsibilities of independent directors shall also be provided to the inductee.

2. Annual Familiarisation Programme

The Company shall on an annual basis brief its Directors *inter alia* about the Company's business model, shareholder profile, financial details, the industry, their roles, rights and responsibilities in the Company, functioning and governance structure of its key subsidiaries. The Board shall also be periodically briefed on the various changes in the regulations governing the conduct of independent directors.



FY- 2024-25

Krystal Integrated Services Limited

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3. Orientation Programme during the year

The Company got listed on BSE Limited and National Stock Exchange of India Limited on March 21, 2024.





FY- 2024-25

During the financial year 2024-25, all efforts are made to provide insights into the Company and the business environment to enable Directors to be updated on new challenges, risks and opportunities relevant to the Company and to lend perspective to the strategic direction of the Company.

The Programmes were conducted by Mr. Sanjay Suryakant Dighe, Mr. Manishkumar Sangani and Ms. Stuti Maru spread over a period of two days. During the Board meeting, business and regulatory updates were also provided to the Independent Directors by the Company Secretary, CEO and CFO of the Company.

4. Summary of Familiarisation programme of Directors for FY-2024-25

During the financial year 2024-25, the Board has cumulatively spent approximately 1.45 hours on Familiarisation Programme, excluding regulatory updates at quarterly meetings of the Board of Directors/Board Committees, on market developments, updates on industry performance, Company's performance, key regulatory changes, etc.

Total number of hours spent on familiarisation by the Independent Directors in FY 2024-25	Approx. 2.45 hours (including specific items at Board meetings)
Cumulative hours spent on familiarisation till date (from 1 st April 2024 to 31 st March, 2025)	Approx. 2.45 hours
Total number of programmes attended by the Independent Directors in FY 2024-25	2
Cumulative number of programmes attended by the Independent Directors till date from (1 st April 2024 to 31 st March, 2025)	2
Other relevant details	2.45 hours includes the business and regulatory updates presented during the various Board Meetings throughout the year.

