

BN AGROCHEM LIMITED

(Formerly BN Holdings Limited)

STAKEHOLDERS ENGAGEMENT POLICY

1. Policy Statement

BN Agrochem Limited (Formerly BN Holdings Limited) (“the Company”) recognizes that effective stakeholder engagement is essential for sustainable growth, risk management, and long-term value creation. The Company believes that engaging constructively with stakeholders enhances transparency, strengthens credibility, builds trust, and supports responsible business practices.

The Company is committed to open, inclusive, and meaningful engagement with stakeholders to foster cooperation and mutual support in achieving sustainable business objectives.

2. Identification of Stakeholders

The Company defines stakeholders as individuals or groups who may influence by its operations, activities, technological advancements, regulatory developments, market conditions, and societal trends.

The key stakeholders of the Company include local communities around operational sites, employees and contractual workforce, supply chain partners, vendors and distributors, customers, investors and shareholders, government and regulatory authorities, as well as industry bodies.

3. Commitment to Stakeholder Engagement

To strengthen stakeholder relationships, the Company, including its subsidiaries and joint ventures (where applicable), shall:

3.1 Ethical and Sustainable Conduct

- Conduct business operations with integrity and in alignment with the Company’s core values.
- Operate within the legal framework and anticipate evolving regulatory requirements.
- Try to align engagement efforts with the Company’s ESG goals and sustainability commitments.

3.2 Strategic Allocation of Resources

The Company will allocate resources for stakeholder engagement based on:

- Stakeholders’ level of interest and influence
- Expertise and integrity
- Willingness to engage
- Expectations and dependence on the Company
- Strategic importance of engagement

3.3 Transparency and Trust

- Promote transparency, fairness, non-discrimination, and mutual respect in all interactions.
- Strengthen social legitimacy and trust through responsible and ethical decision-making.

3.4 Conflict Prevention

- Identify and address stakeholder concerns proactively to prevent escalation into business risks.
- Integrate stakeholder feedback into operational and strategic decisions.

4. Employee Engagement Framework

The Company recognizes employees as key stakeholders and is committed to fostering a transparent and inclusive workplace culture by establishing structured engagement mechanisms, including periodic communications from leadership, town hall meetings, employee gatherings on business and cultural occasions, structured performance review discussions, career development discussions, grievance redressal forums, and operational and review meetings.

5. Policy Review

This Policy shall be reviewed periodically to ensure its continued relevance and effectiveness. Amendments, if any, shall be approved by the Board of Directors or the appropriate authority as per governance requirements.