



**Synergising growth.
Catalysing change.**

For our people, products
and the planet.

Sustainability Report 2025

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About the Report

This report is Matrix Pharmacorp's (referred to as 'we', 'us', or 'the Company') first Sustainability Report, which offers a window into the values, culture, and systems we have built in our inaugural year; and presents our baseline performance across our key sustainability priorities. The report outlines the management approach, strategy and governance mechanisms that underpin our overall sustainability performance and purpose-driven growth.

Reporting Principles and Frameworks

This report has been prepared with reference to the following reporting frameworks and standards:

- Global Reporting Initiative (GRI) Universal Standards 2021
- Sustainability Accounting Standards Board (SASB) – Biotechnology & Pharmaceuticals sector

Materiality and Scope

This report includes information material to all stakeholders of the Company and provides an overview of business activities and ESG impacts. Material topics have been identified based on the GRI Universal Standards 2021, in alignment with the principle of double materiality – considering financial significance and societal impact.

The GRI Content Index, which specifies the GRI Standards and disclosures made under them in the Report, has been provided in this report. Being our first Sustainability Report, there are no restatements to previous reporting periods. Comparative disclosures will be established in future reports.

Reporting Boundary and Period

The report covers Matrix Pharmacorp's operations, which include the following facilities:

Corporate Office: Hyderabad, Telangana, India

R&D Centre: Bollaram, Sangareddy District, India

Manufacturing Units:

- Unit 1: Sangareddy District, Telangana, India
- Unit 2: Sangareddy District, Telangana, India
- Unit 7: Sangareddy District, Telangana, India
- Unit 8: Vizianagaram District, Andhra Pradesh, India
- Unit 9: Anakapalli District, Andhra Pradesh, India
- Unit 10: Anakapalli District, Andhra Pradesh, India

Note: This report covers Matrix Pharmacorp's financial and non-financial performance for FY25 (1 April 2024 – 31 March 2025).

In the year 2024, the erstwhile entity carrying the current operations, Viatris Inc. and its affiliate Mylan Laboratories Limited ("Viatri") were willing to divest their API business in India. The API business was transferred to their wholly owned subsidiary Tianish Laboratories Private Limited ("Tianish"). Matrix Pharmacorp decided to acquire the API business of Viatris. Subsequently, on June 3, 2024, the Hon'ble NCLT

approved this demerger and hence, Tianish became a subsidiary of Matrix Pharmacorp, and commenced their Day 1 operations from June 3, 2024. Subsequently, as on April 02, 2025, vide another NCLT order, Tianish got amalgamated with its parent company Matrix Pharmacorp Private Limited and the operations of the Company continued in the name of Matrix Pharmacorp instead of Tianish.

Prior to the NCLT order dated June 03, 2024, Matrix Pharmacorp had no material operations. Accordingly, FY25 financial information is presented as:

- Matrix Pharmacorp for the period 1 April 2024 – 3 June 2024 (pre-acquisition period with no material operations), and
- Matrix Pharmacorp (including its subsidiary Tianish Laboratories) for the period June 03, 2024 – March 31, 2025.

All non-financial disclosures in this report relate to activities undertaken by Matrix Pharmacorp and its operations from 3 June 2024 onwards. Where consolidated figures are presented, they include Tianish Laboratories from the date of acquisition (3 June 2024) by Matrix Pharmacorp till March 31, 2025.

Assurance Statement

Limited assurance on select ESG data disclosed in this report has been provided by an independent third-party agency, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) and GRI principles.

The assurance statement, along with scope, methodology, and conclusions, is provided in the appendix of this report. The assurance statement attached contains details of the subject matter, criteria, procedures performed, and limited assurance conclusion.

Responsibility Statement

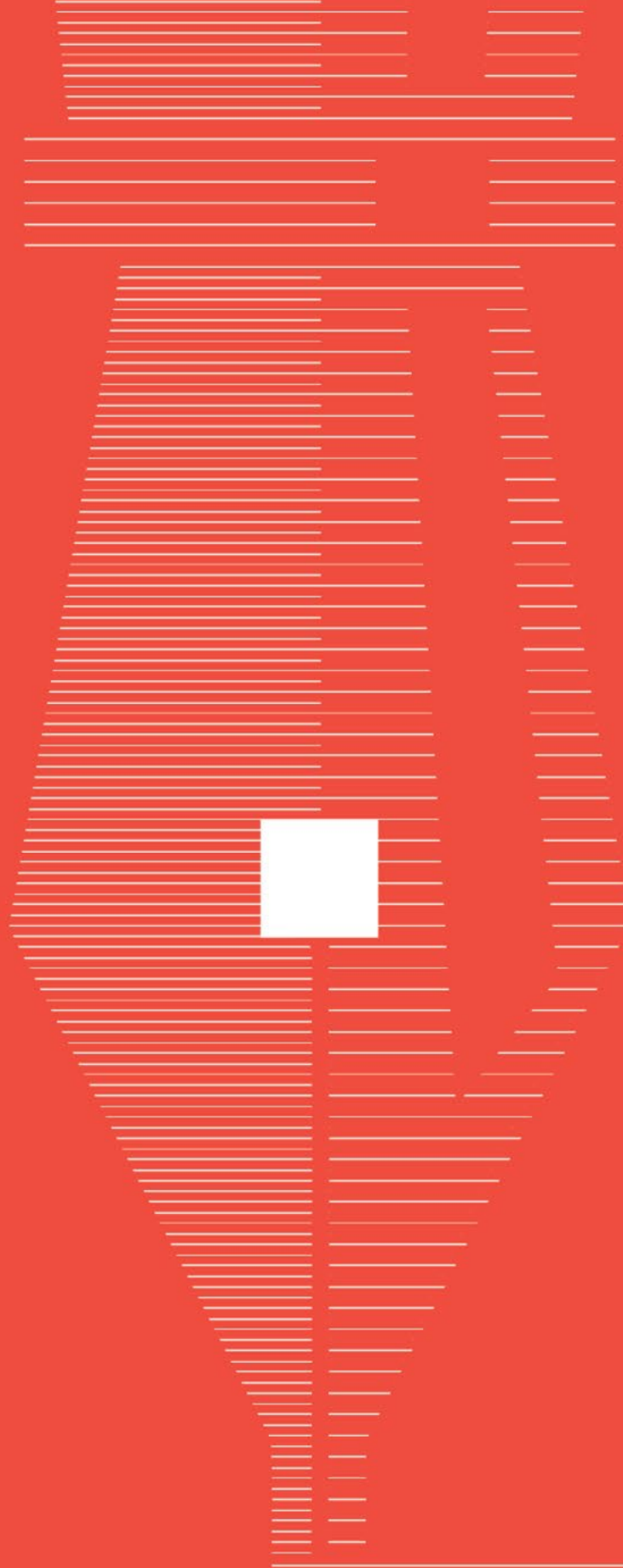
The contents of this report have been reviewed by Senior Management and approved by the Board of Directors to ensure the accuracy, reliability, and timeliness of the information presented in line with the GRI reporting principles.

Stakeholder Communication and Contact

We welcome feedback from all stakeholders as we continue to refine and strengthen our sustainability ambition. For queries or comments, please contact:

Matrix Pharmacorp Private Limited
Email: esg@matrixpharmacorp.com
Address: Plot No. 1-60/35/A, 6th to 9th Floor,
HITEC City, Phase II, Gachibowli, Serilingampally Mandal,
Ranga Reddy District, Hyderabad, Telangana, India - 500 081.

The full report and supplementary disclosures are also available for download on our website (<https://matrixpharmacorp.com>). We are committed to responding to stakeholder queries and suggestions with care and transparency.



Our leadership's
commitment

Message from the Executive Director

Dear Stakeholders,

I am pleased to present Matrix Pharmacorp's first Sustainability Report – a milestone that coincides with the successful completion of our first year of independent operations. This timely release reflects not only our intent, but also our ability to embed sustainability from the very foundation of our renewed identity.

Since inception, we have maintained a clear direction: to grow responsibly by building a sustainable future for everyone. While operational changes may take time to mature, we have embedded our ESG commitments alongside our corporate strategy from the very beginning, ensuring that purpose and performance move forward together. This integration has enabled us in building strong foundations and embed sustainability into decision-making, governance, and value creation across the processes and organisation.

As a leading manufacturer of Active Pharmaceutical Ingredients in India and trusted by some of the world's leading pharmaceutical companies, we have reaffirmed our role in advancing responsible business practices across the pharma value chain by being a proud member of the Pharmaceutical Supply Chain Initiative (PSCI). This affiliation reinforces our responsibility to align with global expectations on sustainability, ethics, and transparency in the sector. Further, in this inaugural year, we have made a steadfast commitment to ensure our growth aligns with the universally accepted principles of the United Nations Global Compact (UNGC).

We are proud to share that we have formally committed to the Science Based Targets initiative (SBTi). As a part of this commitment, we will define and submit our Near-Term and Long-Term Greenhouse Gas (GHG) reduction targets by FY26 in line with SBTi requirements. These targets guide our decarbonization roadmap and anchor our long-term climate ambition.

Building on these foundations, we have taken deliberate steps to move beyond legacy compliance-led efforts such as Zero Liquid Discharge

and emissions monitoring – initiatives long sustained by the industry with discipline. Our focus now is to integrate sustainability into the core of our APIs and processes. In FY25, 15.26% of our total electricity consumption was met through renewable sources, reinforcing our commitment to an energy transition that is both clean and resilient. Further, four out of six manufacturing sites are Zero Liquid Discharge (ZLD) compliant, and we achieved a wastewater recycling rate of 75.78%, reflecting our stewardship in managing this critical shared resource.

We are advancing the adoption of green chemistry principles, aiming to minimise environmental impact from the earliest stages of our API design. This is a significant shift: a recognition that true sustainability lies not only in how we manufacture, but in how we innovate.

We embed sustainability across our entire value chain, extending responsibility well beyond our operations. Through our ESG supplier engagement programme, 85% of our supplier network including the high-risk suppliers now adhere to our Supplier Code of Conduct and participate in structured capacity-building and audit-readiness initiatives. This initiative helps us create a responsible ecosystem and ensure our products remain sustainable from the cradle to consumer.

As we reflect on this first chapter of our ESG journey, I am encouraged by the energy and ownership shown by teams across all functions to reinforce our commitment to globally accepted norms of transparency and accountability. We recorded a Total Recordable Incident Rate (TRIR) of 2.849 and Lost Time Injury Frequency Rate (LTIFR) of 0.422 in FY25, benchmarked among the best in the industry and reflecting our strong safety culture.

We believe we still have much to do – but we are moving forward with purpose, clarity, and with an enduring commitment to people, the planet, and performance.

"Since inception, we have maintained a clear direction: to grow responsibly by building a sustainable future for everyone."



Pranav Reddy Gunupati
Executive Director

Message from the Executive Director

Dear Stakeholders,

It is a moment of pride and purpose as we present Matrix Pharmacorp's first Sustainability Report. This milestone comes as we continue our journey as one of the world's leading API manufacturers, headquartered in Hyderabad, with six state-of-the-art manufacturing units, an advanced R&D centre, and a product portfolio spanning nearly 40 therapeutic areas. We are trusted by customers in more than 165 countries, including global innovators and public health programmes, for our ability to deliver complex APIs at scale with speed, quality, and reliability. Our growth trajectory is underpinned by a strong culture, strategic investments, and a clear vision to be a time-tested, innovative global pharmaceutical company.

Over the past twelve months, we have focused on laying the right foundations – integrating sustainability into our culture, systems, and strategic priorities from day one. Earlier this year, we framed our sustainability vision, deeply rooted in our ambition to enhance the lives we touch through our business activities. We see sustainability not as a metric for ratings, but as a reflection of our culture and the internal change needed to create long-term value.

This ambition has guided our commitment to create a net positive impact on people, the planet, and the ecosystems we are part of. This Sustainability Report comes at a meaningful juncture. It allows us to share not just the progress we have made, but the intent that drives our decisions. It is a statement of how growth and responsibility move forward together at Matrix Pharmacorp.

The report reflects the kind of company we are building: one where care, accountability, and purpose are embedded in how we operate and grow. In our very first year, we have been intentional in our actions, ensuring that our business strategy is supported by strong governance, efficient operations, and partnerships that share our values.

We have strengthened governance mechanisms, enhanced operational systems, and brought our partners and vendors into the same journey.

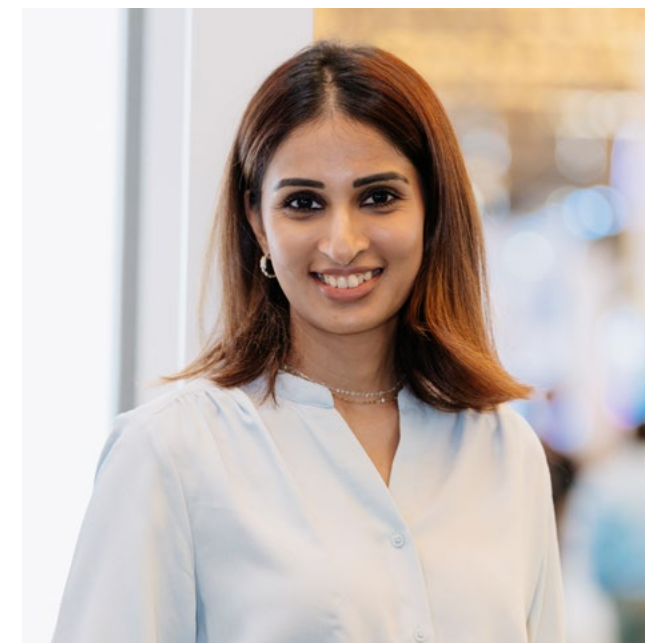
This includes engaging with investors who value long-term thinking and financial discipline alongside responsible business practices. We recognise that a significant part of our footprint lies across our value chain – in how we source, who we work with, and the standards we uphold. We are developing a supplier and partner engagement programme to strengthen relationships, build resilience, and align all stakeholders with our shared vision.

