

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

Board Diversity Policy

SUMMARY OF POLICY / CODE	
Owner / Created by	Secretarial Team
Adherence by	Board of Directors
Version	1.4
Effective Date	September 15, 2023
Last Review Date	July 31, 2025
Review Frequency	AN - Annually OT - Other i.e upon regulatory change
Related Regulations	Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015
Next Review Date	August 2027 / as and when required due to change in regulations and / or applicable laws. Any subsequent amendment / modification in the Listing Regulations and / or applicable laws in this regard shall automatically apply to this Policy
Reviewed by	Nomination, Remuneration and Compensation Committee (NRC)
Approved by	Board of Directors
Approval Date	August 04, 2026
Confidentiality level	Board / NRC Document

Change History				
Version	Effective Date	Created by	Approved by	Description of change
1.1	September 15, 2023	Secretarial Team	Board of Directors	Initial Policy
1.2	August 12, 2024	Secretarial Team	Board of Directors	Annual review; and no changes were required.
1.3	July 31, 2025	Secretarial Team	Board of Directors	Annual review; and no changes were required.

Change History				
Version	Effective Date	Created by	Approved by	Description of change
1.4	August 04, 2026	Secretarial Team	Board of Directors	Annual review; and no changes were required.

Krystal Integrated Services Limited

Board Diversity Policy

Scope

This Policy on Board Diversity (the “**Policy**”) applies to the Board of Directors (the “**Board**”) of Krystal Integrated Services Limited (“the Company”). This Policy has been recommended by the Nomination, Remuneration and Compensation Committee of the Board and approved by the Board of Directors of the Company at its meetings held on September 15, 2023. This Policy shall be effective from September 15, 2023.

Purpose

As prescribed under the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 (Listing Regulations), one of the key functions of the Board of a listed company is to ensure existence of a transparent board nomination process with a focus on diversity of thoughts, varied experience, industry knowledge, broader perspective, integrity and gender representation.

The primary objective of this Policy is to provide a framework and set standards for having a diversified Board with ability to base its decisions after evaluating multiple options as compared to homogeneous Boards and help improve the performance of the organization significantly. A diversified board not only enhances board effectiveness by ensuring rational, pragmatic and quick decision making but also better understands and connects with the stakeholders to attain the Company’s stated goals and strategic objectives.

Policy Implementation

The Nomination, Remuneration and Compensation Committee under the Nomination and Remuneration Policy is authorised to select potential candidates for appointment as Directors to the Board.

Whilst selecting potential candidates, the Nomination, Remuneration and Compensation Committee would consider the following:

1. When selecting candidates to be appointed as Directors on the Board, the Nomination, Remuneration and Compensation Committee shall assess appropriate mix of diversity, ensure that the candidates have the highest levels of personal and professional ethics and integrity, appropriate skills, knowledge, experience and expertise in one or more fields of business including finance, accounting, management, sales, marketing, administration, research, corporate governance, technical operations, law or any other discipline related to the business of the Company.
2. While evaluating candidates, the Nomination, Remuneration and Compensation Committee shall also consider the qualifications and skill sets of the existing Non-Executive Directors, to ensure an overall diversity in the skill sets of Board as a whole,

keeping in mind the current business operations, future growth, diversification plans and also the need to fill in the competency gaps, if any.

3. While selecting candidates for appointment to the Board, the Nomination, Remuneration and Compensation Committee shall look at not only the requisite qualifications and skill sets of the candidates but also of the members of the existing Board keeping in mind the current business operations, future growth, diversification plans and also the need to fill in the competency gaps, if any.
4. The Company believes in gender diversity. The Company, under the provisions of the Companies Act, 2013, Rules made there under and the SEBI Listing Regulations would have adequate number of woman director on its Board including woman independent director.

Policy Review

This Policy may be amended, modified or supplemented from time to time to ensure compliance with any modification, amendment or supplementation to the SEBI Listing Regulations or as may be otherwise prescribed by the Nomination, Remuneration and Compensation Committee/Board from time to time.
