

SALASAR TECHNO ENGINEERING LIMITED

Stakeholder Engagement Policy

Introduction

Salasar Techno Engineering Ltd. (hereinafter referred to as "STEL") is committed to fostering meaningful and productive relationships with all stakeholders and recognizes their importance in contributing to the company's success and sustainability. This Stakeholder Engagement Policy outlines our approach to engaging with stakeholders to promote transparency, accountability, and mutual understanding.

Objectives

- To define guiding principles for the methodologies, systems, and processes involved in identifying and effectively engaging with stakeholders.
- To engage proactively with stakeholders to evaluate and resolve their legitimate concerns, interests, and expectations, which may impact the Company's operations.
- To continuously improve our engagement practices and ensure stakeholder feedback is considered in the decision-making processes.

Scope

This policy is applicable to all interactions and communications with internal stakeholders, such as employees and management, and external stakeholders, including investors, customers, suppliers, communities, and regulatory bodies.

Policy Statements

- STEL conducts all business activities transparently and responsibly, recognizing the impact on stakeholders.
- STEL is committed to identifying and prioritizing all stakeholders responsibly and transparently, ensuring their interests are considered in all relevant decision-making processes.
- STEL is committed to treating all stakeholders with respect, empathy, and dignity and shall understand their expectations, acknowledge their concerns, and endeavor to address them in a constructive and empathetic manner.
- STEL shall establish and maintain open channels of communication to provide timely, accurate, and relevant information to all stakeholders.
- STEL believes in equitable growth and aims to generate value for all its stakeholders by incorporating all the valuable suggestions into business practices. Our goals and actions are aligned with the high-priority areas of stakeholders based on the company's assessment.
- STEL engages all the stakeholders in a non-discriminatory and interactive manner that encourages feedback and positive engagement with business operations.
- The outcomes of stakeholder engagement shall be communicated and reported to internal and external stakeholder groups through various modes, including the annual sustainability report, notices on the official website, and one-to-one meetings.
- STEL shall monitor and evaluate the stakeholder engagement efforts regularly to ensure they are

effective and meaningful.

Review & Improvement

This policy shall undergo periodic reviews to ensure its effectiveness and relevance. The Company's CMD serves as the Competent Authority for this policy and reserves the right to interpret, change, modify, or revoke it at any time.

Accessibility

This policy is communicated effectively to all employees in a meaningful manner. It shall also be made available to all stakeholders on the company website.