

CRITERIA FOR MAKING PAYMENTS TO NON-EXECUTIVE DIRECTORS

Schedule V read with Regulation 34 (3) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred as “Listing Regulations”), requires every Company to publish its criteria of making payments to Non- Executive Directors in its annual report.

Alternatively, *as per Regulation 46 (2) of Listing Regulations, this may be put up on the Company’s website* and reference may be drawn thereto in its annual report.

B J Duplex Boards Limited has adopted the following criteria as laid down under the Nomination and Remuneration Policy of the Company.

Remuneration to Non- Executive / Independent Director:

1. Sitting Fees

The Non-Whole Time Directors (Including Independent Directors) of the Company shall be paid sitting fees as per the approval of the Board of Directors from time to time. The quantum of sitting fees will be determined on the recommendation of Nomination and Remuneration Committee and approval of the Board of Directors of the Company from time to time subject to the relevant provisions contained under Companies Act, 2013 and applicable rules made there under.

2. Profit Linked Commission

The Non-Whole Time Directors (Including Independent Directors) of the Company may be paid profit-linked Commission within the monetary limit as may be recommended by the Board of Directors from time to time and also approved by the shareholders of the Company and by the Central Government, wherever required.

The commission shall be payable only in the event of the Company earning adequate profits and no commission shall be payable in case of absence or inadequacy of profits.

3. Stock Options

Pursuant to the provisions of the Act, an Independent Director shall not be entitled to any stock option of the Company.