

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24230TG1981PLC003201
2.	Name of the Listed Entity	NATCO Pharma Limited
3.	Date of incorporation	19-09-1981
4.	Registered office address	Natco House, Road No.2, Banjara hills, Hyderabad - 500034, Telangana, India
5.	Corporate address	Natco House, Road No.2, Banjara hills, Hyderabad - 500034, Telangana, India.
6.	E-mail	investors@natcopharma.co.in
7.	Telephone	Tel: 040 23547532
8.	Website	https://www.natcopharma.co.in/
9.	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and the BSE Limited
11.	Paid-up Capital	358 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. PSRK Prasad, Director and Executive Vice President, Corporate Engineering Services, Tel: 8542 226611 psrk@natcopharma.co.in Mr. Rajesh Chebiyam, Executive Vice President, Crop Health Sciences, Tel: 040 2354 7532 rajesh.chebiyam@natcopharma.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures are made in this report on a Standalone basis.
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Limited Assurance

II. Products and Services

16. Details of business activities (accounting for 90% of turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and sale of pharmaceutical products	NATCO operates in two different business segments: Pharmaceuticals and agrochemicals. With the pharma business segment, the Company drives its sales through Finished Dosage Forms (FDFs) and Active Pharmaceutical Ingredients (APIs).	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of pharmaceuticals, medicinal chemicals including Active Pharmaceutical Ingredients (API) and Finished Dosage Formulations	210	>90%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	9 Manufacturing units and 2 R&D centres	1	12

19. Markets served by entity:

a. Number of Locations

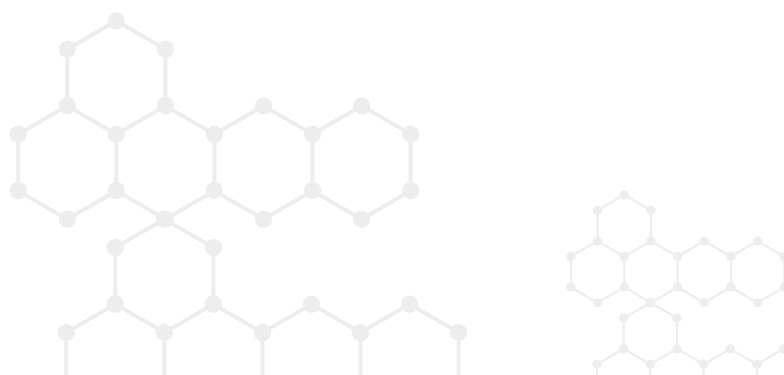
Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	50+

b. What is the contribution of exports as a percentage of the total turnover of the entity?

74% contribution of exports as a percentage of the total turnover of the entity.

c. A brief on types of customers

Our customer base spans a diverse range of stakeholders, including distributors, stockists, hospitals and government agencies. We also cater to leading global generic pharmaceutical companies, regional market leaders and country-level partners across various countries and territories, ensuring comprehensive market coverage and strategic alignment.



IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3935	3564	90.57%	371	9.43%
2.	Other than Permanent (E)	209	161	77.03%	48	22.97%
3.	Total employees (D + E)	4144	3725	89.89%	419	10.11%
WORKERS						
4.	Permanent (F)	498	450	90.36%	48	9.64%
5.	Other than permanent (G)	418	344	82.30%	74	17.70%
6.	Total workers (F + G)	916	794	86.68%	122	13.32%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	5	4	80%	1	20%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	5	4	80%	1	20%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	1	1	-	-	-
6.	Total differently abled workers (F + G)	2	2	100%	0	0%

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	2	0	0%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.90%	18.79%	18.89%	18.99%	17.24%	18.80%	19.79%	23.79%	20.21%
Permanent Workers	2.93%	0.82%	2.69%	1.90%	3.20%	2.05%	4.55%	3.86%	4.47%

Note: the data has been reconsidered for FY 2024-25 and FY 2023-24

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	NATCO Pharma Inc.	Subsidiary	100%	No
2.	NATCO Pharma (Canada) Inc.	Subsidiary	100%	No
3.	Time Cap Overseas Limited	Subsidiary	100%	No
4.	NATCO Farma Do Brasil Ltda.	Step-down subsidiary	100%	No
5.	NATCO Pharma Asia Pte Ltd.	Subsidiary	100%	No
6.	NATCO Pharma Australia Pty Ltd.	Subsidiary	100%	No
7.	NATCO Life Sciences Philippines Inc.	Subsidiary	100%	No
8.	NATCO Pharma USA LLC	Step-down subsidiary	100%	No
9.	PT. NATCO Lotus Farma**	Subsidiary	100%	No
10.	NATCO Pharma Colombia S.A.S	Subsidiary	100%	No
11.	NATCO Pharma UK Limited	Subsidiary	100%	No
12.	NATCO Pharma South Africa Proprietary Limited	Subsidiary	100%	No
13.	Adcock Ingram Holdings Proprietary Limited	Associate	35.75%*	No
14.	NATCO Crop Health Sciences Limited	Subsidiary	100%	No

*Increased the stake to 49% in July 2026.

** Increased from 51% to 100%

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)**

Yes

(ii) Turnover (in ₹): 35,946 million

(iii) Net worth (in ₹): 85,526 million

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	—	—	—	—	—	—
Investors	Yes	—	—	—	—	—	—
(other than shareholders)							
Shareholders	Yes	473	0	—	407	0	—
Employees and workers	Yes	—	—	—	—	—	—
Customers	Yes	—	—	—	—	—	—
Value Chain	Yes	—	—	—	—	—	—
Partners							

Web link for Stakeholder Grievance Redressal Policy: https://admin.natcopharma.co.in/wp-content/uploads/2026/08/Stake-holders-grievance_07032026125012.pdf

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Capital Linkages	SDG Linkages
1	Energy and emissions	Opportunity	We have established targets to reduce GHG emissions across our operations, supported by key initiatives such as procurement of renewable electricity, deployment of captive solar energy systems and the utilization of briquette-fired boilers to achieve these reductions.	We aim to increase our percentage of renewable energy share to 35% by the end of 2035. Along with that, our goal is to become carbon neutral by 2050.	Positive: Key inherent benefits include optimization of overall energy costs and a reduction in emissions.	Natural Capital	 
2	Water management	Risk and Opportunity	Risk: Water is essential for pharmaceutical manufacturing and is a main input in the production, formulation and processing of APIs, intermediates and finished products. It is also extensively utilized in manufacturing and cleaning operations. Accordingly, effective water management is essential to our operational efficiency and sustainability. Opportunity: We are committed to responsible water stewardship across all our facilities. We are addressing the risks associated with water scarcity, pollution and regulatory compliance while contributing to long term sustainability of its operations and communities we serve through continuous monitoring and optimization of water consumption wastewater treatment and recycling, rooftop rainwater collection and reuse, rainwater harvesting, reuse and recharge systems at our facilities.	We have recycled 47.10% of water in FY 2025-26 at our facilities. Our key initiatives in water stewardship include adoption of water saving technologies, ensuring compliance with regulations. Monitoring water consumption, treatment and recycling of wastewater as well as rainwater harvesting.	Negative: Costs associated with water scarcity, pollution, and regulatory non-compliance, including potential fines and penalties. Positive: It reflects a strong financial outlook, supported by our efforts to reduce costs and optimize water usage.	Natural Capital	

S No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Capital Linkages	SDG Linkages
3	Climate change	Risk and Opportunity	Risk: Extreme weather events, rising sea levels, and regulatory changes associated with climate change pose risks to operations, supply chains, and infrastructure. Opportunity: It further enables opportunities in product innovation, energy efficiency improvements, and wider adoption of renewable energy.	Our goal is to reach 35% renewable energy in our energy mix by 2035 and carbon neutrality by 2050. In FY 2025-26, we achieved 18.47% of RE in our energy mix.	Negative: Financial impacts of climate-related damages and regulatory compliance obligations. Positive: Managing climate-related risks to minimize associated financial losses.	Natural Capital	 
4	Waste management	Risk	Non-compliance in waste management and environmental standards can lead to environmental harm, legal liabilities, financial penalties, and reputational damage. We are committed to responsible waste management practices through waste minimization. We are committed to responsible waste management practices through waste minimization, segregation, reuse, recycle wherever practicable and disposing the wastes to the authorized recyclers/re-processors.	We ensure our production facilities operate in line with established standards by adhering to best practices. We are committed to minimizing waste generation, across operations, while promoting recycling and reuse and reducing landfill dependency.	Negative: Costs incurred from waste disposal, regulatory penalties, and environmental remediation activities.	Natural Capital	

S No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Capital Linkages	SDG Linkages
5	Health and safety	Risk and Opportunity	Risk: Health and safety incidents may lead to production disruptions and negatively affect the well-being of employees and workers. Opportunity: Enhancing competitive advantage through a culture of care, by pivoting from regulatory compliance to a holistic wellbeing strategy, encompassing both physical and mental health. Proactive investments in health and safety directly reduce employee turnover, lower recruitment costs, and boost overall workforce engagement and productivity.	We have implemented a robust EHS policy demonstrating our commitment to employee health and safety across all operations. All our manufacturing and R & D facility are certified under ISO 14001:2015 EMS and ISO 45001:2018 OHS management systems.	Negative: Costs arising from workplace incidents, such as medical expenses, legal charges, and regulatory penalties, as well as resulting in loss of productivity. Positive: Reduced downtime through efficient systems and processes in place.	Human Capital	
6	Employee engagement and development	Opportunity	Employees with strong skills and training demonstrate higher efficiency, creativity, and commitment. Investing in their development fosters talent retention and improves organizational performance.	Facilitating continuous training and development, encouraging transparent communication, acknowledging and rewarding accomplishments, and supporting a healthy work-life balance	Positive: Increased employee productivity drives higher efficiency and output, strengthens talent retention, and supports a positive workplace culture.	Human Capital	
7	Community engagement and development	Opportunity	Active engagement with local communities and investment in community development initiatives help build strong relationships, strengthen brand reputation, and demonstrate corporate social responsibility.	Engaging in community outreach programs, supporting local initiatives, valuing community feedback, and proactively addressing local needs and concerns.	Positive: Beneficial societal impact, better community relations, and improved brand image.	Social & Relationship Capital	

S No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Capital Linkages	SDG Linkages
8	Corporate Governance and Business Ethics	Risk and Opportunity	Risk: Failure to uphold strong corporate governance and business ethics standards may lead to regulatory and reputational issues. Opportunity: Corporate governance and business ethics are not limited to ethical conduct; they also drive business value by strengthening trust, attracting capital, mitigating risks, and enabling sustainable long-term growth. Our focus on excellence promotes an ethical culture that enhances stakeholder trust and loyalty.	We maintain a robust governance framework supported by a Code of Conduct for regulating insider trading, a Code of Fair Disclosure for Unpublished Price Sensitive Information, and a Code of Conduct applicable to Directors, Senior Management Personnel, and Employees. These policies help ensure ethical conduct, transparency, accountability, and regulatory compliance across the organization.	Negative: Non-compliance with relevant regulatory standards could negatively impact the Company's reputation and compromise its long-term operational continuity. Positive: Implementing strong governance policies and procedures contributes meaningfully to the Company's long-term business sustainability.	Intellectual Capital	
9	Product Quality and Safety	Risk and Opportunity	Risk: Compromising pharmaceutical product quality can directly impact patient health and well-being and may also lead to non-adherence to GMP standards, including Good Laboratory, Manufacturing, and Clinical Practices. Opportunity: We believe superior product quality is fundamental to customer trust. We maintain stringent standards of quality, safety, and efficacy, ensuring full regulatory compliance and enhanced customer satisfaction. Continuous investment in quality assurance processes helps mitigate risks of recalls and non-compliance.	We maintain strict adherence to GMP by ensuring detailed testing of inputs and outputs, validated manufacturing processes, and periodic facility inspections. In addition, we enforce strong quality assurance controls and a well-established pharmacovigilance system to uphold safety and compliance standards.	Negative: Decrease in market share, financial deterioration, and discontinuation of products. Positive: Maintaining high product quality strengthens customer trust, driving business growth, and increased revenue.	Intellectual Capital	 
10	Diversity and inclusion	Opportunity	A diverse and inclusive work environment fosters creativity, and employee engagement. Embracing diversity enhances decision-making and cultivates a culture of inclusion and belonging.	Driving diversity and inclusion initiatives, promoting equality, providing training on inclusive practices, and fostering a workplace culture built on respect and acceptance.	Positive: Enhanced employee morale and retention, boosted productivity, and a stronger brand reputation as an inclusive employer.	Human Capital	

