

POLICY ON RESPONSIBLE ADVOCACY

Philosophy

ITC Hotels Limited ('ITCHL') believes that it is necessary to represent and engage with authorities on matters concerning the sector in which it operates. ITCHL's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency, and the need to balance interests of diverse stakeholders.

Policy

It is ITCHL's Policy:

1. To ensure that its advocacy position is consistent with its values and philosophy.
2. To ensure that any engagement with Government, Regulatory Authorities and industry associations comply with applicable laws and regulations, and are performed in accordance with the Company's Code of Conduct.
3. To work with industry organisations that are engaged in public policy advocacy and represent sectoral matters.
4. To ensure that policy advocacy is conducted ethically.

Governance and Implementation

- (a) ITCHL has appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, as applicable, including processing of grievances for redressal. ITCHL through Strategic and Executive Management Committee ('SEMC'), will ensure progressive implementation of the Policy, and also communication of the Policy to the employees.
- (b) Compliance with the Policy will be regularly monitored and evaluated by the CSR & Sustainability Compliance Review Committee ('CSR & SCRC') of the SEMC. The report of the CSR & SCRC will be reviewed by the SEMC.
- (c) The CSR and Sustainability Committee of the Board will supervise the implementation of this Policy and will annually review the progress of its implementation.