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<tr><td colspan="4">Hindustan Platinum Pvt. Ltd.</td></tr>
<tr><td rowspan="4"></td><td rowspan="4">ESG Policy</td><td>Effective Date</td><td>24/09/2024</td></tr>
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ESG POLICY

HINDUSTAN PLATINUM PRIVATE LIMITED

CIN: U74999MH1961PTC012143

ESG POLICY 2024

RECOMMENDED BY:

EXCOM COMMITTEE MEETING ON: 03 SEPTEMBER 2025

APPROVED BY:

BOARD OF DIRECTORS MEETING ON: 03 SEPTEMBER 2025

Prepared By:	Approved By:
Jaikishan Venkat Chief Strategy Officer	Gaurav A. Choksi Board of Director

1.0 Preamble

Hindustan Platinum (hereafter referred to as HPPL in India, HPPR in Puerto Rico, and HP DMCC in the UAE) recognizes that sustainability is integral to its long-term success and growth. Our approach is anchored in a commitment to maximize positive impact on the environment, society, and economy while minimizing our ecological footprint. By embedding sustainability at the core of our operations, we aim to drive innovation, resilience, and responsible growth that delivers enduring value to employees, customers, communities, investors, and the planet.

Our sustainability mission "committed to creating enduring value by integrating sustainability across our operations, minimizing environmental impact, fostering social progress, upholding governance excellence, and accelerating the transition to a circular, low-carbon economy" serves as a roadmap to achieve measurable progress and meaningful outcomes through collaboration, transparency, and accountability, contributing to global sustainability goals. The Environmental, Social, and Governance (ESG) framework enables Hindustan Platinum to set clear priorities, manage material risks, and capture opportunities that strengthen long-term performance.

Aligned with our sustainability vision "to redefine the role of precious metals in creating a sustainable, circular, and equitable future, driving innovation, empowering communities, and safeguarding the planet for generations to come", Hindustan Platinum integrates sustainability into every facet of business, from product innovation and operational excellence to community well-being and governance integrity. With a global presence across India, Puerto Rico, and the UAE, we leverage ESG as a source of competitive advantage, driving efficiency, innovation, and stakeholder trust.

This ESG Policy establishes the company's sustainability vision, mission, framework, and commitments, providing a roadmap to integrate ESG considerations across all operations, decision-making processes, and stakeholder engagements.

2.0 Policy Statement

Hindustan Platinum is committed to embedding ESG principles into every aspect of its business. Our approach to sustainability is guided by core values of ownership, inventiveness and enablement.

Aligned with our strategic goal of "People & Planet First," Hindustan Platinum's commitment to the United Nations Sustainable Development Goals (UN SDGs) and the Science Based Targets initiative (SBTi), encompassing both near-term and long-term targets across Scope 1, 2, and 3 emissions, forms the cornerstone of our efforts to minimize environmental impact, advance positive social outcomes, and uphold the highest standards of governance.

The following reference frameworks have been considered to develop this policy:

- United Nations 2030 Agenda and the Sustainable Development Goals.

Key Mission Pillar	ESG Focus Area	Key Initiatives
Innovation	Sustainable Product & Process Design	Development of eco-friendly catalysts and metal solutions
People Leadership	Employee Wellbeing & DEI	Inclusive workforce programs, health & safety excellence
Customer Excellence	Responsible Sourcing & Client Impact	Transparent supply chain, sustainable product offerings
Sustainability	Energy & Resource Efficiency	Energy optimization, water stewardship, waste reduction

Table 1 - Strategic ESG Alignment Matrix

6.0 Sustainability & ESG Framework

Figure 1 - Sustainability Framework

7.0 ESG Governance Structure

Hindustan Platinum's ESG governance framework ensures clear accountability, transparency, and effective execution of sustainability initiatives across the organization. The structure cascades from the Board & CSR Committee to the Executive Committee (ExCom) and specialized Working Groups for Environment, Social, and Governance.

