EPACK Durable Limited

Stakeholder Engagement Plan

Objective

The objective of this Stakeholder Engagement Plan (“SEP” or “Plan”) is to ensure that EPACK Durable Limited ("Company", “EPACK”, which term shall deem to include its subsidiaries) establish a systematic approach to identify and assess stakeholders based on the nature and severity of impacts. This SEP applies to both internal and external stakeholders.

Stakeholder Engagement Process

The SEP is developed to provide EPACK, a framework for managing and facilitating future engagement with stakeholders. Stakeholders are defined as persons or groups who are directly or indirectly affected by a Company, including those who may have interests in the Company or the ability to influence its outcome, either positively or negatively. Engagement processes will be designed to identify, assess, and respond to stakeholder concerns while strengthening project sustainability.

The Stakeholder Engagement process involves the following steps presented in **Figure 1**:

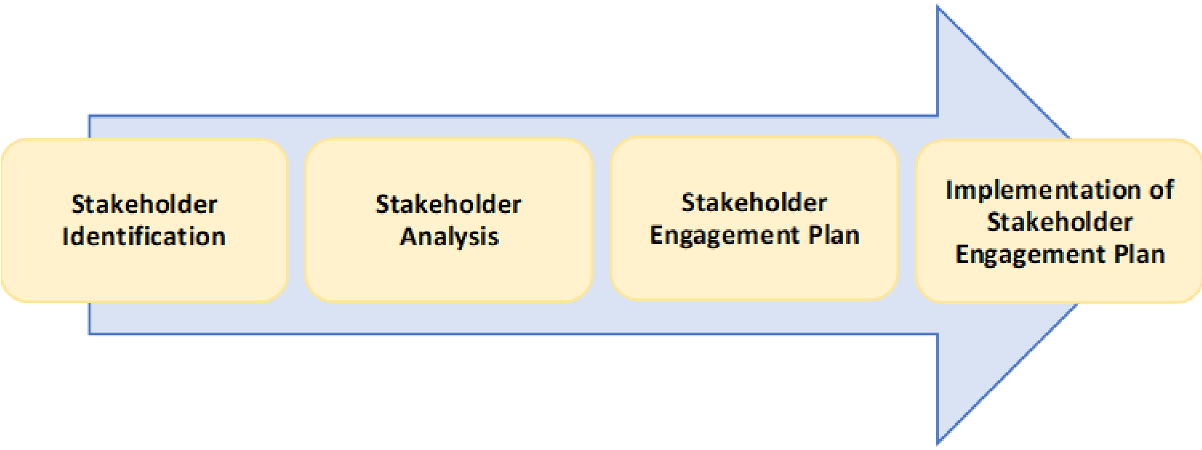

Figure 1: Stakeholder Engagement Process

Stakeholder Identification & Analysis

1. **Stakeholder Identification**
   Considering the nature of activities in the Company’s operations, the key stakeholders are identified below in **Table 1.**

Table 1: Stakeholder Identification

Stakeholder Identification	Primary Stakeholders
Regulatory Authorities	• Ministry of Corporate Affairs • Securities and Exchange Board of India (SEBI) • Income Tax Department • Others (Factories department, Labour department, CPCB, SPCB, etc)
Investors/Shareholders & Rating Agencies	• Institutional investors • Retail shareholders

Stakeholder Identification	Primary Stakeholders
	• Promoters and Promoter Group entities • Financial analysts and rating agencies
Employees, Workers, Trainees & apprentice	• Permanent employees (on-roll) • Contractual and shop-floor workers in manufacturing units • Skilled, semi-skilled, and unskilled labour • Trainees and apprentice
Customers	• B2B customers across product segments • End-users (indirect stakeholders via brands)
Communities	• Communities surrounding manufacturing plants and operational sites • Local populations impacted by plant operations
Supply Chain Partners	• Raw material suppliers • Logistics and transportation partners • Third-party service providers

2. Stakeholder Analysis

Stakeholder Analysis involves a more in-depth look at the interests of the stakeholders, how they will be affected and what influence they have on the Company's business operations. The influence and priority have both been primarily rated as:

a. High Influence: This implies a high degree of influence of the stakeholder on the organization in terms of participation and decision making or high priority to engage with the stakeholder.

b. Medium Influence: This implies a moderate level of influence and participation of the stakeholder in the organization as well as a priority level to engage the stakeholder which is neither highly critical nor are insignificant in terms of influence.

c. Low Influence: This implies a low degree of influence of the stakeholder on the organization in terms of participation and decision making or low priority to engage that stakeholder.

The influence of identified stakeholders on the business operations and vice versa has been analysed and presented in below **Table 2**.

