



**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	July 31, 2025
Date of Next Review	<p>July 2026 or as and when required due to change in regulations and / or applicable laws.</p> <p>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.</p>
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.

Krystal Integrated Services Limited

Familiarisation Programme for the Non-Executive Directors (including Independent Directors) of the Company

Pursuant to Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”), the Company conducts suitable familiarisation programmes for 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* includes 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 the following segments:

1. Familiarisation upon induction of new Independent Directors

- a. The newly appointed Director shall be provided with a copies of all the applicable codes and policies formulated and adopted by the Company.
- b. An orientation on the corporate profile, key business verticals, various products and functions shall be provided.
- c. The newly appointed Director is introduced to key members of the senior management of the Company.
- d. A detailed briefing on the roles, rights, duties and responsibilities of Independent Directors is also provided.

2. Annual Familiarisation Programme

On an annual basis, the Company briefs its Independent Directors, *inter alia*, on the Company’s business model, shareholder profile, financial performance, industry developments, their roles, rights and responsibilities in the Company and the functioning and governance structure of its key subsidiaries.

The Board shall also be periodically apprised of amendments and developments in the regulatory framework governing the conduct, roles and responsibilities of Independent Directors.



3. Orientation Programme during the year 2025-26

During the financial year 2025-26, continuous efforts were made to provide insights into the Company and the business environment to enable the Independent Directors to remain updated on new challenges, risks and opportunities relevant to the Company and to provide perspective to the strategic direction of the Company.

The Programmes were conducted by Ms. Mrunalini Salian and Mr. Manishkumar Sangani.

Further, during the Board meetings, business and regulatory updates were also provided to the Independent Directors by the Company Secretary, Chief Executive Officer and Chief Financial Officer of the Company.

4. Summary of Familiarisation programme for FY-2025-26

During the financial year 2025-26, the Board has cumulatively spent approximately 1.25 hours on Familiarisation Programme, excluding regulatory updates and business updates provided during quarterly meetings of the Board of Directors/Board Committees, on market developments, updates on industry performance, Company's performance, key regulatory changes, etc.

Particulars	Details
Total number of hours spent on familiarisation by the Independent Directors during FY 2025-26	Approx. 2.30 hours (including specific items at Board meetings)
Cumulative hours spent on familiarisation till date (from 1 st April 2024 to 31 st March, 2026)	Approx. 5.15 hours
Total number of programmes attended by the Independent Directors during FY 2025-26	1
Cumulative number of programmes attended by the Independent Directors till date from (1 st April 2024 to 31 st March, 2026)	3
Other relevant details	2.30 hours includes the business and regulatory updates presented during the various Board Meetings throughout the year.

The details of such familiarisation programmes are also disclosed in the Annual Report of the Company pursuant to the SEBI Listing Regulations.

