



Stakeholder Engagement Policy

Our Commitment:

Equity Group Holdings PLC (EGH) values our stakeholders, this includes, shareholders, employees, customers, suppliers, regulators, governments, and communities, and media, and engages with them to support our mission of creating shared value and sustainable growth.

What This Policy Covers:

- Guides how we identify and connect with stakeholders to understand their needs, address concerns, and align with our strategic goals.
- Applies across EGH and its subsidiaries, respecting diverse regulatory frameworks.

How We Engage:

1. **Identifying Stakeholders:** We regularly map stakeholders (e.g., shareholders, customers, communities) to understand their influence, interests, and expectations.
2. **Engagement Methods:** We use tailored approaches such as meetings, surveys, social media, and digital platforms to foster meaningful dialogue.
3. **Communication Principles:** We provide Stakeholders with relevant information guided by the following principles:
 - **Transparency:** Share clear, accurate information via our website, including reports, governance policies, and investor updates.
 - **Proactivity:** Set high standards for timely, best-practice communication.
 - **Clarity:** Deliver consistent, understandable messages.
 - **Cultural Sensitivity:** Respect diverse audiences across our regions.
 - **Efficiency:** Use modern technology for quick, effective communication.
 - **Feedback:** Collect and analyze stakeholder input to improve our processes.
4. **Shareholder Meetings:** Annual General Meetings (AGMs) are accessible, with clear notices, reasonable timing, and electronic participation options.
5. **Investor Relations:** We provide regular briefings, management dialogues, and opportunities to meet Directors to support informed investment decisions.

Our Approach to Stakeholders:

- **Shareholders:** Ensure fair treatment, timely information, and rights to appoint Directors.
- **Employees:** Offer fair recruitment, continuous training, safe workplaces, and channels to report concerns without fear.
- **Customers:** Deliver quality products, protect data, and provide responsive support through customer care.
- **Suppliers/Contractors:** Maintain ethical practices and encouraging eco-friendly procurement.
- **Financiers/Creditors:** Honor contract terms and repay loans promptly.



- **Communities:** Support education, health, and environmental initiatives through the Equity Group Foundation.
- **Government:** Comply with laws and engage in policy discussions.
- **Media:** Share accurate information.

Who's Responsible:

- **Management:** Implements engagement strategies, with the Group CEO, Board Chairperson, and Subsidiary Chairpersons as authorized spokespersons.
- **Board/Governance Nominations and Compensation Committee (GNCC):** Oversees engagement, sets standards, monitors outcomes, and reports on key activities.

Why It Matters:

- Engaging stakeholders builds trust, reduces risks, and enhances our social and economic impact.
- Our approach aligns with our values of integrity, teamwork, and effective governance.

Any inquiries regarding stakeholder engagement should be directed to the Company Secretary through the contact channels provided on our website <https://equitygroup Holdings.com/>