Table 2: Stakeholder Analysis

Stakeholders	Impact/ Influence of the business on the Stakeholder	Impact/ Influence of the Stakeholder on the business	Expectations, Opinions, Key Concerns of Stakeholders	Rating of Stakeholder Influence
Regulatory Authorities	Ensures compliance with environmental, electrical, and labour codes	• Grant statutory approvals and monitor compliance • May impose penalties for violations	• Adherence to all applicable laws and timely reporting	**High Influence**

Stakeholders	Impact/ Influence of the business on the Stakeholder	Impact/ Influence of the Stakeholder on the business	Expectations, Opinions, Key Concerns of Stakeholders	Rating of Stakeholder Influence
Investors / Shareholders & Rating Agencies	• Financial returns and dividend performance • Transparency and governance practices • ESG disclosures and long-term value creation	• Capital availability and valuation • Influence strategic decisions and governance • Can drive ESG integration and risk management priorities	• Consistent financial performance • Strong governance and risk controls • ESG performance and disclosures • Business growth and scalability	**High Influence**
Employees, Workers, Trainees & Apprentice	• Employment, wages, and job security • Health & safety conditions in manufacturing units • Skill development and career growth • Trainee & apprentice stipend	• Productivity, quality, and operational efficiency • Industrial relations can impact continuity • Workforce stability affects delivery timelines • Skilled development to fill vacancies before joining with right candidates	• Safe working conditions • Fair wages and benefits • Job security and growth opportunities • Effective grievance redressal mechanisms • Job posting on Naukri and other portal to influence right candidates.	**High Influence**
Customers	• Product quality, pricing, and delivery reliability • Compliance with ESG and supplier standards • Innovation and manufacturing capability	• Revenue concentration risk • Strong influence on production volumes and margins • Can impose strict ESG and compliance requirements	• High product quality and consistency • Timely delivery and cost competitiveness • Compliance with ESG and regulatory standards • Long-term reliability	**High Influence**
Communities	• Environmental impact (air emissions, waste, water usage) • Local employment generation • Infrastructure and resource pressure	• License to operate • Community opposition can delay or disrupt plant operations • Influence through local	• Pollution control and environmental safety • Local hiring and economic contribution • Community engagement and	**Medium Influence**

Stakeholders	Impact/ Influence of the business on the Stakeholder	Impact/ Influence of the Stakeholder on the business	Expectations, Opinions, Key Concerns of Stakeholders	Rating of Stakeholder Influence
	in surrounding areas	authorities and public sentiment	grievance handling	
Supply Chain Partners	• Business continuity and revenue for suppliers • Payment cycles and contract terms • Technical and quality requirements	• Supply reliability affects production continuity • Quality of inputs impacts final product quality • Cost efficiency and margins depend on supplier performance	• Timely payments • Clear contracts and volume visibility • Long-term business relationships • Fair and transparent procurement practices	**Medium Influence**

3. Stakeholder Engagement Plan

Based on the stakeholder identification and analysis process, the SEP has been developed. The Plan outlines the approach for engagement with the identified stakeholder groups, proportionate to EPACK's operational scope presented in **Table 3**.

The SEP provides an understanding of the levels and methods of engagements for each stakeholder group based on the following aspects:

a. Relative influence and relevance of the stakeholder group to EPACK's operations
b. Key expectations
c. Intended engagement objective
d. Existing relationship with the stakeholder group
e. Stakeholder receptiveness, their engagement abilities and the time constraints, if any

Engagement methods may include, as appropriate:

a. Meetings
b. Consultations through group discussions
c. Responding to queries received
d. Online receipt of feedback
e. Trainings
f. Written Agreements
g. Official communications

Communication may be verbal or written, depending on the purpose and stakeholder group, based on the purpose of communication and the target stakeholder group. Where feasible, visual or simplified formats may be used to enhance accessibility to ensure engagement and ease of delivery, and the communication shall be made available in relevant local languages, where necessary and practicable.

Table 3: Stakeholder Engagement Plan

Stakeholder	Stage of Engagement	Purpose of Engagement	Engagement Method	Minimum Information to Disclose	Responsibility
Regulatory Authorities	Throughout lifecycle: plant setup, operations, expansion, and audits	Ensure compliance with regulatory, environmental, labour, and industrial regulations	• Taking necessary approvals for compliance of applicable law • Periodic compliance filings and disclosures • Regulatory inspections and audits	• Licenses, permits, and approvals • Compliance status and statutory filings • ESG, EHS, and audit reports • Incident corrective action reports	• Plant Head (Plant-level compliance) • Compliance Officer (SEBI or Companies Act, 2013 -related compliance) • Chief Financial Officer (Financial/taxation, where applicable) • EXIM Officer (Customs and Logistics compliance)
Investors / Shareholders & Rating Agencies	Quarterly, annual, and during key strategic event	Ensure transparency, build investor confidence, and communicate financial & ESG performance	• AGM/EGM meetings • Intimations and disclosures disseminated through Stock exchanges • Audit for credit ratings	• Financial performance and outlook • Annual reports and ESG disclosures • Investor presentations and earnings calls • Business Responsibility and Sustainability Reports • Intimations and disclosures disseminated	• Chief Financial Officer (financial performance and disclosures) • Company Secretary (corporate governance & statutory compliance) • ESG Officer, if any (for ESG disclosures)