S No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Capital Linkages	SDG Linkages
11	Supply chain management	Risk and Opportunity	Risk: Despite these efforts, supply chain disruptions may still occur and affect our operations. Opportunity: We manage our supply chain proactively to optimize resource allocation, improve efficiency, and ensure a steady supply flow.	Increasing visibility across the supply chain, widening supplier networks, assessing risks, and implementing contingency planning.	Negative: Disruption in production can cause revenue loss and delays in fulfilling delivery timelines. Positive: An effective supply chain minimizes disruptions, leading to improved efficiency and overall performance.	Social & Relationship Capital	
12	Data privacy	Risk	Risk: Risks related to the loss of trade secrets, unintended disclosure of sensitive information, and cyberattacks from external sources.	We enforce robust data security protocols, comply with applicable privacy regulations, encrypt sensitive information, and train employees on data protection practices. Advanced firewalls, up-to-date antivirus and anti-malware solutions, and other security measures are deployed to protect data from internal and external threats.	Negative: Economic losses linked to data breaches.	Intellectual Capital	
13	Human rights	Risk	Human rights issues in operations or supply chains may result in legal action, reputational impact, and reduced customer trust.	Implementing human rights due diligence, transparent redressal, grievance mechanism and addressing human rights issues.	Negative: Potential legal liabilities, regulatory penalties, employee compensation claims, increased employee turnover and recruitment costs, productivity losses due to workforce dissatisfaction, and reputational damage impacting business performance and stakeholder confidence.	Human Capital	
14	Access and affordability	Opportunity	Ensuring access to healthcare enhances patient outcomes, supports public health priorities, and fosters overall community well-being.	Implementing access programs, adopting equitable pricing strategies, and building partnerships to enhance the availability of medicines	Positive: Increased market presence, improved brand credibility, positive social impact, and higher customer retention.	Social & Relationship Capital	 

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes, review was undertaken by the Director.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, review was undertaken by the Director.									Annually								

11.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No, the company internally reviews working of the above-mentioned policies.								
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable.									

Annexure 1

Name of the Policy	Weblink
P1 Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.	
Natco Pharma conducts its business activities with utmost importance to ethics, transparency, and accountability.	
Whistle Blower Policy	Policy Link
Code of Conduct for Board Members, Senior Management Personnel and Employees	Policy Link
Related Party Transaction Policy	Policy Link
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	Policy Link
Materiality Policy	Policy Link
Code Of Conduct to Regulate, Monitor and Report Trading by Designated Persons	Policy Link
Dividend Distribution Policy	Policy Link
Determination of Material Subsidiaries Policy	Policy Link
Composition of Committees	Policy Link
Policy on Preservation of Documents and Archival	Policy Link
Nomination and Remuneration Policy	Policy Link
Anti-Corruption / Anti-Bribery Policy	Policy Link
In addition to the above, there are other policies and rules, which are internal documents of the Company and are accessible to the employees of the Company on Intranet.	
P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.	
Natco Pharma has drafted several policies to contribute to sustainability throughout its operations.	
Environment, Health and Safety Policy	Policy Link
Sustainable Procurement Policy	Policy Link
P3 Businesses should promote the well-being of all employees.	
The Company has adopted various employee-oriented policies in line with the general laws and regulations and sound ethical practices.	
Equal Opportunity Policy	Policy Link
Environment, Health and Safety Policy	Policy Link
Stakeholder Engagement Policy	Policy Link
Human Rights Policy	Policy Link
Stakeholder Grievance Redressal Policy	Policy Link
P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	
The Company respects the interest of all its stakeholders, including those who are disadvantaged, vulnerable & marginalized.	
Whistle Blower Policy	Policy Link
Risk Management Policy	Policy Link
Dividend Distribution Policy	Policy Link
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	Policy Link
Materiality Policy	Policy Link
Determination of Material Subsidiaries Policy	Policy Link
Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons	Policy Link
Stakeholder Engagement Policy	Policy Link
Stakeholder Grievance redressal Policy	Policy Link

Name of the Policy		Weblink
P5 Businesses should respect and promote human rights.	Natco Pharma strives to safeguard and uphold human rights in all ways possible.	
	Human Rights Policy	Policy Link
	Nomination and Remuneration Policy	Policy Link
	Equal Opportunity Policy	Policy Link
	Stakeholder Grievance Redressal Policy	Policy Link
P6 Businesses should respect, protect, and make efforts to restore the environment.	The company takes various sustainability principle into account for restoring the environment.	
	Environment, Health and Safety Policy	Policy Link
P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.	The company considers all the regulatory policies and abides by them.	
	Stakeholder Engagement Policy	Policy Link
	Responsible Advocacy Policy	Policy Link
P8 Businesses should support inclusive growth and equitable development.	The company supports growth and development of all its employees, workers, and individuals associated in its value chain activities.	
	Stakeholder Engagement Policy	Policy Link
	CSR Policy	Policy Link
	Stakeholder grievance redressal Policy	Policy Link
P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.	The company prioritizes the customers and has drafted specific policies to serve them better.	
	Data Privacy and cybersecurity Policy	Policy Link
	Stakeholder Engagement Policy	Policy Link
	Stakeholder grievance redressal Policy	Policy Link

Annexure 2

Plant	Certification / Standard / Principle mapped
Mekaguda, Telangana	P1, P2, P6, P9: USFDA, ANVISA (Brazil), WHO GMP, TGA (Australia), EU GMP P2 & P6: ISO 14001:2015 P3 & P5: ISO 45001:2018
Manali, Chennai, Tamil Nadu	P1, P2, P6, P9: USFDA, WHO GMP, ANVISA (BRAZIL), WHO – GMP (CDSCO) P2 & P6: ISO 14001:2015 P3 & P5: ISO 45001:2018
Kothur, Telangana	P1, P2, P6, P9: USFDA, WHO GMP, EU GMP, TGA (Australia), ANVISA (Brazil), Health Canada, SFDA, Turkey MOG, Germany – Landesamt Hessen, Ukraine, Zazibona – MCAZ-Zimbabwe, CDSCO & DCA, EU Audit (Greece) P2 & P6: ISO 14001:2015 P3 & P5: ISO 45001:2018
Nagarjuna Sagar, Telangana	P1, P2, P6, P9: WHO GMP, ANVISA (Brazil), FMHACA (Ethiopia), Health Canada
Dehradun, Uttarakhand	P1, P2, P6, P9: State GMP Certification, WHO GMP P2 & P6: ISO 14001:2015 P3 & P5: ISO 45001:2018
Guwahati, Assam	P1, P2, P6, P9: WHO GMP P2 & P6: ISO 14001:2015 P3 & P5: ISO 45001:2018
Visakhapatnam, Andhra Pradesh	P1, P2, P6, P9: USFDA, ANVISA (Brazil), Health Canada P2 & P6: ISO 14001:2015 P3 & P5: ISO 45001:2018
Athivaram, Andhra Pradesh – Technical and Formulation unit	P9: Central Insecticide Board, Faridabad, ISO 9001:2015 P2 & P6: ISO 14001:2015 P3 & P5: ISO 45001 :2018
All Locations	P8: As per CSR rules under Companies Act, 2013

Note1:

Focus Area	Commitments/ Goals/ Targets	Current Performance
Principle 1: Ensuring good governance practices	Ensure Compliance with applicable regulations	Reported zero incidents for non-compliance in FY 2025-26
Principle 2: Ensuring product safety and service quality	Obtain ISO 14001 – 2015: EMS certification for all our manufacturing facilities by 2025-26	All our manufacturing facilities and R&D centre have been certified with ISO 14001 – 2015 certification
Principle 6: Our Commitment towards Environment	- Enhancing renewable energy component in our energy mix to 35% by 2035 - Achieve Carbon Neutrality by 2050	We have achieved 18.47% of renewable energy component in our energy mix
	Achieve water neutrality for our API units at Mekaguda and Chennai by FY 2025-26	Achieved total on-site solar power of 30,625 GJ across facilities and wind power of 31,739 GJ
	Enhancing % of Renewable Energy component in fuel from 2.9% (2024-25) to 3.5% in 2025-26 and 5.7% in 2026-27	Total onsite solar & Wind installed capacity of 12.01 MW
	Additional Onsite Solar facilities by:	Procured 16,928 GJ of renewable energy through Power Purchase Agreements (PPAs)
	FY 2026-27	64.92% water recycled at our Chennai unit 62.19% water recycled at Mekaguda Unit
	a) Dehradun Unit – 65 kW b) Chennai Unit – 200 kW c) Vizag Unit – 520 kW d) Kothur Unit – 600 kW	- Renewable fuels contributed 10.7% of the total fuel energy consumed, driven by the use of biomass-based fuels 60 kW onsite solar facility at Dehradun site – on going and targeted for completion FY 26-27 448kW on site solar facility at Chennai plant is targeted by FY 26-27 500 kW onsite solar facility at the Vizag plant targeted by FY 26-27 777.5 KW onsite solar facility at Kothur plant is targeted for completion by FY 26-27 - Enhancement of 500 kW onsite solar facility at Mekaguda – completed during FY 25-26.
	Obtain CII Green Co certification for 50% of our manufacturing facilities by 2027-28	The formulation plants located at Nagarjuna Sagar and Vizag have targeted for CII GreenCo Certification process and targeted by FY 2027-28
Principle 8 Our Social Commitment	Aiming to enhance early childhood education outcomes by deploying an additional educators across Anganwadi Centres (AWCs), directly benefiting 500 children in the 3 - 6 year age group. The intervention will focus on delivering structured, high quality, play-based learning using the RIVER Multi- Grade Multi-Level (MGML) pedagogy	Strengthen early childhood education by deploying additional educators across Anganwadi Centres in 3 mandals of Telangana, delivering structured, play-based learning that enhances school readiness and holistic development for 1,800 children aged 2.5 - 6 years

Focus Area	Commitments/ Goals/ Targets	Current Performance
Principle 9 Ensuring value to our customers in a responsible manner	- Improve FLN (Foundational Literacy and Numeracy) outcomes with a partner organization in 1356 schools in 2 districts of Telangana - Construction of Secondary Eye Care Centre at Munipalli, Guntur, in collaboration with LVPEI (FY 25-13th January, 2025) - Annex to the existing Block at NATCO Cancer Centre in Guntur General Hospital (FY 27)	- Improve foundational literacy and numeracy outcomes by implementing targeted learning interventions for students in government primary and upper primary schools, reaching 2,800 students across 3 mandals in Telangana to achieve grade-appropriate competencies - Inaugurated on 13th January 2025 8,367 out patients have utilized this facility
	- Obtain ISO 27001: Information security management certification by FY 2025-26 - Zero Reportable Incidents - Obtain ISO 45001 –2018 (Occupational Health and Safety Management) certification for all our manufacturing facilities by FY 2025-26 - Digitization of manual log books (e-log)/ Electronic Document Management systems (e-DMS) - Digitization of learning management systems at Kothur, Nagarjuna Sagar and Vizag by 2026-27 - Impart training to employees and workers for 40 hours/person/ year by FY 2025-26	- The construction work is annex to the block with 100 bed facility at Cancer Centre at Guntur General Hospital is under progress. Civil works largely completed. Targeted for completion during FY 26-27 - Zero customer complaints on customer data privacy and cyber security in financial year - ISO 27001 certification is under progress and targeted completion by FY 2026-27 4 reportable incidents occurred - All our manufacturing facilities and R&D centre have been certified with ISO 45001 – 2018 certification - Digitization of Manual logbooks (e-logs) is under progress at Mekaguda and Kothur, it will be implemented during FY 26-27 - Digitization of learning management system was implemented at two of our plants (Kothur and Nagarjuna Sagar) during FY 2025-26 and planned for implementation at Vizag plant during 2026-27 - imparted training to employees and workers for 68 hours/person/year

New Goals/Targets

Focus Area	Commitments/Goals/Targets
Principle 2 Ensuring product safety and service quality	Undertake ESG Assessment of Tier-1 suppliers through ESG checklist - Targeted to assess at least 5% of Tier-1 Suppliers in FY 2026-27 - Assess at least 15% of Tier-1 suppliers in FY 2027-28. Conduct ESG awareness programs for value chain partners 2 ESG awareness programs in FY 2026-27 - Covering 50% of value chain partners in FY 2027-28. Suppliers' sustainability policy formal commitment from value chain partners of the Company's supply chain policy
Principle 6 Our Commitment towards Environment	Obtain signed supply chain policy from at least 50% of value chain partners by FY 2027-28. Digitization of literature for domestic projects at the Kothur Plant during FY 2026-27, Additional 1500 KW solar facility at Mekaguda plant with electric boiler is targeted by 2027-28, instead of 2000 KW with battery storage facility for 2000 kW by FY 2026-27 as purposed earlier

1

PRINCIPLE

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable



At NATCO Pharma, we strive to achieve a balanced approach that aligns human needs with environmental sustainability and long-term economic growth. The Company has established a strong and equitable governance framework that promotes and enforces ethical values across the Company, safeguarding the interests of all stakeholders. We have instituted a comprehensive Code of Conduct that clearly defines the expectations, responsibilities, and standards applicable to Board Members, Senior Management Personnel and Employees. Adherence to this Code is mandatory and reflects our unwavering commitment to ethical business practices and any instances of non-compliance whether identified or reported are handled with utmost seriousness and transparency.

