




Driving Change Together

WHO THEY ARE	 <h2>Investors</h2> <p>Provides capital to us in exchange for ownership or debt instruments.</p>	 <h2>Customers</h2> <p>Users of our products and services across a diverse set of industries.</p>	 <h2>Employees</h2> <p>Everyone either directly or indirectly employed by us to conduct our operations.</p>
HOW WE ENGAGE	<ul style="list-style-type: none"> • Analyst meets • Quarterly calls, financial reports, and presentations • Annual General Meetings • Annual reports • Official communication channels: advertisements, publications, website, and social media 	<ul style="list-style-type: none"> • Customer meetings • Official communication channels: advertisements, publications, website, and social media • Conferences and events • Customer feedback and satisfaction survey 	<ul style="list-style-type: none"> • Timely internal communications • Capability development programmes • Performance appraisal • Grievance redressal mechanisms • Wellness programmes
WHAT WE DO FOR THEM	<p>Deliver superior returns through optimal utilisation of resources.</p> <ul style="list-style-type: none"> • Sustainable growth • High standards of corporate governance and risk management 	<p>Provide best-in-class products and services.</p> <ul style="list-style-type: none"> • Timely delivery • Wide range of high-quality products • Competitive pricing • Post-sales support 	<p>Create an empowering, inclusive, and safe workplace.</p> <ul style="list-style-type: none"> • Fair wages and rewards • Improved work-life balance • Career growth • Safe, secure, and healthy work environment



Our ability to generate lasting value relies on fostering enduring relationships with our stakeholders, built on mutual trust, respect, and transparency. We aim to cultivate, sustain, and enhance these relationships by addressing a variety of economic, environmental, and social concerns, thereby aligning our business and stakeholders toward a shared journey. Given below is a breakdown of how we engage with our stakeholders:



Value Chain Partners

Those who have a direct working or contractual relationship or share mutual interest with us.

- Supplier development initiatives
- Vendor assessment and review
- Training workshops and seminars
- Supplier audits
- Official communication channels: advertisements, publications, website, and social media

Create an inclusive ecosystem for growth.

- Timely payment
- Capacity building
- Transparency



Communities

Those who live in areas where we have assets. For example, locals, schools, and charities.

- CSR partnerships
- Community welfare programmes
- Meetings and briefings
- Training and workshops
- Impact assessment surveys
- Official communication channels: advertisements, publications, websites, and social media
- Complaints and grievance mechanism

Empower beneficiaries through our CSR activities.

- Infrastructure development
- Funding for community development
- Contribution to the local economies



Government and Regulators

The local, regional, and national bodies regulate our actions.

- Statutory compliances filings and meetings
- Official communication channels: advertisements, publications, websites, and social media
- Phone calls, emails, and meetings
- Regulatory audits/inspections

Contributing towards creating a sustainable growth ecosystem.

- Aligning with the government to support economic development
- Continued contribution to the exchequer