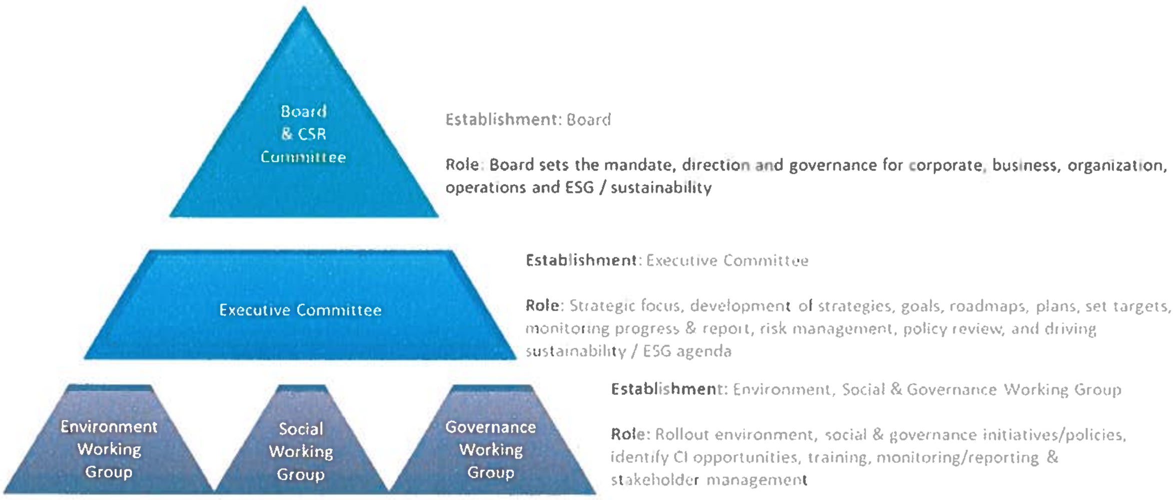

Figure 3 - ESG Governance Structure

RACI Matrix for ESG Governance:

Function / Role	Accountable (A)	Responsible (R)	Consulted (C)	Informed (I)
Board & CSR Committee	✓		ExCom	ESG Working Groups
Executive Committee (ExCom)	✓ (for ESG oversight and performance)	✓ (for strategy, targets, and implementation)	Board	ESG Working Groups
ESG Working Groups (Environment / Social / Governance)		✓ (for initiative rollout, monitoring, and reporting)	ExCom	Employees, Stakeholders

Table 2 - RACI Matrix for ESG Governance

Prepared By:	Approved By:
Jaikishan Venkat Chief Strategy Officer	Gaurav A. Choksi Board of Director

Stakeholder Engagement Plan

Hindustan Platinum engages key stakeholders to align ESG priorities, guide the double materiality assessment, and drive transparent, responsible decision-making.

Stakeholder	Frequency	Method	Key Focus
Shareholders	Annual / Biannual	AGMs, investor meetings	Governance, performance, transparency
Employees	Biannual / Ongoing	Surveys, town halls	Safety, inclusion, growth
Customers	Annual	Surveys, business reviews	Quality, innovation, sustainability
Suppliers	Annual	Audits, workshops	Ethical sourcing, compliance
Government	Ongoing	Reports, consultations	Regulation, policy alignment
Communities	Annual / Ongoing	CSR forums, outreach	Environment, livelihoods, impact

Table 3 - Stakeholder Engagement Plan

Integration:

Insights from stakeholder engagements are reviewed annually and embedded into the ESG double materiality assessment, guiding priorities, policy updates, and reporting to the Executive Committee and Board & CSR Committee.

8.2 Environmental Protection

1. Ensure compliance with regional environmental laws and regulations throughout operations and supply chain.
2. Address the impact of climate change by reducing carbon footprint and investing in renewable energy solutions.
3. Establish clear net zero targets that align with global commitments.
4. Continuously reduce air emissions through innovative technologies and sustainable practices.
5. Optimizing energy consumption through efficiency improvements and the adoption of clean energy sources.
6. Promote a circular economy operating model ensuring resource efficiency.
7. Implement water conservation measures and promote responsible water usage.
8. Actively protect biodiversity by implementing conservation measures and promoting sustainable practices.

Waste & Material Management	Percentage of Recycled/Reused Material in Production	Quantitative	≥50% of total materials input	Quarterly
	Hazardous Waste Disposed as per Legal Requirements	Quantitative	100% compliant disposal	Continuous
	Scrap Generation Rate (per unit of production)	Qualitative	Minimize scrap generation to enhance resource efficiency and reduce waste	Monthly
	Monitoring Use of Key Chemicals	Qualitative	All key chemicals tracked with annual targets	Annual
Pollution Control	Air Emissions vs. Legal Limits (NOx, SOx, PM, HAPs)	Quantitative	Emissions < legal thresholds in all sites	Monthly/Quarterly
	Employee Commute by Mass/Public Transport	Quantitative	≥50% of employees using shared/public transport	Annual
	Noise Emissions within Regulatory Limits	Quantitative	100% sites compliant	Monthly
Governance & Monitoring	Environmental Audits Completed	Quantitative	100% sites audited annually	Annual
	EMS Performance Review by Top Management	Qualitative	Conducted quarterly	Quarterly
	Integration of Environmental KPIs into Business Planning	Qualitative	Incorporated into annual planning cycle	Annual
	Stakeholder Engagement on Environmental Issues (e.g. suppliers, customers)	Qualitative	Conduct minimum 2 engagement sessions annually	Annual

