

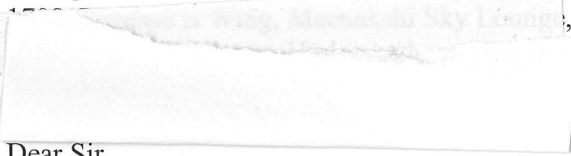


# Natco Pharma Limited

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

April 1, 2024

To  
Sri Agnihotra Dakshina Murty Chavali



Dear Sir,

I thank you for your confirmation to our Company (the "Company") that you meet the "Independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("the Act") and Regulation 16 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") as amended from time to time.

Pursuant to the recommendation of Nomination and Remuneration Committee, we have the pleasure in informing you that the Board of Directors of the Company, at their meeting held on February 14, 2024 have appointed you as an Independent Director of the Company for a term of 5 (five) years i.e. from April 1, 2024 to March 31, 2029. Your appointment as an Independent Director has been approved by the members through postal ballot by way of e-voting on March 26, 2024.

1. Term:

Your term of appointment is for a period of 5 (five) years from April 1, 2024.

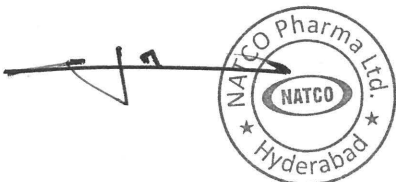
2. You shall discharge your duties as an Independent Director in accordance with the provisions of the Articles of Association of the Company, the Act, Rules made thereunder and Listing Regulations.

3. You are expected to regularly attend the meetings of the Board, Committee of Directors of which you are a member and the General Meetings of the Company.

4. Duties, Responsibilities and Liabilities:

A. You shall abide by the Code for Independent Directors as outlined in Section 149(8) of the Act read with Schedule IV thereto and discharge the duties of Directors as provided in Section 166 of the Act.

B. As Director of the Company, you shall act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interests of the Company, its employees, the stakeholders, the community and for the protection of environment, health and safety, etc.





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C. In terms of Section 149(12) of the Act, you shall be held liable in respect of such acts of omission or commission by a Company which had occurred with your notice/knowledge, attributable through Board processes, and with your consent or connivance or where you had not acted diligently.

## 5. Insurance:

The Company has taken an appropriate Directors and Officers Liability Insurance Policy (D & O Policy). Such insurance will cover for the term of your appointment, subject to the terms of such policy in force from time to time.

## 6. Code of Conduct/Business Ethics:

You shall abide the Code of Conduct for Board Members, Senior Management Personnel and Employees of the Company as may be approved by the Board from time to time.

7. You shall not divulge any confidential information which may come to your notice/knowledge in the performance of your duties as a Director except so far as:

- may be necessary in connection with the proper performance of your duties to the Company;
- you may be required by law to disclose.

8. You shall not, except with the prior written consent of the Company, be in any way connected with or interested in any business in competition with that of the Company or its subsidiaries. This does not prevent you from holding equity in other companies.

## 9. Remuneration:

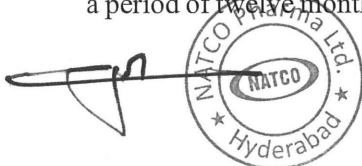
As an Independent Director, you shall be paid sitting fees and reimbursement of expenses for attending the meetings of the Board and Committee(s), of which you are a member.

The present sitting fee including reimbursement of expenses payable to you is as under:

- Meeting of the Board - Rs.1,00,000 (Rupees One Lakh only) per meeting
- Meeting of the Committee of Directors - Rs.25,000 (Rupees Twenty-Five Thousand only) per meeting

10. The office you hold as a Director becomes vacant in the following circumstances:

- If you incur any of the disqualifications specified in Section 164 of the Act;
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- c) If you act in contravention of the provisions of Section 184 of Act relating to entering into contracts or arrangements in which you are directly or indirectly interested;
- d) If you fail to disclose interest in any contract or arrangement in which you are directly or indirectly interested in contravention of the provisions of Section 184 of the Act;
- e) If you become disqualified by an order of any court or of the Tribunal;
- f) If you are convicted by a court for any offence, whether involving moral turpitude or otherwise and sentenced in respect thereof to imprisonment for not less than six months and
- g) If you are removed in pursuance of the provisions of Act.


With regards,

Thanking you,  
Yours faithfully,

For NATCO Pharma Limited



**V. C. Nannapaneni**  
**Chairman &**  
**Managing Director**  
**DIN: 00183315**



Agnihotra Dakshina Murty Chavali  
(DIN: 00374673)

Dated: 01.04.2024



# Natco Pharma Limited

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April 1, 2024

To

Dronadula Vijaya Bhaskar

Dear Sir,

I thank you for your confirmation to our Company (the "Company") that you meet the "Independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("the Act") and Regulation 16 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") as amended from time to time.

