LOCAL EMPLOYMENT POLICY

OF

LLOYDS METALS AND ENERGY LIMITED

(CIN: L40300MH1977PLC019594)

Registered Office: Plot No. A 1-2, MIDC Area, Ghugus, Chandrapur, Maharashtra - 442505

Tel. Nos.: 07172 285103 / 285398

Corporate Office: A-2, 2nd Floor, Madhu Estate, Pandurang Budhkar Marg, Lower Parel, Mumbai 400013

Tel. Nos.: 022 6291 8111

The Policy shall be maintained through the following revision and approval record:

Date of Approval

03-11-2026

The Policy shall be approved by the Board of Directors and shall be reviewed periodically to ensure its continued relevance and effectiveness.

1. Purpose

Lloyds Metals and Energy Limited ("the Company" / "LMEL") recognizes that local employment contributes to inclusive growth, social stability, community development and long-term business sustainability. The purpose of this Local Employment Policy ("Policy") is to establish the principles, standards and procedures that guide the Company in promoting local employment and employability in a fair, transparent, merit-based and legally compliant manner.

The Policy aims to provide fair opportunity to local residents, enhance local capability building, support training and employability, and strengthen the Company's relationship with local communities and stakeholders in and around its areas of operation.

2. Scope and Applicability

This Policy is applicable to the Company, all its locations and all activities undertaken for and / or by the Company directly or indirectly, including mines, plants, project sites, offices, logistics facilities and other locations under the Company's operational control.

This Policy shall apply, where applicable, to employees, workers, trainees, apprentices, consultants, contractors, service providers, suppliers, business partners, subsidiaries, joint ventures and any other persons or entities acting for or on behalf of the Company.

For the purpose of implementation and reporting, LMEL shall strive to cover all material operating sites and shall seek coverage of at least 80% of relevant operating sites under local employment and local skill-development initiatives, wherever applicable and feasible.

3. General Principles

3.1 Legal Compliance

The Company shall comply with all applicable Central, State and local laws, rules and regulations relating to employment, labour, apprenticeships, equal opportunity, notification of vacancies, local employment requirements and workplace practices, including the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, where applicable.

3.2 Merit-based Selection

The Company shall prioritize local employment opportunities on a meritocracy basis, after due consideration of qualifications, work experience, competence, suitability for the role, safety requirements, business needs and vacancies.

3.3 Equal Opportunity and Non-Discrimination

The Company shall not discriminate in employment or training opportunities on the basis of religion, race, caste, gender, age, disability, marital status, national or regional origin, political affiliation, sexual orientation or any other protected characteristic under applicable law.

3.4 Capability Building and Employability

The Company shall support training, specialized courses, apprenticeships, vocational programmes and other employability initiatives, as applicable, for local people, directly or through CSR, community development, government, educational or training partnerships, wherever feasible. The Company shall engage with relevant stakeholders, including local communities, local authorities, educational institutions, training partners and community representatives, as appropriate, to understand local employment needs, skill gaps and employability opportunities.

The Company shall communicate relevant local employment, apprenticeship, training and employability opportunities through appropriate channels, as considered suitable based on the nature of the opportunity and local context.

3.5 Site-level Local Employment Planning

Relevant sites shall strive to assess current and future local workforce requirements, identify gaps in local skills, and support appropriate local employment or training plans, taking into consideration operational requirements and applicable laws.

4. Public Disclosure

The Company shall make this Policy or key commitments available to relevant stakeholders through appropriate internal and/or public communication channels, including the Company's website, where applicable. The Company shall strive to publicly disclose material local employment and skill-development performance, where required or appropriate, through applicable disclosures.

5. Review of Policy

This Policy shall be reviewed periodically, or earlier where required, due to changes in applicable laws, regulatory requirements, business operations, stakeholder expectations, community needs or local employment priorities.