



THIRUMALAI CHEMICALS LIMITED

STAKEHOLDER ENGAGEMENT POLICY

Thirumalai Chemicals acknowledges the significance of conducting efficient stakeholder engagement across the business. This process is crucial for comprehending the requirements of stakeholders and engaging them in risk management and conflict resolution, thereby guaranteeing the sustainability of the business.

We endeavour to achieve this by:

- Clearly determining, identifying and categorizing stakeholders taking into consideration the connection with each business unit in order to be able to analyze the risks and impacts, direct or indirect, incurred to each group of stakeholders comprehensively and clearly by bearing in mind that each group of stakeholders has its own set of perspectives and expectations.
- Incorporating the values of inclusivity, transparency, materiality, comprehensiveness, and cultural appropriateness into all of our engagement endeavours.
- Closely communicating and persistently building understanding with stakeholders in order to gain correct perception and lead to good relationship with and trust from stakeholders by adopting particular communication strategies, methods, and procedures suitable to each group of stakeholders.
- Disclosing information accurately, transparently, and comprehensively in order to assure that the stakeholders received sufficient and timely information.
- Encouraging stakeholders to participate in matters that affect them; provide channels for receiving suggestions from stakeholders; give priority; welcome opinions and exchange views (Stakeholder Dialogue) constructively in order to perceive ideas, expectations, and needs of the stakeholders.
- Inspect and assess stakeholder engagement systematically to continuously enhance stakeholder engagement; develop action plans; foster cooperation between stakeholders and related parties in Thirumalai Chemicals.
- Seeking to learn from globally recognised and accepted subject matter experts in order to strengthen the input data for our future proofing processes.

This policy will be regularly assessed for its appropriateness and revised as deemed necessary.