

## **Stakeholder Engagement Policy**

### **Introduction**

Building trusting relationships with relevant stakeholders means knowing them, understanding their needs and encouraging their involvement in strategic initiatives of potential interest to them.

### **Scope**

Thermocast Stakeholder Engagement Policy encompasses all of our operations and extends across our value chain. In line with the values and principles articulated in the Thermocast Group Code of Ethics and Thermocast Supplier Code of Conduct, the Stakeholder Engagement Policy applies to all stakeholders with whom we interact.

### **Roles and responsibilities**

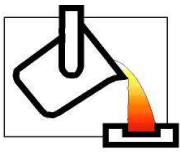
The Board of Directors of Thermocast is responsible for approving, adopting and overseeing compliance with this Policy. All Thermocast people are responsible, within their sphere of competence, for improving our stakeholder engagement.

### **Transparency and reporting**

The Stakeholder Engagement Policy is publicly available on our website and is communicated to all internal and external stakeholders to share our principles and promote a culture of collaboration. The 2030 Objectives, the four-year ESG performance trend and further information are available in our Stakeholder Engagement Insight.

### **Grievance mechanisms**

All Group representatives, employees, consultants and business partners can report through our reporting channels situations of which they are aware and in which there is evidence of potential negative impacts on our collaborations.



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## **Policy Update**

The policy is updated based on changes in the context, the degree of achievement of sustainability objectives and to remain aligned with international best practices.

Approved by Thermocast Board of Directors.

April 2025