

## Stakeholder Engagement Policy

### Preamble

UFlex Limited (hereinafter referred to as "UFlex" or "The Company") recognizes that stakeholder involvement is an essential component of the business's functioning. As an ethical firm, we recognize the need of active stakeholder involvement in driving corporate success and creating value beyond. To build an alliance of confidence and mutual respect, the organization recognizes the need of understanding its important stakeholders' requirements, expectations, concerns, and comments. This Stakeholder Engagement Policy (the "Policy") promotes collaborative and cooperative relationships among all Stakeholders via open and effective communication, allowing for continuous value-based partnerships. The Policy should be read in combination with The Company's other internal policies.

### Purpose

The Policy's purpose is:

- to establish standards and protocols for engaging with our stakeholders
- to identify the risks and opportunities arising from stakeholders' material issues
- to cultivate and promote a sound understanding of stakeholders' requirements, interests, and expectations
- to build a relationship of trust and convey The Company's commitment towards their valued stakeholders

### Scope

This Policy outlines the principles and guidelines for engaging with its stakeholders.

### Definitions

"Stakeholders" refer to those individuals, groups of individuals or organizations that impact and/ or could be impacted by our organization's activities, products or services and associated performance", namely Employees, Customers, Government Authorities, Suppliers, Investors and Shareholders.

### Engagement Methods

As indicated below, The Company's approach to interaction involves multiple channels and forms of communication defined for each distinct stakeholder group:

Stakeholders	Expectations	Mode of engagement	Frequency
Government and regulatory authorities	<ul style="list-style-type: none"> <li>• Maintain transparent relationship and ensure compliances</li> <li>• Retail licenses</li> <li>• Minimize operations risks</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Presentations/Reports</li> <li>• Written Communications</li> <li>• One-on-one meetings</li> <li>• Submissions of various returns and compliances with statutory authorities, via their portal</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>

Customers	<ul style="list-style-type: none"> <li>Showcase product development and prioritization</li> <li>Receiving feedback on product and service expectation</li> </ul>	<ul style="list-style-type: none"> <li>Customer meets/event</li> <li>Trade Shows</li> <li>Media campaigns and advertising</li> <li>Knowledge seminars and events</li> <li>Digital platforms</li> <li>Corporate website</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Investors and shareholders	<ul style="list-style-type: none"> <li>Information sharing</li> <li>To receive feedback</li> <li>To establish trust and build good relationships</li> </ul>	<ul style="list-style-type: none"> <li>Annual Report</li> <li>Annual general body meetings</li> <li>Investor meets, Conference calls</li> <li>Investor Presentations</li> <li>Website</li> <li>Media Releases</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Strengthen existing relationship</li> <li>Encourage responsible practice across value chain</li> <li>Check performance and expectations</li> </ul>	<ul style="list-style-type: none"> <li>Visits and personal/ telephonic interactions</li> <li>Supplier onboarding session</li> <li>Trainings</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Learning and development</li> <li>Internal and external activity updates</li> <li>Address the concerns and queries</li> </ul>	<ul style="list-style-type: none"> <li>Meetings,</li> <li>E-mail communications,</li> <li>Employee surveys</li> <li>Newsletters and portals</li> <li>Trainings</li> <li>Orientation/Induction Programme</li> <li>Learning initiatives</li> <li>Rewards and Recognition</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

### Communication

The Policy would be available on The Company's website to ensure easy accessibility and effective communication for all the stakeholders

### Review and monitoring

Board of Directors of The Company shall review the policy as per the requisite, any amendment to the same shall be communicated to the stakeholders via suitable channels.

<b>Master List Ref</b>	<b>Release Date</b>	<b>Review Date</b>	<b>Next Review Date</b>
<b>Version</b>	<b>Process Owner</b>	<b>Reviewed by</b>	<b>Approved by</b>