



RAJ POLYPACK LIMITED
Board Diversity Policy

(Policy approved by the Board of Directors on June 01, 2026)

1. PREAMBLE

Raj Polypack Limited ("Company") recognizes and embraces the benefits of having a diverse Board of Directors. The Company believes that a diverse Board enhances the quality of decision-making by utilizing different skills, experiences, backgrounds, perspectives and expertise of its members.

This Policy has been framed in accordance with the provisions of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable laws, rules and regulations, as amended from time to time.

2. OBJECTIVE

The objectives of this Policy are to:

- a) Promote diversity on the Board of Directors;
- b) Ensure an appropriate balance of skills, experience, knowledge and independence on the Board;
- c) Enhance the effectiveness of the Board in fulfilling its governance and oversight responsibilities;
- d) Facilitate a broad range of perspectives in decision-making processes; and
- e) Support sustainable growth and long-term value creation for stakeholders.

3. SCOPE

This Policy applies to the composition of the Board of Directors of the Company and shall be considered by the Nomination and Remuneration Committee ("NRC") while recommending the appointment, re-appointment or continuation of Directors on the Board.

4. PRINCIPLES OF BOARD DIVERSITY

The Company shall seek to maintain an optimum mix of diversity on its Board, including but not limited to diversity in respect of:

A. Professional Experience

The Board should comprise individuals possessing experience in areas such as:

- Finance and Accounting;
- Manufacturing and Operations;
- Marketing and Business Development;
- Corporate Governance;
- Legal and Regulatory Affairs;
- Risk Management;
- Human Resources;
- Strategy and Business Management; and
- Industry-specific knowledge.





B. Educational Background

The Board shall include members with diverse educational qualifications and professional expertise to facilitate informed decision-making.

C. Gender Diversity

The Company shall endeavour to maintain gender diversity on the Board in accordance with applicable legal requirements and good governance practices.

D. Age and Experience

The Board shall have an appropriate balance of Directors belonging to different age groups and possessing varied levels of experience to ensure a blend of fresh perspectives and seasoned judgment.

E. Independence

The composition of the Board shall include an appropriate number of Independent Directors in compliance with the Companies Act, 2013 and SEBI Listing Regulations.

F. Skills and Competencies

The Board shall collectively possess skills, competencies and expertise necessary to effectively oversee the Company's business and strategic objectives.

5. ROLE OF THE NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee shall:

- a) Assess the composition of the Board from time to time;
- b) Consider diversity while identifying and recommending candidates for appointment as Directors;
- c) Review the effectiveness of the Policy periodically;
- d) Ensure that appointments to the Board are based on merit while considering the benefits of diversity; and
- e) Recommend changes in Board composition whenever required.

6. SELECTION OF DIRECTORS

The selection of candidates for appointment to the Board shall be based on merit, qualifications, competence, experience, integrity and independence, while also considering the principles of diversity set out in this Policy.

No discrimination shall be made on the basis of race, caste, religion, gender, ethnicity, nationality or any other factor not relevant to the performance of the duties of a Director.





7. REVIEW OF THE POLICY

The Nomination and Remuneration Committee shall review this Policy periodically and recommend changes, if any, to the Board for approval.

8. DISCLOSURE

The Policy shall be disclosed on the website of the Company and such other places as may be required under applicable laws and regulations.

9. AMENDMENT

The Board of Directors may amend, modify or revise this Policy from time to time in accordance with applicable laws and regulatory requirements.

10. EFFECTIVE DATE

This Policy shall be effective from the date of its approval by the Board of Directors of Raj Polypack Limited.