At the core of Matrix's journey is our commitment to empower and equip our people. We continue to invest in capacity building, employee engagement, and diversity and inclusion, recognising that culture is the foundation on which long-term success is built. Integrity remains our foundation, with governance systems ensuring transparency, ethical conduct, and accountability.

We believe responsible business is a journey of listening, adapting, and staying true to our commitments. This discipline allows us to grow with resilience and integrity, even in times of change. Our story is not defined by market success alone, but by how we advance global health, support our people, and strengthen the communities we serve. As we move forward, purpose will remain central to our progress, guiding us to create lasting impact for our stakeholders and society at large.

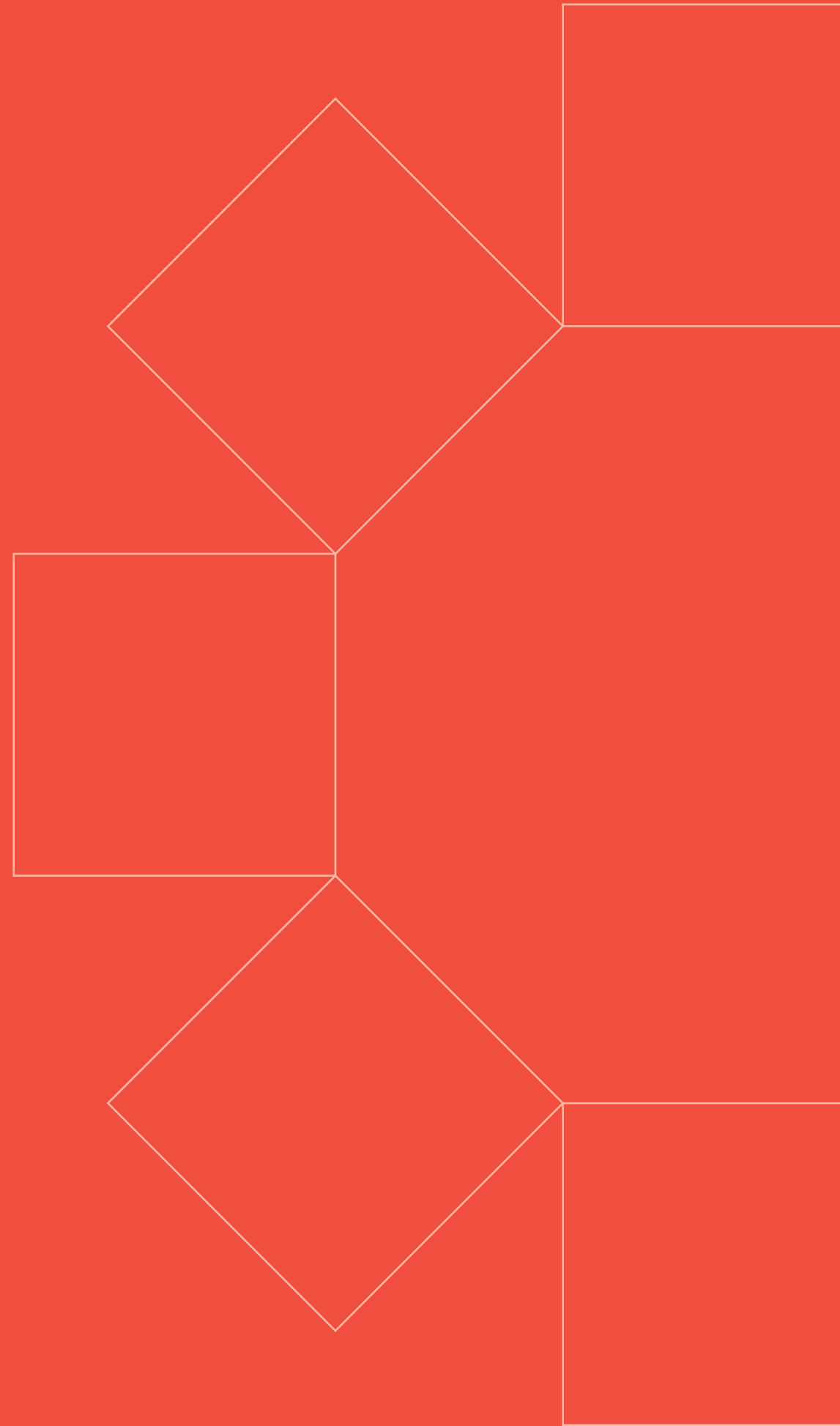
This report marks the early foundations of our sustainability journey. It reflects the progress we have made and the direction ahead. We invite our stakeholders to partner with us as we continue this path guided by transparency, discipline, and a shared commitment to improving healthcare.

"We see sustainability not as a metric for ratings, but as a reflection of our culture and the internal change needed to create long-term value."



Swathi Reddy Gunupati
Chief Corporate Officer

About us



Company Overview and History

Headquartered in the vibrant innovation hub of Hyderabad, India, Matrix Pharmacorp stands as a distinguished leader in the development and manufacturing of Active Pharmaceutical Ingredients (APIs) and Contract Development and Manufacturing Organisation (CDMO) services. Renowned for our profound expertise in chemistry and an unwavering commitment to quality, we empower the global pharmaceutical industry by delivering APIs and bespoke CDMO solutions that drive life-saving medicines across more than 165 countries. With an extensive portfolio of global regulatory accreditations and cutting-edge facilities, Matrix Pharmacorp is the trusted partner of choice for leading pharmaceutical and innovator companies, seamlessly blending scientific precision with unparalleled service excellence.

Built on a foundation of precision, compliance, and scale, we have grown into one of the most reliable API partners in the industry. As healthcare systems evolve and the demand for affordable, high-quality medicines accelerates, Matrix Pharmacorp is prepared to lead the next phase of responsible manufacturing, backed by robust infrastructure, agility, and innovation mindset.

As Matrix Pharmacorp, we stand apart not just for what we manufacture – but for how we operate, innovate, and deliver. As one of the top API manufacturers globally by scale, we combine

scientific depth with organisational discipline to deliver outcomes that matter – speed, quality, and trust. Our value proposition rests on a proven ability to take complex chemistry to a global scale – faster, smarter, and with a lower margin for error. This makes us not just a supplier – but a long-term strategic partner to global pharmaceutical leaders.

Global Presence

We maintain a direct commercial presence in key international markets like Europe, Japan, Southeast Asia, and the United States. Our on-ground sales professionals in India, Europe and East Asia play a critical role in managing client relationships, enabling faster regulatory interactions and expanding our customer base across therapeutic categories. This global proximity allows us to stay responsive, agile, and aligned with evolving market and regulatory expectations, making Matrix Pharmacorp a partner of choice across geographies and therapeutic domains.

Founded with a clear purpose – to enhance people’s health and well-being, while spreading joy and fulfilment, that shapes our journey as we grow into a global API powerhouse.



As the strategic compass for our journey ahead,
we are guided by our Purpose, Vision and
Values framework that channels our strengths
in innovation, quality, and sustainability.

Purpose

Enhancing people's health and
well-being, spreading joy
and fulfilment.

Vision

To be a time-tested and timeless,
innovative global pharmaceutical
company by empowering partners
for enhancing lives.

Values

We B 4 I (We Before I)

BELONGINGNESS

INTEGRITY

INCLUSIVITY

INNOVATION

IMPACT

Business Segments

Our diversified operating model – spanning long-term Alliances, a high-velocity Global API engine, and a fast-growing CDMO platform – positions us as a single, trusted partner advancing sustainable healthcare worldwide. Together, these three business pillars generate resilient revenues, serve patients in more than 165 countries, and power our mission.

Matrix Pharmacorp was founded with a clear purpose – to enhance people’s health and well-being, while spreading joy and fulfilment. That vision continues to shape our journey as we grow into a global API powerhouse with six state-of-the-art, regulatory-approved manufacturing units. Our APIs play a pivotal role in the global response to HIV/AIDS, Hepatitis, Tuberculosis, Malaria, and other high-burden diseases. With a legacy of scientific depth and a future defined by scale, reliability, and impact, Matrix Pharmacorp continues to advance access to essential medicines across the world.



ALLIANCE BUSINESS

Forging long-term manufacturing partnerships grounded in shared purpose, regulatory compliance, and a commitment to reliability.



GLOBAL API BUSINESS

Our core commercial engine, supplying APIs to hundreds of global clients across 165+ countries.



CDMO BUSINESS

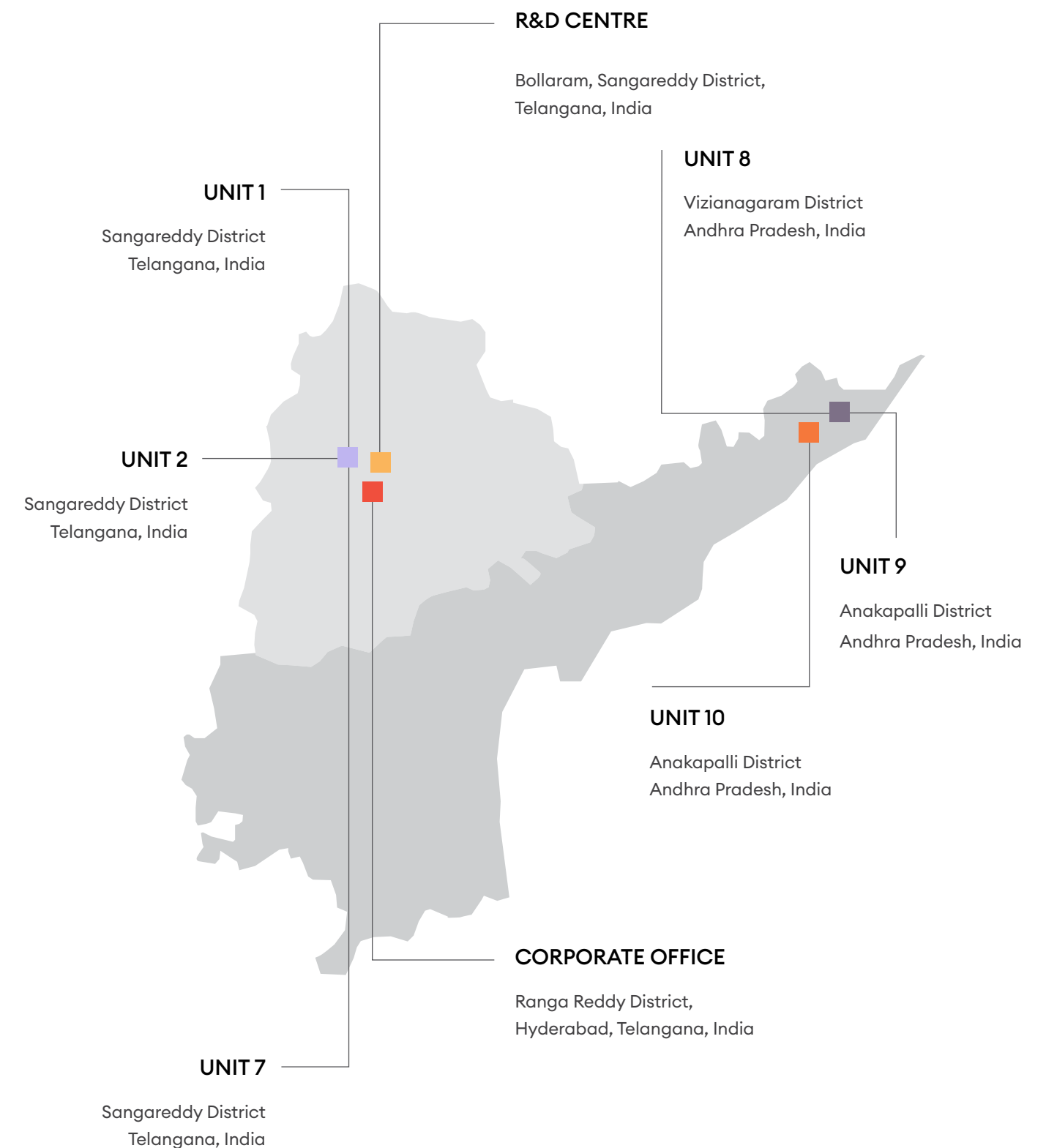
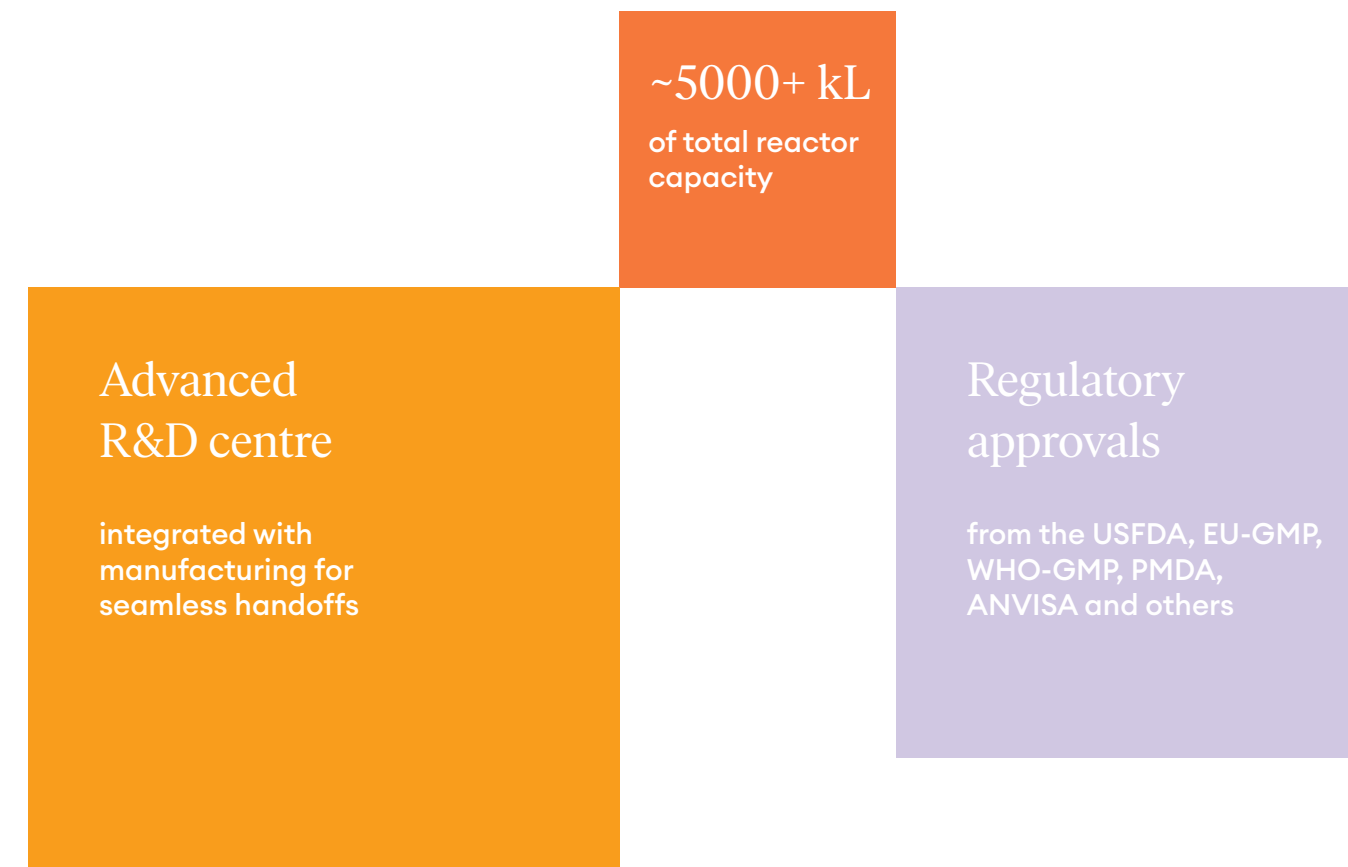
A strategic growth segment focused on custom synthesis and manufacturing APIs and intermediates for Innovators and brand products. From route design to validation and commercialisation, Matrix offers end-to-end support - trusted by global players.



