Himadri

Himadri Speciality Chemical Ltd

CIN: L27106WB1987PLC042756

# STAKEHOLDER ENGAGEMENT POLICY

| Version | Revision/Review Date | Approved By | Date Approved |
|---|---|---|---|
| Adopted on | 10.02.2023 | Board | 10.02.2023 |
| V1 | 16.09.2026 | Board | 16.09.2026 |

## Introduction

Himadri recognizes that value creation for our stakeholders is the reason for our existence. Engaging with stakeholders is an integral to our business, enabling us to understand their needs and expectations and to formulate informed strategies that promote long-term sustainable value.

We explicitly commit to identifying affected communities, including vulnerable groups such as marginalized communities, Indigenous peoples, and low-income populations, to ensure their voices are prioritized in our engagement process.

## Scope

This policy applies across all Himadri's operations and relevant business activities, including employees and workers, customers, suppliers, shareholders and investors, public authorities, local communities, NGOs, associations, media representatives and other relevant stakeholders. It covers stakeholder engagement undertaken across our operations and value chain, with particular consideration to affected and vulnerable stakeholders.

## Purpose

We aim to create and maintain fluid and bidirectional communication with all stakeholders to better understand expectations and adapt operations responsibly. This policy documents HSCL's approach to stakeholder engagement and establishes a framework for ethical, transparent, and inclusive engagement.

The purpose also includes ensuring that local stakeholders are actively involved in the design and implementation of engagement strategies, thereby strengthening our social license to operate.

## Objectives of Stakeholder Engagement

- Identify emerging trends and develop solutions to future challenges.
- Identify material issues to create value for our business and stakeholders.
- Ensure our activities meet stakeholder needs.
- Understand our impact on stakeholders, including local community impact.
- Learn about best practice initiatives in sustainable development to improve ESG performance.
- Provide accessible grievance mechanisms for communities and local
- stakeholders to raise concerns, ensuring timely resolution and accountability.

**Engagement Method**

| Stakeholder Group | Engagement Objective | Engagement Channels | Frequency of Engagement |
|---|---|---|---|
| • Shareholders and Investors | • Educating investors about the business using accurate, timely and comprehensive information | • Periodic investor/analyst interactions like individual meetings<br>• Participation in investor conferences<br>• Analysts meet guided by finance department<br>• Annual Reports<br>• Publication of results<br>• Press Release<br>• Newspaper<br>• Website<br>• Investor presentations | As and when required |
| • Employees and Workers | • Maintaining and enhancing employee engagement<br>• Informing employee benefits, rewards, policies, | • Email<br>• HR Portal<br>• Company Intranet<br>• Newsletters<br>• Office collaboration screens<br>• Plant-level town halls | As and when required |

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| | procedures and programs<br>• Employee development plan, career progression, performance reviews and ratings<br>• Understanding employee concerns or grievance<br>• Receiving employee feedback | • Team forums and training programmes | |
| • Customers | • Make customers aware of new developments in techniques and products<br>• Build long-lasting relationships<br>• Receive feedback from customers | • Customer meetings<br>• Business discussions<br>• Award and recognition ceremonies •Participation in customer surveys | As and when required |
| • Suppliers | • Build long-lasting relationships with capable suppliers<br>• Monitor supplier performance<br>• Ensure supplier competency | • Award and recognition ceremonies<br>• Supplier surveys<br>• Business discussions<br>• Supplier meetings | As and when required |

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| | and compliance<br>• Share new developments in techniques and products | | |
| • Society | • Provide relevant and accurate information about the company Understand impact of company initiatives on community<br>• Support causes and organizations through donations and philanthropic activities | • CSR activities<br>• Volunteering activities<br>• Community events<br>• Community surveys<br>• Consultations | • As and when required |
| • Public Authorities | • Understand potential legal and regulatory changes relevant to HSCL's business<br>• Contribute to industry reform | • Statutory reports<br>• Interactions with public authorities<br>• Membership of industry associations | • As and when required |

HSCL communicates with stakeholders through multiple channels including its corporate website, stock exchange disclosures, annual reports, investor presentations, HR portals, newsletters, CSR activities, and statutory reports.

Our key stakeholders include:

- Shareholders and Investors

- Employees and Workers
- Customers
- Suppliers
- Society
- Public Authorities
- Local communities, NGOs, associations, and media representatives identified through location-specific assessments.

**Roles and Responsibilities**

- The Stakeholder Engagement Committee monitors and evaluates the application of this policy across the business.
- The Committee ensures that vulnerable stakeholders are identified, consulted, and protected, and that engagement outcomes are reported to the Board of Directors for oversight.

**Stakeholder Feedback and Implementation**

Feedback from stakeholders is collected, analyzed, and shared with relevant teams for implementation. Reports are submitted back to the Stakeholder Engagement Committee.

An annual consolidated report on stakeholder engagement, including grievances raised and actions taken, is presented to the Board of Directors.

**Policy Review**

This Stakeholder Engagement Policy is endorsed and approved by the Board of Directors of Himadri, demonstrating the Board's commitment to transparent, inclusive and meaningful engagement with stakeholders and to integrating stakeholder perspectives into the Company's decision-making and sustainability practices.

Reviews will explicitly assess the effectiveness of grievance mechanisms and inclusivity of vulnerable stakeholder groups.

## Grievance Redressal

Stakeholders may raise grievances, concerns, or queries by email or through designated officers.

We commit to maintaining a publicly available grievance mechanism accessible to all local stakeholders, ensuring confidentiality, impartiality, and timely resolution.

**Dated: 16.09.2026**

Sd/-
Anurag Choudhary
Chairman-cum-Managing Director & CEO