



BOARD DIVERSITY POLICY

of **Three M Paper Boards Limited**

1. Preamble

The Board of Directors of **Three M Paper Boards Limited** ("the Company") recognizes that a diverse Board is better positioned to guide the Company in achieving sustainable growth, improving governance standards, and enhancing stakeholder value. This Policy on Board Diversity ("Policy") is framed pursuant to the provisions of Regulation 19 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR Regulations") and other applicable laws.

2. Objective

The objectives of this Policy are:

- To ensure an appropriate mix of skills, experience, knowledge, and perspectives on the Board.
- To promote diversity in terms of gender, age, industry experience, and functional expertise.
- To enhance decision-making through varied perspectives and balanced representation.
- To align Board composition with the Company's business requirements and stakeholder expectations.

3. Scope

This Policy applies to the composition of the Board of Directors of the Company. It is designed to complement the criteria for appointment of Directors under the Companies Act, 2013, SEBI Regulations, and the Articles of Association of the Company.

4. Aspects of Diversity

In identifying and recommending appointment of Directors, the Nomination and Remuneration Committee ("NRC") and the Board shall consider:

- **Gender Diversity:** The Company shall encourage and ensure appointment of women directors as mandated under law and aim to enhance female participation at Board level.
- **Age Diversity:** The Board shall comprise members across a range of ages to bring in fresh perspectives as well as experience.
- **Educational & Professional Background:** Members from diverse academic and professional backgrounds (finance, legal, technical, management, sustainability, paper industry expertise, etc.) to provide balanced guidance.

(Formerly known as "Three M Paper Boards Pvt. Ltd." & "Three M Paper Mfg. Co. Pvt. Ltd.")



- **Industry & Business Experience:** Adequate representation of individuals with knowledge of **paper and packaging industry, recycling, environmental sustainability, and global trade.**
- **Skills & Competencies:** Directors shall collectively have competencies in governance, manufacturing, marketing, financial management, risk management, sustainability, and international business.

5. Implementation

- The NRC shall periodically review Board composition to ensure diversity.
- While nominating Directors, NRC shall evaluate candidates considering the above aspects of diversity.
- The Company shall comply with statutory requirements relating to Board diversity, including appointment of at least one woman director.

6. Monitoring & Review

- The NRC shall review the implementation of this Policy annually and recommend amendments, if any, to the Board.

7. Disclosure

This Policy shall be uploaded on the Company's website and a reference shall be made in the Annual Report in compliance with LODR Regulations.

This policy was approved and adopted at the Board Meeting held on September 5, 2025.

This policy is available on the Company's website at: http://threempaper.com/company_policies.html