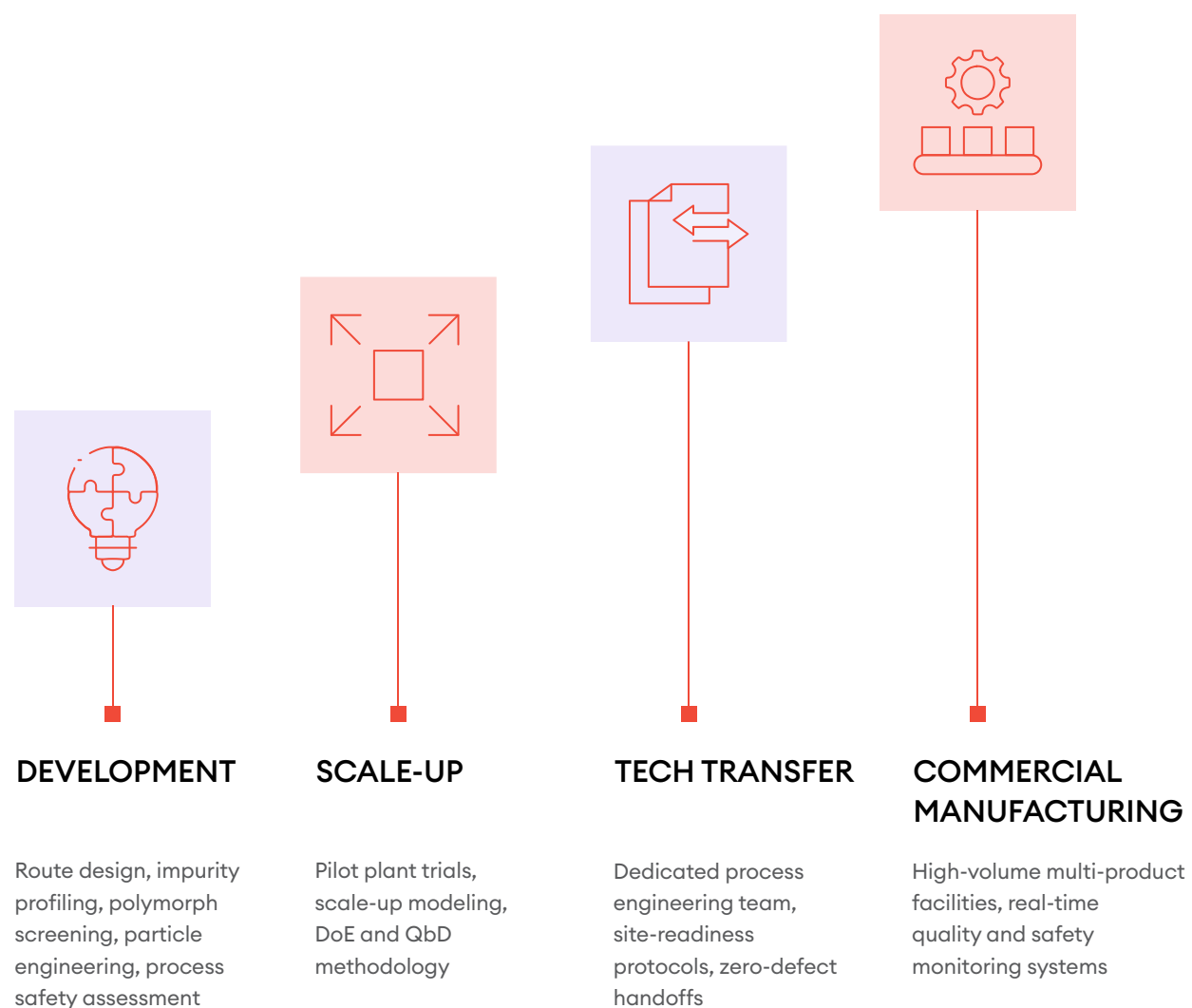
Manufacturing Infrastructure and Capabilities

Our manufacturing network is designed to deliver scale, flexibility, and speed, while meeting the most stringent global regulatory standards. With robust infrastructure and deep process capability, we bring scientific ideas to commercial reality with consistency and control.

We operate across six state-of-the-art manufacturing units, strategically located in Hyderabad and Visakhapatnam (India).



End-to-end Capabilities Across the API Lifecycle



Matrix Pharmacorp offers comprehensive capabilities across the API development and manufacturing value chain, from route scouting and lab synthesis to validation and commercial production.



Specialised Technology Platforms

Matrix Pharmacorp continues to invest in advanced technologies that enhance performance, enable sustainability, and accelerate time-to-market.

Together, our infrastructure and capabilities are purpose-built to deliver high-quality APIs – faster, smarter, and at a global scale.



What Makes Us the Partner of Choice

1

Broadest Product Portfolio with Global Relevance

Matrix Pharmacorp offers one of the industry's most diverse API portfolios – spanning high-volume public health molecules to differentiated, high-complexity products. This enables us to serve across nearly 40 therapeutic categories, markets, and procurement models with agility.

2

Among the Top Global Manufacturers by Scale

With ~5000 kL of reactor capacity and six globally compliant facilities, Matrix Pharmacorp is among the few Indian companies with the physical scale, regulatory depth, and execution track record to support institutional, tender-based, and regulated-market supply at volume.

3

Speed-to-Market Built into Our DNA

From process design to validation, our teams are structured for speed and precision. Our success lies in early risk identification, cross-functional coordination, and technology platforms that enable faster onboarding, reliable tech transfers, and compliant product launches.

4

Embedded Quality through Systems and Tools

At Matrix Pharmacorp, quality is not an inspection – it is a system. By embedding compliance into every stage of production, we leverage digital platforms and electronic batch records to ensure 'compliance by design.' Error-proofing mechanisms, real-time deviations tracking and management, and multi-stage analytics enable reproducible performance across batches and sites.

5

Minimised Human Error; Maximised Control

We operate with layered digital controls, clear SOPs, and automation in critical operations. Our process integrity and safety systems are built to minimise human variability and enable consistent, scalable manufacturing outcomes.

6

People and Culture that Scale Science

Our culture of safety, ownership, and learning supports both execution and innovation. Recognised for our safety management systems and structured learning journeys, we foster long-term retention and cross-functional strength across teams.

7

Active Innovation and R&D Momentum

We are continuously expanding into new chemistry platforms – polymorph screening, flow chemistry, catalysis – and investing in R&D infrastructure to support complex APIs and differentiated CDMO opportunities. Our innovation focus helps in building resilient, long-term pipelines and client partnerships.

8

Recognition that Reflects Excellence

Our manufacturing sites, Unit 7 and Unit 8, have been awarded for operational competitiveness, digital enablement, and safety practices. These external validations reinforce what our clients experience internally: a partner built to deliver consistently.

Our People and Culture

At Matrix Pharmacorp, our people are our most powerful differentiator. We are building a culture where talent thrives, values endure, and every individual is empowered to do work that matters.

Culture at Matrix Pharmacorp is not a static set of values, it is a dynamic ecosystem that evolves with our people, our purpose, and the businesses we work with. Whether in our labs, manufacturing units, or the corporate office, we lead with humility, operate with intent, and grow with ownership.



Our cultural pillars are visible across everything we do:

1

Strengthening our Employer Value Proposition (EVP)

We are committed to attracting, retaining, and growing culturally aligned talent – people who believe in our mission and bring it to life through daily action. Our EVP is rooted in purpose, trust, and opportunity. From a candidate's first interaction to every stage of their journey, we ensure they see Matrix Pharmacorp as a place to build not just a job – but a legacy.

2

Enabling Career Development through Structured Learning

We believe in careers with compounding value. Our employees are encouraged to deepen their expertise, broaden their exposure, and develop leadership skills that endure beyond roles or designations. We equip people not just to meet today's demands – but to anticipate tomorrow's possibilities.

3

Fostering Belonging, Well-Being, and Voice

We are continuously working towards creating a workplace where every individual feels valued, supported and empowered. From inclusive hiring and open-door feedback to mental health support and wellness initiatives, we invest in the person, not just the professional.

We foster belonging without bias, encourage collaboration over hierarchy, ensuring every employee has a voice in shaping how we work. At Matrix Pharmacorp, culture is not imposed, it is co-created.

4

Enhancing Brand Value and Meaningful Experiences

At Matrix Pharmacorp, we support every career transition with care, appreciation, and clarity. Our goal is for every former employee to carry forward not just skills, but stories – of impact, learning, and dignity. We aspire to be remembered not just for what we created, but for how we made people feel along the way.

Our employees do not just stay longer, they go further, grow deeper, and lead smarter.



Matrix Pharmacorp is more than a workplace. It is a community of builders, learners, and doers – committed to excellence and united by purpose.

Our Products and Therapeutic Impact

Matrix Pharmacorp is a trusted engine behind some of the most critical medicines in the world. Our APIs are at the core of global efforts to combat communicable and non-communicable diseases, driving access, affordability, and therapeutic innovation across geographies.

Therapeutic Areas We Serve

Matrix Pharmacorp's APIs are used in a broad range of therapies (over 40+ therapeutic areas), that have both global and public health significance. Our APIs are at the core of some of the world's most essential medicines. Our work begins at the molecular level but reaches into national treatment programmes, public health outcomes, and the everyday lives of millions of patients across more than 165 countries.

We contribute to both global disease control and chronic disease management, including treatments that are central to Antiretrovirals, Hepatitis,

Antitubercular agents, Antiviral, Proton Pump Inhibitors, Cardiovascular conditions, Diabetes, CNS disorders, and Cancer.

Our APIs are not seen by patients, but they power the generics, branded generics, and public schemes that serve them. As an API manufacturer with deep chemistry capabilities, regulatory track record, and large-scale infrastructure, we are uniquely positioned to serve both public health priorities and regulated market formulations.

We focus on therapeutic categories that align with:

- Global disease burden and unmet need
- Public health programme demand and donor-funded access initiatives
- Chronic and complex conditions that require high-quality, scalable APIs
- Therapies with evolving scientific and regulatory complexity



Our Therapeutic Focus Areas

Antiretrovirals

Our APIs contribute to more than half of the world's demand for antiretroviral treatments, making us one of the largest suppliers globally in this segment. These APIs are used in national health programmes, donor-funded initiatives like PEPFAR and the Global Fund, and in affordable formulations for low-income and middle-income countries. By enabling low-cost, high-quality API supply at scale, we make a life-saving difference for millions of people living with HIV – many of whom rely on public programmes for survival.

Antihistamines

Our API portfolio includes second-generation antihistamine APIs, which are a significant advancement over first-generation compounds. These APIs have a high global demand due to the increasing prevalence of allergic diseases, especially in urban and industrialized regions. These APIs serve the branded and generic global markets.

Antiviral

We develop and manufacture APIs for the treatment of viral infections. Our antiviral APIs are produced with stringent quality controls, ensuring exceptional purity, potency, and stability. As global demand for antiviral medications grows, we focus on reliable supply and consistent quality. Through our expertise, we help partners expand access to safe and effective antiviral therapies worldwide.

Antidiabetic

We develop and manufacture APIs used in the management of diabetes, covering key classes such as SGLT2 and DPP-4 inhibitors. These APIs are produced with a focus on consistency, bioavailability, and compliance with international quality standards. We ensure stable and scalable API production to meet this rising demand. Our efforts support formulators in delivering effective treatments that help improve long-term patient health and outcomes.

Antitubercular Agent

Our APIs are used in standard therapies for Tuberculosis, particularly in countries with high disease burden and limited access to local manufacturing. Our APIs align with WHO treatment guidelines and are integrated into government-run disease control programmes, especially across Africa and South Asia. We enable scalable supply for both first line and second line TB treatments.

Cardiovascular and Metabolic Disorders

We supply APIs for chronic care diseases like hypertension, heart failure, and Type 2 diabetes – conditions that are now prevalent not only in high-income countries but also rapidly increasing in developing nations. These APIs are essential for maintaining the health and productivity of large working-age populations and are often used in long-term therapies that require consistent quality and affordability. With the growing global burden of non-communicable diseases, we see cardiovascular and metabolic APIs as a strategic expansion area. Our offerings are compliant with stringent regulatory expectations, enabling formulators to launch products in both regulated and semi-regulated markets.