Stakeholder	Stage of Engagement	Purpose of Engagement	Engagement Method	Minimum Information to Disclose	Responsibility
				through Stock exchanges	
Employees & Workers	Continuous: hiring, onboarding, operations, and exit	Ensure safe workplace, productivity, and workforce engagement	• Trainings and toolbox talks • Internal communication (HR sessions, town halls, Appreciation meetings) • Grievance redressal mechanisms • Performance reviews • Event based Celebrations	• Workplace policies (HR, EHS, Code of Conduct) • Safety procedures and training materials • Roles, responsibilities, and KPIs • Grievance mechanisms	• HR Head (hiring, onboarding, performance management, employee engagement, labour law compliance and statutory adherence) • Plant HR Manager (day-to-day workforce supervision & implementation, workplace safety, training, incident management) • ESG Officer, if any (for environment safety and procedures)
Customers	Deciding terms of engagement, dealing during ongoing operations, and periodic reviews	Ensure product quality, delivery reliability, and compliance with client standards	• Contract negotiations and review meetings • Quality audits and performance reviews	• Product specifications and quality metrics • Production schedules and delivery timelines • ESG compliance data (if required)	• Business Head (client relationship and commercial commitments) • Operations Head (delivery timelines and execution)

Stakeholder	Stage of Engagement	Purpose of Engagement	Engagement Method	Minimum Information to Disclose	Responsibility
			• ESG and supplier compliance assessments	• Incident and deviation reports	• Quality Head (product quality compliance)
Communities	During plant operations and expansion phases	Manage local impacts	• Meetings as required and CSR initiatives • Local engagement programs	• Environmental and social impact information • CSR activities and local development initiatives	• Plant Head (local implementation and operational interface) • Plant HR (community engagement, meetings) • ESG Officer, if any (Environment and social impact review)
Supply Chain Partners	Vendor onboarding, ongoing procurement, and periodic evaluation	Ensure supply continuity, quality, and cost efficiency	• Supplier contracts and onboarding processes • Periodic performance reviews • Audits & inspections	• Technical specifications and quality standards • Payment terms and policies • ESG expectations	• Sourcing and Procurement Head (vendor selection, commercial terms, and supplier onboarding) • Supply Chain/Operations Team (execution, delivery coordination, and performance tracking)

4. Stakeholder Engagement Plan Implementation

a) Communication

The SEP will be communicated and remain accessible to all departments / personnel that are responsible for external information disclosure and stakeholder engagements.

b) Maintenance of Records

Records of stakeholder engagement activities shall be maintained by the responsible departments, as relevant, applicable and/or appropriate for respective stakeholders by the concerned departments / personnel which may include minutes of meetings, attendance sheets, emails, work orders, agreements, or other relevant documentation as relevant to the item being disclosed.

Stakeholder meetings or discussions may be documented in the form of minutes, where appropriate using the suggestive format provided in **Attachment 1** by the respective departments / personnel responsible for the engagement. Written communications shall be retained in an organized manner to allow reasonable retrieval.

All stakeholder engagement records containing personal data shall be maintained in compliance with the **Digital Personal Data Protection Act, 2023**. Personal data collected during engagement activities shall be used solely for the purpose of stakeholder engagement and shall not be shared with unauthorized parties or any other third party. Such records shall be retained only for as long as necessary and shall be securely disposed of thereafter.

c) Training

Personnel responsible for stakeholder engagement shall receive appropriate orientation or guidance to support effective communication to enable effective communication and achieve desired results from the engagement. Personnel engaging with customers or community representatives shall be sensitized to conduct interactions in a culturally appropriate manner to ensure that the engagements are culturally and socially appropriate and that the public sentiments are not hurt during discussions.

Relevant personnel shall be informed of key community interface considerations and expected standards of conduct, as well as expectations on stakeholders when interacting with stakeholders from nearby communities.

5. Review and Amendments

This Policy shall be reviewed periodically to assess its suitability, adequacy, and effectiveness and to ensure its continued relevance. The Board of Directors of EPACK Durable Limited shall have the authority to amend, modify, or update this Policy, as may be necessary, from time to time. This Policy shall remain valid and in force on an ongoing basis from the date of its approval and shall continue to remain effective unless revoked by the Board of Directors.

6. Version Control

Version	Description	Date
Version 1	Stakeholder Engagement Plan	August 11, 2026

Attachment 1: Minutes of Stakeholder Meetings

Location of the facility:	
Date of Meeting:	
Purpose of Meeting:	
Place of Meeting:	
Name of Team/Designation and Company Name	
Key Discussion Points:	

Questions & Responses:

Name of Person	***Question***	***Response by Company***

Key Actions Planned (if any):

#	***Action***	***Responsibility***
1.		
2.		
3.		
4.		
5.		