

Emami* PAPER MILLS

2nd December, 2025

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street
Mumbai- 400 001
Scrip Code: 533208

The Secretary
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (E)
Mumbai – 400 051
NSE Symbol-EMAMIPAP

Dear Sir/Madam,

Sub: Outcome of the Board Meeting

Pursuant to Regulation 30 and other applicable provisions, if any, of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), we hereby inform you that the Board of Directors of the Company, at its meeting held today, i.e., 2nd December 2025, has, *inter-alia*, considered, noted, and approved the following:

1. Redemption of unlisted 4,80,000 Series II- Tranche II Optionally Convertible Redeemable Preference Shares (OCRPS) having (INE830C04046) of face value of Rs.100/- (Rupees Hundred) each along with a redemption premium of Rs.500/- (Rupees Five Hundred) each held by the Promoter Group Companies ("preference shareholders") as on its due date i.e. 20th January, 2026, in accordance with the terms of issue of the Optionally Convertible Redeemable Preference Shares (OCRPS).

The Company will pay an aggregate amount of Rs.28,80,00,000/- (Rupees Twenty Eight Crores and Eighty Lakhs Only) to the preference shareholders on redemption.

2. Resignation of Shri Vivek Chawla (DIN:02696336), Whole-time Director of the Company from the close of business hours on 5th December, 2025. Subsequently he will cease to be a member of the Stakeholders Relationship Committee, Risk Management Committee, Corporate Social Responsibility Committee and Finance Committee of the Company.
3. Appointment of Shri Sushil Kumar Khetan (DIN: 00358577), Chief Executive Officer of the Company, as an Additional Director and also as a Whole-time Director of the Company w.e.f 6th December, 2025 subject to the approval of the shareholders of the Company. This is based on on the recommendation of the Nomination and Remuneration Committee



EMAMI PAPER MILLS LIMITED

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CIN: L21019WB1981PLC034161



The approval of the shareholders for the above appointment of Shri Sushil Kumar Khetan will be sought through Postal Ballot. The Postal Ballot Notice will be sent to the shareholders in due course and the same will be filled with the Stock Exchanges.

4. Considered and approved the re-constitution of the following Committees of the Board of Directors w.e.f 6th December, 2025 as under:

a) **Stakeholders Relationship Committee:**

Sl. No.	Name of the Director	Designation
1	Shri Niraj Jalan, Independent Director	Chairman
2	Shri Amit Kiran Deb, Independent Director	Member
3	Shri P S Patwari, Non-Executive Non-Independent Director	Member
4	Shri Sushil Kumar Khetan, Whole-time Director & CEO	Member

b) **Risk Management Committee:**

Sl. No.	Name of the Director	Designation
1	Shri Amit Kiran Deb, Independent Director	Chairman
2	Shri Niraj Jalan, Independent Director	Member
3	Shri P S Patwari, Non-Executive Non-Independent Director	Member
4	Shri Sushil Kumar Khetan, Whole-time Director & CEO	Member

c) **Corporate Social Responsibility Committee:**

Sl. No.	Name of the Director	Designation
1	Shri P S Patwari, Non-Executive Non-Independent Director	Chairman
2	Smt Richa Agarwal, Non-Executive Non-Independent Director	Member
3	Smt Mamta Binani, Independent Director	Member
4	Shri Sumit Banerjee, Independent Director	Member
5	Shri Ranjit Kumar Pachnanda, Independent Director	Member
6	Shri Sushil Kumar Khetan, Whole-time Director & CEO	Member

d) **Finance Committee:**

Sl. No.	Name of the Director	Designation
1	Shri Niraj Jalan, Independent Director	Chairman
2	Shri Manish Goenka, Vice Chairman	Member
3	Shri P S Patwari, Non-Executive Non-Independent Director	Member
4	Shri Sushil Kumar Khetan, Whole-time Director & CEO	Member



5. Resignation of Shri Debendra Banthiya (FCS- 7790), Company Secretary & Sr. General Manager (Legal) from the close of business hours on 5th December, 2025. Subsequently, he will cease to be Compliance Officer and Nodal Officer of the Company from the effective date of his resignation.
6. Shri Mukesh Kumar Agarwal, Vice President (Finance) & CFO as the Nodal Officer of the Company in compliance with Rule 7 (2A) of Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, with effect from 6th December, 2025. The details of the Nodal Officer is as below:

Name of the Nodal Officer	Shri Mukesh Kumar Agarwal
Designation	Vice President (Finance) & CFO
Postal address	Emami Paper Mills Limited, 687, Anandapur, 1 st Floor, E.M.Bypass, Kolkata - 7001017
Contact No	033-6613-6264
Email Id	investor.relations@emamipaper.com

The above information will also be made available on company's website i.e. www.emamipaper.com

In terms of SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 read with Regulation 30, the SEBI Listing Regulations 2015, the information pertaining to the aforesaid cessations and appointment as required are given in the '**Annexure – A**'.

Copies of the resignation letters of Shri Vivek Chawla and Shri Debendra Banthiya are attached herewith and marked as '**Annexure – B**' and '**Annexure – C**' respectively.