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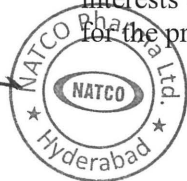
2. You shall discharge your duties as an Independent Director in accordance with the provisions of the Articles of Association of the Company, the Act, Rules made thereunder and Listing Regulations.

3. You are expected to regularly attend the meetings of the Board, Committee of Directors of which you are a member and the General Meetings of the Company.

4. Duties, Responsibilities and Liabilities:

A. You shall abide by the Code for Independent Directors as outlined in Section 149(8) of the Act read with Schedule IV thereto and discharge the duties of Directors as provided in Section 166 of the Act.

B. As Director of the Company, you shall act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interests of the Company, its employees, the stakeholders, the community and for the protection of environment, health and safety, etc.



*[Signature]*  
(D. Vijaya Bhaskar)



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C. In terms of Section 149(12) of the Act, you shall be held liable in respect of such acts of omission or commission by a Company which had occurred with your notice/knowledge, attributable through Board processes, and with your consent or connivance or where you had not acted diligently.

5. Insurance:

The Company has taken an appropriate Directors and Officers Liability Insurance Policy (D & O Policy). Such insurance will cover for the term of your appointment, subject to the terms of such policy in force from time to time.

6. Code of Conduct/Business Ethics:

You shall abide the Code of Conduct for Board Members, Senior Management Personnel and Employees of the Company as may be approved by the Board from time to time.

7. You shall not divulge any confidential information which may come to your notice/knowledge in the performance of your duties as a Director except so far as:

- may be necessary in connection with the proper performance of your duties to the Company;
- you may be required by law to disclose.

8. You shall not, except with the prior written consent of the Company, be in any way connected with or interested in any business in competition with that of the Company or its subsidiaries. This does not prevent you from holding equity in other companies.

9. Remuneration:

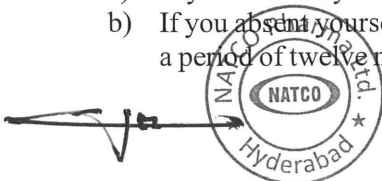
As an Independent Director, you shall be paid sitting fees and reimbursement of expenses for attending the meetings of the Board and Committee(s), of which you are a member.

The present sitting fee including reimbursement of expenses payable to you is as under:

- Meeting of the Board - Rs.1,00,000 (Rupees One Lakh only) per meeting
- Meeting of the Committee of Directors - Rs.25,000 (Rupees Twenty-Five Thousand only) per meeting

10. The office you hold as a Director becomes vacant in the following circumstances:

- If you incur any of the disqualifications specified in Section 164 of the Act;
- If you absent yourself from all the meetings of the Board of Directors held during a period of twelve months with or without seeking leave of absence of the Board;



*Am*  
(D. Vijaya Bhaskar)



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- c) If you act in contravention of the provisions of Section 184 of Act relating to entering into contracts or arrangements in which you are directly or indirectly interested;
- d) If you fail to disclose interest in any contract or arrangement in which you are directly or indirectly interested in contravention of the provisions of Section 184 of the Act;
- e) If you become disqualified by an order of any court or of the Tribunal;
- f) If you are convicted by a court for any offence, whether involving moral turpitude or otherwise and sentenced in respect thereof to imprisonment for not less than six months and
- g) If you are removed in pursuance of the provisions of Act.

With regards,

Thanking you,  
Yours faithfully,

For **NATCO Pharma Limited**

**V. C. Nannapaneni**  
**Chairman &**  
**Managing Director**  
**DIN: 00183315**



**Dronadula Vijaya Bhaskar**  
**(DIN: 07158951)**

Dated: 01.04.2024



# Natco Pharma Limited

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1<sup>st</sup> October, 2024

Sri Lakshminarayana Bolisetty

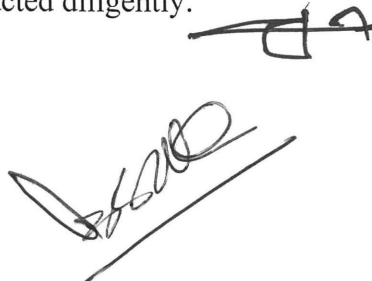
Dear Sir,

With reference to our letter dated 12<sup>th</sup> August, 2024 and pursuant to the recommendation of Nomination and Remuneration Committee and Board of Directors, the members of the Company at their Annual General Meeting held on 30<sup>th</sup> September, 2024 appointed you as Non-Executive Independent Director of the Company for a term of 5 (five) years i.e., from August 12, 2024 to August 11, 2029.

