



Natco Pharma Limited

Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

Stakeholder Engagement Policy

Introduction:

NATCO Pharma Limited (herein after referred to as “The Company,” “We,” “Us,” “Our”) recognizes the importance of stakeholder engagement in building trust, fostering collaboration, and achieving sustainable business practices.

We recognize that engagement and active cooperation of stakeholders is essential for the company’s strong business performance on a sustainable basis as well as to achieving and maintaining public trust and confidence.

Our functional teams routinely engage with their respective stakeholders to create meaningful relationships.

Applicability:

Stakeholders are individuals or groups concerned or interested with or impacted by the activities of the businesses and vice versa, now or in the future, including investors & shareholders, financial institutions, regulators, government agencies, employees & workers, business associates, dealers & distributors, customers, suppliers, doctors & patients, trade unions, local communities, and media.

Purpose:

Outlines our commitment to effectively engage with all stakeholders in an effective, transparent, and non-discriminatory engagement mechanism.

To understand stakeholders and their needs, involve them in managing risks and resolving conflicts at an early stage, thus ensuring long term sustainability for our business.

Process of engagement:

- Engage with a diverse range of stakeholders and ensure that their voices are heard and considered in decision-making processes.



Natco Pharma Limited

Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

Stakeholder group	Engagement Mechanisms
Investors and shareholders	<ul style="list-style-type: none">• Annual General Meeting• Annual report• investor presentations• Quarterly investor calls• Investor /analyst meet• Company website• Email• Announcements
Regulators / Government	<ul style="list-style-type: none">• Mandatory submissions• Meetings and interactions• Audits
Suppliers/Vendors	<ul style="list-style-type: none">• Regular interaction through phone, e-mail, letters and in person• Supplier audits• Exhibitions and conferences
Employees and workers	<ul style="list-style-type: none">• Leadership message and company activities via Intranet portal• Learning and Development programs• Functional and cross functional committees• Personal interaction• Performance management system• Important events such as world environment day, safety week, National Women's Day, etc.• Cultural and other events• Safety meetings



Natco Pharma Limited

Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

Patients	<ul style="list-style-type: none">• Website• NATREACH, a Patient Assistance Program (PAP)
Farmers	<ul style="list-style-type: none">• Field meetings• Media advertisements• Product demonstrations• Social media
Local Communities	<ul style="list-style-type: none">• Personal interactions• Interaction through NATCO trust team• CSR initiatives
Doctors	<ul style="list-style-type: none">• Doctor visits/product information/scientific updates• Academic meetings• Patient education through clinicians• Public awareness through clinicians• Website
Dealers and Distributors	<ul style="list-style-type: none">• Email• Meetings• Letters• Telephone
Trade unions	<ul style="list-style-type: none">• Updating new polices, regulations, benefits or addressing grievances.
Media	<ul style="list-style-type: none">• Press releases

Policy Implementation:

- Stakeholder Mapping: Reviewing and updating our stakeholder mapping to ensure that all relevant stakeholders are identified and engaged appropriately
- Engagement Channels: Utilizing a variety of engagement channels and platforms, including meetings, workshops, surveys, social media, to facilitate interaction with stakeholders
- Feedback Mechanisms: Establishing formal and informal feedback mechanisms to capture stakeholder input, concerns, and suggestions
- Training and Capacity Building: Providing training and capacity-building opportunities to employees



Natco Pharma Limited

Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

- **Monitoring and Evaluation:** Monitoring and evaluating our stakeholder engagement activities regularly to assess their effectiveness, identify areas for improvement.

Review:

This policy shall be reviewed annually and updated for its sustainability.

Date:12/08/2024

Rajeev Nannapaneni
Vice Chairman & CEO