Community Engagement and Social Impact Policy

Version 1.0

Approval and Effectiveness

This Policy was reviewed and approved by the Board of Directors of Saatvik Green Energy Limited during its meeting held on 11th December 2025. The Policy is effective from the same date and shall remain in force until amended or replaced by the Board/ ESG Council of Saatvik.

1. Prologue

Saatvik Group envisions growth that is inclusive, equitable, and sustainable. This policy defines the Saatvik's approach to engaging with communities surrounding its operational areas, with the objective of creating enduring social values. It establishes the foundation for how Saatvik builds meaningful relationships, identifies community needs, and drives positive social impact through structured, participatory, and responsible engagement practices.

2. Scope of the Policy

This policy titled, "Community Engagement and Social Impact Policy" ("Policy"), is applicable across operations of Saatvik Green Energy Limited and its subsidiaries (collectively referred to as the "Saatvik Group" or "Saatvik"). The policy covers initiatives implemented directly or through registered NGOs, trusts, or other entities associated with Saatvik. The Policy also extends to contractors, suppliers, business partners, and other third parties operating in or near community areas, ensuring responsible conduct and adherence to Saatvik's social performance standards.

3. Policy Commitments

Saatvik is committed to:

3.1 Inclusivity: Engaging with diverse, marginalised, and vulnerable groups to ensure equitable participation and representation.

3.2 Participation: Enabling active involvement of communities in the planning, implementation, and evaluation of programmes to ensure local relevance and ownership.

3.3 Transparency: Upholding accountability and openness in communication, decision-making, and reporting of engagement outcomes.

3.4 Partnership: Working collaboratively with local authorities, NGOs, community-based organisations, and social enterprises to enhance reach and maximise social impact.

3.5 Sustainability: Designing initiatives that create lasting value, strengthen community resilience, and align with the United Nations Sustainable Development Goals (SDGs).

3.6 Respect for Community Rights and Consent: Upholding the principles of Free, Prior, and Informed Consent (FPIC) for projects that may impact local or

Indigenous communities, in line with recognised international standards and best practices.

4. Approach to Community Engagement and Social Impact Assessment

4.1 The community engagement process shall include:

- **Community Needs Assessment**: Engage with local stakeholders to identify socio-economic and environmental priorities using participatory tools, consultations, and baseline surveys.
- **Planning and Design**: Develop engagement plans that align community needs with Saatvik's sustainability vision, ensuring that initiatives are evidence-based, inclusive, and outcome-oriented.
- **Implementation**: Execute initiatives directly or through credible partners, upholding ethical practices, inclusivity, and compliance with applicable statutory and regulatory requirements.
- **Monitoring, Evaluation, and Feedback**: Track progress through defined performance indicators, and periodic reviews. Establish feedback mechanisms to incorporate community perspectives and enhance programme effectiveness.
- **Communication and Reporting**: Maintain transparent communication with stakeholders through regular reporting, community outreach, and an accessible grievance redressal mechanism.

4.2 Saatvik shall undertake Social Impact Assessments (SIA) for projects involving land acquisition or significant land-use changes, in accordance with the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013. The SIA shall:

- Evaluate potential social, economic, and cultural impacts on affected communities.
- Identify measures to mitigate negative effects and strengthen positive outcomes.
- Involve consultations with affected stakeholders to ensure inclusiveness and transparency.

- Be conducted by independent expert agencies to ensure objectivity and regulatory compliance.
- Produce actionable recommendations for project design, implementation, and rehabilitation measures.
- Disclose findings publicly in line with statutory requirements and share them with affected communities.
- Monitor post-implementation outcomes to assess the effectiveness of mitigation measures and ensure sustained community well-being.

5. Roles and Responsibilities

5.1 Executive Management: Provide leadership, ensure alignment with this policy, and allocate necessary resources.

5.2 Sustainability, CSR and HR Department: Plan, execute, and monitor engagement initiatives and maintain communication with stakeholders.

5.3 Project Managers: Integrate community perspectives and impact mitigation measures into operational planning.

6. Review and Amendments

This Policy shall be reviewed annually, or in the event of significant regulatory or operational changes, to ensure its continued alignment with best practices, stakeholder expectations, and legal requirements. Any amendments to this Policy shall be made in writing and will become effective upon approval by ESG Council of Saatvik.

Disclaimer:

This Policy supersedes all previous policies or practices in Saatvik. The HR and CSR departments of Saatvik are the final authority in interpreting and deploying the clauses, rules, and procedures mentioned in the Policy. Saatvik reserves the right to modify the Policy from time to time.