Essential Indicators**1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	A comprehensive Familiarization Programme is conducted for the Board of Directors and key managerial personnel on a need-basis, providing updates on various business operations, evolving market dynamics, investor highlights, and changes in regulations. On a quarterly basis, the company provides updates on financial results, overall business compliance, improvements, and concerns related to environmental safety and health performance, products, and processes.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	400		100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	205	Training programmes for workers focus on Good Manufacturing Practices (GMP), quality, safety, hygiene, documentation, and environmental management. These include Personnel Hygiene Practices and Clean Room Procedures, Prevention of Contamination and Cross-Contamination, Awareness on GMP and Data Integrity Practices (GDP), Static Electricity and Its Hazards in the Chemical Industry, Good Documentation Practices, Laboratory Safety, Basic Firefighting, First Aid, and Waste Management.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA



4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

-Yes.

NATCO Pharma Limited upholds ethics, integrity, and transparency while ensuring compliance with applicable laws, rules, and regulations. This policy provides clear guidance for identifying and addressing ethical concerns, establishes mechanism for reporting misconduct, and promotes a culture of honesty and accountability. It applies to all employees, contractors, suppliers, and business partners. The policy strictly prohibits bribery, corruption, inappropriate gifts, manipulation, and concealment. Employees are encouraged to promptly report any suspected violations to their supervisor or the Compliance Officer. In addition, a comprehensive whistleblower framework supports this policy, enabling the safe and confidential reporting of unethical practices, suspected fraud, or breaches of the Anti-Corruption and Anti-Bribery policy.

Web-link of policy: [Anti-Corruption/Anti-bribery policy](#)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables (Accounts payable* 365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payables	160	120

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, In the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11.05%	7.01%
	b. Number of trading houses where purchases are made from	126	80
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	53.27%	70.41%
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	14.49%	9.42%
	b. Number of dealers / distributors to whom sales are made	3646	3067
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/ distributors	17.70%	22.06%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	6.41%	3.26%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.93%	0.42%
	d. Investments (Investments in related parties/Total Investments made)	79.42%	57%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business[SG61.1][AC61.2][AC61.3] done with such partners) under the awareness programmes
1	NATCO's ESG Journey and Overview of BRSR Principles/ Core values/ Sustainable procurement policy.	9.84%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same

Yes,.

The Company has established a comprehensive governance framework through its 'Code of Conduct for Board Members, Senior Management Personnel and Employees' policy, 'Related Party Transactions' Policy and 'Nomination and Remuneration' Policy to identify, prevent and manage conflicts of interest involving the Board of Directors and Key Management Personnel (KMPs).

Under the 'Code of Conduct for Board Members, Senior Management Personnel and Employees' Policy, members of the Board are required to avoid situations that may result in actual or potential conflicts of interest with the Company's interests. In the event of any such conflict, or where a conflict is likely to arise, the concerned individual is required to make a full disclosure of all relevant facts to the Board of Directors or the authority designated by the Board and obtain prior written approval before proceeding.

The 'Related Party Transaction Policy' governs transactions involving related parties, including Directors and KMPs. All related party transactions are subject to review and approval by the Audit Committee and the Board of Directors, as applicable. Directors or KMPs having an interest in a related party transaction are required to abstain from participating in the deliberation and approval process, thereby ensuring transparency, fairness and independent decision-making.

The 'Nomination and Remuneration' Policy establishes objective criteria for the appointment of Directors, KMPs and Senior Management Personnel and provides a structured framework for determining remuneration. The policy requires remuneration recommendations to be made by the independent Nomination and Remuneration Committee and approved by the Board. It also reinforces the independence of Independent Directors by restricting their association with the Company in any other capacity during the prescribed cooling-off period between successive terms.

2

PRINCIPLE

Businesses should provide goods and services in a manner that is sustainable and safe

**Essential Indicators**

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Detailsof improvements in environmental and social impacts
R&D	10.5% (Rs 4086 million)	9.12%	Our R&D efforts are dedicated to enhancing the environmental and safety aspects of our processes, aiming for a comprehensive positive impact. By leveraging technology and adopting a forward-thinking approach, we are able to develop and introduce complex, niche molecules through non-infringing methods.
Capex	0.21% (Rs. 7,41,99,006)	0.29% (Rs. 12,35,55,540)	These projects pertain to improving environment footprint through renewable energy, energy conservation, water conservation, reducing resource waste, etc.

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the entity has established a Sustainable Procurement Policy that defines expectations for suppliers across key areas such as business integrity, labour rights, environmental responsibility, and regulatory compliance. As part of the onboarding process, suppliers are required to complete a preliminary assessment form. This framework functions as an initial screening approach to encourage and support responsible sourcing practices.

Web-link for policy: [Sustainable Procurement Policy](#)

b. If yes, what percentage of inputs were sourced sustainably?

The percentage of inputs sourced sustainably has not yet been formally quantified. While the Company collects preliminary ESG-related information from suppliers under its Sustainable Procurement Policy, it is currently developing a formal mechanism to verify supplier disclosures and assess the proportion of sustainably sourced inputs.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

We adopt an eco-friendly approach to waste management by implementing well-defined Standard Operating Procedures (SOPs) for the collection, storage, and disposal of waste. The Company works with authorized agencies in compliance with CPCB/SPCB guidelines to ensure proper recycling, reuse, and environmentally safe disposal.

- a) Plastics (including packaging): The Company fulfils 100% of its Extended Producer Responsibility (EPR) obligations for post-consumer plastic packaging waste through authorized third-party agencies, in accordance with CPCB/SPCB guidelines. This includes recycling, co-processing, and environmentally sound disposal of waste equivalent to the total quantity of packaging introduced in the market.
- b) E-waste: E-waste generated is handed over to authorized recyclers through collection centers or to authorized dismantlers for recycling, in line with the E-Waste Management Rules, 2022.
- c) Hazardous waste: Hazardous waste is sent to authorized cement industries, pre-processing facilities, or Treatment, Storage, and Disposal Facilities (TSDF) for safe and compliant disposal.
- d) Other waste: Other waste streams are directed to pre-processing facilities or recyclers for further processing and recycling.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to the organization's operations. The Company is registered as a Brand Owner under the Plastic Waste Management Rules and has submitted an EPR Action Plan in accordance with CPCB guidelines.

The EPR obligations are fulfilled through authorized third-party waste management agencies. During the reporting year, 163 tons of post-consumer plastic packaging waste was managed through recycling, co-processing, and other environmentally sound disposal methods, in line with the approved plan submitted to the respective Pollution Control Boards.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
2423	Everolimus	0.004	Cradle to Gate	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
EVEROLIMUS	Most significant environmental impacts arise from the manufacturing stage, driven by fuel and electricity consumption as well as the use of organic solvents. The primary impact categories, Global Warming Potential (GWP) and Human Toxicity, are predominantly influenced by electricity usage during production and the upstream processes associated with raw material extraction and processing.	We are transitioning toward greater use of renewable energy, with 68% of its electricity now sourced from clean energy alternatives. This has significantly contributed to the reduction of potential greenhouse gas emissions. The move toward renewable energy reflects the company's proactive approach to sustainable manufacturing and its commitment to minimizing its carbon footprint.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year

Not Applicable. Due to the sensitive nature of pharmaceutical products and strict regulatory guidelines, the use of recycled or reclaimed input materials in the manufacturing process is prohibited to avoid any risk of contamination.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	85	78	0	75	114
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic Packaging in sold Product	The company fulfils 100% of its Extended Producer Responsibility (EPR) obligation for post-consumer plastic packaging waste through authorized agencies, in accordance with CPCB/SPCB guidelines. This includes recycling, co-processing, and environmentally sound disposal, equivalent to the total quantity of packaging introduced into the market.

3

PRINCIPLE

Businesses should respect and promote the well-being of all employees, including those in their value chains

**Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance ¹		Accident insurance		Maternity benefits ²		Paternity Benefits ³		Day Care facilities ⁴	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	3564	3324	93.26%	3564	100%	0	0%	0	0%	0	0%
Female	371	319	85.98%	371	100%	371	100%	0	0%	0	0%
Total	3935	3643	92.57%	3935	100%	371	9.43%	0	0%	0	0%
Other than Permanent employees											
Male	161	119	73.91%	161	100%	0	0%	0	0%	0	0%
Female	48	35	72.91%	48	100%	48	100%	0	0%	0	0%
Total	209	154	73.68%	209	100%	48	23%	0	0%	0	0%

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance ¹		Accident insurance		Maternity benefits ²		Paternity Benefits ³		Day Care facilities ⁴	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	450	445	98.88%	450	100%	0	0%	0	0%	0	0%
Female	48	48	100%	48	100%	48	100%	0	0%	0	0%
Total	498	493	98.99%	498	100%	48	10%	0	0%	0	0%
Other than Permanent workers											
Male	344	176	51.16%	344	100%	0	0%	0	0%	0	0%
Female	74	25	33.78%	74	100%	0	0%	0	0%	0	0%
Total	418	201	48.09%	418	100%	0	0%	0	0%	0	0%

Note:

1. All employees and workers are eligible for employee contributory health insurance coverage scheme. However, some of the employees have not opted for this benefit, as the individuals are covered in policies taken by their respective spouse/children, etc.,.
2. Maternity benefits for eligible employees were given as per the statutory requirements.
3. Employees are provided with Paternity Benefits on a case-to-case and need basis.
4. Day care (Creche) facilities are available at the formulation facilities (Kothur & Nagarjuna Sagar), Vizag and R&D Center but have not been utilized.

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.56% & (19.70 Crores)	0.43% (20.85 Crores)

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	1.45 %	4.01%	Yes	5.87%	44.56%	Yes
Others – please specify	-	-	-	-	-	-

Note: 100% of the employees to whom ESI is applicable as per the regulations, are covered.

3. Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, we are committed to fostering an inclusive and supportive work environment by ensuring that our facilities are accessible to employees and workers with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes, we have implemented an Equal Opportunity Policy which ensures non-discrimination in recruitment, employment, and training for persons with disabilities. It also outlines provisions for reasonable facilities, accessible infrastructure, and grievance redressal mechanisms to promote an inclusive workplace culture. The policy is periodically reviewed to ensure alignment with evolving legal and social standards.