Central Nervous System (CNS) Disorders

We manufacture APIs used in the treatment of CNS disorders, including epilepsy, depression, anxiety, Parkinson's disease, and sleep-related conditions. These therapies often require APIs with very narrow therapeutic windows, demanding exceptional consistency and purity in manufacturing. We ensure that our CNS APIs meet global standards for quality, stability, and pharmacopeial compliance. The burden of mental health and neurological conditions is rising globally, with a significant treatment gap in many emerging economies. By enabling wider formulation access through reliable API supply, we contribute to a more inclusive and equitable mental healthcare landscape.



Oncology

We are developing a growing portfolio of APIs for cancer therapies, focused on both cytotoxic and targeted treatments. Oncology APIs are among the most complex and highly regulated molecules in the pharmaceutical industry, requiring specialised handling, containment, and validation capabilities. Our capabilities in process development and scale-up allow us to support partners across the lifecycle – from early-stage CDMO development to commercial supply. We focus on high-burden cancers such as breast, lung, and hematologic malignancies where access remains a challenge in many low- and middle-income countries. Our oncology pipeline reflects both our scientific strength and our intent to serve patients facing the most serious health challenges.

Immunology and Respiratory

Our API portfolio includes molecules used in autoimmune and respiratory disorders such as rheumatoid arthritis, asthma, and chronic obstructive pulmonary disease (COPD). These APIs are increasingly used in complex combination therapies and require sophisticated development and purification techniques. We support both small molecule immunomodulators and APIs used in symptomatic respiratory relief, including bronchodilators and mucolytics. As the burden of chronic respiratory diseases grows – especially in urban environments – our APIs enable affordable access to maintenance and rescue medications. Through our CDMO partnerships, we are also supporting the development of next-generation treatments in this therapeutic space.

Complex Molecules

Peptides

We are one of the few API manufacturers in India with proprietary platforms for synthetic peptide production. Peptide-based drugs are rapidly gaining importance in areas such as oncology, endocrinology, metabolic disorders, and diagnostic imaging. Our facilities support process development, purification, and scale-up of both linear and cyclic peptides under stringent quality control. We offer CDMO partnerships to innovators seeking a reliable peptide supply partner for both clinical and commercial manufacturing. By investing in peptide science, we are positioning ourselves at the forefront of the evolving biologics-inspired generics and specialty API space.

Iron Complexes

We are one of the leading API companies in India with DMFs for the full range of injectable and oral iron complexes. These APIs are critical in treating iron-deficiency anaemia, especially in maternal health, dialysis care, and chronic kidney disease. Our advanced process control ensures consistent particle size, bioavailability, and traceability across batches. Our iron APIs are used in essential medicines across public procurement schemes and branded generics alike. This capability represents both scientific leadership and public health alignment in a high-impact therapeutic class.

R&D, Innovation, Operational Excellence and Differentiators

At Matrix Pharmacorp, from lab benches to large-scale reactors, our focus is on creating APIs that are not only effective and scalable, but also sustainable, compliant, and commercially viable. Our end-to-end control – from early research to manufacturing – enables agility, consistency, and innovation at every step.

Research and Development

We operate one of India's most advanced API-focused R&D ecosystems. Our integrated R&D capabilities span route design, process optimisation, scale-up, and analytical development – ensuring that innovation translates quickly and effectively into reliable manufacturing.

Innovation at Matrix Pharmacorp is collaborative, compliance-aligned, and built for industrial performance – empowering us to reduce time-to-market without compromising safety or quality.

DMF Filing and Regulatory Strength

We have built deep regulatory capabilities that enable our APIs to serve global markets efficiently. Our regulatory teams are structured by region and integrated into product development from day one – ensuring dossier readiness and audit preparedness as a built-in feature of our operations.

TOTAL DMFs FILED

675

DMFs FILED IN FY25

(market extension and registration)

28

TOTAL PATENTS FILED

143

PATENTS FILED IN FY25

07

From tech transfer to batch release, every operational layer is governed by efficiency, repeatability, and quality embedded by design.

Awards and Recognitions

Matrix Pharmacorp's excellence has been recognised by industry forums and institutional bodies:

We have been awarded the Gold Medal for Manufacturing Competitiveness by the International Research Institute for Manufacturing (IRIM), for Unit 7 in Hyderabad and Unit 8 in Vizianagaram.

This recognition follows a detailed two-day on-site assessment by IRIM experts, who evaluated our practices and processes as part of their independent benchmarking for manufacturing excellence.

The Unit 8 at Vizianagaram has been honoured with the Confederation of Indian Industry (CII) National Award for Excellence in Energy Management. Our unit has been recognised for demonstrating outstanding leadership in energy efficiency and sustainable practices.



Confederation of Indian Industry (CII)
National Award for
Excellence in Energy Management –
Unit 8 (Vizianagaram)



IRIM Gold Medal for
Manufacturing Competitiveness –
Units 7 (Hyderabad) and
Unit 8 (Vizianagaram)



Global Commitments and ESG Alignment

Matrix Pharmacorp is proactively aligning its business with globally recognised ESG frameworks and standards, reflecting our long-term commitment to responsible business. Sustainability is integrated into every function – from raw material sourcing to employee well-being to community welfare.



Key Highlights

FINANCIAL HIGHLIGHTS

Total Income	₹ 44, 222.13 Million
Revenue from Products	₹ 42, 447.39 Million
EBITDA	₹ 9,369.93 Million
EBITDA Margin	21.19%
Net Profit	₹ 2,786.20 Million
CapEx Investment (Overall)	₹ 641.39 Million
R&D Spend	₹ 747.51 Million (1.69% of revenue)
Export Revenue Share	22.48%
CDMO Business Contribution	₹ 5.10% of total revenue
Return on Capital Employed (ROCE)	35.88%

OPERATIONAL HIGHLIGHTS

Total Reactor Capacity	3957 kL
No. of Manufacturing Facilities	6
Advanced R&D Centres	1
Drug Master Files (DMFs) Filed	675
Cumulative Patents Filed	800+
Global Client Presence (Countries)	150+
Inventory Turnover Ratio	2.25

ESG HIGHLIGHTS

Scope 1 GHG	1,91,956.08 MTCO ₂ e
Scope 2 GHG	95,885.95 MTCO ₂ e
Scope 3 GHG	3,88,424.44 MTCO ₂ e
Wastewater Recycling Rate	75.78%
Waste Diversion Rate	95%
Electricity from Renewable Sources	15.26%
Supplier Code of Conduct Acknowledgements received from Suppliers Total Network	85%
High Risk Suppliers prioritisation based on 8 indicators and statistical analysis	224
Lost Time Injury Frequency Rate (LTIFR)	0.422
Total Recordable Incident Rate (TRIR)	2.849
Employee Acknowledgement of IT Security Policy	90%
Employee Acknowledgement and Training on Code of Business Conduct and Ethics	85%
Risk assessments completed as part of ESG baselining exercise	5*

*Biodiversity Risk Assessment, Human Rights Impact Assessment, Anti-Bribery and Anti-Corruption Risk Assessment, Taskforce on Climate-related Financial Disclosures (TCFD), Taskforce on Nature-related Financial Disclosures (TNFD)

Matrix Pharmacorp's Organisational Strategy

At Matrix Pharmacorp, our strategy is grounded in a long-term vision: To be a time-tested, innovative global pharmaceutical company by empowering partners for enhancing lives. We operate in a sector that demands precision, compliance, and agility – every day. Our approach is therefore structured, purpose-led, and designed to create lasting value across patients, partners, and the planet.

Our organisational strategy is built on four strategic pillars – the core levers through which we create competitive advantage – and two foundational enablers that guide every decision, investment, and transformation.

Our Strategic Pillars

People	We invest in talent that drives excellence. Through learning academies, performance-driven growth, and a culture rooted in safety and ownership, we empower every individual to shape Matrix Pharmacorp's future.
Product	We expand and strengthen our API portfolio to meet evolving therapeutic needs. By building scale in high-impact molecules and differentiation in complex APIs, we remain relevant and resilient.
Procurement	We secure supply chain strength through responsible sourcing, supplier partnerships, and cost-efficiency. Our focus is on continuity, quality, and sustainability of input materials.
Partnerships	We cultivate long-term customer and CDMO relationships – based on trust, regulatory reliability, and speed-to-market. Our global presence enables us to be both local and scalable.

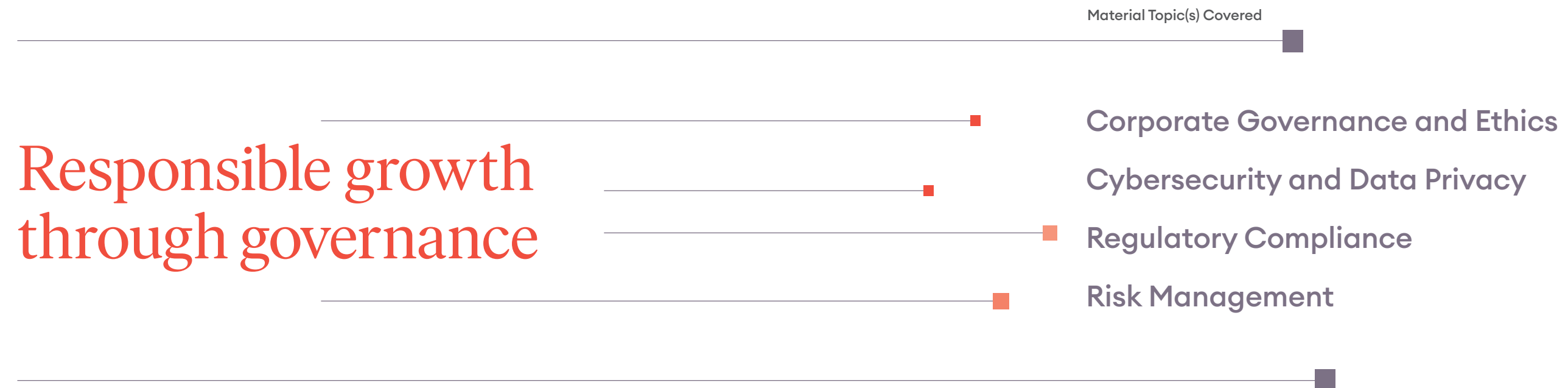
Our Foundational Enablers

Innovation	Science is our engine. From catalysis platforms and polymorph development to continuous manufacturing, we invest in platforms that reduce time-to-market and enhance product quality.
Sustainability	<p>We integrate sustainability into every layer of our business – from GHG reduction and resource circularity to supplier responsibility and community engagement. We view ESG not as a requirement, but as a responsibility.</p> <p>This strategic architecture – anchored in People, Product, Procurement, and Partnerships, and enabled by Innovation and Sustainability – forms the very foundation of our ESG roadmap. Every action we take, from expanding access to medicines to decarbonising our operations, is guided by this unified approach. As we move forward, this alignment between business and responsibility ensures that Matrix Pharmacorp remains not just competitive, but deeply impactful – delivering enduring value to patients, partners, and the planet.</p>

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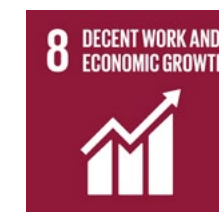
Responsible
growth through
governance





At Matrix Pharmacorp, we embed integrity, transparency, and accountability into every business decision. Our governance systems, ethical frameworks, and data privacy safeguards ensure compliance, build stakeholder trust, and enable sustainable growth in a complex, highly regulated industry. We commit to strengthening our risk management and oversight to adapt to evolving regulations and stakeholder expectations. By fostering a culture of ethics across all levels, we ensure that governance is not just a framework, but a shared responsibility.

UN SDGs Impacted:



Corporate Governance

Matrix Pharmacorp’s governance system is designed to guide responsible decision-making, provide strategic oversight on risk, and ensure full accountability to stakeholders. The model establishes a clear separation of roles, multiple layers of oversight, and transparent disclosure practices, forming a robust foundation for sustainable corporate growth.

Our Corporate Governance framework ensures that timely and accurate disclosures are made, and that relevant information is communicated regarding financial performance, operational matters, leadership appointments, and governance activities. This framework reflects our commitment to building a company that is accountable, transparent, and forward-looking.

We have been consistently working to strengthen our governance and disclosure practices, with the objective of remaining on a progressive path that enhances our effectiveness from both regulatory and market perspectives. We recognise that strong governance is not static and requires continuous refinement to respond to evolving expectations, market conditions, and compliance landscapes.

Our Board

Responsibilities of the Board

The Board of Directors holds regular meetings to guide strategic decisions, monitor operations, and ensure compliance with all statutory provisions. Items reviewed include capital-raising activities, operational performance, risk management, new initiatives, budgets, financial results, CSR updates, ESG priorities, climate strategy, minutes of Board and Committee meetings, appointment and remuneration of senior management, appointment or cessation of key managerial personnel, matters relating to subsidiaries, significant sales of investments or assets, foreign exchange exposure, and any non-compliance with regulations. The Board and its Committees also approve business proposals and regulatory submissions as part of their oversight function.

An effective post-meeting follow-up procedure ensures that all decisions are tracked until closure. An Action Taken Report is presented in subsequent Board or Committee meetings to ensure resolutions are implemented. Reports on ongoing actions are periodically presented to keep the Board informed.

The Board is committed to the highest standards of ethics, transparency, and governance, safeguarding the interests of stakeholders while maintaining robust governance mechanisms and effective risk controls.

Board Composition

Board leadership is structured to prevent concentration of power. The Board of Directors comprises a balanced mix of executive and non-executive directors, with expertise spanning pharmaceutical sciences, sustainability, digital, compliance, and corporate finance. In our year of incorporation, the board composition comprises:

Chairperson	Pranav Reddy Gunupati
Total Directors	04
Non-Executive Directors	01 (25%)
Women Directors	01 (25%)

The Chairperson and CEO functions are held by separate individuals. This structural independence enables the Board to exercise objective oversight on all matters, including ESG risks, executive decisions, and long-term strategy.

