

STAKEHOLDER ENGAGEMENT

Stakeholder engagement and alignment is an important step in our strategic planning and execution. We endeavour to report to stakeholders periodically about what we are doing and what we intend to do in the future by using these engagement outcomes.

Topics Discussed	Relevant Material Issues	Various Platforms / Forums of Engagement
Shareholder / Investors Increase in market capitalisation and dividends, profitability, sustainability practices, climate change risks, robust governance, financial stability, growth prospects	M1 M2 M4	Annual General Meeting and other shareholder meets, Periodic email communications and Stock Exchange intimations, investor/analysts meet / conference calls, annual report, quarterly results, media releases, Company / Stock Exchanges website
Customers / Farmers / Retailers / Dealers Consistent quality and availability, responsiveness to needs, sustainability, responsible guidelines, climate change disclosures, responsible manufacturing, life cycle assessment	M2 M4 M5	Website CRM, dealer / retailer / direct customer meets, senior leaders customer meets / visits, customer plant visits, achievers meet, Key Account Management workshops, focus group discussion, complaints management, helpdesk, conferences, joint business development plans, information on packaging, customer surveys, Net Promoter Score
Suppliers / Partners / Growers Quality, timely delivery and payments, sustainability performance, safety checks, compliances, ethical behaviour, ISO and OHSAS standards, collaboration opportunities, digitalisation opportunities	M3 M4 M6	Supplier prequalification / vetting, communication meets, supplier plant visits, partnership meetings, MoU agreements, trade association meets / seminars, professional networks, Bhagidhari Sabha, contract management / review, product workshops / on site presentations, framework agreements, satisfaction surveys
Government Climate change roadmap, sustainability frameworks, policy advocacy, plastic waste management, developing of framework beyond compliance and responsible care (RC), timely contribution to exchequer / local infrastructure, proactive engagement, skill and capacity building, sustainable livelihood, clean and safe environment	M4 M5 M6 M8	Advocacy meetings with local / state / national government and Policy makers, seminars, media releases, conferences, membership in local enterprise partnership, industry body memberships (Crop Life India, Confederation of Indian Industry, Bombay Chambers of Commerce and Industry, Federation of Seeds Industries of India, IMC Chamber of Commerce and Industry)
Employees Responsible Care, innovation, operational efficiencies, improvement areas, employee engagements / benefits, long-term strategy plans, training, awareness, responsible marketing, brand communication, health and safety	M1 M2 M7 M11	Senior leaders' communication / talk / forum, town hall (CEO Online) briefing, goal setting and performance appraisal meetings / review, exit interviews, union meetings, wellness initiatives, focus on workplace safety, employee engagement survey, email updates, intranet, websites, poster campaigns, house magazines, confluence, circulars, quarterly publication, intranet, newsletters
Community / Society / CSR - Project Leaders Responsible Care, waste management issues, self sustainability, integrated water management plans, roadmaps for clean water initiative, community development agreement, livelihood support, disaster relief	M5 M10 M12	Community meetings/visits, local authority and town council / committee meetings, location heads meets, SWOT council meets, community projects, partnership working with local charities, volunteering, seminars / conferences with CSR Partners