Web-link Policy: [Equal Opportunity policy](#)

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable	Not Applicable	Not Applicable	
Female	100%	100%		
Total	100%	100%		



6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The company has a formal grievance redressal mechanism in place for all categories of employees and workers, including permanent, contractual, and trainees. Company believes that internal stakeholders should have the opportunity to raise and achieve resolution by following a fair and prompt grievance process, without fear of repression. The Company believes in non-repression measures against employees for raising concerns in good faith or those who assist in an investigation of suspected wrongdoing. The Company resolves all the internal stakeholders' grievances as per the applicable statutory norms. Internal stakeholders can submit their complaints / grievance to the Grievance Officer.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	3564	0	0%	3415	0	0%
Female	371	0	0%	364	0	0%
Total	3935	0	0%	3779	0	0%
Total Permanent Workers						
Male	450	329	73.11%	380	329	86.58%
Female	48	39	81.25%	40	39	97.5%
Total	498	368	73.89%	420	368	87.62%

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	3725	3524	94.60%	3500	85.91%	3643	3643	100%	3074	84.38%
Female	419	364	86.87%	447	90.69%	430	430	100%	430	100%
Total	4144	3888	93.82%	3947	86.39%	4073	4073	100%	3504	86.02%
Workers										
Male	794	794	100%	709	89.29%	767	767	100%	748	97.5%
Female	122	122	100%	97	79.51%	115	115	100%	96	83.48%
Total	916	916	100%	806	87.99%	882	882	100%	842	95.46%

9. Details of performance and career development reviews of employees and worker:

Category*	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3725	2999	81%	3643	2552	70%
Female	419	324	77%	430	281	65%
Total	4144	3323	80%	4073	2893	71%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

Note: *Performance and career development reviews exclude trainees is 100%

* For workers it is via wage agreement

Note: Performance and career development reviews have not been carried out for workers.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, NATCO Pharma has implemented a robust Occupational Health and Safety (OHS) Management System across all its operational sites. This system is governed by a comprehensive Environment, Health, and Safety (EHS) policy and is integrated into the company's core operations. We ensure that adequate resources are allocated to implement EHS programs aligned with regulatory requirements and business objectives. EHS goals are embedded into business planning, governance, and performance evaluation processes to reinforce a culture of safety. Regular safety trainings, mock drills, awareness campaigns, and inspections are conducted across sites. The company continuously monitors safety performance, conducts root cause analysis of incidents, and takes preventive and corrective actions to avoid recurrence. All of our manufacturing facilities, including the NATCO Research Centre (NRC), are certified under ISO 14001:2015 and ISO 45001:2018. Certification for the Crop Health Sciences unit is currently in progress.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The entity adopts a comprehensive approach to identifying workplace hazards and assessing risks for both routine and non-routine activities. Key methodologies include HAZOP (Hazard and Operability Study), which systematically examines complex processes to identify potential hazards, and HIRA (Hazard Identification and Risk Assessment), which evaluates the level of risk associated with various tasks.

In addition, detailed Standard Operating Procedures (SOPs) have been established for all critical operations to ensure consistent and safe work practices. A robust Work Permit System is also implemented to control high-risk and non-routine activities such as confined space entry, hot work, and work at heights, ensuring that all necessary safety precautions are in place prior to execution.

These systems are further strengthened through regular audits, inspections, and employee training programs, supporting continuous improvement in workplace safety performance.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)[

Yes, we promote a strong safety-oriented mindset among workers as a key element of our occupational health and safety framework, with a firm commitment to achieving the goal of "Zero Injury." Employees are regularly engaged through structured training programs, toolbox talks, and safety briefings to enhance awareness, reinforce safe work practices, and ensure clear understanding of safety procedures.

A comprehensive guidance document is in place to support the identification, evaluation, and mitigation of Safety, Health, and Environment (SH&E) risks. It provides clear direction on risk assessment methodologies and defines the roles and responsibilities of both workers and supervisors in managing safety across all site activities. Workers are

encouraged and empowered to report unsafe acts, unsafe conditions, and near-misses, and they have the right to stop work if they believe it poses a serious risk to their safety or health.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, each operational site is equipped with a fully functional Occupational Health Centre, supported by qualified doctor/s, nurses to monitor and promote the overall well-being of the workforce. In addition, the Company provides comprehensive health insurance coverage through its Group Medical Insurance policy and the Employee State Insurance Scheme (ESIC), ensuring access to a wide range of healthcare services beyond occupational requirements.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.073
Total recordable work-related injuries	Employees	0	2
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

We operate a comprehensive Occupational Health and Safety Management System aligned with ISO 45001 standards. Regular Hazard Identification and Risk Assessment (HIRA) exercises are conducted to identify potential workplace hazards and implement appropriate control measures. A stringent Permit-to-Work (PTW) system is in place to govern all high-risk operational and maintenance activities. Personal Protective Equipment (PPE) is provided and mandated for employees and workers based on the risk profile of their tasks.

At our manufacturing facilities, scrubber systems and other emission control technologies are deployed to minimize exposure to volatile organic compounds (VOCs), dust, and odours. Fire safety is ensured through well-maintained fire detection and alarm systems, adequate fire-fighting equipment, and periodic fire drills to strengthen emergency preparedness. Regular safety inspections, surveillance activities, and internal audits are conducted to ensure compliance and identify opportunities for continual improvement. In addition, exposure assessments and Leak Detection and Repair (LDAR) studies are carried out, as needed.

We provide regular health and safety training to all employees and workers, along with emergency preparedness drills for scenarios such as chemical spills and fire incidents. Periodic medical examinations are conducted by reputed health care facilities, including specialized health checkups as per the need. A fully equipped Occupational Health Centre (OHC) is available at all sites, supported by a qualified doctor and nurse to provide immediate on-site medical assistance.

13. Number of Complaints on the following made by employees and workers:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	4	0	NIL	5	0	NIL
Health & Safety	NIL	0	NIL	24	0	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

At NATCO, we are strongly committed to maintaining a safe and healthy work environment across all our operations. Regular internal audits are conducted to assess safety performance, and appropriate corrective actions are implemented based on audit findings. To enhance fire safety preparedness, auto modular-type fire extinguishing systems have been installed in critical areas to ensure rapid response during emergencies.

We have undertaken detailed assessments of solids charging operations, leading to the adoption of reverse charging systems wherever applicable. In addition, solids charging hoppers have been fitted with double flap valve arrangements to improve operational safety and reduce exposure risks.

To further strengthen process safety, HAZOP (Hazard and Operability) studies are conducted to proactively identify and mitigate potential hazards. Employees receive regular training, first aid, and emergency response, delivered through certified external agencies. Periodic fire drills are also conducted to ensure readiness. Furthermore, Environment, Health, and Safety (EHS) awareness campaigns are carried out across facilities to promote a strong culture of safety.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees (Y/N): Yes, the Company provides financial protection to its employees through its Group Term Insurance Policy, which covers events such as death, permanent disability, or partial disablement. In addition, employees are covered under a Company-sponsored healthcare plan that offers access to a broad range of medical services and hospitalization benefits. These measures reflect NATCO Pharma's continued commitment to safeguarding the health, safety, and financial well-being of its employees.

(B) Workers (Y/N): All workers are provided coverage under the Company's Group Term Insurance Policy, which ensures financial support in the event of death, permanent disability, or partial disablement. As per statutory requirements, they are also enrolled under the Employees' State Insurance Corporation (ESIC) scheme. Further, a section of workers is additionally covered under the Company-sponsored healthcare insurance plan, which extends comprehensive medical and hospitalization benefits.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company is committed to maintaining ethical conduct and integrity-driven practices in its value chain to the extent it relates to its operations. To ensure this, robust mechanisms are in place to verify that value chain partners comply with fair business practices and statutory requirements. These steps reinforce the Company's dedication to responsible and legally compliant operations.



3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	1

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	1.93%
Working Conditions	1.93%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

4

PRINCIPLE

Businesses should respect the interests of and be responsive to all its stakeholders



Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The entity identifies its key stakeholder groups through a structured stakeholder mapping process based on the level of relevance to its operations and value chain. This identification is also guided by a materiality assessment, which helps prioritize the Environmental, Social, and Governance (ESG) topics most significant to both the business and its stakeholders.

We engage with stakeholders using a variety of channels such as meetings, workshops, surveys, intranet portals, and social media to facilitate effective two-way communication. These channels help us stay informed of stakeholder expectations, gather feedback, and incorporate their inputs into our decision-making processes.

We have also established formal feedback mechanisms to capture concerns and suggestions from stakeholders. Our focus remains on ensuring transparency and building trust-based relationships. Further, we regularly monitor and evaluate the effectiveness of our stakeholder engagement activities to identify areas for improvement and drive meaningful impact.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Sr. no.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Investors and shareholders	No	- Annual General Meeting - Annual report - Investor presentations - Quarterly investor calls - Investor / analyst meet - Company website - Email - Announcements	Need basis	Financial performance and Business sustainability
2.	Regulators/ Government	No	- Mandatory submissions - Meetings and interactions - Audits	Need Basis	Permits and mandatory submissions
3.	Suppliers/Vendors	No	- Regular interaction through phone, e-mail, letters and in person - Supplier audits - Exhibitions and conferences	Need Basis	Contracts and audits
4.	Employees and workers	No	- 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	Need Basis	Policies, benefits and training
5.	Patients	No	Community meetings	Need basis	Educating the patients

Sr. no.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
6.	Farmers	No	- Field meetings - Media advertisements - Product demonstrations - Social media	Need Basis	Educating the farmers about the products and marketing activities
7.	Local Communities	No	Community Meetings	Need Basis	Understanding the wellbeing of the people and working to improve their lives and livelihoods
8.	Doctors	No	- Doctor visits/product information/ scientific updates - Academic meetings - Patient education through clinicians - Public awareness through clinicians - Website	Need Basis	Educating them about newer therapies
9.	Dealers and Distributors	No	- Email - Meetings - Letters - Telephone	Need Basis	Updating about products
10.	Trade unions	No	Meetings and interactions	Need Basis	Updating new policies, regulations, benefits or addressing grievances.
11.	Media	No	Press releases	Need Basis	Dissemination of information

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Yes, Consultation with stakeholders is primarily conducted through delegated functional teams across various departments. These teams are responsible for engaging directly with specific stakeholder groups such as investors, regulators, suppliers, employees, patients, farmers, doctors, trade unions, and local communities through mechanisms tailored to each group (e.g., meetings, surveys, email interactions, audits, and community initiatives). Each functional team monitors and captures feedback, concerns, and expectations from stakeholders that relate to NATCO's economic performance, environmental impacts, and social responsibility. Feedback gathered during stakeholder engagements is analyzed and acted upon when issues with strategic, reputational, regulatory, or sustainability implications are identified; they are appraised to senior management. This structured process ensures that stakeholder perspectives are effectively integrated into the company's strategic and operational responses.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company has undertaken a materiality assessment to identify the Environmental, Social, and Governance (ESG) issues relevant to its operations. As part of this process, stakeholder consultation played a key role in shaping the assessment. Input was gathered through discussions with relevant stakeholders, alongside consideration of sustainability reporting frameworks, policies of the Board, and peer industry practices. The feedback obtained from stakeholders helped the Company prioritize ESG topics that are significant to both the business and its stakeholders. These insights have been integrated into the Company's sustainability strategy, informing its goals, targets, and actions related to environmental and social performance. This approach ensures that stakeholder concerns are reflected in the Company's policies and ongoing sustainability initiatives.

3. Provide details of instances of engagement with, and actions taken to address the concerns of vulnerable/marginalized stakeholder groups.

Through NATCO Trust, we are committed to enhancing the quality of life in rural and underserved communities by improving access to education and healthcare. Our approach is driven by structured, sustainable interventions that address critical gaps and create long-term impact. In education, we support in education for government school children, promote early childhood education (ECE), strengthen Govt. school infra structure and provide educational assistance to underprivileged students. In healthcare, we enable access to specialized services through mobile health clinics, facilitate linkages with government healthcare institutions, and extend medical support to economically disadvantaged patients. We also strengthen public health systems by supporting government hospitals, advancing eye care initiatives, and promoting menstrual health awareness. By partnering with institutions in the fields of education and health and encouraging holistic development, NATCO Trust strives to build inclusive, resilient, and empowered communities.

5

PRINCIPLE

Businesses should respect and promote human rights



Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	3935	3935	100%	3779	3779	100%
Other than permanent	209	209	100%	294	294	100%
Total Employees	4144	4144	100%	4073	4073	100%
Workers						
Permanent	498	498	100%	420	420	100%
Other than permanent	418	418	100%	462	462	100%
Total Workers	916	916	100%	882	882	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to		More than		Total (D)	Equal to		More than	
		Minimum Wage		Minimum Wage			Minimum Wage		Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	3935	0	0.00%	3935	100%	3779	0	0%	3779	100%
Male	3564	0	0.00%	3564	100%	3415	0	0%	3415	100%
Female	371	0	0.00%	371	100%	364	0	0%	364	100%
Other than Permanent	209	0	0.00%	209	100%	294	0	0%	294	100%
Male	161	0	0.00%	161	100%	228	0	0%	228	100%
Female	48	0	0.00%	48	100%	66	0	0%	66	100%
Workers										
Permanent	498	0	0.00%	498	100%	420	0	0%	420	100%
Male	450	0	0.00%	450	100%	380	0	0%	380	100%
Female	48	0	0.00%	48	100%	40	0	0%	40	100%
Other than Permanent	418	0	0.00%	418	100%	462	0	0%	462	100%
Male	344	0	0.00%	344	100%	387	0	0%	387	100%
Female	74	0	0.00%	74	100%	75	0	0%	75	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	8	47803050*	1	-
Key Managerial Personnel	2	4752538	-	-
Employees other than BoD and KMP	3723	760008**	419	472416
Workers	450	711468	74	668028

*Sri A.D.M. Chavali, Sri D. Vijaya Bhaskar, Sri B. Lakshminarayana, Sri Nitin Jain and Dr. Suma Kantipudi, Independent Directors were paid only sitting fees for attending the Board/Committee Meetings.

