

KENT R O SYSTEMS LTD

POLICY ON FAMILIARISATION PROGRAMME FOR INDEPENDENT DIRECTORS

Revision History

Date	Author	Section	Change Description	Reason for Change	Version
8 th Jan 2025	PK Trivedi	Complete Policy	New policy drafted	NA	v1.0

PK Trivedi

INTRODUCTION

The Familiarization Program ("Program") for **Independent Directors** of **KENT R O SYSTEMS LIMITED** ("Company") has been formulated and adopted by the **Board of Directors** pursuant to **Regulation 25(7)** of the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**, as amended from time to time.

PURPOSE

The objective of this Program is to ensure that the Independent Directors are fully equipped to discharge their duties effectively. It aims to familiarize them with the Company's operations, business environment, and their roles and responsibilities in the governance of the Company.

The Program is designed to:

- Enhance understanding of their roles, rights, and responsibilities as Board members.
- Provide insights into Board dynamics and Company functions.
- Familiarize them with the Company's business model, strategies, operations, and
- Nature of industry in which the Company operates, business model of the listed entity, roles, rights, responsibilities of independent directors and any other relevant information.
- This Program has been structured to cater to the specific needs of corporate governance requirements as laid down under the Companies Act, 2013 and the SEBI (LODR) Regulations.

FAMILIARIZATION PROCESS

The Company shall conduct periodic presentations and training sessions through its Executive Directors or Senior Managerial Personnel. These sessions will provide Independent Directors with an in-depth understanding of the Company's operations, business strategies, and industry dynamics. The Company will make efforts to conduct as many sessions as possible, with a minimum of three sessions held per year.

Key Components of the Program

The Program is divided into two main components:

1. Technical Component

- Understanding the Company's business model and strategic goals.
- Insight into industry trends, challenges, and opportunities.
- Knowledge of Company-specific growth plans and market positioning.

2. Behavioural Component

- Empowering Directors with the knowledge of board procedures and their responsibilities under the Companies Act, 2013.
- Enhancing their ability to effectively participate in boardroom discussions.
- Providing a framework for upholding the highest standards of ethics and integrity.

ONGOING FAMILIARIZATION

1. Regular Updates



- Circulation of news articles, updates on industry developments, and regulatory changes.
 - Timely communication on any legal or compliance matters relevant to the Company and its industry.
- 2. Introductory Program for New Independent Directors**
- A tailored familiarization session will be conducted for newly appointed Independent Directors to introduce them to the Company's business, strategies, and internal processes.
 - A dedicated presentation will be given on roles, rights, and responsibilities under Indian corporate laws and the Listing Regulations.
- 3. Convenience of Participants**
- The Program will be conducted in a manner that accommodates the busy schedules of Independent Directors. Flexible timings and online modes may be utilized for convenience.

DISCLOSURE REQUIREMENTS

The Company shall disclose the details of the Familiarization Program on its website and include the following in its Annual Report:

- Number of programs conducted during the financial year.
- Total time spent by Independent Directors in the Familiarization Program.
- Other key highlights of the Program.

AMENDMENTS TO THE POLICY

The Company is committed to periodic review and continuous improvement of its policies. Accordingly, this Familiarization Program may be modified, amended, or replaced to reflect regulatory changes or best practices.

- Any amendments or modifications shall be approved by the Board of Directors through a resolution.
- Details of such amendments shall be promptly updated on the Company's official website for transparency.