Board of Directors



Anil Kumar Jain
Executive Director

Mr. Anil Kumar Jain joined Matrix Pharmacorp, as Chief Executive Officer in August 2024. With 36 years in the pharmaceutical industry, including 22 years in leadership roles, he brings extensive expertise in global operations, business transformation, and strategic growth.

Prior to Matrix, Mr. Jain led PI Health Sciences, spearheading multiple acquisitions across India, the EU, and the US. As CEO of Sun Pharma's API business, he drove digital innovation, enhanced global operations, and established a strong ESG framework for sustainability. He also served as COO of Aurobindo Pharma, strengthening its global API business.

A Chemical Engineer with an Executive Leadership Programme certification from IIM Bangalore, Mr. Jain is known for his pragmatic approach and visionary leadership.



Swathi Reddy Gunupati
Executive Director

Swathi, as the Executive Director at Matrix Pharmacorp leads corporate strategy, people, culture, sustainability, and business transformation initiatives. With a career spanning multiple industries, her leadership is defined by a steadfast commitment to transparency, integrity, and fostering a culture where employees thrive through recognition, respect, and rewards.

Swathi is also the founding partner of Mudhra Ventures, a venture capital firm with early and mid-stage investments across diverse sectors including FMCG, F&B and defence.

Her creative pursuits extend to the world of cinema, where she has produced the psychological thriller 'Mangalavaaram' under the Mudhra Media Works banner.

Swathi is an alumna of Stanford University, where she specialised in Family Business Management and Women Entrepreneurship. Her early career included a stint at Sony Entertainment Singapore, providing her with a deep understanding of the media and entertainment industry.



Pranav Reddy Gunupati
Executive Director

Mr. Pranav Reddy Gunupati is a seasoned Executive and Promoter Director of Matrix Pharmacorp. Under his leadership in sourcing and financial strategy, the company continues to drive pharmaceutical innovation and excellence.

Beyond pharmaceuticals, he is an entrepreneur with ventures in infrastructure, real estate, hospitality, and aerospace. He leads GSR Ventures and RAPS, supplying advanced composites to India's DRDO and ISRO.

With a Bachelor's in Finance and Business Management from Indiana University, Pranav's strategic investments reflect his commitment to innovation.



Govind Prasad Dasu
Non-Executive Director

Mr. Govind Prasad Dasu is a qualified Chartered Accountant and had been a career banker for over 35 years. He started his banking career with Canara Bank and moved over to Export-Import Bank of India (Exim Bank) in its formative stage. While being with Exim Bank, as a Chief General Manager, he was the Head of Corporate Banking, Agri-Business, and SME Business Groups. He holds considerable expertise in trade finance, international finance, merchant banking, corporate strategies, mergers and acquisitions, loan syndications, international negotiations, and co-financing with multilateral funded agencies. He served as a member of Industry and Trade Bodies at the national level. He served as a consultant with African Development Bank for the Design and Implementation of a Business Solution Centre for SMEs. He has been a guest faculty at business schools on International Finance and International Marketing.

Mr. Govind Prasad Dasu is at present a Corporate Advisor and a practicing Chartered Accountant.

Board Independence

Of the four Directors on the Board, one of the Directors is a Non-Executive Director, which accounts for 25% of the total number of Directors. Accordingly, Matrix Pharmacorp ensures the efficient and transparent conduct of business through an optimum combination of Executive and Non-Executive Directors (Independent and Non-Independent) on its Board.

Our Board maintains collective expertise through continuous knowledge development. Directors receive regular briefings on emerging regulations, industry trends, ESG frameworks, and stakeholder expectations.

Board Nomination and Selection

Director nominations are overseen by the Board and aligned with a defined process. Selection criteria include relevant expertise, ethical reputation, time commitment, gender and domain diversity, and absence of conflict of interest. All appointments undergo due diligence and Board-level review.

New Directors undergo formal orientation on Matrix Pharmacorp's governance structure, ESG priorities, Code of Conduct, and business strategy.

A total of 11 board meetings were held in FY25 and all directors were present, achieving 100% attendance. The ESG agenda was part of Board agenda in 1st, 3rd and 4th quarters.

Committees of the Board

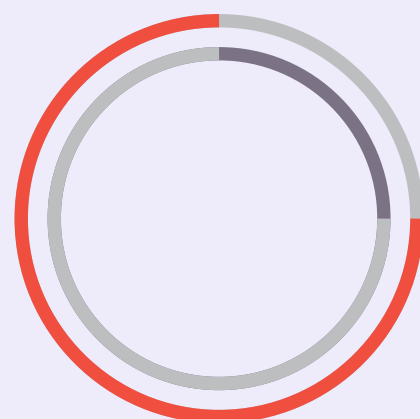
The governance framework at Matrix Pharmacorp is anchored in specialised committees that provide focused oversight in priority areas, ensuring robust decision-making, compliance with statutory requirements, and the integration of sustainability into our strategic agenda. Each committee operates within a clearly defined charter approved by the Board, meets at a frequency aligned to its mandate, and submits detailed reports to the Board on deliberations, decisions, and follow-up actions.

Until recently, ESG-related topics have been discussed as a standing item at full Board meetings and this responsibility is currently supported by the Sustainability Committee. Through the Sustainability

Committee and the Risk Committee (proposed), we will ensure the integration of ESG governance into enterprise decision-making. These committees will work in tandem with the governance framework outlined in the ESG Governance section to provide more granular, structured, and data-driven oversight.

Going forward, we will implement functional-level and organisation-wide ESG scorecards comprising KPIs directly aligned with our ESG strategy. By FY27, the framework will evolve to include performance-based metrics, linking ESG outcomes with leadership and functional performance evaluations. This approach will embed sustainability accountability into both operational execution and leadership performance, ensuring long-term value creation for all stakeholders.

PROFILING OF BOARD OF DIRECTORS



Male Female

Executive Directors	75%
Non-Executive Directors	25%

Age (30 to 50 years)	2
Age (30 to 50 years)	2
Age (50 years)	4

Committees of the board

Corporate Social Responsibility (CSR) Committee

Chaired by Non-Executive Director

- The Committee, constituted in FY25, plays a pivotal role in shaping and monitoring the Company's community engagement agenda.
- The mandate covers the Company's CSR Policy thematic focus areas, project selection, allocation of resources, and measurement of social impact.
- The Committee ensures compliance with Section 135 of the Companies Act, 2013, and aligns all CSR programmes with our long-term vision of contributing to inclusive, sustainable development.

Sustainability Committee

Chaired by Executive Director

- The Sustainability Committee provides structured, high-level oversight of environmental, social, and governance performance.
- Responsibilities include monitoring progress against sustainability targets, overseeing climate action plans, advancing diversity and inclusion, ensuring ethical conduct, and integrating supply chain sustainability.
- Coordinates closely with the broader ESG governance structure, which describes the Board-level Sustainability Committee, the management-level Sustainability Council, and the cluster ESG Committees. This ensures consistent oversight, strategic alignment, and operational execution of ESG priorities across the enterprise.

Risk Committee

Chaired by Executive Director

- The Risk Committee (proposed for constitution in FY26) will focus on enterprise risk management (ERM) and emerging risk landscapes.
- It will review the identification, assessment and mitigation of strategic, operational, financial and compliance risks, including climate-related and other sustainability risks.
- The Committee will also ensure that risk considerations are integrated into the strategic planning, capital allocation, and business continuity frameworks.

Board Learning & Capacity-Building

Commitment to director learning is integral to sustaining an agile and informed Board. This strengthens the Board's capacity to respond to evolving sustainability challenges and opportunities with insight. In FY25, focused training sessions were conducted on: Code of Business Conduct and Ethics, ESG Culture & Governance and Matrix Pharmacorp's Supplier Code of Conduct.

The expertise of each board member, relating to various topics of business and sustainability, is shown in the below table.

Director	Strategy	Finance	Governance	Operations	Technology
Anil Kumar Jain	---	---	Yes	Yes	Yes
Swathi Reddy Gunupati	Yes	---	Yes	---	---
Pranav Reddy Gunupati	Yes	Yes	---	Yes	---
Govinda Prasad Dasu	---	Yes	Yes	---	---

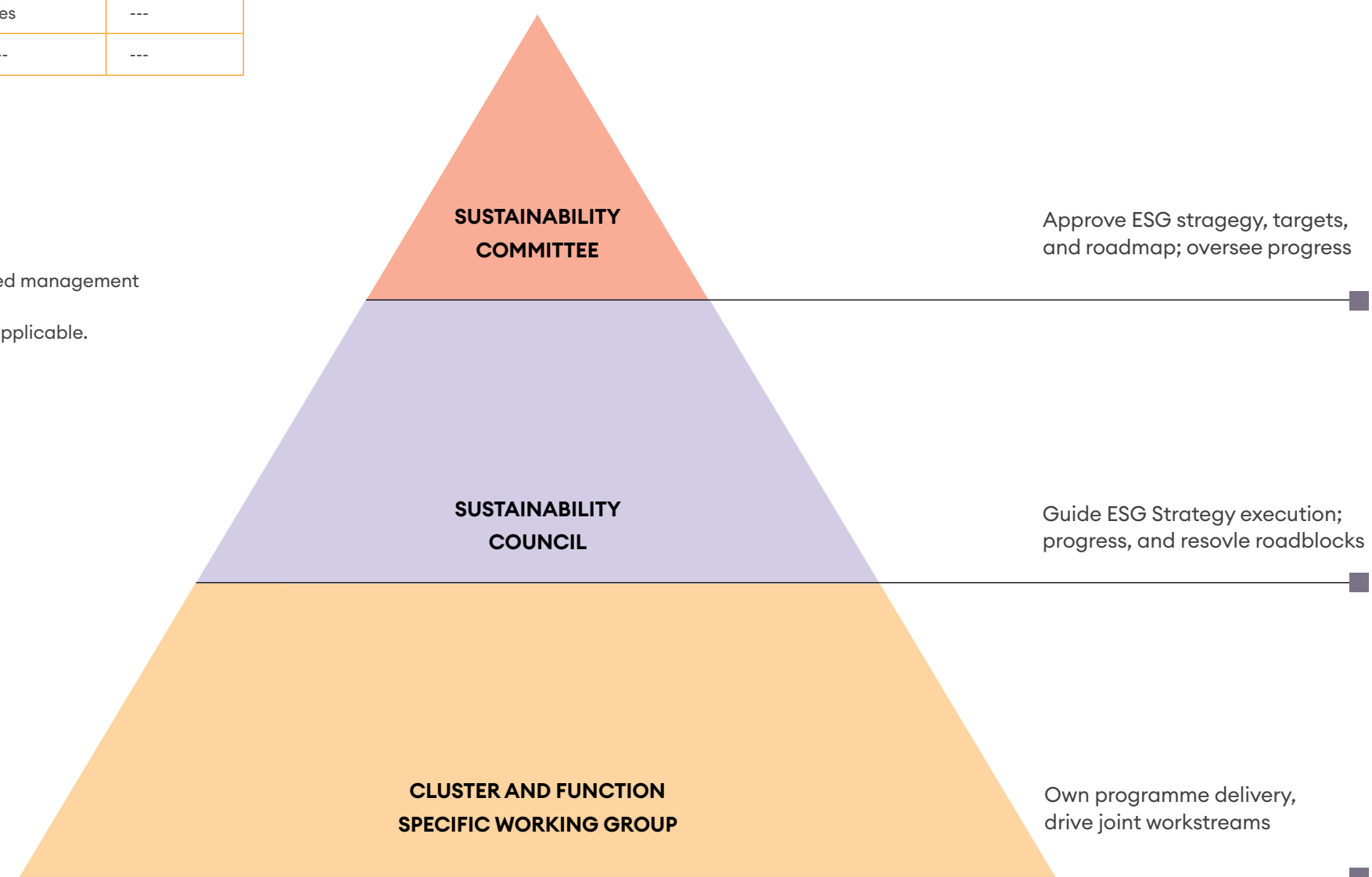
Management Committees

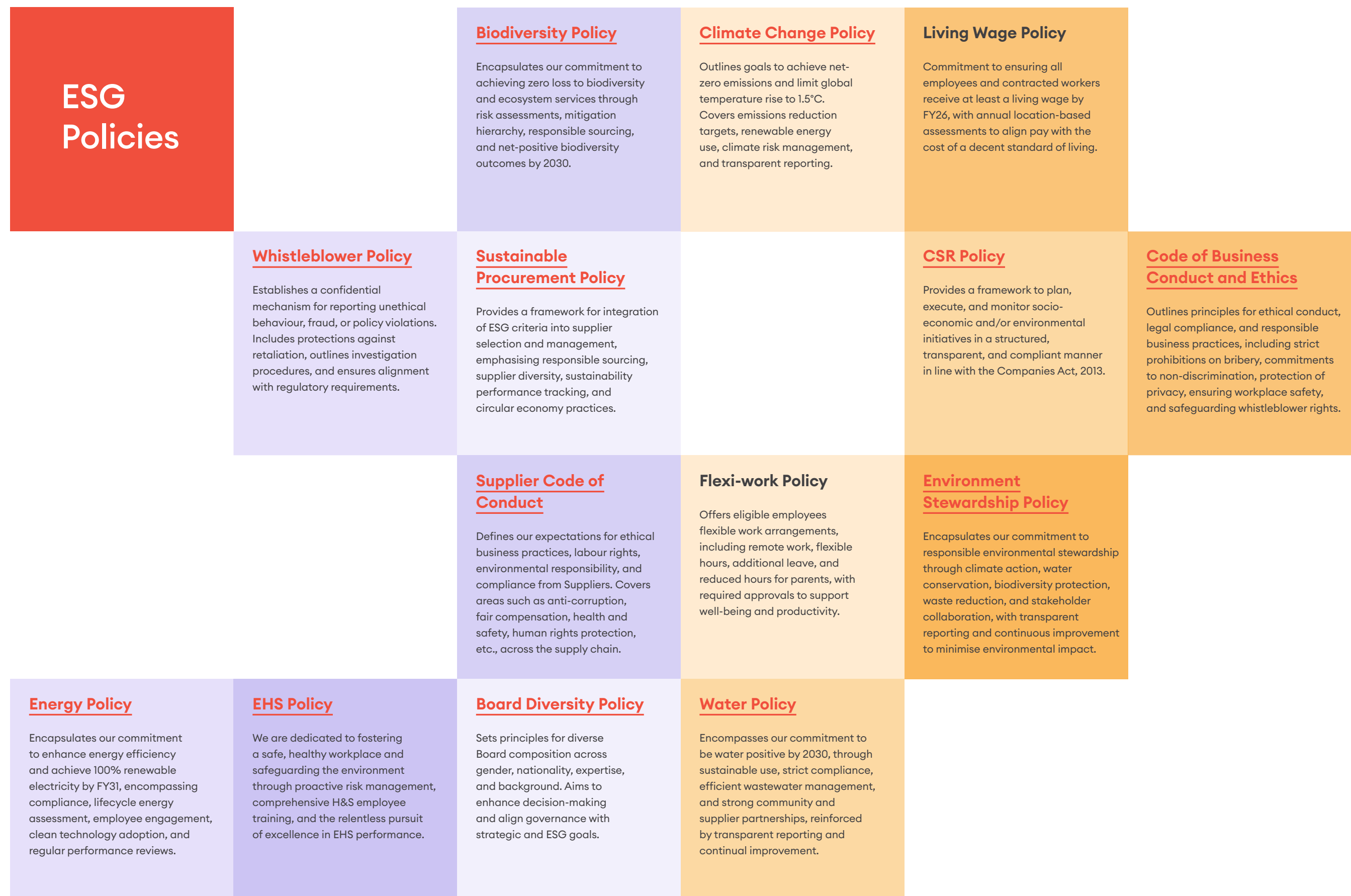
Governance at Matrix Pharmacorp extends into daily execution through empowered management committees. These internal bodies ensure clarity of accountability and operational decision-making, with reporting lines to the CEO and updates to the Board where applicable.

