POWERICA
A PROMISE FOR POWER

# Stakeholder Engagement Policy

## Objective

Powerica Limited ("Powerica" or "the Company") is cognizant that stakeholder engagement is an essential part of its business activities across own operations, supply chain and business partnerships. The company is committed towards stakeholder inclusiveness through a robust stakeholder engagement mechanism through timely and regular interaction. This facilitates effective communication with all identified stakeholders and enables us to understand and address their concerns, gather feedback, resolve grievances, foster social legitimacy and credibility, and build long-term, trust-based mutually beneficial relationships. Through this policy statement, the Company strives to conduct stakeholder engagement on a periodic basis to bring out key stakeholder concerns, risks, and opportunities as material topics of significant stakeholders.

## Applicability

This Policy is applicable to all identified stakeholders including Directors, employees, contractual labour, investors and lenders, customers, value chain partners including suppliers, vendors and contractors, communities including local, vulnerable, indigenous, marginalized and disadvantaged groups, media, regulatory authorities among other parties associated with the Company.

## Stakeholder Engagement Mechanism

The Company seeks to develop a robust stakeholder engagement mechanism that guides in designing stakeholder engagement activities at the existing and upcoming assets across corporate- and local-level. Towards this endeavor, the Company's commitment entails:

I. Outline processes and methods towards identification and regular engagement with stakeholders that entails the scope, significance and frequency of engagement.
II. Sustain continued stakeholder trust and confidence in business activities across operations, supply chain and business partnerships, which are reflective of their needs and expectations.
III. Assign responsibilities and allocate resources for regular stakeholder engagement.
IV. Ensure feedback and proactive engagement with all identified stakeholders in business activities across operations, supply chain and business partnerships.
V. Actively communicate the company's Emergency Preparedness and Response (EPR) procedures to all stakeholders for any potential emergencies at our assets, ensuring they are informed and prepared.
VI. Inclusive dialogue with stakeholders to gather feedback and foster collaboration, enhancing community resilience and trust across operations.
VII. Identify and establish dedicated channels for stakeholder engagement and communication as well as grievance redressal mechanisms.
VIII. Ensure effective handling and redressal of all grievances in a timely, fair and equitable manner.

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**Stakeholder Governance Process**

I. The Company identifies risks to stakeholder engagement such as unresponsive stakeholders, conflict of interest, participation fatigue, disruptive stakeholders etc. prior to deciding the mode and frequency of engagement.

II. To address risks to effective stakeholder engagement, the Company assesses the profiles of all identified stakeholders and enables open channels of communication which are anonymous, equitable, easily accessible, transparent and dialogue-based in nature.

III. The Company ensures legitimacy, prohibits retaliation towards effective engagement and expects all identified stakeholders to be accountable and responsible for their own behavior and practices.

IV. To ensure sufficient capacity of stakeholders and improve effectiveness of engagement, the Company regularly assesses stakeholder capacity prior to deciding the mode and frequency of engagement and undertakes capacity building measures accordingly.

V. The Company ensures that the results of stakeholder engagement are communicated in a timely manner to incorporate stakeholder feedback and periodically update the stakeholder engagement process.

**Grievance Redressal Mechanism**

The Company is committed towards the identification, monitoring and resolution of all stakeholder grievances and encourages all stakeholders to share their feedback. Any queries, concerns or clarifications relating to the Company from its identified stakeholders can be addressed at atp@powericaltd.com.

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POWERICA LTD.

***Name: Mr. Jai Ram Oberoi***
***Designation: Whole Time Director***
***Date: 21st June, 2025***