Term:

Your term of appointment is for a period of 5 (five) years from August 12, 2024.

1. You shall discharge your duties as an Independent Director in accordance with the provisions of the Articles of Association of the Company, the Act, Rules made thereunder and Listing Regulations.
2. You are expected to regularly attend the meetings of the Board, Committee of Directors of which you are a member and the General Meetings of the Company.
3. Duties, Responsibilities and Liabilities:
  - A. You shall abide by the Code for Independent Directors as outlined in Section 149(8) of the Act read with Schedule IV thereto and discharge the duties of Directors as provided in Section 166 of the Act.
  - B. As Director of the Company, you shall act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interests of the Company, its employees, the stakeholders, the community and for the protection of environment, health and safety, etc.
  - C. In terms of Section 149(12) of the Act, you shall be held liable in respect of such acts of omission or commission by a Company which had occurred with your notice/knowledge, attributable through Board processes, and with your consent or connivance or where you had not acted diligently.







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## 4. Insurance:

The Company has taken an appropriate Directors and Officers Liability Insurance Policy (D & O Policy). Such insurance will cover for the term of your appointment, subject to the terms of such policy in force from time to time.

## 5. Code of Conduct/Business Ethics:

You shall abide the Code of Conduct for Board Members, Senior Management Personnel and Employees of the Company as may be approved by the Board from time to time.

## 6. You shall not divulge any confidential information which may come to your notice/knowledge in the performance of your duties as a Director except so far as:

- may be necessary in connection with the proper performance of your duties to the Company;
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## 8. Remuneration:

As an Independent Director, you shall be paid sitting fees and reimbursement of expenses for attending the meetings of the Board and Committee(s), of which you are a member.

The present sitting fee including reimbursement of expenses payable to you is as under subject to any modification(s) by the Board of Directors:

- Meeting of the Board - Rs.1,00,000 (Rupees One Lakh only) per meeting
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## 9. The office you hold as a Director becomes vacant in the following circumstances:

- If you incur any of the disqualifications specified in Section 164 of the Act;
- If you absent yourself from all the meetings of the Board of Directors held during a period of twelve months with or without seeking leave of absence of the Board;






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- f) If you are convicted by a court for any offence, whether involving moral turpitude or otherwise and sentenced in respect thereof to imprisonment for not less than six months and
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With regards,

Thanking you,  
Yours faithfully,

For **NATCO Pharma Limited**

**V. C. Nannapaneni**  
**Chairman &**  
**Managing Director**  
**DIN: 00183315**



**Lakshminarayana Bolisetty**  
**(DIN: 02766709)**

Dated: 1<sup>st</sup> October, 2024



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1<sup>st</sup> October, 2024

Dr. Kantipudi Suma

H. No. 9-2-25/2 DEN/18,  
Bharati Layout, Road No.78,  
Film Nagar Club,  
Hyderabad - 500 033,  
Andhra Pradesh, India.

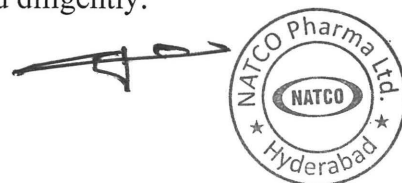
Dear Madam,

With reference to our letter dated 12<sup>th</sup> August, 2024 and pursuant to the recommendation of Nomination and Remuneration Committee and Board of Directors, the members of the Company at their Annual General Meeting held on 30<sup>th</sup> September, 2024 appointed you as Non-Executive Independent Director of the Company for a term of 5 (five) years i.e., from August 12, 2024 to August 11, 2029.

Term:

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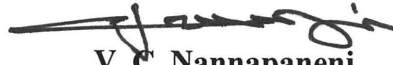
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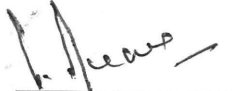
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Yours faithfully,

For NATCO Pharma Limited

  
**V. C. Nannapaneni**  
**Chairman &**  
**Managing Director**  
**DIN: 00183315**



  
Kantipudi Suma  
(DIN: 02734369)

Dated: 1<sup>st</sup> October, 2024



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1<sup>st</sup> October, 2024

Sri Nitin Jain

Dear Sir,

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With regards,

Thanking you,  
Yours faithfully,

For NATCO Pharma Limited

**V. C. Nannapaneni**  
**Chairman &**  
**Managing Director**  
**DIN: 00183315**



**Nitin Jain**  
**(DIN: 00136245)**

Dated: 1<sup>st</sup> October, 2024