These forums help translate governance principles into tangible action and create real-time visibility into risk, ethics, and sustainability.

ESG Governance

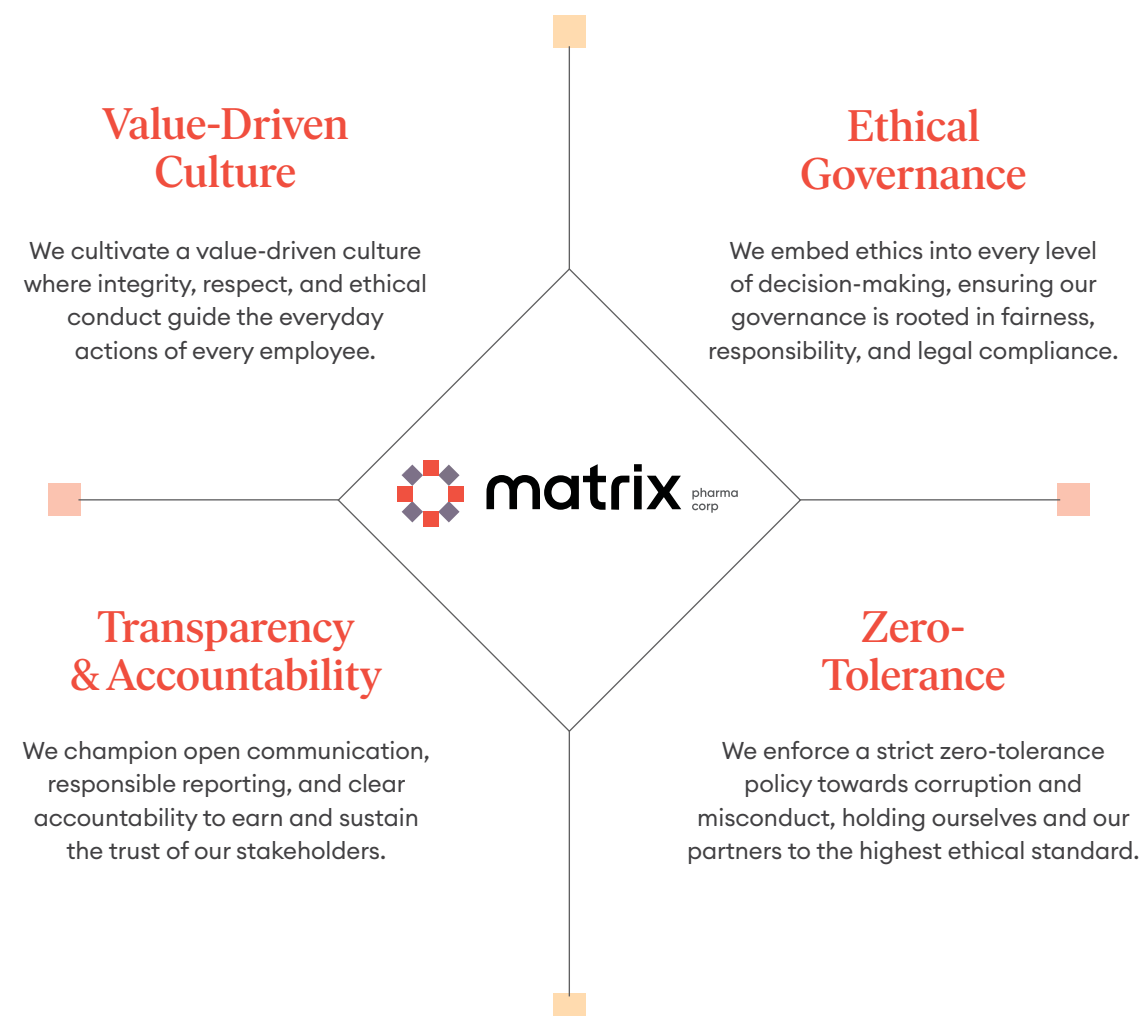
Matrix Pharmacorp has established a structured governance framework to guide the implementation of its ESG strategy. This framework is designed to strengthen cross-functional collaboration and oversight across corporate, functional, and site levels – supporting effective decision-making and long-term value creation.





Business Ethics and Integrity

Business ethics and compliance are an integral part of Matrix Pharmacorp, forming the cornerstone of its corporate philosophy and operational integrity. The company commits to conducting its business with the highest standards of honesty, fairness, and transparency, and embeds these principles across all levels of its operations. We promote a strong culture of ethics through clearly-defined policies, regular employee training, and robust monitoring mechanisms that guide decision-making and reinforce accountability. We ensure compliance with all applicable laws, regulations, and industry codes, fostering trust with stakeholders and reinforcing our long-term commitment to responsible and sustainable business practices.



Matrix Pharmacorp's Integrity Charter is built upon four foundational pillars that define its unwavering commitment to ethical excellence and responsible corporate citizenship. At its core lies Ethical Governance, a principle that ensures all decisions, strategies, and day-to-day operations are grounded in fairness, legality, and the highest moral standards. This fosters a leadership culture that is principled and transparent, setting a tone of integrity from the top.

The company maintains a strict Zero Tolerance policy towards unethical behaviour, corruption, and non-compliance. This firm stance is not merely reactive but proactively woven into its training, policies, and enforcement mechanisms, ensuring that integrity is upheld at every level without exceptions. It serves as a deterrent and a guiding standard for conduct across the organization.

Transparency and Accountability are not just regulatory obligations at Matrix Pharmacorp but core values that drive every interaction and decision.

Through clear communication, accurate reporting, and mechanisms for internal and external oversight, the company builds trust with stakeholders including employees, regulators, partners, and the public. Accountability mechanisms ensure that actions are traceable, and consequences are enforced fairly and consistently.

Finally, a Value Driven Culture is the bedrock of the company's ethical identity. It encourages employees to act not just by rules but with a sense of shared purpose rooted in respect, integrity, and social responsibility. From leadership to front line teams, this culture inspires ethical decision making, nurtures inclusivity, and promotes sustainable business practices.

Together, these four pillars form a comprehensive framework that upholds Matrix Pharmacorp's reputation as a principled, transparent, and trustworthy organisation committed not only to compliance but to doing what is right.

Preventing Corruption and Promoting Integrity within the Organisation

Anti-corruption

We stand by high integrity and maintain a strict zero-tolerance policy towards corruption and unethical conduct across all levels of the organisation. Our anti-corruption framework is grounded in the Code of Business Conduct & Ethics. This not only strengthens stakeholder trust but also supports sustainable growth and reinforces the company’s reputation as a responsible leader in the pharmaceutical industry, both in policy and in practice.

Employees are strictly prohibited from offering, accepting, or authorising any payment, gift, or favour intended to influence business decisions or gain an unfair advantage. Bribery, facilitation payments, kickbacks, and commercial bribery are expressly prohibited. The policy applies to both public and private sector interactions and extends to indirect actions through intermediaries. Additionally, any suspicious financial activity, such as irregular payment patterns, must be reported immediately. The company emphasises transparency, integrity, and adherence to both local and global anti-corruption laws to uphold its ethical standards.

Matrix Pharmacorp intends to communicate its commitment to anti-corruption measures through training programmes. We have rolled out a comprehensive training programme on ‘the Code of Conduct for Business Ethics’, for all our employees, including board members and our key management personnel. This initiative aims to raise awareness and strengthen understanding of anti-corruption and anti-bribery measures. To reinforce our commitment to ethical conduct, this training will be institutionalised as an annual exercise, ensuring sustained compliance and a culture of integrity across the organisation.

At Matrix Pharmacorp, we uphold anti-corruption compliance as a core principle, viewing it not only as a legal obligation but as essential to sustaining long-term business success, preserving stakeholder trust, and promoting fair competition. Any violation may result in disciplinary action, including termination and possible prosecution under applicable anti-bribery laws. For the reporting period of the last financial year, there were no confirmed incidents of corruption across any of our operations, business units and business partners. We did not pay any fines or penalties during the reporting period. All material litigation matters are thoroughly reviewed by our Legal and Compliance teams. We maintain a robust governance framework to ensure transparency and accountability, with all necessary disclosures made in our disclosures in accordance with applicable laws and accounting standards. This approach reflects our commitment to ethical business practices, regulatory compliance, and the highest standards of corporate governance.

We are dedicated to a zero-corruption framework and we have not foreseen any incident for FY 25. This reinforces the importance of our ongoing vigilance and risk-prevention efforts. In the event that any future incidents are detected or substantiated, our company is fully prepared to implement corrective measures, ranging from internal disciplinary actions and contract termination to formal legal recourse and self-reporting to regulatory bodies. The absence of corruption cases in the current cycle strengthens our confidence in the systems we have built, while also reminding us of the critical role that every employee plays in maintaining the ethical fabric of our organisation.

PARAMETERS	STRATEGIC LEVEL	TACTICAL LEVEL	OPERATIONAL LEVEL	TOTAL
Total Number of Employees	45	664	3084	3793
Number of Employees trained on Code of Business Conduct and Ethics	19	542	2786	3347
Percentage of Employees trained on Code of Business Conduct and Ethics	42%	82%	90%	88%

Corruption Risk Assessments

Matrix Pharmacorp will adopt a structured, cross-functional approach to corruption risk assessments. The first assessment undertaken is considered as Matrix Pharmacorp’s baseline assessment, with subsequent assessments scheduled every two years. Using in-house policies, data analysis, audits, and employee input, the process will identify and evaluate potential risks. Each identified risk is assessed for likelihood and impact, and existing controls are reviewed. Findings are recorded in a risk register and will guide the development of policies, controls, SOPs, and training. The assessment process shall be updated every two years to address emerging risks and uphold integrity.

The high risk or sensitive transactions are routed through the senior management for the approval, particularly those involving government agencies, charitable donations, consultancy agreements, and hospitality expenses. Such transactions will undergo enhanced compliance scrutiny and will require documented approvals from authorised senior management. This additional oversight will ensure alignment with the company’s anti-corruption standards and will strengthen the overall effectiveness of risk management.

Internal Controls Anti-corruption Audit

Matrix Pharmacorp conducts internal audits to evaluate the effectiveness of anti-corruption control procedures. These audits are carried out annually or as needed, following a risk-based approach that focuses on governance, risk management, and control systems in high-risk departments.

The audits will review transaction approvals, supplier onboarding, conflict of interest disclosures, and adherence to financial limits and thresholds. Auditors will test transactions for potential red flags, will assess whistleblower channels, training effectiveness, and compliance reporting mechanisms.

Findings will be prioritised based on severity, with critical issues to be escalated promptly to the relevant departments. Corrective actions will be monitored for timely closure, and all audit records will be securely retained for a minimum of five years.

Whistleblower Policy and Mechanism

To support transparency and encourage ethical disclosures, Matrix Pharmacorp has implemented a formal board approved Whistleblower Policy. The policy provides a secure and confidential framework for employees, directors, and third parties to report any suspected unethical behaviour, fraud, or violations of company policies or laws. Aligned with Indian legal and regulatory requirements, the policy outlines a structured, unified process for making protected disclosures against any ethical issue,

ensuring prompt investigation while maintaining the confidentiality and protection of whistleblowers. The policy explicitly prohibits retaliation against individuals who report in good faith. By encouraging open reporting and safeguarding those who speak up, the policy fosters a culture of integrity and continuous ethical compliance across the organisation. The company did not have any whistleblowing case during the reporting period FY 25.

on the risk level, due diligence ranges from basic screening to in-depth checks and site visits. Red flags are assessed and escalated as needed,

with all findings documented and used for further enhancement of procedural robustness.

Due Diligence for Anti-corruption for Third Parties

As companies expand across diverse markets and interact with a wide range of external partners, the potential for exposure to unethical practices increases. These risks, if unaddressed, can compromise the integrity of operations, disrupt business continuity, and damage stakeholder confidence. A structured due diligence approach allows organisations to proactively identify and manage corruption risks at every touch point in the value chain, fostering a culture of transparency and resilience while ensuring alignment with global compliance standards.

At Matrix Pharmacorp, integrity and transparency are foundational to how we conduct business. We are committed to fostering a responsible and ethical environment across our entire value chain – ensuring that all entities we engage with uphold the highest standards of compliance and conduct. Our approach encompasses stringent expectations not only for suppliers but also for all business partners, reinforcing our dedication to anti-corruption, fair practices, and accountability.

