Scaling Impact through Responsible Partnerships

Stakeholder Engagement

Our stakeholders are integral to Hindalco's purpose, progress and ability to create long-term value. They help shape our priorities, strengthen our decision-making and guide our journey towards excellence, sustainability and inclusive growth. Anchored in trust, collaboration and mutual respect, these relationships enable us to co-create solutions that are responsive to evolving expectations and aligned with our broader value-creation strategy.

Each stakeholder group plays a distinct role in Hindalco's journey. We therefore remain committed to maintaining open, transparent and effective channels of communication that support meaningful dialogue, timely feedback and stronger partnerships. These engagements help us understand stakeholder expectations, address concerns proactively and identify opportunities to create shared and sustainable value.

Guided by the Aditya Birla Group's Stakeholder Engagement Policy, we follow a structured three-pronged approach:

Identifying and prioritising stakeholders

↓

Engaging with stakeholders

↓

Understanding expectations and developing action plans to address their concerns, if any

Furthermore, we have adopted the AccountAbility Principles Standard (AA1000APS) to strengthen our stakeholder engagement, sustainability management, and transparent reporting practices. This commitment extends across our operations, subsidiaries, and value chain partners. By leveraging the AA1000APS framework, we translate the principles of Inclusivity, Materiality, Responsiveness, and Impact into action, driving accountability and sustained focus on our key sustainability priorities. The implementation of the AccountAbility Principles is embedded within our sustainability governance structure and corporate strategy, with oversight from the Board-level RM&ESG Committee, senior leadership and executive management. We integrate stakeholder priorities, ESG risks, and sustainability opportunities into our strategy, capital allocation, operations, and performance monitoring. Through this formal commitment to the AccountAbility Principles, we reaffirm our commitment to responsible business conduct, stakeholder accountability and sustainable value creation.

During the reporting year, we observed strong stakeholder participation, which minimised response bias and ensured balanced, representative insights. These expectations are reviewed quarterly by the Risk Management & ESG Committee, CSR Committee, and the Board, enhancing accountability and strategic oversight. This structured approach enables us to effectively navigate complexities, identify emerging opportunities, and progress towards a more inclusive and sustainable future.

