

## STAKEHOLDER ENGAGEMENT POLICY

### Purpose

Coromandel International Limited (hereinafter referred to as “Coromandel”, “the Company”) recognizes the pivotal role stakeholders play in any business. The Company believes in establishing clear and transparent channels of communication to ensure that the expectations, perspective and areas of concern are addressed. It is imperative for the Company to understand the needs and integrate them into the decision-making aiding in managing risks, resolving conflicts promptly ensuring lasting community trust and permission to operate. The Company believes that the key to grow and create mutual value for the community they operate is by establishing strong relationships and regular collaboration and interaction.

### Scope

Our Stakeholder Engagement Policy (“the Policy”) sets out a clear and comprehensive framework for engaging with all key stakeholders. The Policy extends uniformly across our own operations, subsidiaries and supply chain ensuring every business unit follows consistent and effective engagement practices.

### Objective

- Establish clear methods and systems for identifying stakeholder groups, including range of affected communities and a range of local stakeholders to ensure a vast coverage.
- Ensure a structured framework for stakeholder interaction across all business operations.
- Build meaningful and inclusive relationships with stakeholders by identifying recognizing and incorporating the perspectives of vulnerable groups and underrepresented groups as well.
- Strengthen transparency, accountability, and trust through open and consistent engagement.

### Stakeholder Identification and Prioritization

The identification of our stakeholders is guided by an analysis of all individuals or groups, including organizations and communities, that are affected by or linked to our operations, products, and services. We have identified the below as our key stakeholders:

- Employees
- Farmers & Farming Community
- Regulators
- Supply Partners and Distributors
- Local Communities
- Investors

## Stakeholder Engagement process

Our stakeholder engagement process is built on understanding diverse perspectives, building genuine trust, identifying shared priorities, and maintaining ongoing communication. We strive to establish clear channels of communication to the people and communities connected to our business, ensuring their insights guide our decisions. At the heart of our engagement strategy is a commitment to listening to and addressing the needs, concerns, and grievances of our stakeholders, including local stakeholder groups. By fostering transparent dialogue and focusing on what matters most to our stakeholders, we aim to create enduring relationships that support responsible and sustainable progress. The Company's engagement process is built on a mix of structured and informal interactions that help them stay closely connected to the people who matter to their business, that include:

- Structured channels such as reports and consultations.
- Informal interactions like face-to-face meetings and community gatherings
- Ongoing communication through digital and internal platforms.

## Mode of Stakeholder Engagement

The Company recognizes that certain individuals within this stakeholder group may experience heightened vulnerability or marginalization, particularly those belonging to lower socioeconomic strata. The mode of engagement is as follows:

| Stakeholder Group           | Vulnerable Group | Channels of Communication   | Frequency                     | Purpose and scope of engagement   |
|-----------------------------|------------------|---|-------------------------------|---|
| Employees                   | No               | Town halls and Quarterly leadership connect <ul style="list-style-type: none"> <li>• Feedback loops</li> <li>• L&amp;D programs</li> <li>• Safety &amp; wellness initiatives</li> </ul>   | Continuous as per requirement | <ul style="list-style-type: none"> <li>• Feedback</li> <li>• Career growth</li> <li>• Inclusion &amp; fair pay</li> <li>• Training &amp; wellness</li> <li>• Safety &amp; engagement</li> <li>• Capacity building</li> <li>• Vision &amp; sustainability alignment</li> </ul> |
| Farmers & Farming Community | Yes              | <ul style="list-style-type: none"> <li>• Retail outlets</li> <li>• Nutri clinics</li> <li>• Agronomist advisory</li> <li>• Field demos, farm mechanization service</li> </ul>   | Continuous as per requirement | <ul style="list-style-type: none"> <li>• Crop yield &amp;</li> <li>• sustainability</li> <li>• Balanced nutrition and integrated pest</li> <li>• Management Quality &amp; reliability</li> <li>• Economical and cost-effective farming</li> </ul>                             |
| Regulators                  | No               | <ul style="list-style-type: none"> <li>• Compliance submissions</li> <li>• Notifications, meetings, forums</li> <li>• Corporate announcements, e-mails, letter</li> <li>• Periodic submissions, Regulatory visits/interactions</li> </ul> | As per requirement            | <ul style="list-style-type: none"> <li>• Safety, environmental and social Compliance</li> <li>• Corporate governance</li> <li>• Transparency &amp; disclosures</li> <li>• Regulatory and legal compliance</li> <li>• Industry contribution</li> </ul>                         |