**Casuals (418) are excluded from employees other than BoD and KMP

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	6.54%	7.01%

* Note that the data reported previously has been reconsidered

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, the Company has a dedicated Grievance Redressal officer responsible for addressing complaints related to human rights within the organization. By upholding human rights principles and fostering a culture of accountability, transparency, and respect for human dignity, the Company aims to enhance the well-being and empowerment of individuals and communities.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Our company has established a Human Rights grievance resolution system for its employees. The company ensures that effective remediation procedures are available for individuals impacted by its operations, with a designated Grievance Redressal Officer responsible for addressing complaints.

Anyone who believes they have faced discrimination related to human rights principles is encouraged to report the matter to the Grievance Redressal Officer, HR Manager, or Management through email.

To effectively manage reports of human rights violations, NATCO Pharma has implemented a comprehensive grievance redressal system to address the concerns of all stakeholders. This mechanism is structured to track, evaluate, and respond to such issues in a timely manner, ensuring appropriate resolution for affected individuals. Anyone seeking to raise a human rights-related grievance can reach to the designated stakeholder grievance redressal officer in accordance with NATCO Pharma's stakeholder grievance redressal policy available on our website. With reference to the grievances of the shareholders, the Company has appointed M/s. Venture Capital & Corporate Investments Pvt. Ltd. as its Registrar and Share Transfer Agent ("RTA") to ensure faster and efficient provision of services to the shareholders. The RTA is primarily responsible for handling shareholders related affairs of the Company which are specified in this policy.

6. Number of Complaints on the following made by employees and workers:

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	-	-	0	-	-
Discrimination at workplace	0	-	-	0	-	-
Child Labour	0	-	-	0	-	-
Forced Labour / Involuntary Labour	0	-	-	0	-	-
Wages	0	-	-	0	-	-
Other Human Rights	0	-	-	0	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

NATCO Pharma maintains a strong grievance redressal framework that prohibits retaliation, ensures confidentiality, and supports the fair resolution of complaints. Through its Human Rights Policy, Whistleblower Policy, and Grievance Redressal Policy, individuals are protected from any form of retaliation when reporting incidents of discrimination or harassment.

Complaints may be submitted through multiple secure channels, and a dedicated Grievance officer oversees the review and resolution of cases to ensure adherence to ethical standards, as well as legal and regulatory requirements.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements, including provisions related to child labour, forced labour, and minimum wages, have been incorporated into the Company's business contracts and agreements, ensuring adherence to applicable legal and ethical standards.

10. Assessment of the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No significant risks or concerns were identified during the assessment; therefore, no corrective actions were required. The Company remains committed to implementing its Human Rights Policy and raising awareness among employees to uphold ethical workplace standards and compliance.

Leadership Indicators**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

No Complaints were received in the reporting year.

2. Details of the scope and coverage of any Human rights due diligence conducted.

NATCO Pharma has a Human Rights Policy and complies with applicable labour laws and regulations. The Company is committed to maintaining a respectful workplace, ensuring fair employment practices, and safeguarding the health and safety of all employees.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Company's premises and offices are equipped with ramps to support smooth mobility for persons with disabilities. NATCO complies with applicable local laws and site building requirements.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	1.93%
Discrimination at workplace	1.93%
Child Labour	1.93%
Forced Labour/Involuntary Labour	1.93%
Wages	1.93%
Others – please specify	NA

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

NA

6

PRINCIPLE**Businesses should respect and make efforts to protect and restore the environment****Essential Indicators**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	79292.64	72210.72
Total fuel consumption (B)	32775.91	8061.61
Energy Consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	112068.55	80272.33
From non-renewable sources		
Total electricity consumption (D)	222060.64	216051.26
Total fuel consumption (E)	272755.43	321934.46
Energy Consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	494816.08	537985.72
Total energy consumed (A+B+C+D+E+F)	606884.62	618258.05
Energy intensity per rupee of turnover**	14.88	15.099
(Total energy consumed / Revenue from operations), GJ/ ₹ Mn		
Energy intensity per rupee of turnover** adjusted for Purchasing Power Parity (PPP)	302.68	311.96
(Total energy consumed / Revenue from operations adjusted for PPP)*, GJ/ Revenue from operations (in ₹ Mn) adjusted to PPP		
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF for India which is 20.08.

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

Yes, a Limited assurance was carried out by DNV Business Assurance India Private Limited.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N). If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable



3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	71132.50	53910.73
(ii) Groundwater	48805.18	44544.59
(iii) Third party water	218811.11	230172.89
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	338748.79	328628.21
Total volume of water consumption (in kiloliters)	314944.86	299375.89
Water intensity per rupee of turnover**	7.722	7.311
(Total water consumption / Revenue from operations), KL / ₹ Mn		
Water intensity per rupee of turnover** adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)* KL / Revenue from operations (in ₹ Mn) adjusted to PPP	157.074	151.045
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF for India which is 20.08.

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, a Limited assurance was carried out by DNV Business Assurance India Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	1818.13 KL - after secondary treatment	3579 KL *
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	1305 KL- after Primary Treatment 21986.40 KL – after Secondary Treatment	18303.00 kl - after Primary Treatment, 925 kl – after Secondary Treatment
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	23804.53	21882

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, a Limited assurance was carried out by DNV Business Assurance India Private Limited.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, we have implemented Zero Liquid Discharge (ZLD) systems at four of our manufacturing plants to ensure effective wastewater management and environmental compliance. The ZLD approach is aimed for effective onsite treatment and reuse resulting into reduction of fresh water footprint and achieving zero discharge from the premises.

The plants with ZLD systems are located at Mekaguda (Telangana), Kothur (Telangana), Chennai (Tamil Nadu), and Athivaram Technical (Andhra Pradesh), with treated water of 58,810 KL, 42,285.06 KL, 11,093.04 KL, and 1,244 KL respectively. The treated water is fully reused for cooling towers, sanitation (toilets), and gardening, contributing to our water conservation and sustainability goals.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	tonnes	38.28	44.21
SOx	tonnes	38.50	45.55
Particulate matter (PM)	tonnes	30.52	26.52
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	ppm	0.1	0.2
Hazardous air pollutants (HAP)	-	-	-
Carbon Monoxide	tonnes	0.23	0.3
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26		FY 2024-25	
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PCFs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	24593.76		28494.95	
		tCO ₂ :	20146.43	tCO ₂ :	23395.11
		CH ₄ – tCO ₂ e:	323.62	CH ₄ – tCO ₂ e:	130.78
		N ₂ O – tCO ₂ e:	85.30	N ₂ O – tCO ₂ e:	65.48
		HFCs – tCO ₂ e:	4013.95	HFCs – tCO ₂ e:	4903.61
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PCFs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	43795.29		43630.35	
		tCO ₂ :	43795.29	tCO ₂ :	43630.35
		CH ₄ – tCO ₂ e:	0	CH ₄ – tCO ₂ e:	0
		N ₂ O – tCO ₂ e:	0	N ₂ O – tCO ₂ e:	0
		HFCs – tCO ₂ e:	0	HFCs – tCO ₂ e:	0
Total Scope 1 and Scope 2 emission intensity per rupee of turnover** (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ Equivalent/ Million	1.677		1.762	

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emission intensity per rupee of turnover** adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO ₂ Equivalent/ Million	34.108	36.403
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations (in ₹ Mn) adjusted for PPP)*			
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional)		-	-
– the relevant metric may be selected by the entity			

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF for India which is 20.34.

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, a Limited assurance was carried out by DNV Business Assurance India Private Limited.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

NATCO Pharma is committed to minimizing its carbon footprint and actively pursuing sustainable operational practices. As part of this commitment, the company is implementing a comprehensive approach to reducing greenhouse gas (GHG) emissions across its facilities. The strategy includes the adoption of energy-efficient technologies such as advanced lighting systems, optimized machinery, and process automation to reduce overall energy consumption. Additionally, NATCO Pharma is transitioning toward renewable energy sources, integrating solar and wind power into its operations to offset reliance on conventional energy.

During the FY 2025-26, our company successfully integrated 26.31% renewable electricity into its total electricity consumption, which contributed significantly to lowering our environmental impact, leading to the avoidance of 15638.27 tons of CO₂ emissions.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	78.264	16.352
E-waste (B)	4.030	5.629
Bio-medical waste (C)	27.726	19.591
Construction and demolition waste (D)	0	0
Battery waste (E)	18.447	10.369
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	5913.294	4635.149
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1938.363	351.698
Total (A+B + C + D + E + F + G + H)	7980.125	5038.794
Waste intensity per rupee of turnover** (Total waste generated / Revenue from operations), MT/ ₹ Mn	0.196	0.12
Waste intensity per rupee of turnover** adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*MT / Revenue from operations (in ₹ Mn) adjusted to PPP	3.980	2.541

Parameter	FY 2025-26	FY 2024-25
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	4796.095	3072.461
(ii) Re-used	728.576	0
(iii) Other recovery operations (Waste to energy Recovery)	1950.441	1621.266
Total	7475.112	4693.727
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	61.884	126.996
(ii) Landfilling	364.074	158.02
(iii) Other disposal operations (TSDF)	0	279.097
Total	425.958	564.1

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF for India which is 20.34.

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, a Limited assurance was carried out by DNV Business Assurance India Private Limited.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes, and the practices adopted to manage such wastes.[.

NATCO Pharma implements a comprehensive waste management plan focused on minimization, segregation, and safe disposal. The company adopts a green chemistry approach to optimize the use of hazardous chemicals and ensures responsible waste handling.

1. Hazardous Waste: Managed through co-processing in authorized cement industries, treatment at certified pre-processing facilities, and disposal in TSDFs. Used oil, e-waste, and batteries are sent to licensed recyclers or managed through structured buy-back programs.
2. Non-Hazardous Waste: Combustible waste undergoes pre-processing before co-processing in cement kilns, paper waste is sent to ITC for recycling, and metal scrap is handled by authorized recyclers. Plastic waste is managed under Extended Producer Responsibility (EPR) initiatives.
3. Biodegradable Waste: Processed through organic waste converters to produce compost for facility landscaping.
4. Effluent & Sewage Treatment: ZLD, ETP and STP systems to treat the waste water to meet environmental compliance standards.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons there of and corrective action taken, if any.
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Not applicable. None of the operations/ offices are in/around ecologically sensitive area

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable. None of our projects have undergone an environmental impact assessment.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility/plant located in areas of water stress, below are the following information:

- I. Name of the area: Thiruvottiyur (Chennai); Ameerpet (Hyderabad); Banjara Hills, Hyderabad
- II. Nature of operations: NATCO Pharma Limited – Chemical Division; NATCO Research Centre, Hyderabad; NATCO House (Head Office)

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	2793.73	2783.25
(iii) Third party water	19092	19923
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	21885.73	22706.25
Total volume of water consumption (in kiloliters)	19887.60	22526.25
Water intensity per rupee of turnover* (Water consumed / revenue from operations in ₹ Mn)	0.49	0.55
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	1818.13 KL - after secondary treatment	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0

Parameter	FY 2025-26	FY 2024-25
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	-
- With treatment – please specify level of treatment	180 KL- after primary treatment	180 KL- after primary treatment
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	1998.13	180

