

## Stakeholder Engagement Policy

### Preamble

Orchid Pharma Limited (hereinafter referred to as 'Orchid' or 'The Company') recognizes that stakeholder engagement is integral to our business operations. Orchid considers the creation of shared value for all stakeholders at the core of its activities and, for this reason, constantly dialogues with various stakeholders, such as investors, employees, customers, tenants, business partners and suppliers, government, and communities which can influence the Company's ability to operate on the various business lines and the framework within which the activities are carried out. This Stakeholder Engagement Policy ("the Policy") defines the guidelines through which Orchid involves its stakeholders, in order to: promote sustainable growth and the creation of shared value; increase the company's competitive advantage; better understand the environment in which it operates, and the risks and opportunities that derive from it; inform, educate and influence stakeholders to improve decision-making processes that impact the company; build a climate of trust.

### Scope

This Stakeholder Engagement Policy outlines Orchid's overarching approach to engagement with our stakeholders and the coordination of such. It has been put in place to ensure that stakeholder engagement is applied consistently across the operational boundary of Orchid Pharma Limited and its material subsidiaries.

### Objective

Orchid has defined the basic requirements for internal and external stakeholders to engage and communicate throughout our sustainable management activities and declare transparent disclosure of this stakeholder engagement policy. In this way, we intend to provide clear direction and guidance regarding the communication of our stakeholders inside and outside the company.

### Definitions

1. **"Company"** means "Orchid Pharma Limited"
2. **"Policy"** means "Stakeholder Engagement Policy"
3. **"Stakeholders"** means "Shareholders, Employees, Customers, Regulators, Government Agencies & Local Authorities, Service Providers and Suppliers, Media, Community and public at large, and Environment.








### Guiding Principles

In its relations with stakeholders, the Company accepts and promotes the following basic principles:

- i. Maintaining a strong corporate governance culture of integrity, accountability, and transparency.;
- ii. Identifying our stakeholders through periodic materiality and engagement assessments.
- iii. Establishing a process of continuous dialogue to ensure timely and responsive communication with all stakeholder groups and to develop enduring relationships that demonstrate mutual respect, proactive engagement, honesty, and transparency.
- iv. Assign adequate resources and responsibilities for effective stakeholder engagement, striving to imbibe the principles of inclusiveness and transparency at all times;

- v. Promoting awareness of the principles and procedures for stakeholder engagement with employees at various levels of our operations through training and communication
- vi. Measuring and reporting the outcome of our stakeholder engagement activities and including feedback into business processes.
- vii. Continuously improving and updating our engagement activities through process review.

### Methods of Engagement with the Key Stakeholders

Stakeholders	Stakeholder Representative(s)	Communication methods and channels	Communication Activities
<b>Investors</b> 	Investor relations, Analysts, Shareholders, Financial institutions	Annual report, Annual General Meeting (AGM), website, webcasts	Quarterly and annual financial results, climate change, Diversity, Equity and Inclusion (DEI), corporate governance, ESG initiatives, goals, and targets
<b>Customers</b> 	Sales, Technical support	Customer Focus Groups, surveys, website, social media	Complaint handling & feedback, Marketing, and Advertising, industry research papers
<b>Employees</b> 	Employees	Internal emails, surveys, internal website, Employee Resource Groups	Satisfaction surveys, training & development, DEI, corporate governance, climate change, community engagement
<b>Communities</b> 	NGOs, Charities, Education, Civic, Community partnerships, Regulators/legislators	Community service events, surveys, emails, service campaigns, website	Access to education, employee engagement
<b>Board of Directors</b> 	Company Secretary, Nomination and Remuneration Policy, and other executive committees	Board meetings, AGM, internal newsletters, emails	Corporate governance, oversight of ESG initiatives, climate change, goals and targets, regulations
<b>Regulators/ Legislators</b> 	Local government, Legal team	compliance policies, news platforms, webinars	Regulatory and compliance, data and security
<b>Industry Associations</b> 	National/local industry associations, Certification/conformance groups, Industry Council, Standards working groups	Newsletters, websites, emails, webinars	Industry standards

### **Monitoring of Engagement**

Orchid Pharma Limited will:

- Ensure that the company will continue to engage on issues that are material to our stakeholders and have an effective grievance mechanism in place.
- Continuously improve the Company's engagement activities through review processes

### **Stakeholder Engagement Feedback**

Our stakeholder feedback is derived from surveys, and client feedback mechanisms such as Electronic Communication, through Chambers, stakeholder seminars, social media, conferences, and one-on-one meetings.

### **Reporting**

Orchid is committed to timely and publicly disclosing the initiatives of stakeholder engagement conducted and their results and impacts on the Company and its stakeholders in a suitable report (e.g. Annual Report, BRSR Report). Communication is made in line with recognized international standards in order to improve transparency.

### **Responsibilities in The Management of Stakeholder Engagement**

In line with corporate governance, the Board is in charge of the approval and review of the general strategy on engagement with the main stakeholders ensuring the proper coordination at the Company level. The Board approves the Policy and is also in charge of the implementation Policy.