The aforesaid Board Meeting commenced at 12:15 p.m. and concluded at 03:30 p.m.

You are requested to take the above information in your record.

For **Emami Paper Mills Limited**,

Mukesh Kr Agarwal
VP (Finance) & Chief Financial Officer



Enclosed: As Above

Annexure - A

Details as required under Regulation 30 of SEBI LODR read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11,2024

Sl. No.	Particulars	Details
1.	Name of the Director	Shri Vivek Chawla
2.	DIN	00363356
3.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise;	Resignation from the position of the Whole-time Director of the Company.
4.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	By the close of business hours on 5 th December, 2025.
5.	Brief profile (in case of appointment);	Not Applicable
6.	Disclosure of relationships between Directors (in case of appointment of a director)	Not Applicable



**Details as required under Regulation 30 of SEBI LODR read with SEBI Master Circular
No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11,2024**

Sl. No.	Particulars	Details
1.	Name of the Director	Shri Sushil Kumar Khetan
2.	DIN	00358577
3.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise;	Appointment as an Additional Director (Designation - Whole-time Director & CEO), subject to approval of the Shareholders of the Company.
4.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	For a period of 3 (three) years w.e.f 6 th December, 2025.
5.	Brief profile (in case of appointment);	<p>A seasoned Chartered Accountant (AIR-13), Company Secretary, and dynamic professional with over 37 years of rich experience spanning Paper Mill Operations, Paper & Paperboard Projects, Finance, and Management Accounting. He possesses wide exposure in the domains of Strategy, Business Development, Legal & Taxation, Commercial, Costing, Internal Control Procedures, Human Resource Management, Information Technology, and allied functions, with strong expertise in real-time business decision-making and identifying ROI drivers.</p> <p>A proven strategic planner, he brings the ability to improve operations, accelerate business growth, and maximize profits through achievements in cost reduction, productivity enhancement, efficiency and quality improvements, and financial discipline. He is a keen analyst with exceptional relationship management and negotiation skills to align business goals with sustainable growth.</p>
6.	Disclosure of relationships between Directors (in case of appointment of a director)	Not Applicable
7.	Information as required pursuant to BSE Circular with ref. no. LIST/ COMP/ 14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/ CML/ 2018/24, both dated 20th June 2018	Shri Sushil Kumar Khetan is not debarred from holding the office of director by virtue of any SEBI order or any other such authority.

Details as required under Regulation 30 of SEBI LODR read with SEBI Master Circular
No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

Sl. No.	Particulars	Details
1.	Name of the KMP	Shri Debendra Banthiya
2.	ICSI Membership Number	FCS- 7790
3.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise;	Resignation from the position of Company Secretary & Sr. General Manager (Legal). Subsequently, he will cease to Compliance Officer & Nodal Officer of the Company.
4.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	From the close of business hours on 5 th December, 2025.
5.	Brief profile (in case of appointment);	Not Applicable
6.	Disclosure of relationships between Directors (in case of appointment of a director)	Not Applicable



November 05, 2025

Shri Aditya Agarwal Ji
Executive Chairman
Emami Paper Mills Limited

Subject: Resignation from the office of Whole-Time Director

Respected Aditya Ji,

I hereby tender my resignation from the position of Whole-Time Director of Emami Paper Mills Limited, with effect from **5th December 2025**, which shall be my last working day in the Company.

The reason for my resignation is to facilitate a smooth and structured leadership transition at the Company, and to allow me to move into the next phase of life after a long and fulfilling professional journey.

I also wish to place on record my sincere gratitude to you and Shri Manish Ji. Your guidance, trust, and personal warmth have been invaluable to me during my tenure. It has been my privilege to work under the leadership of both of you, and I remain deeply thankful for the confidence you placed in me.

I request that this resignation be taken on record, and the necessary statutory filings be completed in accordance with the Companies Act and SEBI Listing Regulations.

With warm regards,



Vivek Chawla

Resignation letter was placed in the Board Meeting held on 2nd December, 2025. The Board accepted the resignation w.e.f. closure of business hours on 5th December, 2025.



Annexure - C

16th October, 2025

To,

The Board of Directors
Emami Paper Mills Limited,
687, Anandapur, 1st Floor,
E.M. Bypass, Kolkata – 7001017

Dear Sirs/Madam,

Sub.: Resignation from the post of Company Secretary and Sr. GM (Legal) of Emami Paper Mills Limited

I hereby submit my resignation from the post of Company Secretary and Sr. GM (Legal) of Emami Paper Mills Limited, to pursue new opportunity outside the organization.

I request the Board to kindly relieve me from my duties with effect from the close of business hours on or before 17th November, 2025, or any mutually agreed date deemed appropriate by the Company. I also confirm that there is no material reason for my resignation other than that stated above, and I remain committed to ensuring a smooth transition of my responsibilities.

I sincerely thank the Board and the entire EPM team for the support, opportunities, and professional experience extended to me during my tenure.

Thanking you,
Yours faithfully,



Debendra Banthiya

FCS - 7790

Resignation letter was placed in the Board Meeting held on 2nd December, 2025. The Board noted the resignation w.e.f. close of business hours on 5th December, 2025.