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1		scrubber blower (3,000 CFM, 15 kW, belt-driven) replaced with a 5 kW direct-driven blower.	Achieved energy savings of 10.9MWh, resulting in a reduction of 7.7 tCO ₂ e emissions[.
2		Replaced the filter cleaning scrubber blower (5 kW, belt-driven) with a 3 kW direct-driven blower.	Achieved energy savings of 2.3 MWh, resulting in a reduction of 1.67 tCO ₂ e emissions.
3	Chennai (Energy Conservation)	Replaced the ETP Secondary RO plant high-pressure pump (25 HP, IE2 motor, 20 CMH capacity, old design) with a 10 HP IE3 motor and 10 CMH capacity pump.	Achieved energy savings of 9.19 MWh, resulting in a reduction of 6.52 tCO ₂ e emissions.
4		Replaced the ETP paddle drier motor (20 HP, 2,940 RPM) with a 15 HP (1,000 RPM) motor to operate the paddle drier at a reduced speed aligned with the feed rate.	Achieved energy savings of 2.59 MWh, resulting in a reduction of 1.84 tCO ₂ e emissions.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
5		Installed a Variable Frequency Drive (VFD) for the ETP Primary RO plant (7.5 HP, 10 m ³ /hr) to optimize motor speed based on the required RO feed flow.	Achieved energy savings of 6.06 MWh, resulting in a reduction of 4.30 tCO ₂ e emissions.
6		Optimized the product distillation and purification processes, reducing rotary evaporator operation by five hours.	Achieved energy savings of 2.913 MWh, resulting in a reduction of 2.06 tCO ₂ e emissions.
7		Optimized the performance of the 112 TR Trane chiller by using Frigitech oil additives, leading to a reduction in power consumption.	Achieved an overall 9% reduction in power consumption of the 112 TR Trane chiller.
8	Dehradun (Energy Conservation)	Installed solar streetlights to promote renewable energy use and reduce dependence on grid electricity.	Generated monthly electricity savings of 480 kWh and eliminated the consumption of UPCL grid power for street lighting.
10	Nagarjuna Sagar (Energy Conservation)	Installation of motion sensor lights in change rooms and washrooms.	Achieved electricity savings of 18,258 kWh and reduced GHG emissions by 13.18 tCO ₂ e.
11	Vizag (Process Optimization)	Installed an energy-efficient Belimo valve on the chiller return line in the QC block.	Reduced energy consumption by approximately 18%.
12		Installed a rainwater harvesting system connected to the production block and ETP buildings.	Harvested 131.2 m ³ of rainwater during the reporting period.
13		Reduced fresh water withdrawal through the reuse of AHU condensate and steam condensate.	Reduced fresh water consumption by 3,362 KL.
14		Installation of flow-reducing filters and jet guns at washing points in canteen	Reduced fresh water usage by 11.5 KL per day
16	Nagarjuna Sagar (Water Conservation)	Reused sanitization condensate water for boiler feeding and softener feeding instead of sending to ETP.	Reused approximately 1,589.7 KL of water and reduced furnace oil consumption by 31.6 litres
17		Reused AHU condensate water for cleaning solar panels and irrigating the lemon garden.	Collected and reused 533.27 KL of high-quality condensate water for solar panel cleaning.
18	Vizag (Health and Safety)	Installed a fire sprinkler system for PESO-approved HSD diesel storage tanks to strengthen fire prevention and emergency response.	Enhanced fire safety, improved emergency preparedness, strengthened regulatory compliance, and safeguarded employees and assets.
19	Vizag (Environmental Conservation)	Revisited the preventive maintenance protocol for diesel generators.	Resulting in annual diesel savings of 1,248 litres.
20	Dehradun (Raw material and Water conservation)	Implemented a higher-volume batch process for Dastanib tablets.	Conserve 6 KL of water and 656.62 g of raw material per batch,

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

At NATCO Pharma, the Business Continuity and Disaster Management Plan forms an integral component of the overall Risk Management Framework, designed to ensure operational resilience across all business units and functions during unforeseen disruptions. Aligned with the Company's Risk Management Policy—which identifies environmental risks as a key focus area—the plan outlines comprehensive strategies to mitigate and manage risks that may impact business continuity. It details emergency preparedness measures, including control protocols and response procedures, while addressing critical aspects such as environmental risk assessments, evacuation plans, shutdown procedures, and emergency coordination structures.

To facilitate timely and coordinated response, clear roles and responsibilities are defined, supported by designated assembly points, access to medical facilities, availability of safety documentation (MSDS), and established communication channels with external and mutual aid partners. In addition, all personnel, including contract workers, undergo regular training to strengthen preparedness for emergency situations.

This structured and multi-layered approach reflects NATCO Pharma's commitment to operational continuity, environmental responsibility, and organizational resilience, in alignment with its broader risk governance framework.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

During the reporting periods, the Company did not encounter any significant adverse environmental impact incidents attributable to its value chain operations. Through proactive engagement and collaboration with suppliers, we continue to uphold its commitment to sustainable and responsible sourcing practices across the supply chain. Our Sustainable Procurement Policy focuses on minimizing environmental impact across its value chain. This policy acknowledges areas where sustainability improvements are necessary.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

In FY 2025-26, we assessed 1.93% of our value chain partners that were assessed for environmental aspects.



7

PRINCIPLE

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.

NATCO Pharma Limited is committed to advancing the collective interests of the pharmaceutical industry and the broader community through active participation in trade and industry chambers/associations. As of the reporting period, NATCO Pharma is a member of ten such trade and industry associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
3	Bulk Drug Manufacturers Association of India (BDMA)	National
4	Indian Pharmaceutical Alliance (IPA)	National
5	Indian Drug Manufacturing Association (IDMA)	National
6	Confederation of Indian Industry (CII)	National
7	Pharmaceuticals (PHARMEXCIL) Export Promotion Council of India	National
8	Agro Chem Federation of India (ACFI)	National
9	Hyderabad Management Association (HMA)	State
10	Crop Care Foundation of India	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/ half yearly/ quarterly / others – please specify)	Web-link, if available
Not Applicable					

8

PRINCIPLE**Businesses should promote inclusive growth and equitable development****Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. Provide information on the project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
- Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

NATCO Pharma Limited has a formal Stakeholder Grievance Redressal Policy in place to ensure fair, transparent, and timely resolution of concerns raised by stakeholders, including communities.

Policy web-link: [Stakeholder Grievance Redressal Policy](#)

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	25.05%	16.46%
Directly from within India	83.38%	71.14%

Note: This data pertains to procurement in India

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural	5.34%	0.96%
Semi-Urban	59.8%	60.09%
Urban	0.00%	0.00%
Metropolitan	35.58%	38.95%

(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Note: The previous year's data has been reclassified based on the updated area classification using a revised population data source.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments (Reference: Question 1 of essential indicators above):

Not Applicable.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

State	Aspirational district	Amount spent (In ₹)
NA		

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

No, We follow a non-discriminatory supplier selection framework, ensuring equitable access for all potential suppliers. We actively promote procurement from local suppliers, including small-scale industries and MSMEs in proximity to our facilities. While our current supplier qualification criteria do not explicitly encompass marginalized or vulnerable groups, we continue to uphold principles of fairness, inclusivity, and responsible business conduct.

- (b) From which marginalized/vulnerable groups do you procure?

At present, Natco Pharma Limited has not explicitly incorporated marginalized or vulnerable groups within its supplier qualification criteria. However, the Company remains committed to upholding inclusive and equitable business practices.

The procurement process is guided by a non-discriminatory framework and is based on objective parameters such as quality, delivery timelines, cost competitiveness, and supplier capabilities. In this context, the Company actively seeks opportunities to engage with local suppliers, including MSMEs and small-scale industries in proximity to its operations.

Going forward, the Company's Corporate Social Responsibility (CSR) initiatives—focused on education, healthcare, women's empowerment, and child welfare—are designed to support underprivileged and marginalized communities.

- (c) What percentage of total procurement (by value) does it constitute?

-

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property-related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
There were no adverse orders during the reporting period in relation to intellectual property disputes involving the usage of traditional knowledge. Accordingly, no corrective actions were required. NATCO Pharma Limited respects and adheres to applicable intellectual property laws and is committed to the ethical use of traditional knowledge in its operations.		

6. Details of beneficiaries of CSR projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	NGHS - Borabanda School Support	1201	28%
2	Post School Tuition Program	2166	57%
3	Anganwadi Early Childhood education program	1903	56%
4	Support for maintenance of Govt. schools	865	49%
5	NATCO School of Learning, Gollamudipadu	546	29%
6	Hippocampus, Rangapur	1257	28%
7	CSF - FLN Mission	853745	42%
8	EKHO Foundation - ECE Intervention	29360	-
9	Janyaa Foundation - Lab in a Box Program	1930	-
10	LVPEI - Sagar	136	-
11	Health Counsellors (footfall)	267713	-
12	Support for maintenance of Govt. General Hospital, NATCO Cancer Block, Guntur, Andhra Pradesh	7076	-
13	NATCO Mobile Health Clinic	13487	-
14	NATCO Arogya Kendra	4380	-
15	Health Camps - Cancer Screening camp	452	-
16	Health Camps - Dental	177	-
17	Health Camps - Dermatology	101	-
18	Health Camps - ENT	95	-
19	Narsing Swain Memorial Trust	72	-
20	TB Patients - Nutrition kits distribution	2566	-
21	Good Universe	449	-
22	LVPEI Kothur (OP)	16034	-
23	LVPEI Ponnur (OP)	8367	-

9

PRINCIPLE

Businesses should engage with and provide value to their consumers in a responsible manner

**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

NATCO Pharma has established structured mechanisms to receive, review, and address consumer complaints and feedback in a timely and transparent manner. Consumers can submit complaints through a dedicated section on the company's website, via direct telephone contact, through doctors /distributors, or through the field team. All complaints are formally documented and escalated to the concerned department for review. Relevant functions, including quality, regulatory, and medical teams, are involved as required to ensure thorough evaluation and resolution. Responses to consumers are communicated through official channels by designated personnel, ensuring accountability, proper documentation, and compliance with internal policies and regulatory expectations.

2. Turnover of products and/or services as a percentage of turnover from all products/services that carry information about:

	As a % to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

Note: NATCO Pharma Limited maintains compliance with applicable national and international regulatory requirements relating to product labeling. All pharmaceutical products marketed by the Company include comprehensive information on safe and appropriate usage, including dosage instructions, precautions, and contraindications, in accordance with the requirements of relevant drug regulatory authorities. This approach supports patient safety and promotes responsible use of its products.

3. Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Receive during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive trade practices	0	0	-	0	0	-
Unfair trade practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

Note: During the reporting period, NATCO Pharma Limited did not receive any consumer complaints related to product quality, labelling, advertising, or delivery. We remain committed to maintaining high standards of consumer safety, transparency, and satisfaction.

4. Details of instances of product recalls on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.

Yes, NATCO Pharma Limited has established a comprehensive Data Privacy and Cybersecurity Policy that defines its approach to safeguarding sensitive information and mitigating cyber risks. The framework encompasses governance, access control, risk mitigation, and compliance with applicable legal and regulatory requirements. Oversight is exercised by senior leadership and the IT Security function, ensuring effective implementation and periodic review of the policy.

Confidential information—including employee records, business data, and contractual documents—is protected through stringent access controls, with permissions granted strictly on a need-to-know basis to authorized personnel. The Company has implemented Data Loss Prevention (DLP) tools and robust cybersecurity protocols to prevent unauthorized access, data leakage, or breaches, whether internal or external. All users of the Company's IT systems are required to adhere to defined guidelines to prevent unauthorized data sharing or misuse.

Established incident response mechanisms enable the timely detection, investigation, and resolution of potential cybersecurity threats or data breaches. Employees are regularly sensitized through training programs on cybersecurity awareness and their responsibilities under the policy framework.

The policy is reviewed on periodic basis to ensure continued alignment with evolving regulatory requirements and emerging cybersecurity risks, thereby reinforcing the Company's commitment to data protection and information security.

Policy web-link – [Data Privacy and Cyber Security Policy](#)

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

During the reporting period, NATCO Pharma Limited has not encountered any regulatory penalties or adverse actions related to advertising, delivery of essential services, cybersecurity, or data privacy of customers. There have been no instances of product recalls or re-occurrences that require corrective actions.

We maintain a proactive approach to ensure compliance with all applicable laws and regulations. Our internal monitoring systems, quality assurance processes, and cybersecurity protocols are regularly reviewed and enhanced to prevent potential issues. In the event of any identified concerns, corrective and preventive actions are promptly implemented to safeguard product safety, service quality, and customer data privacy.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - nil
- b. Percentage of data breaches involving personally identifiable information of customers – nil
- c. Impact, if any, of the data breaches – nil

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed.

NATCO Pharma Limited has instituted appropriate mechanisms to ensure transparent and accessible communication with customers and other stakeholders regarding its products and services. Information is disseminated through the company's official website, field force interactions, and designated contact points including online query forms and corporate telephone numbers. The company has defined policies and procedures to address risks related to products and services, and

stakeholder communications received through these channels are directed to the concerned business units for timely action and grievance redressal.

