PATANJALI FOODS LIMITED

STAKEHOLDER ENGAGEMENT POLICY

(Approved by the Board of Director at their meeting held on August 14, 2026)

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Effective Date: August 14, 2026

TABLE OF CONTENTS

PATANJALI FOODS LIMITED

Stakeholder Engagement Policy

1. Purpose

Patanjali Foods Limited ("PFL") / ("the Company") believes that long-term business success is intrinsically linked to maintaining transparent, constructive, and mutually beneficial relationships with its stakeholders. As one of India's leading food and FMCG Company's, PFL recognizes that meaningful stakeholder engagement is essential for sustainable growth, responsible business conduct, and value creation.

Guided by the principles of Swadeshi, sustainability, integrity, and inclusive development, PFL is committed to understanding and addressing the expectations, concerns, and aspirations of its stakeholders while contributing positively to society and the environment.

The purpose of this Policy is to establish a framework for identifying, engaging, understanding, and responding to the interests, expectations, concerns, and priorities of stakeholders who may affect or be affected by the Company's operations, products, services, and business decisions. This Policy reflects PFL's commitment to responsible business conduct, transparency, accountability, inclusiveness, and sustainable development.

2. Scope

This Policy applies to:

- All employees of the Company;
- Directors and Key Managerial Personnel of the Company;
- Business units, manufacturing facilities, warehouses, and offices of the Company;
- Contractors, suppliers, consultants, and representatives acting on behalf of the Company; and
- Stakeholder engagement activities undertaken across the Company's value chain.

3. Definitions

Stakeholder means any individual, group, organization, or entity that can affect, be affected by, or perceive itself to be affected by the Company's activities, products, services, or decisions.

Stakeholder Engagement refers to the process through which the Company communicates, consults, collaborates, and responds to stakeholders in a transparent and meaningful manner.

Material Issues refer to economic, environmental, social, governance, or business matters that are significant to both stakeholders and the Company.

PATANJALI FOODS LIMITED

4. Policy

PFL is committed:

1. To identify, understand, and engage with stakeholders who are impacted by, or can influence, the Company's activities, operations, products, and services.
2. To maintain open, transparent, and constructive communication channels with stakeholders.
3. To understand and address stakeholder concerns in a timely, equitable, and responsible manner.
4. To prioritize engagement with stakeholders who may be vulnerable, disadvantaged, or disproportionately affected by business operations.
5. To integrate stakeholder perspectives into business strategies, sustainability initiatives, risk management processes, and decision-making.
6. To promote mutual trust, respect, and collaboration through continuous dialogue and engagement.
7. To maintain effective grievance redressal mechanisms that enable stakeholders to raise concerns and seek resolution.
8. To align stakeholder engagement practices with applicable laws, the National Guidelines on Responsible Business Conduct (NGRBC), and internationally recognized sustainability principles.

5. Guiding Principles

5.1. Inclusiveness

PFL shall identify and engage with relevant stakeholder groups, including vulnerable and potentially affected communities, ensuring that diverse viewpoints are considered.

5.2. Transparency

The Company shall communicate material information accurately, responsibly, and in a timely manner while respecting confidentiality obligations.

5.3. Responsiveness

Stakeholder concerns, feedback, and grievances shall be acknowledged, assessed, and addressed through appropriate mechanisms.

PATANJALI FOODS LIMITED

5.4. Materiality

Engagement activities shall focus on issues that are significant to stakeholders and relevant to the Company's business operations and sustainability objectives.

5.5. Accountability

PFL shall monitor and review stakeholder concerns and integrate relevant feedback into business planning, risk management, and sustainability initiatives.

5.6. Continuous Improvement

The Company shall periodically review stakeholder engagement practices and seek opportunities to improve effectiveness and stakeholder satisfaction.

6. Stakeholder Groups

The Company's stakeholders may comprise the following categories:

- Employees and contractual workforce;
- Farmers and agricultural producers;
- Customers and end consumers;
- Suppliers and service partners;
- Shareholders and investors;
- Government bodies and regulatory authorities;
- Local communities;
- Industry associations and trade bodies;
- Financial institutions;
- Civil society and non-governmental organizations; and
- Media and academic institutions.

7. Implementation

- Each business function shall identify relevant stakeholder groups and establish appropriate engagement mechanisms.
- Engagement may be conducted through meetings, surveys, consultations, grievance mechanisms, investor interactions, supplier engagements, employee forums, community consultations, and digital communication platforms.
- Stakeholder concerns and feedback shall be documented and periodically reviewed by relevant management teams.
- The Corporate Sustainability/ESG function shall coordinate stakeholder engagement initiatives across the organization and facilitate integration of stakeholder feedback into sustainability strategies.
- Special attention shall be given to communities located near operational facilities and to smallholder farmers participating in the Company's value chain.

PATANJALI FOODS LIMITED

8. Grievance Redressal

PFL shall maintain appropriate grievance mechanisms that enable stakeholders to raise concerns regarding the Company's operations, products, services, or conduct.

Stakeholder grievances shall be reviewed, investigated where appropriate, and addressed in a fair and timely manner.

Retaliation against any stakeholder raising concerns in good faith shall not be tolerated.

9. Monitoring & Audit

- Stakeholder engagement activities shall be reviewed periodically to assess effectiveness and responsiveness.
- Key stakeholder concerns, grievances, and action plans shall be tracked and monitored through established management systems.
- The ESG and CSR Committee shall periodically review stakeholder engagement performance and significant stakeholder concerns.
- Internal audits and sustainability reviews may be undertaken to assess compliance with this Policy.

10. Compliance

- All employees and business units shall comply with this Policy.
- Any stakeholder grievance received through established channels shall be addressed in accordance with applicable procedures.
- Retaliation against any stakeholder raising concerns in good faith shall not be tolerated.
- Violations of this Policy may result in appropriate corrective and disciplinary action.

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