

BOARD DIVERSITY POLICY

1. PURPOSE

This policy aims to set out the approach to achieve diversity on the Board of Directors (“Board”) of Manugraph India Limited (“the Company”).

2. VISION

The Company recognizes the importance and benefits of having a diverse Board in enhancing its operating results and quality of its performance.

3. POLICY STATEMENT

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. When determining the composition of the Board, Board diversity will be considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, diversity of thought, professional experience, skills, knowledge perspective and length of services. Board appointments will continue to be made on a merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board.

The Nomination and Remuneration Committee (“the Committee”) is responsible for reviewing and assessing the composition of the Board and will make recommendations to the Board on the appointment of new directors and removal.

4. MEASURABLE OBJECTIVES

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, diversity of thought, professional experience, skills, knowledge perspective and length of service. The ultimate decision will be based on merit and the contribution that the selected candidates will bring to the Board.

5. MONITORING AND REPORTING

The Committee will report annually, in the Corporate Governance Report, on the Board’s composition from diversity perspectives and monitoring of the implementation of this Policy.

6. REVIEW OF THIS POLICY

The Committee will review this Policy, from time to time as appropriate, to ensure the effectiveness of this Policy and recommend any revisions/amendments in the policy, that are or may be required, to the Board for its consideration and approval.

7. DISCLOSURE OF THIS POLICY

A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report annually.