Our Supplier Code of Conduct reinforces our expectations on anti-corruption across the supply chain, requiring all suppliers to comply with anti-

corruption and anti-bribery, fair competition, and confidentiality standards. The contracts have a clause which refers to this Code, to which suppliers have to abide by. This is monitored through routine evaluations and audits. It is expected from the suppliers to promptly report any instances of unethical behaviour using the designated channels, such as Matrix Pharmacorp's Ethics Hotline or directly to its Compliance Officer. New supplier engagements will be subjected to background checks, compliance risk screening, and contractual alignment with our Supplier Code of Conduct. As of the current reporting period, 85% of our total supplier base has acknowledged and aligned with our ethical expectations as outlined in the Supplier Code of Conduct.

Apart from suppliers, Matrix Pharmacorp envisions an ethical value chain that extends to all its business partners beyond its suppliers. To support this, we are in the process of conducting anti-corruption due diligence of its business partners. For an existing business partner, due diligence is done every three years, while it is done during the onboarding for any new business partner. A structured process is used to classify third parties by risk – based on factors like country, industry, and past conduct. Depending

Upholding Fair Competition and Market

Matrix Pharmacorp is committed to fair and transparent competition. This is explicitly covered in our Code of Business Conduct and Ethics and reinforced through internal training sessions on the topic for all the employees in all functions. During the current reporting period, Matrix Pharmacorp did not face any legal action related to anti-trust or anti-competitive practices. The absence of such cases reflects our proactive compliance monitoring and employee awareness efforts that emphasize market fairness and legal adherence. During the reporting period, there were zero cases of anti-competition.

Matrix Pharmacorp will adopt a unified approach to managing both anti-corruption and anti-competition risks, recognising that the nature of controls,

assessment criteria, and oversight mechanisms will largely overlap. By leveraging the same structured methodologies, the company will ensure consistency, efficiency, and comprehensive coverage in identifying and mitigating unethical practices across both domains.

In addition, the organisation has a system in place to guide employees, especially sales staff, on appropriate interactions with competitors, ensuring compliance with anti-trust laws. It includes mandatory training, clear rules against discussing sensitive topics like pricing or market division, and a channel for reporting competitor contact. This helps prevent conduct that could be perceived as collusion.

Conflict of Interest

We strictly prohibit conflicts of interest, requiring all personnel to act in the company's best interest and avoid any personal or financial activities that could compromise their objectivity. Employees must disclose any potential conflicts, such as financial interests in partner organisations or relationships that may influence decision-making, to their manager or the Compliance Officer for review. Using company property or information for personal gain is not allowed without prior written approval.

When in doubt, employees are encouraged to seek guidance to ensure transparency and uphold ethical standards. Disclosures, if any, will be documented in a centralised Conflict of Interest Register. This register will track all reported conflicts, updates, and respective mitigation measures. It will be reviewed periodically by senior management to ensure transparency and accountability.

Enterprise Risk Management

At Matrix Pharmacorp, we recognise that effective risk management is essential to sustaining long-term performance, safeguarding reputation, and ensuring compliance with evolving regulatory landscapes. To this end, we are in the process of institutionalising a structured Enterprise Risk Management (ERM) framework that integrates risk identification, assessment, monitoring, and mitigation across all business functions.

Our ERM framework is designed to provide leadership and the Board with a comprehensive view of risks covering financial, operational, compliance, strategic, and ESG-related exposures. This approach enables resilient decision-making, strengthens governance structures, and drives accountability at every level of the organisation.

Key elements of our ERM framework include:

- **Governance Oversight:** The Board of Directors and the Audit & Risk Committee oversee enterprise-wide risk management, ensuring that critical risk issues are periodically reviewed and addressed.
- **Risk Identification and Assessment:** Using structured methodologies, we identify risks across business areas such as regulatory compliance (including anti-corruption), supply chain continuity, R&D, IT systems, cybersecurity, and environmental and social matters. Identified risks are assessed based on likelihood, impact, and velocity.
- **Risk Mitigation and Controls:** Each risk is assigned an owner, and mitigation strategies are embedded into operational processes. This includes developing or strengthening policies, SOPs, training programmes, and compliance monitoring mechanisms.
- **Integration with Strategy:** ERM is embedded into both annual planning cycles and strategic decision-making, aligning major investments, partnerships, and new projects with the company's risk appetite framework.
- **Monitoring and Reporting:** Risks are tracked through a centralised risk register. Progress on mitigation activities is monitored on a quarterly basis, and high-priority risks are escalated to senior management and the Board.
- **Continuous Improvement:** To ensure agility, the ERM framework is reviewed and refined periodically, factoring in emerging risks such as regulatory changes, geopolitical developments, climate-related risks, and evolving industry standards.

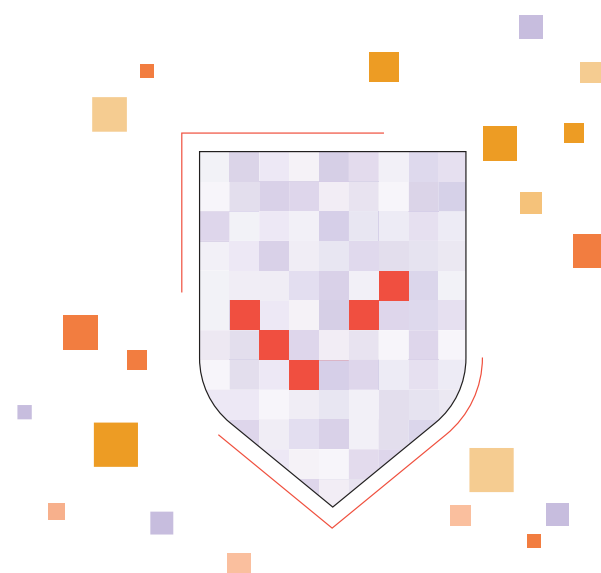
Our ERM journey reflects our commitment to cultivating a proactive risk culture, where employees at all levels are encouraged to identify and report risks, supported by clear escalation mechanisms. Through this structured approach, we aim to reinforce resilience, enhance stakeholder trust, and ensure the sustainable growth of Matrix Pharmacorp.



Data Privacy and Cybersecurity

At Matrix Pharmacorp, we are deeply committed to securing information and safeguarding digital trust. In a world where pharmaceutical supply chains and clinical ecosystems are increasingly digitised, the consequences of a data breach or system compromise go far beyond operational disruption – they erode scientific credibility, regulatory compliance, and patient safety. Our digital infrastructure therefore plays a critical role in upholding our reputation as a responsible and resilient pharmaceutical company.

Since June 2024, following the acquisition of the erstwhile ‘Tianish Laboratories Private Ltd’, we operated under a one-year Transitional Services Agreement (TSA), during which we inherited and followed globally benchmarked policies for cybersecurity and data protection. Leveraging that foundation, we have designed and are now executing our own digital security roadmap – one that reflects our evolving risk posture, scale, and stakeholder expectations.



Digital Security at Matrix Pharmacorp

PEOPLE & CULTURE

- Security awareness and user training
- Building a Security-First Culture
- Ongoing Simulations and Learning Programmes

THREAT MONITORING & RESPONSE

- Continuous monitoring (SOC, SIEM, Threat Intelligence)
- Incident Response and Disaster Recovery Planning
- Red teaming and Penetration Testing

INFRASTRUCTURE & APPLICATION SECURITY

- Network & Cloud Security
- Endpoint, application, and DevSecOps Practices
- Patch Management and Vulnerability remediation

IDENTIFY & DATA PROTECTION

- Identify and Access Protection
- Data Classification, Encryption and Privacy safeguards

RISK ASSESSMENT & GOVERNANCE

- Establish Governance structures, policies, compliance frameworks
- Regularly assess risk and map them to business impact

Governance and Policy Foundation

Our Information Security Management Framework is overseen at the highest levels of the organisation. The Chief Information Officer (CIO), a member of the Executive Committee, provides leadership and direction to ensure that cybersecurity decisions are strategic, accountable, and seamlessly integrated into enterprise-wide governance and control mechanisms.

Our Information Security Policy defines the standards for acceptable use, data classification, access provisioning, breach management, and asset protection. The policy shall be reviewed annually and is accessible to all employees through our employee training portal.

In the reporting year, 90% of employees acknowledged the revised IT Security Policy. Through quarterly refresher sessions that are conducted across all business units, we reinforce awareness and promote consistent adherence to security practices.

As part of our strategic roadmap for FY26, we will continue the policy harmonisation initiative aimed at aligning internal information security controls with ISO 27001 standards, ensuring scalability, global benchmarking, and certification readiness.

Through an internal audit, we assessed control effectiveness, identified compliance gaps, and evaluated readiness across the ISO 27001 domains. The audit was overseen by the Chief Information Officer (CIO) and covered key areas including risk management, access control, incident response, and asset protection. This initiative is critical in strengthening our Information Security Management System (ISMS) and formed the foundation for our ISO 27001 readiness assessment.

Information Security Risk Assessments

We employ a layered defence strategy grounded in Zero Trust principles and aligned with global cybersecurity standards. As part of our roadmap for FY26, we are targeting enterprise-wide implementation of Multifactor Authentication (MFA) across all critical platforms, including email, ERP, and R&D systems. Role-Based Access Control (RBAC) is enforced across key applications, and user access rights are reviewed periodically based on the relevance.

All corporate endpoints – laptops and desktops – are enrolled under centralised Endpoint Detection & antivirus solutions. These systems offer real-time monitoring, automated patching, and policy-based remediation for device-level threats. As of the reporting period, antivirus and patching are active on approximately 90% of managed endpoints, with further enrolment in progress to achieve full coverage.

Training of Employees on Information Security

We recognise that technology alone cannot mitigate cyber threats – our people play an equally critical role. As part of our ongoing culture-building initiatives, we have delivered structured cybersecurity awareness training to 100% of new hires and 75% of all employees. The training modules cover key topics such as phishing identification, password hygiene, endpoint security, acceptable use policies, and data classification. We are targeting 90% training coverage across all employees to further strengthen our human firewall.

As part of our cybersecurity awareness initiatives, we will conduct biannual phishing simulation exercises across the organisation. We have an initial click-through rate of 80%, with a goal to reduce it to 70% by year end. This initiative reflected improved user awareness and safer email practices. These simulations will focus on high-risk functions such as Procurement, Regulatory, and Administration, where sensitive information and financial transactions are



routinely handled. Leadership teams receive tailored briefings on risks associated with cloud applications, mobile devices, and third-party data sharing.

Whistleblower Procedure for Stakeholders to Report Information Security Concerns

A formal grievance mechanism is instituted to enable employees and external stakeholders to report concerns related to data protection in a structured and secure manner. While no privacy-related complaints are currently anticipated, the mechanism will ensure that any future grievances are recorded, assessed, and addressed in accordance with internal protocols and applicable regulatory requirements.

Multiple reporting avenues will be made available for raising information security concerns, including a dedicated whistleblower email (infosec-report@matrixpharmacorp.com), that facilitates confidential submissions while upholding the principles of anonymity and protection against retaliation. All reports will be securely routed to the Compliance Officer and processed through a formal case management workflow, ensuring that issues are logged, triaged, investigated, and resolved with due diligence, transparency, and impartiality.

Information Security Breaches and Incident Response Plan

We have a formal Incident Management Framework supported by a helpdesk ticketing system operating 24x7. Employees are trained to report suspicious emails, unauthorised logins, and device anomalies through defined digital workflows. All confirmed security incidents – including phishing attempts, USB policy violations, and suspicious login alerts – will be resolved within defined Service Level Agreements (SLAs), with no disruption to business operations or escalation to regulatory bodies.

We will target a data backup success rate of 95% and ensure that restoration times for Tier 1 applications remain within defined thresholds. Backup processes will be continuously monitored, and key learnings will be captured in the enterprise risk register.

We aim to maintain zero incidents involving the theft, loss, or unauthorised disclosure of personal or confidential customer data, and will continue to monitor and address any concerns raised by external stakeholders in line with our data protection protocols.

Management and Protection of Third-Party Data

We handle sensitive data across our operations – from raw material sourcing, analytical testing to regulatory submissions and employee HR records. To ensure this information remains protected, we have implemented a multi-tiered privacy and confidentiality programme rooted in lawfulness, transparency, and limited access.

All Personally Identifiable Information (PII) and confidential business data are encrypted both in transit and at rest. Internal users are trained to tag, store, and transmit data according to predefined confidentiality levels.

Internal controls are in place to restrict both physical and digital access to customer or client data by unauthorised employees or third parties. Only authorised personnel can view or manipulate sensitive records, which are logged and periodically reviewed.

Matrix Pharmacorp is committed to protecting stakeholder privacy and ensuring transparency in how we collect, store, and use personal data. We obtain consent through legally binding agreements, and we clearly communicate terms of data use across contracts and other channels. By embedding these safeguards into our operations, we reinforce trust and accountability in every customer and client relationship.

A defined procedure exists to detect, respond to, and limit the impact of information security breaches. These include immediate containment, root cause analysis, and direct communication with affected parties where applicable, ensuring both regulatory compliance and stakeholder reassurance.

Due Diligence Programme on Third Parties

Given our global ecosystem of partners and suppliers, third-party cybersecurity risks will be proactively monitored through a structured assessment framework. We are scheduled to cover 60% of vendors with digital access or data-handling

responsibilities. Each vendor will be evaluated based on technical safeguards, contractual commitments, and applicable certifications (e.g., ISO 27001, SOC 2 Type II).

We have a risk-based approach to assess the cybersecurity readiness of all third parties, including suppliers, distributors, contractors, traders, and consultants. This process will involve the collection of cybersecurity maturity indicators, documentation of assessment results, and benchmarking responses from critical vendors.

We aim to include cybersecurity and confidentiality clauses in 80% of new vendor contracts. Our SaaS ecosystem, including HRMS, CRM, and cloud storage platforms has been reviewed for compliance with privacy regulations, data localisation requirements, and backup protocols. To further secure employee access, we plan to deploy Mobile Device Management (MDM) tools on 80% of devices, enabling secure access and remote lockout capabilities.