<https://www.natcopharma.co.in/our-business/>

<https://www.natcopharma.co.in/investor-relations/policies>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

NATCO Pharma complies with all applicable local regulatory requirements related to product labeling and disclosure. In addition, where relevant, the company provides product information beyond statutory mandates to promote safe, effective, and informed use of its medicines.

This includes, but is not limited to:

- Storage and handling instructions
- Dosage-related precautions and contraindications
- Patient safety advisories and risk warnings

Such additional information is particularly emphasized for critical and specialty therapies, including oncology products, to support patient safety, proper administration, and responsible use. This practice demonstrates NATCO Pharma's commitment to patient-centricity, ethical marketing, and responsible product stewardship.

The weblinks for patient information leaflets (PILs) for some of the products are given below:

https://files.natcopharma.co.in/wp-content/uploads/2024/04/Zoldonat-Literature-NG_Natco-V3.pdf

http://files.natcopharma.co.in/wp-content/uploads/2024/04/Xpreza-Liter-KO_Natco.pdf

<https://files.natcopharma.co.in/wp-content/uploads/2024/04/Tipanat-Literature-Natco.pdf>

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The Company has established robust mechanisms to proactively inform consumers and stakeholders of any potential risk of disruption or discontinuation of essential products and services. These mechanisms include timely communication through the field force, Doctors, distributors, hospitals and prompt resolution of queries received via the Company's website and customer engagement channels. Regular updates on product availability, supply status, and any discontinuation are shared to ensure transparency and enable informed decision making by consumers and healthcare stakeholders.

4. Does the entity display product information on the product over and above what is mandated as per local laws? Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity, or the entity as a whole? (Yes/No)

Yes, NATCO Pharma adheres to all applicable local regulatory requirements related to product labeling and disclosures generally include:

- Clear storage and handling instructions
- Dosage related precautions
- Patient safety advisories
- Specific risk warnings, particularly for high risk and specialty products

Such enhanced information is especially critical for complex and life saving therapies, including oncology products, where accurate administration, handling, and patient awareness are essential for safety and treatment effectiveness. This practice underscores NATCO Pharma's commitment to patient safety, ethical healthcare delivery, and responsible product commercialization.

Independent Assurance Statement

to the Management of Natco Pharma Limited

Natco Pharma Limited (Corporate Identity Number L24230TG1981PLC003201, hereafter referred to as 'Natco' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).



Our Conclusion:

On the basis of the assessment undertaken, nothing has come to our attention to suggest the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) do not properly adhere to the reporting requirements outlined in the Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' – limited level of assurance for the Financial Year (FY) 2025-26. Boundary covers standalone basis reporting of BRSR Core KPIs of the Company's operations that fall under the direct operational control of the Company's Legal structure as indicated in 'Reporting Boundary' section in BRSR.

Based on the agreed scope with the Company, the boundary of limited assurance covers the operations of Natco across all India locations, unless otherwise specified by the Company in BRSR.

Reporting Criteria and Standards

The disclosures have been prepared by Natco in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated January 30, 2026.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

“ Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019-Conformity Assessment – General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2025-26, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

”

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. Apart from DNV's VeriSustain™ protocol (v6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures with respect to Greenhouse gases.

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised professional judgment and maintained professional skepticism to ensure the integrity and reliability of our conclusions.

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected Natco sites. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes.
- Our focus included disclosures, management processes, and key ESG metrics specified under the BRSR Core. The Industry Standard on Reporting of BRSR Core used a basis of limited level of assurance.
- Understanding the key systems, processes and controls for collecting, managing and reporting the Key Performance Indicators (KPIs) of BRSR Core. Understand and test, on a sample basis to evaluate adherence to the reporting principles.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- DNV audit team conducted on-site audits for 2 plant locations as mentioned in Annexure I of the statement. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for limited level of assurance for the disclosures.

Inherent Limitations

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV's opinion on specific BRSR Core Attribute 8 on "Number of days of accounts payable", Attribute 9 "Open-ness of business" and all sections of BRSR indicators where currency or INR has been applied relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.

- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Responsibility of the Company

Natco has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed for BRSR Core 9 ESG attributes in BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Natco is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

For DNV Business Assurance India Private Limited,

Chandan Sarkar

Lead Verifier

Verifiers: Mohanakrishnan R, Suraiya Rahman
04/09/2026, Bengaluru, India.

DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

“ Use and distribution of Assurance Statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV's work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Company. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement. ”

Anjana Sharma
Assurance Reviewer

Annexure I – BRSR Core Verified Data

Sr. No.	Attribute	Parameter	Unit of Measures	Verified Value
1	Green-house gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Total emissions (tCO ₂ e)	24593.76
		Total Scope 2 emissions (Break-up of the GHG (CO ₂ e) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) (market-based)	Total emissions (tCO ₂ e)	43795.29
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO ₂ e/Total Revenue from Operations (in Million rupees)	1.677
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e / Total Revenue from Operations adjusted for PPP (in Million rupees)	34.108
2	Water footprint	Total water consumption	KL	314944.861
		Water consumption intensity	KL / Total Revenue from Operations (in Million rupees)	7.722
			KL / Total Revenue from Operations adjusted for PPP (in Million rupees)	157.075
		Water Discharge by destination and levels of Treatment	KL	23804.53
3	Energy footprint	Total energy consumed	Giga Joules (GJ)	606884.63
		% of energy consumed from renewable sources	In % terms	18.47%
		Energy intensity	GJ/ Total Revenue from Operations (in Million rupees)	14.88
			GJ/ Total Revenue from Operations adjusted for PPP (in Million rupees)	302.68
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	78.264
		E-waste (B)	MT	4.030
		Bio-medical waste (C)	MT	27.726
		Construction and demolition waste (D)	MT	0.000
		Battery waste (E)	MT	18.447
		Radioactive waste (F)	MT	0.000
		Other Hazardous waste (G)	MT	5913.294
		Total Non-Hazardous Waste (H)	MT	1938.363
		Total (A+B + C + D + E + F + G+ H)	MT	7980.125
		Waste intensity per rupee of turnover from operations	Metric tonnes /Total Revenue from Operations (in Million rupees)	0.196
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total waste generated in MT/ Revenue from operations adjusted for PPP (in Million rupees)	3.980
		For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT	7475.112
			Intensity (MT of Waste Recycled Recovered /Total Waste generated)	0.937
		For each category of waste generated, total waste disposed by nature of disposal method	MT	425.958
			Intensity (MT of Waste disposed / Total Waste generated)	0.053

Sr. No.	Attribute	Parameter	Unit of Measures	Verified Value
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	In % terms	0.56%
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0
			No. of fatalities	0
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	6.54%
		Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	0
			Complaints on POSH as a % of female employees / workers	0
			Complaints on POSH upheld	-
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases –and from within India	Directly sourced from MSMEs/ small producers (In % terms – As % of total purchases by value)	25.05%
			Sourced directly from within India	83.38%
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost (these data points will be updated)	Location	
			Rural	5.34%
			Semi-urban	59.08%
			Urban	0.00%
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	160 days
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	11.05%
			Number of trading houses where purchases are made from	126
			Purchases from top 10 trading houses as % of total purchases from trading houses	53.27%
			Sales to dealers / distributors as % of total sales	14.49%
			Number of dealers / distributors to whom sales are made	3646
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	17.70%
			Share of RPTs (as respective %age) in	
			Purchases	0%
			Sales	6.41%
			Loans & advances	0.93%
			Investments	79.42%

* Total location-based emissions are 47,133.94 tCO₂e. Total biogenic emissions are 3,449.95 tCO₂e.

** For GHG intensity calculations, Natco has used Scope 2 market-based emissions.

Annexure II – Sites selected for audits

S.no	Site	Location
1.	Corporate Office (remote)	Natco House (HO), Hyderabad
2.	India Sites (onsite)	• Kothur (formulations R&D) • Mekaguda (Chemical)
3.	India Sites (remote)	• Nagarjuna Saga (Parenterals) • Vizag (formulations)

GRI Content Index

Statement of use	NATCO Pharma Limited has reported the information cited in this GRI content index for the period April 1, 2025 to March 31, 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us; About the Report; BRSR Section A Q1–8	p.4; p.2; p.152
	2-2 Entities included in the organization's sustainability reporting	About the Report – Reporting Scope, Boundaries and Period; BRSR Section A Q13; Board's Report – Subsidiaries/Associate(s)	p.2; p.152; p.113
	2-3 Reporting period, frequency and contact point	About the Report; BRSR Section A Q9, Q12	p.2; p.152
	2-4 Restatements of information	Human Capital – turnover rate note (“data reconsidered for FY 2024-25 and FY 2023-24”); BRSR Principle 8 Essential Indicator 5 note on revised area classification	p.61; p.197
	2-5 External assurance	About the Report – Assurance; BRSR Section A Q14–15; Independent Auditor's Reports, Standalone / Consolidated	p.2; p.152; p.183 onwards; p.206 onwards; p.286 onwards
	2-6 Activities, value chain and other business relationships	About Us; BRSR Section A II (Products and Services); Management Discussion and Analysis	p.4–5; p.153; p.99–110
	2-7 Employees	BRSR Section A IV, Q20; Human Capital – workforce composition	p.154; p.60–61
	2-8 Workers who are not employees	BRSR Section A IV, Q20 (“Workers”/“Other than Permanent” categories); BRSR Principle 3, Q1(b) worker well-being data	p.154; p.174
	2-9 Governance structure and composition	Governance; Board of Directors; Corporate Governance Report – Composition of the Board	p.41; p.42–43; p.132–133
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report – Nomination and Remuneration Committee; BRSR Section B Annexure P1 (Nomination and Remuneration Policy web-link)	p.135–136; p.163
	2-11 Chair of the highest governance body	Board of Directors, (Sri V. C. Nannapaneni, Chairman and Managing Director)	p.42
	2-12 Role of the highest governance body in overseeing the management of impacts	BRSR Section B, Q7–9 (Director's statement on ESG oversight; ESG Committee); Corporate Governance Report – ESG Committee	p.162; p.132
	2-13 Delegation of responsibility for managing impacts	BRSR Section B, Q9 (Board-level ESG Committee and ESG Core Committee); Corporate Governance Report – Committees of the Board	p.162; p.132
	2-14 Role of the highest governance body in sustainability reporting	BRSR Section B, Q7 (Director's statement on the BRSR)	p.162

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
	2-15 Conflicts of interest	Corporate Governance Report – Nomination and Remuneration Committee; BRSR Principle 1 Leadership Indicator Q2; Essential Indicator Q6 (conflict of interest complaints: nil)	p.136; p.171; p.169
	2-16 Communication of critical concerns	Board's Report – Vigil Mechanism/Whistle Blower Policy; Corporate Governance Report – Audit Committee access	p.116; p.135
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report – Familiarisation Programme for Independent Directors; BRSR Principle 1 Essential Indicator Q1 (Board training coverage: 100%)	p.133; p.167
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report – Board Evaluation	p.135
	2-19 Remuneration policies	Corporate Governance Report – Remuneration of Directors; Annexure V to the Board's Report	p.137–138; p.129
	2-20 Process to determine remuneration	Corporate Governance Report; Annexure V to the Board's Report	p.137–138; p.129
	2-21 Annual total compensation ratio	Annexure V to the Board's Report – ratio of remuneration to median employee remuneration	p.129
	2-22 Statement on sustainable development strategy	Chairman and CEO's Message; BRSR Section B, Q7 (Director's statement on ESG strategy)	p.14; p.162
	2-23 Policy commitments	Governance – Our Policies; BRSR Section B Annexure (policy list by principle)	p.40; p.163–164
	2-24 Embedding policy commitments	BRSR Section B, Q1–4 (policy translated into procedures; extends to value chain partners; certifications adopted)	p.161
	2-25 Processes to remediate negative impacts	BRSR Principle 1 Essential Indicator Q7 (corrective action – not applicable, no incidents); grievance mechanisms described under each BRSR Principle (e.g. P3 Q6; P5 Q5; P8 Q3; P9 Q1)	p.169; p.176; p.184–185; p.197; p.200
	2-26 Mechanisms for seeking advice and raising concerns	Board's Report – Vigil Mechanism/Whistle Blower Policy; BRSR various grievance redressal mechanisms (P3 Q6; P4; P5 Q4–5; P8 Q3; P9 Q1)	p.116; p.176; p.184–185; p.197; p.200
	2-27 Compliance with laws and regulations	BRSR Section A VII Q25 (stakeholder grievances); BRSR Principle 1 Essential Indicator Q2 (fines/penalties: nil); Board's Report – SIGNIFICANT AND MATERIAL ORDERS PASSED BY THE COURTS/ REGULATORS	p.155; p.168; p.117
	2-28 Membership associations	BRSR Principle 7 Essential Indicator Q1	p.196
	2-29 Approach to stakeholder engagement	Stakeholder Engagement; BRSR Principle 4	p.32–35; p.180–183
	2-30 Collective bargaining agreements	BRSR Principle 3 Essential Indicator Q7 – union/association membership	p.176