|                                  |     |   |                               |   |
|----------------------------------|-----|---|-------------------------------|---|
| Supply Partners and Distributors | No  | <ul style="list-style-type: none"> <li>Procurement &amp; Sales Channels</li> <li>Contracts, calls, emails</li> <li>Partner meets</li> <li>Surveys, reviews</li> <li>Online dealer portal</li> </ul> | Continuous as per requirement | <ul style="list-style-type: none"> <li>Ease of business &amp; data security</li> <li>Timely payments</li> <li>Sustainable sourcing support</li> <li>Timely supply</li> <li>Quality standards</li> <li>Incentives &amp; marketing</li> </ul> |
| Local Communities                | Yes | <ul style="list-style-type: none"> <li>CSR partnerships &amp; implementation projects</li> </ul>  | Continuous as per requirement | <ul style="list-style-type: none"> <li>Education, health, environment, climate action</li> <li>Volunteering &amp; awareness</li> <li>Community development</li> <li>Quality of life</li> </ul>  |
| Investors                        | No  | <ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>Investor calls</li> <li>Reports, disclosures</li> <li>Conferences &amp; press releases</li> </ul>                           | As per requirement            | <ul style="list-style-type: none"> <li>Financial performance</li> <li>Growth &amp; value creation</li> <li>Risk management</li> <li>Sustainable practices</li> </ul>  |

### Grievance Mechanism

The Company is committed to address the grievances of all the stakeholder groups in a fair and a prompt manner ensuring strict confidentiality and no retaliation. The Company ensures to track all the grievances through a structured manner. All stakeholder concerns may be reported through the following channel:

| Stakeholder Group                | SPOC Details:  |
|----------------------------------|--|
| Employees                        | <b>Mr. Arun Leslie George</b> -President & CHRO-Chennai Corporate-Coromandel-<br><a href="mailto:ArunLGeorge@coromandel.murugappa.com">ArunLGeorge@coromandel.murugappa.com</a>  |
| Farmers & Farming Community      | <b>Mr. Madhab Adhikari</b> -Sr. VP & Head-Sales & Marketing(Fert & SSP) HYD<br>Coromandel <a href="mailto:adhikarim@coromandel.murugappa.com">adhikarim@coromandel.murugappa.com</a>   |
| Regulators                       | <b>Mr. B. Shanmugasundaram</b> -Sr. AVP-Secretarial-Chennai Corporate<br>Coromandel <a href="mailto:ShanmugasundaramB@coromandel.murugappa.com">ShanmugasundaramB@coromandel.murugappa.com</a>   |
| Supply Partners and Distributors | <b>Mr. Murthy SVBS</b> -VP-Commercial-Fertilisers-HYD-Coromandel<br><a href="mailto:murthysvbs@coromandel.murugappa.com">murthysvbs@coromandel.murugappa.com</a><br><b>Mr. Saurabh Jain</b> -Sr. AVP & Head-Procurement-CPC-Coromandel<br><a href="mailto:JainS1@coromandel.murugappa.com">JainS1@coromandel.murugappa.com</a> |
| Local Communities                | <b>Mr. Jayagopal Chathur</b> -Head-Corporate Social Responsibility-Chennai<br>Corporate-Coromandel <a href="mailto:jayagopalchathur@coromandel.murugappa.com">jayagopalchathur@coromandel.murugappa.com</a>  |
| Investors                        | Compliance Officer & Nodal Officer for IEPF:<br><b>Mr. B. Shanmugasundaram</b><br>Coromandel International Limited<br>Coromandel House, 1-2-10, Sardar Patel Road,<br>Secunderabad – 500 003<br>Tel: +91-40-6699 7300 / 6699 7500  |

FAX: +91-40-2784 4117

Email: [investorsgrievance@coromandel.murugappa.com](mailto:investorsgrievance@coromandel.murugappa.com)

### **Awareness**

The Company works towards spreading awareness and engage capacity building for the stakeholders to ensure that they are enabled with the information of a proper channel of communication to raise their concerns and share feedback.

### **Review:**

The Policy shall be reviewed periodically by the designated SPOCs listed above. Any amendments shall be placed before the Board/Executive Management for approval.

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| Version | Date | Reviewed By | Approved By |
|---------|------|-------------|-------------|
|         |      |             |             |