Frequency of Engagement: ● *Continuous* ◔ *Quarterly* ☼ *Periodically*

Stakeholder	Modes of engagement	Their expectations	Our approach
Employees ● Play a decisive role in driving our operational performance, innovation, long-term sustainability, and positive organisational culture. Their skills, dedication, and institutional knowledge drive productivity and service excellence, enabling the achievement of strategic objectives.	• Emails and website • Hi intranet and knowledge portals • Employee engagement surveys • Townhall meetings • Engagement and wellbeing programmes • Feedback and grievance redressal mechanism • Events and seminars • Annual general meetings • Workshops and training programmes • Social media	• Training and skill development with career growth • Fair compensation and equal opportunities • Labour relationship management • Employee well-being • Occupational health and safety • Employee engagement • Transparent communication • Performance linked rewards and recognition	• Customised training and awareness programmes • Fair and timely payment of wages • Strict adherence to minimum wage regulations and fair compensation practices • Advance notice provided for any significant operational changes, ensuring transparency and preparedness • Performance appraisal and development reviews • Proactive employee engagement through surveys, townhalls and meet-ups • Career progression frameworks and mentorship • Health check-ups, mental wellness programmes, and ergonomic workplaces • Robust rewards and recognition system
Investors ◔ Contribute to our financial growth and influence strategic direction through their expectations on performance, governance, and sustainability.	• Board meetings • Shareholder meeting(s) • Investors day • Quarterly and annual reports • Shareholder/Investors grievance forum • Press releases and newsletters • Website	• Responsible financial management • Sustainable investments, growth and returns • Maintain investor trust and confidence • ESG commitment and disclosure • Operational and financial performance • Corporate governance • Ethical conduct and integrity	• Communicating financial performance and business strategies through annual reports and meetings • Addressing investor queries • ESG performance reporting and sustainability roadmaps • Strategic updates on growth, innovation, and risk management • Periodic reporting on operational and financial performance • Strategic emphasis on cost optimisation and the development of value-enhancing products • Adherence to a robust corporate governance practices and structure
Customers ● Drive our organisational success, innovation, and growth as they directly impact revenue, influence brand reputation, and market relevance.	• Emails and meetings • Customer satisfaction surveys • Phone conversations • Periodic site visits • Grievance redressal mechanism	• Timely delivery and consistent supply • Proactive communication and responsive after-sales service • Certifications and compliance with environmental standards • Innovative solutions	• Advancing sustainable product offerings and circular economy initiatives • Key account management for strategic client engagement • An integrated NPS model leveraging both top-down and bottom-up insights • Product portfolio enhancement • Assurance of consistent quality and timely delivery
Suppliers/Vendors ● Play a strategic role in advancing our sustainability and responsible sourcing goals by supplying the raw materials, process inputs, equipments, and specialised services that form the backbone of our manufacturing and service delivery processes.	• Emails and meetings • Supplier audits and assessments • Trainings and capacity building workshops • Workshops, forums and surveys • Grievance redressal mechanism • Dedicated task force team meetings involving internal team members and executive management leaders	• Fair and transparent procurement practices • Compliance and regulatory expectations • Further embed sustainability in supply chain • Promote responsible sourcing and circular economy • Training and capacity building sessions	• Supplier performance and risk assessment framework • Hybrid due-diligence process comprising physical and digital assessments • Internal desk reviews, self-assessments, and on-site evaluations conducted by consultants or independent accredited auditors, wherever applicable • Communicate Observations for Improvements (OFI) and provide structured improvement plans to mitigate risks and implement corrective measures • Joint Due Diligence Standard (JDDS) for copper concentrate procurement
Regulatory Bodies/ Industry Associations ● Establish legislative framework for our operations, making proactive engagement essential to navigate industry transitions and influence beneficial policies.	• Public advocacy • Formal dialogues • Annual reports • Compliance reports • Forums, conferences and seminars • Membership in national and regional committees and trade associations • Collaboration with government and industry associations to develop policies and regulations	• Adherence to applicable laws and regulatory requirements • Sustainability leadership	• Advocate sector policy reforms • Ensuring compliance with applicable laws and regulations • Integration of environmental and societal issues in the public policy advocacy
Local Communities and NGOs ● Communities underpin the social license to operate, and their wellbeing is integral to our long-term sustainability, reputation, and operational continuity. NGOs serve as a key partners in delivering social and environmental initiative, bringing grassroots expertise, credibility, and ensuring inclusive, impactful community development.	• Stakeholder engagement surveys • Community needs assessment through participatory rural appraisal • Impact assessment • Community risk management • Site visits • Grievance redressal mechanism • Collaboration with NGOs and partners • CSR Initiatives	• Local employment opportunities • Skill development • Conservation of natural resources • Responsible and sustainable business practices • Health and safety concerns	• Empowering grassroots NGOs • Adoption of responsible and sustainable mining practices • Commitment to advancing societal development and reform • Regular monitoring through impact assessment studies • Environmental conservation and rehabilitation efforts • Programmes focused on livelihood generation and skill development • Community Development Agreements (CDAs) and investments in local infrastructure, health, education • Community outreach through social awareness campaigns • Regular interaction to discuss the progress through interviews and company's press release
ESG Rating Agencies ☼ Assess ESG performance - influencing investor decisions, corporate reputation, and access to capital. It helps in identifying risks and opportunities, benchmarking performance, and ensuring transparency and accountability in sustainability practices.	• Annual reports and publications • Press releases and newsletters • Social media and website	• Transparent communication and disclosures	• Regular communication of progress through press releases and reports

Introduction
Corporate Overview
Strategic Overview
Creating and Sustaining Value
Awards and Recognition
Standards and Frameworks
Statutory Reports
Financial Statements