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment; BRSR Section A Q26 (Material Responsible Business Conduct issues)	p.24–25; p.156–161
	3-2 List of material topics	Materiality Assessment; BRSR Section A Q26 material issues table	p.24–25; p.156–161
	3-3 Management of material topics	Materiality Assessment; BRSR Section A Q26 (Material Responsible Business Conduct issues)	p.24–25; p. 28–31; p.156–161
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss		
	101-2 Management of biodiversity impacts		
	101-3 Access and benefit-sharing		
	101-4 Identification of biodiversity impacts		
	101-5 Locations with biodiversity impacts		
	101-6 Direct drivers of biodiversity loss		
	101-7 Changes to the state of biodiversity		
	101-8 Ecosystem services		
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	BRSR Section B Note 1 – renewable energy and carbon neutrality targets (35% RE by 2035; carbon neutral by 2050)	p.165
	102-2 Climate change adaptation plan	BRSR Section B Note 1 – water neutrality and RE targets; Natural Capital – Water Conservation	p.165–166; p.92–95
	102-3 Just transition	—	—
	102-4 GHG emissions reduction targets and progress	BRSR Section B Note 1, (RE mix, carbon neutrality target); Natural Capital – GHG Emissions	p.165–166; p.88–91
	102-5 Scope 1 GHG emissions	Natural Capital – Scope 1 GHG Emissions; BRSR Principle 6 Essential Indicator Q7 (Scope 1: 24,569.30 tCO ₂ e)	p.87; p.189–190
	102-6 Scope 2 GHG emissions	Natural Capital – Scope 2 GHG Emissions; BRSR Principle 6 Essential Indicator Q7 (Scope 2: 43,795.29 tCO ₂ e)	p.88; p.189–190
	102-7 Scope 3 GHG emissions	—	—
	102-8 GHG emissions intensity	Natural Capital; BRSR Principle 6 Essential Indicator Q7 (Scope 1+2 intensity: 1.672 tCO ₂ e/₹ Mn turnover)	p.88; p.189–190
	102-9 GHG removals in the value chain	—	—
	102-10 Carbon credits	—	—
GRI 103: Energy 2025	103-1 Energy policies and commitments	BRSR Section B Note 1 – RE component targets; Governance – Our Policies (EHS Policy)	p.165–166; p.40
	103-2 Energy consumption and self-generation within the organization	Natural Capital – Energy Consumption; BRSR Principle 6 Essential Indicator Q1	p.84–86; p.187

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
	103-3 Upstream and downstream energy consumption	—	—
	103-4 Energy intensity	Natural Capital; BRSR Principle 6 Essential Indicator Q1	p.88; p.187
	103-5 Reduction in energy consumption	Natural Capital – Renewable Energy Integration initiatives; BRSR Principle 6 Leadership Indicator Q4	p.85–88; p.193–194
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial Capital – Total Revenue, EBITDA; Board's Report – Dividend; Financial Statements – Standalone & Consolidated	p.48; p.111; p.204 onwards
	201-2 Financial implications and other risks and opportunities due to climate change	Corporate Overview – Risk Management (Climate risk); BRSR Section A Q26, Material Issue #3 Climate Change	p.39; p.157
	201-3 Defined benefit plan obligations and other retirement plans	Financial Statements – Notes to Accounts (Employee Benefit Obligations – gratuity, PF), Standalone and Consolidated sections	p.231–232; p.315–316
	201-4 Financial assistance received from government	Financial Statements – Notes to Accounts, Other Income (Export incentives; Government incentive schemes), Standalone p.259, Consolidated	p.255; p.259; p.344
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR Principle 5 Essential Indicator Q2 (100% of employees/workers paid at or above minimum wage)	p.184
	202-2 Proportion of senior management hired from the local community	—	—
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social and Relationship Capital; BRSR Principle 8 Leadership Indicator Q6 (CSR project beneficiaries table)	p.74–81; p.199
	203-2 Significant indirect economic impacts	Social and Relationship Capital – Community Welfare initiatives (health, education); BRSR Principle 8 Leadership Indicator Q6 (CSR project beneficiaries table)	p.74–82; p.197–199
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	BRSR Principle 8 Essential Indicator Q4	p.197
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	BRSR Principle 1 Essential Indicator Q4	p.169
	205-2 Communication and training about anti-corruption policies and procedures	BRSR Principle 1 Essential Indicator Q1	p.167–168
	205-3 Confirmed incidents of corruption and actions taken	BRSR Principle 1 Essential Indicator Q5	p.169
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	BRSR Principle 7 Essential Indicator Q2 (corrective action on anti-competitive conduct – Not Applicable, no adverse orders)	p.196

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
GRI 207: Tax 2019	207-1 Approach to tax	—	—
	207-2 Tax governance, control, and risk management	—	—
	207-3 Stakeholder engagement and management of concerns related to tax	—	—
	207-4 Country-by-country reporting	—	—
GRI 301: Materials 2016	301-1 Materials used by weight or volume	—	—
	301-2 Recycled input materials used	—	—
	301-3 Reclaimed products and their packaging materials	—	—
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Natural Capital – Energy Consumption; BRSR Principle 6 Essential Indicator Q1	p.84-86; p.187
	302-2 Energy consumption outside of the organization	—	—
	302-3 Energy intensity	Natural Capital; BRSR Principle 6 Essential Indicator Q1	p.86; p.187
	302-4 Reduction of energy consumption	Natural Capital – Renewable Energy Integration; BRSR Section B Note 1 targets	p.85–88; p.165–166
	302-5 Reductions in energy requirements of products and services	—	—
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	BRSR Principle 6 Essential Indicator Q3–5; Natural Capital	p.188–189; p.92–95
	303-2 Management of water discharge-related impacts	BRSR Principle 6 Essential Indicator Q5	p.189
	303-3 Water withdrawal	Natural Capital – Water Withdrawal (KL); BRSR Principle 6 Essential Indicator Q3	p.92–93; p.188
	303-4 Water discharge	Natural Capital – Water Discharge (KL); BRSR Principle 6 Essential Indicator Q4	p.95; p.188–189
	303-5 Water consumption	BRSR Principle 6 Essential Indicator Q3; Natural Capital	p.188; p.92–95
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Natural Capital – Scope 1 GHG Emissions; BRSR Principle 6 Essential Indicator Q7	p.87; p.189-190
	305-2 Energy indirect (Scope 2) GHG emissions	Natural Capital – Scope 2 GHG Emissions; BRSR Principle 6 Essential Indicator Q7	p.88; p.189-190
	305-3 Other indirect (Scope 3) GHG emissions	—	—
	305-4 GHG emissions intensity	Natural Capital; BRSR Principle 6 Essential Indicator Q7	p.87–89; p.189-190
	305-5 Reduction of GHG emissions	Natural Capital – GHG reduction initiatives; BRSR Principle 6 Essential Indicator Q8	p.90–91; p.190
	305-6 Emissions of ozone-depleting substances (ODS)	—	—
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Natural Capital – Improving Operational Air Quality Performance; BRSR Principle 6 Essential Indicator Q6	p.91; p.189
	306-3 Significant spills	Natural Capital – Waste Generated (MT); BRSR Principle 6 Essential Indicator Q9	p.97; p.190-191
GRI 306: Effluents and Waste 2016			

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Natural Capital – Waste Generated (MT); BRSR Principle 6 Essential Indicator Q9–10	p.97; p.190-191
	306-2 Management of significant waste-related impacts	BRSR Principle 6 Essential Indicator Q10 (waste management practices)	p.191
	306-3 Waste generated	Natural Capital – Waste Generated (MT); BRSR Principle 6 Essential Indicator Q9	p.97; p.192
	306-4 Waste diverted from disposal	BRSR Principle 6 Essential Indicator Q9	p.190-191
	306-5 Waste directed to disposal	BRSR Principle 6 Essential Indicator Q9	p.190-191
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	—	—
	308-2 Negative environmental impacts in the supply chain and actions taken	—	—
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Capital – New Hires (904) and turnover rate; BRSR Section A Q22 (turnover rate 3-year trend by gender)	p.61–64; p.154
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	BRSR Principle 3 Essential Indicator Q1(a)–(b)	p.174
	401-3 Parental leave	BRSR Principle 3 Essential Indicator Q5; Human Capital – Employee Well-being and Benefits	p.175; p.66–67
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	—	—
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	BRSR Principle 3 Essential Indicator Q10(a)	p.177
	403-2 Hazard identification, risk assessment, and incident investigation	BRSR Principle 3 Essential Indicator Q10(b)	p.177–178
	403-3 Occupational health services	BRSR Principle 3 Essential Indicator Q10(d)	p.178
	403-4 Worker participation, consultation, and communication on occupational health and safety	BRSR Principle 3 Essential Indicator Q10(c)	p.178–179
	403-5 Worker training on occupational health and safety	BRSR Principle 3 Essential Indicator Q8; Human Capital – OHS training	p.176; p.67
	403-6 Promotion of worker health	BRSR Principle 3 Essential Indicator Q1(a)–(b), Q10(d)	p.174, 178
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	BRSR Principle 3 Essential Indicator Q12	p.178–179
	403-8 Workers covered by an occupational health and safety management system	BRSR Principle 3 Essential Indicator Q10(a)	p.177
	403-9 Work-related injuries	Human Capital – Occupational Health and Safety; BRSR Principle 3 Essential Indicator Q11	p.67; p.178
	403-10 Work-related ill health	BRSR Principle 3 Essential Indicator Q11	p.178

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	BRSR Section B Note 1, Principle 9 target; Human Capital – Training programmes	p.166; p.62–65
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital – Nurturing the Leaders of Tomorrow; BRSR Principle 3 Essential Indicator Q8	p.62; p.176
	404-3 Percentage of employees receiving regular performance and career development reviews	BRSR Principle 3 Essential Indicator Q9	p.177
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	BRSR Section A Q21; Corporate Governance Report – Board Composition; BRSR Section A Q20	p.132–133; p.154
	405-2 Ratio of basic salary and remuneration of women to men	BRSR Principle 5 Essential Indicator Q3(a)	p.184
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	BRSR Principle 5 Essential Indicator Q6	p.185
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	"BRSR Principle 3 Essential Indicator Q7; BRSR Principle 5 Leadership Indicator Q4 "	p.176; p.186
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	BRSR Principle 5 Essential Indicator Q6, Q10; Leadership Indicator Q4	p.185–186; p.186
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	BRSR Principle 5 Essential Indicator Q6, Q10; Leadership Indicator Q4	p.185–186; p.186
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	—	—
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	—	—
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social and Relationship Capital; BRSR Principle 8 Essential Indicator Q6; Annexure IV to Board's Report (CSR Activities)	p.74–81; p.199; p.127–128
	413-2 Operations with significant actual and potential negative impacts on local communities	BRSR Principle 8 Essential Indicator Q1–2	p.197
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	BRSR Principle 5 Leadership Indicator Q4	p.186
	414-2 Negative social impacts in the supply chain and actions taken	—	—
GRI 415: Public Policy 2016	415-1 Political contributions	Notes to Standalone Financial Statements	262
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	BRSR Principle 9 Essential Indicator Q2 (100% of turnover carries safe & responsible usage information); Section - B Q4 (ISO 14001:2015, regulatory approvals from USFDA, WHO-GMP etc.)	p.200; p.161

GRI STANDARD	DISCLOSURE	Report Reference Title Section/ Subsection	Page no.
GRI 417: Marketing and Labeling 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	BRSR Principle 9 Essential Indicator Q4	p.201
	417-1 Requirements for product and service information and labeling	BRSR Principle 9 Essential Indicator Q2	p.200
	417-2 Incidents of non-compliance concerning product and service information and labeling	BRSR Principle 9 Essential Indicator Q3	p.200
	417-3 Incidents of non-compliance concerning marketing communications	BRSR Principle 9 Essential Indicator Q3; Essential Indicator Q6	p.200; p.201
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	BRSR Principle 9 Essential Indicator Q3, Q7	p.200-201