

ACME SOLAR HOLDINGS LIMITED
STAKEHOLDER ENGAGEMENT POLICY

1. Introduction

ACME Solar Holdings Limited (“ACME” or the “Company”) recognises that transparent, consistent and inclusive engagement with stakeholders is important for sustainable business operations, effective risk management and long-term value creation.

The Company seeks to foster constructive and responsible relationships with stakeholders based on trust, accountability and mutual respect.

2. Purpose

This Policy outlines the Company’s approach to identifying, engaging with and responding to stakeholders in a considered and responsible manner.

It aims to promote consistent engagement practices, strengthen stakeholder trust, enable consideration of stakeholder perspectives and support informed decision-making by considering stakeholder perspectives in business operations.

3. Applicability

This Policy applies to: (a) all employees and directors of the Company; (b) employees and directors of subsidiaries and entities where the Company exercises management or operational control; and (c) contractors, suppliers, service providers and other third parties engaged by the Company or its subsidiaries who are duly authorised, or who by virtue of their role or function engage or interact with the Company’s stakeholders.

4. Stakeholder Identification

The Company recognises stakeholders as individuals, groups or organisations that may affect, or be affected by, the operations, projects or business activities of the Company and its subsidiaries and entities under its management or operational control.

Stakeholders are identified and assessed based on factors such as:

- a. the nature and extent of impact of the Company’s activities;
- b. the degree of influence on business operations or outcomes;
- c. regulatory, contractual or business relationships; and
- d. the context of specific projects or operations.

Stakeholders may be categorised and prioritised based on their relevance, level of impact and ability to influence the Company’s activities.

Key stakeholder groups include:

- a. employees and contract workforce;
- b. investors and shareholders;
- c. customers and off-takers;
- d. lenders and financial institutions;

- e. government and regulatory authorities;
- f. local communities, including vulnerable groups in project areas;
- g. suppliers, contractors and service providers;
- h. industry associations; and
- i. media.

5. Engagement Principles

The Company's stakeholder engagement approach is guided by the following principles:

- a. **Transparency:** Sharing relevant and appropriate information, where applicable.
- b. **Accountability:** Building responsible relationships while recognising environmental and social considerations.
- c. **Inclusiveness & Non-discrimination:** Encouraging fair and equitable participation for stakeholders to express concerns and participate in dialogue.
- d. **Mutual Respect & Cooperation:** Fostering long-term, constructive engagement.
- e. **Responsiveness:** Considering stakeholder inputs in business practices and decision-making.
- f. **Legal & Ethical Compliance:** Adhering to applicable laws, regulations and internal codes of conduct.

6. Stakeholder Engagement Approach

The Company endeavours to engage with stakeholders in a manner that is appropriate to the nature of its business activities, stakeholder relationships and the context of specific projects or operations.

Such engagement may, as appropriate, include:

- a. communication through disclosures, meetings, consultations, digital platforms and community interfaces;
- b. consultation mechanisms such as workshops, surveys, focus group discussions and grievance interactions;
- c. engagement tailored to the relevance of the stakeholder and the potential impact on or from the Company's operations; and
- d. initiatives aimed at enhancing stakeholder awareness and engagement effectiveness.

The nature, frequency and mode of engagement may vary depending on business requirements, regulatory expectations and operational considerations.

The Company recognises the importance of engaging with local communities and other potentially impacted stakeholder groups in project areas.

7. Stakeholder Feedback & Integration

Inputs and feedback received through stakeholder engagement may be considered in the identification, prioritisation and management of business, environmental and social matters, including policy development, project planning and operational improvements.

8. Reporting and Grievance Redressal Mechanism

Any person covered by this Policy who wishes to raise a concern or report a potential violation of this Policy may do so by contacting the Company's Compliance Officer or through the

Company's established grievance redressal mechanism, as communicated from time to time. The Company shall endeavour to address all concerns in a fair, timely, and confidential manner. No person shall be subject to retaliation for raising a concern in good faith.

9. Governance and Implementation

The Board of Directors is responsible for the approval and oversight of this Policy. The Corporate Social Responsibility and Sustainability Committee of the Board shall oversee the implementation of this Policy and review its effectiveness periodically. Senior management and the relevant functional heads shall be responsible for operationalising this Policy across the Company's operations and ensuring compliance with its requirements.

10. Review and Amendment

This Policy is approved by the Board of Directors of ACME. This Policy shall be reviewed periodically, or earlier if warranted by changes in applicable laws, regulations, business operations, or stakeholder expectations. Any material changes to this Policy shall be subject to the approval of the Board of Directors.

11. Version History:

Date of Board Approval	Particulars	Effective Date
27 th March 2026	Introduction and implementation of Stakeholder Engagement Policy	27 th March 2026