




# Stakeholder engagement

Magnit is constantly finessing its sustainability management and reporting. We listen to and speak openly with all stakeholder groups, identifying the most relevant topics to enhance our communication. Our stakeholder engagement is underpinned by open dialogue, partnership and respect for human rights.

Stakeholder	Purpose of engagement	Sustainability expectations	Communication channels
 <b>Communities</b>	<b>Meeting expectations of local communities and supporting residents in the regions of our operations</b>	<ul style="list-style-type: none"> <li>Ensuring food security</li> <li>Promoting healthy lifestyles</li> <li>Ensuring decent working conditions and fair wages</li> <li>Supporting development in the regions of operation</li> <li>Positive impact on the environment and society in the regions of operation.</li> </ul>	<ul style="list-style-type: none"> <li>Interviews and surveys</li> <li>Mobile app</li> <li>Social and environmental initiatives, charity</li> <li>Hotline</li> <li>Public financial and non-financial reporting</li> <li>The Company's official websites</li> <li>Social media and messengers</li> <li>Mass media.</li> </ul>
 <b>Employees</b>	<b>Creating efficient and safe work environment, improving employee engagement</b>	<ul style="list-style-type: none"> <li>Fair remuneration</li> <li>Safe working environment</li> <li>Opportunities for professional growth and career development</li> <li>Diversity and inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>Personal meetings</li> <li>Corporate events</li> <li>Corporate portal</li> <li>Mobile app for employees</li> <li>Newsletters</li> <li>Information boards</li> <li>Interviews and surveys</li> <li>Hotline</li> <li>The Company's official websites.</li> </ul>
 <b>Suppliers and contractors</b>	<b>Building responsible and reliable supply chains. Implementing joint projects to reduce the environmental impact and promote sustainable development principles</b>	<ul style="list-style-type: none"> <li>Prospects for collaboration</li> <li>Clear payment procedures</li> <li>Transparent supplier selection</li> <li>Fair terms of engagement.</li> </ul>	<ul style="list-style-type: none"> <li>Procurement sessions</li> <li>Technical audits and inspections</li> <li>Events for suppliers</li> <li>Industry events</li> <li>Personal meetings</li> <li>RS.Magnit Analytical Supplier Portal</li> <li>Supplier relationship management (SRM) portal</li> <li>Hotline</li> <li>Public financial and non-financial reporting</li> <li>The Company's official websites</li> <li>Social media and messengers</li> <li>Mass media.</li> </ul>
 <b>Customers</b>	<b>Improving loyalty and retaining customers</b>	<ul style="list-style-type: none"> <li>Offering a wide range of quality products</li> <li>High service standards</li> <li>Affordability of goods</li> <li>Promotion of healthy lifestyles.</li> </ul>	<ul style="list-style-type: none"> <li>Interviews and surveys</li> <li>Marketing activities</li> <li>Mobile app</li> <li>Information screens and other in-store communications</li> <li>Hotline</li> <li>Public financial and non-financial reporting</li> <li>The Company's official websites</li> <li>Social media and messengers</li> <li>Mass media.</li> </ul>

Stakeholder	Purpose of engagement	Sustainability expectations	Communication channels
 <b>Shareholders and investors</b>	<b>Creating value for shareholders and maintaining the Company's investment profile</b>	<ul style="list-style-type: none"> <li>Business sustainability and profitability</li> <li>Dividend payments</li> <li>Strategy execution and achievement of targets</li> <li>Business development and transformation</li> <li>Good corporate governance</li> <li>Transparent disclosures.</li> </ul>	<ul style="list-style-type: none"> <li>General meetings of shareholders</li> <li>Conferences, forums, and other events for shareholders and investors</li> <li>Personal meetings</li> <li>Roadshows</li> <li>Hotline</li> <li>Public financial and non-financial reporting</li> <li>The Company's official websites</li> <li>Social media and messengers</li> <li>Mass media.</li> </ul>
 <b>Non-profit organisations</b>	<b>Achieving common goals to support local communities and improve living standards in the regions of operation</b>	<ul style="list-style-type: none"> <li>Prospects for collaboration</li> <li>Provision of resources for increasing the social value created</li> <li>Supporting development in regions of operation.</li> </ul>	<ul style="list-style-type: none"> <li>Conferences, forums and other events</li> <li>Personal meetings</li> <li>Hotline</li> <li>Public financial and non-financial reporting</li> <li>The Company's official websites</li> <li>Social media and messengers</li> <li>Mass media.</li> </ul>
 <b>Government authorities</b>	<b>Ensuring compliance and the Company's sustainability in the long term</b>	<ul style="list-style-type: none"> <li>Compliance</li> <li>Social and environmental activities</li> <li>Contributing to national projects</li> <li>Ensuring food security.</li> </ul>	<ul style="list-style-type: none"> <li>Governmental reporting</li> <li>Socioeconomic partnership agreements</li> <li>Social programmes and charity</li> <li>Conferences, forums and other events</li> <li>Interaction within expert and public councils</li> <li>Hotline</li> <li>Public financial and non-financial reporting</li> <li>The Company's official websites</li> <li>Social media and messengers</li> <li>Mass media.</li> </ul>
 <b>Professional associations and industry organisations</b>	<b>Maintaining partnerships and developing expertise</b>	<ul style="list-style-type: none"> <li>Prospects for collaboration</li> <li>Industry development.</li> </ul>	<ul style="list-style-type: none"> <li>Conferences, forums and other events</li> <li>Joint programmes</li> <li>Personal meetings</li> <li>Hotline</li> <li>Public financial and non-financial reporting</li> <li>The Company's official websites</li> <li>Social media and messengers</li> <li>Mass media.</li> </ul>