Table 4 - Environmental KPIs

Prepared By: **Jaikishan Venkat** **Chief Strategy Officer**	**Approved By:** **Gaurav A. Choksi** **Board of Director** Choksi

	Employee Pulse Survey Participation	Quantitative	≥90% participation rate	Annual
	Diversity & Inclusion Initiatives	Qualitative	Minimum 2 initiatives per year	Annual
Labor Practices	Employee Engagement Index	Quantitative	Achieve ≥80% engagement score	Annual
	Grievance Resolution	Quantitative	100% grievances resolved within 30 days	Continuous
Community Engagement	Community Development Projects	Qualitative	Implement minimum 2 projects per year	Annual
	CSR Spend as % of Profit	Quantitative	≥2% of net profit annually	Annual

Table 5 - Social KPIs

8.4 Governance Standards

1. Adhere to strong corporate governance principles to ensure transparency, accountability, and ethical conduct.
2. Comply with applicable laws concerning bribery, corruption, fraud and any other prohibited business practices.
3. Compete fairly in the market and prohibit corruption and bribery in any form and are committed to conducting business with integrity, transparency, and ethical standards.
4. Ensure that the supply chain adheres to ethical standards by conducting due diligence, enforcing a Supplier Code of Conduct, and promoting fair labor practices.
5. Implement stringent measures to safeguard data, including sensitive customer information, intellectual property (IP) and material safety.
6. Effectively manage critical incidents through robust risk assessment and response plans.
7. Integrate ESG considerations into business strategy.

Governance KPIs:

Focus Area	KPI Description	Type	Target / Metric	Review Frequency
Compliance & Ethics	Code of Conduct Training Completion	Quantitative	100% employees trained annually	Annual

The process includes peer benchmarking, stakeholder feedback, and surveys with internal and external stakeholders. Each material topic is linked to defined KPIs aligned with strategic objectives to measure performance and track progress.

This assessment guides ESG strategy, focusing efforts where the company can create the greatest value and impact, while ensuring continuous alignment with evolving stakeholder expectations and industry standards.

Materiality Assessment Methodology

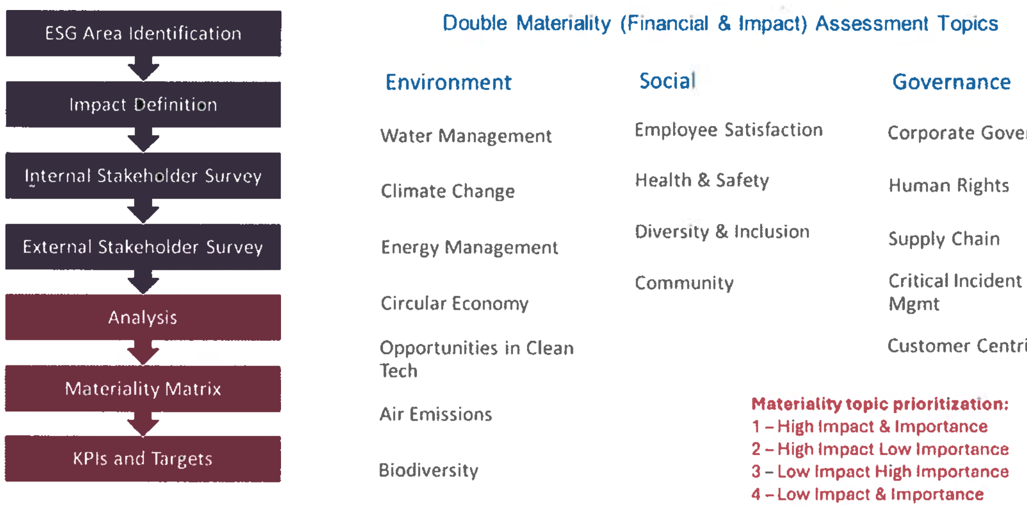

Figure 4 - ESG Double Materiality Assessment Topics

8.6 Communication

Hindustan Platinum will communicate its ESG commitments, progress, and challenges through annual Sustainability / ESG Reports aligned with GRI and TCFD standards, regular updates on the company website, and other appropriate channels. The company will also engage employees through internal communications, including townhalls, sustainability dashboards, and newsletters, to foster awareness and accountability.

To ensure transparency and credibility, Hindustan Platinum will obtain third-party assurance of key ESG data and disclosures.