



Policy on Relations with Shareholders and Investors

Part I

1. Purpose

1.1 This policy aims to define the principles and practices for effective communication and engagement with shareholders and investors, ensuring transparency, trust, and compliance with legal and regulatory requirements.

2. Scope

2.1 This policy applies to all interactions between Hemas Holdings PLC (“the Company”/ “HHL”), and its shareholders, and investors.

3. Definitions

3.1 **Shareholder:** An individual or entity that owns shares in Hemas Holdings PLC

3.2 **Investor:** An individual or entity that has invested in Hemas Holdings PLC and may include shareholders, debenture holders, and other financial stakeholders.

4. Objectives

4.1 Provide timely and accurate information to shareholders and investors.

4.2 Promote transparent and open communication between the shareholders and investors, and the Company.

4.3 Have a process to make the Board of Directors aware of major issues and concerns of shareholders/ Investors.

4.4 Strengthen relationships and build trust between the shareholders and investors, and the Company.

5. The Investor Relations Officer

5.1 The Investor Relations Officer of the Company is the focal point of contact to manage effective communication and relations with the shareholders and investors of the Company.

5.2 the details of the Investor Relations Officer of the Company shall be disclosed in the Annual Report and the Web Site of the Company. The current details of the Investor Relations Officer are as follows.



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Part II

Process to make the Board of Directors aware of major issues and concerns of shareholders

6. Roles and Responsibilities

- 6.1 **Board of Directors:** Oversee the company's relations with shareholders and investors.
- 6.2 **Investor Relations Officer (IRO):** Manage day-to-day communications with shareholders and investors and make Directors aware of major issue and concerns of the shareholders.
- 6.3 **Senior Management:** Support the IRO and ensure accurate and consistent messaging.
- 6.4 **Employees:** Adhere to this policy and support engagement initiatives.

7. Communication Principles

- 7.1 **Transparency:** Provide clear, accurate, and complete information.
- 7.2 **Timeliness:** Communicate material information promptly.
- 7.3 **Accessibility:** Ensure information is easily accessible to all shareholders and investors.
- 7.4 **Consistency:** Maintain consistency in communications to avoid misinformation.

8. Communication Channels

- 8.1 **Annual General Meeting (AGM):** Provide a forum for shareholders to receive updates, ask questions, and vote on company matters.
- 8.2 **Quarterly and Annual Reports:** Disseminate financial performance and strategic updates.
- 8.3 **Press Releases and social media:** Announce significant events and developments.
- 8.4 **Company Website:** Serve as a central repository for investor-related information.
- 8.5 **Investor Meetings and Calls:** Facilitate direct engagement and Q&A sessions.
- 8.6 **Email and Newsletters:** Provide regular updates, important announcements and direct communication.



9. Shareholder Engagement

- 9.1 **AGM Participation:** Encourage shareholder attendance and participation in AGMs.
- 9.2 **Feedback Mechanism:** Implement a system for shareholders to provide feedback and raise concerns.
- 9.3 **One-on-One Meetings:** Offer opportunities for individual meetings with significant shareholders and institutional investors.

10. Information Disclosure

- 10.1 **Material Information:** Disclose all material information in accordance with regulatory requirements.
- 10.2 **Non-Public Information:** Ensure non-public information is disclosed appropriately and maintain confidentiality until official release.
- 10.3 **Insider Trading:** Prohibit insider trading and ensure compliance with relevant regulations.

11. Compliance and Monitoring

- 11.1 **Legal and Regulatory Compliance:** Adhere to all applicable laws and regulations governing shareholder and investor relations.
- 11.2 **Monitoring and Reporting:** Regularly monitor compliance with this policy and report to the Board of Directors.

12. Review and Continuous Improvement

- 12.1 The Board of Directors and IRO will review this policy annually or as needed to ensure its effectiveness and relevance.
- 12.2 Incorporate feedback and best practices to enhance shareholder and investor relations.

13. Policy Approval and Review

- 13.1 This policy is approved by the Board of Directors for implementation w.e.f. 1st October 2024 and will be reviewed annually or as needed.