Other Measures of Responsible Information Management

We maintain strict control over both structured and unstructured data within the organisation. Multiple internal programmes are underway to expand tagging, versioning, and secure storage of digital documents.

A formal data retention schedule ensures the duration for which each category of third-party and regulatory data must be retained. This will ensure compliance with applicable regulations and support the maintenance of audit trails for all critical data assets. Regular clean-up campaigns eliminate outdated or unnecessary digital records from shared systems.

Performance KPIs

We have defined the following cybersecurity and data-protection KPIs and will monitor them quarterly to inform the Board-level cyber-risk overview and steer continuous improvement actions.



**As part of our roadmap for FY26, we are targeting enterprise-wide implementation of Multifactor Authentication (MFA) across all critical platforms, including email, ERP, and R&D systems

It may be noted that from June 2024 to June 2025, all security processes, monitoring systems, and incident logs remained within Tianish's legacy environment. Consequently, Matrix Pharmacorp does not have direct access to the underlying data for FY25, and the figures compiled under Tianish's policies are not reproduced here.

Synergising priorities for ESG progress



Synergising priorities for ESG progress

At Matrix Pharmacorp, our Environmental, Social, and Governance (ESG) strategy emancipates us from a vision to create a net positive impact across people, planet and product by building on our legacy of responsible growth and sustainability. This vision is not a standalone ambition – it is deeply interwoven into the way we operate, innovate and engage.

Our ESG Vision

To create a net positive impact across people, planet, and product by building on our legacy of responsible growth and sustainability.

UN SDGs Impacted:



Our ESG Strategy

The ESG strategy has been developed through a deliberate and thoughtful process that reflects both our internal priorities and our external responsibilities. It involved a deep examination of our business model, a careful understanding of the environment in which we operate and an honest engagement with stakeholder expectations. Our approach was shaped by the conviction that ESG must align with our long-term growth strategy while addressing the most significant environmental and social risks and opportunities facing our business. The result is a strategy that is ambitious in intent, structured in design and practical in execution. Embedding ESG across all levels of the organisation, with intentional and accountable actions, transforms ambition into lasting value and meaningful change.

- ESG Anchors
- ESG Elements
- ESG Enablers



The Layers Underlying Our ESG Strategy – What They Mean to Us

1

ESG Anchors

At the heart of the strategy lies a set of focus areas that reflect our ESG priorities. These anchors have been selected based on their material importance to Matrix Pharmacorp and their potential to deliver long-term impact.

The strategy is anchored in a structured and multi-tiered governance model – providing a strong institutional foundation for enterprise-wide ESG integration and accountability.

- **Oversight of our ESG strategy** is exercised at the highest levels of the company through direct engagement of the Board, supported by a structured suite of internal policies that guide actions across functions and geographies.
- **Policies provide clarity of intent**, set the tone for responsible behaviour and define expectations across all levels of the organisation.
- **ESG considerations** (material DIRO), prioritised through a formal materiality assessment, are designed to be formally integrated into our enterprise risk management system, ensuring that sustainability-linked risks and opportunities are identified, assessed and responded to in a timely and structured manner.
- **Enterprise risk management framework** ensures that ESG is not peripheral to our operations – it is integral to how we define performance and accountability.

2

ESG Elements

The ESG Elements serve as the catalyst for generating a net positive impact across people, planet, and product. Our strategy is operationalised through a set of enabling mechanisms that translate vision into action and allow us to cascade ESG priorities into business functions in a way that is contextual, measurable and responsive. They also ensure that ESG is not confined to a central team but is a shared agenda across the enterprise. Embedding ESG across all levels of the organisation, with intentional and accountable actions, transforms ambition into lasting value and meaningful change.

3

ESG Enablers

The ESG Enablers drive lasting impact by embedding sustainability into our business DNA. Investing in strategic partnerships, creating a purpose-led brand identity and fostering culture integration to align our stakeholders around shared values. Building a learning and performance-oriented organisation ensures continuous improvement, while robust data governance and monitoring strengthen transparency and accountability. Together, these enablers transform our ambition into measurable, long-term value.

From Vision to Action: Launching Our ESG Agenda

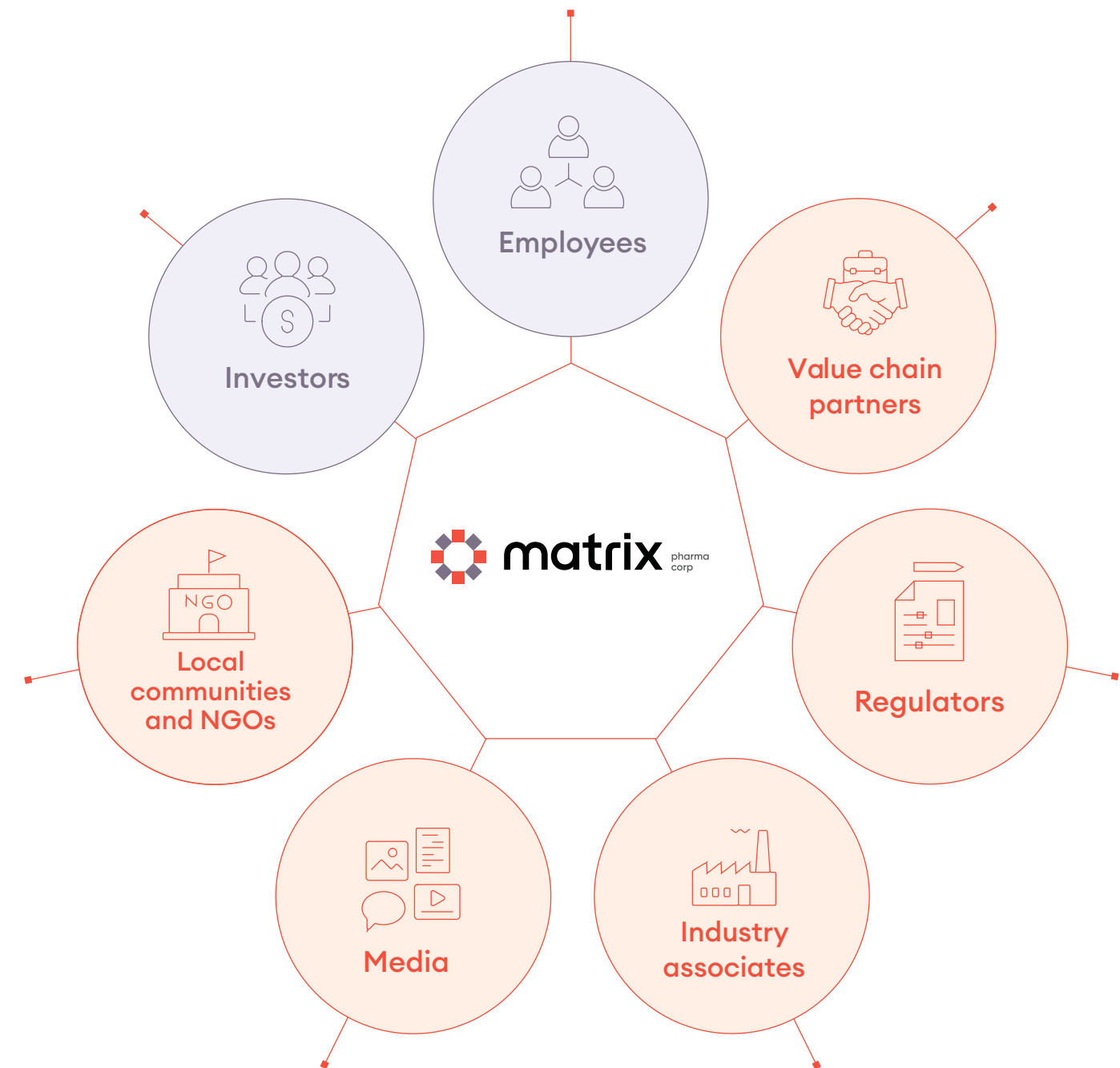
Material Topic	Target
Climate Action (Energy, climate change & GHG mitigation)	<ul style="list-style-type: none"> • Establish baselining exercise for Scope 1, Scope 2 and Scope 3, relative to FY26 • Submit SBTi near-term and long-term targets based on FY26 baseline • Net-zero emissions by FY50 • Reduce energy intensity per INR Mn revenue of production by 3% by FY31 over the baseline of FY26
Sustainable Procurement	<ul style="list-style-type: none"> • 100% of suppliers to be covered by Supplier Code of Conduct by FY26 • 100% buyers across all locations to undergo training on sustainable procurement by FY25 • 100% procurement team to be trained on PSCI principles by FY26 • Design, implement, and validate a value chain-wide emissions reduction post SBTi validation • 100% of high-risk suppliers to undergo audits by FY28 • Attain Human Rights training coverage for at least 80% of suppliers (by value) by FY27
Resource Circularity (Waste and circular economy)	<ul style="list-style-type: none"> • Zero waste to landfill verification across all sites by FY26
Secure Data Architecture (Cybersecurity & data privacy)	<ul style="list-style-type: none"> • Zero breach incidents of information security • No data integrity related observations in any regulatory audits
Social Impact (Economic performance)	<ul style="list-style-type: none"> • Design CSR governance across 4 focus areas by FY26 • Roll out implementation plans across the designed impact areas
Product Stewardship (Product quality & safety across value chain)	<ul style="list-style-type: none"> • Design and monitor product specific ESG scorecard by FY26 • Commit to conducting Life Cycle Assessments (LCAs) for key products by FY28
Ethical Governance (Corporate governance & ethics)	<ul style="list-style-type: none"> • Corruption risk assessment to be completed by FY26 • Attain 100% employee completion on Code of Business Conduct and Ethics training year-on-year • ESG related KPIs to be defined for all management roles by FY26 • Continue ongoing 100% compliance with all applicable regulations • Continue to aim towards zero critical observations in customer audits
Water Stewardship (Water & effluents management)	<ul style="list-style-type: none"> • Implement site-level freshwater stewardship plans and conduct water pinch study by FY26 • Water positive by 2030 • Achieve 25% reduction in freshwater withdrawal by FY30 • Achieve water positive across operations by FY30
Diversity, Equity & Inclusion	<ul style="list-style-type: none"> • Attain 2x increase in women employee representation by FY35, relative to the FY25 baseline
Health & Safety (Occupational Health & Safety)	<ul style="list-style-type: none"> • 100% employees of EHS team to be trained on PSCI principles by FY26 • Continue the risk- based Industrial Hygiene Programme for each unit by FY27 • Aim to provide minimum 20 person-hours per employee of safety training each year • 20% YoY reduction in Lost Time Injury Frequency Rate • Roll out safe behaviour programme through GEMBA Walks by FY26

Through this report, we attempt to provide a flavour of our approach to translate our ESG strategy into procedures, systems and performance metrics – through policies and operational controls – and ensure that our ESG commitments are not just statements of intent – they are embedded in how we work, measured in how we perform and reflected in the value we create for all stakeholders.

Our Approach to Stakeholder Engagement

At Matrix Pharmacorp, engagement with stakeholders is a continuous and dynamic process that forms the backbone of our sustainability efforts. We believe that transparent, purpose-driven communication and meaningful collaboration foster trust and enable effective outcomes – for our business, our people, our stakeholders, our communities, and the environment.

We engage a broad spectrum of stakeholder groups through one-on-one interactions, consultations, and feedback mechanisms, ensuring their perspectives are taken into consideration in our decision-making. These interactions are tailored to specific needs and contexts, enabling us to identify stakeholder priorities, address their concerns, and co-develop impactful solutions.



■ Internal Stakeholders
■ External Stakeholders

Stakeholder group	Mode of engagement	Frequency of engagement	Primary ESG Topics of discussion	Response measures and impact
Employees	<ul style="list-style-type: none"> Town hall meetings Training and awareness sessions Employee satisfaction surveys Grievance committee meetings POSH committee connects Safety committee meetings Collective bargaining Quarterly Monthly, Weekly and daily reviews 	Ongoing	<ul style="list-style-type: none"> Occupational health & safety Employee well-being & benefits Career development opportunities Diversity, Equity & Inclusion in the workplace Training needs and upskilling Grievance resolution mechanism Work-life balance Mental well-being Workplace improvement conversations ESG performance and reporting Risk assessment and mitigation 	<p>Measures</p> <ul style="list-style-type: none"> Designed and implemented flex work policy to promote better work-life balance Launched HRMS portal to provide one-stop HR solution Deployed H&S portal for incident logging and proactive recording of unsafe observations <p>Impact</p> <ul style="list-style-type: none"> LTIFR of 0.422 Achieved safety training hours of 40 hours per employee Achieved Employee NPS of 74%
Customers	<ul style="list-style-type: none"> Regular business review meetings Audits and site visits Capacity building workshops Customer surveys 	Yearly/ Quarterly/ Monthly	<ul style="list-style-type: none"> Product quality & safety Reliable on-time supply Supply-chain transparency Cost-competitiveness ESG performance, transparency and engagement with rating agencies Low carbon and green solutions Alignment with ESG expectations 	<p>Measures</p> <ul style="list-style-type: none"> Commitment to SBTi approved Secured PSCI Membership Committed to CEO Water Mandate and signatory to UNGC Built operational flexibility to ensure business continuity during demand surges Reviewed sector specific standards for topic scoping during material assessment <p>Impact</p> <ul style="list-style-type: none"> Reported 0 critical findings in customer audits Alignment of material topics with industry standards and expectations
Investors	<ul style="list-style-type: none"> Investor presentations 	Monthly	<ul style="list-style-type: none"> Economic performance and growth Corporate governance, ethics & anti-corruption Risk management Regulatory compliance Transparency ESG performance 	<p>Measures</p> <ul style="list-style-type: none"> Rolled out SAP system to improve data integrity and traceability Implemented policy for anti-corruption and internal audits for business ethics and human rights <p>Impact</p> <ul style="list-style-type: none"> No material non-compliances observed during statutory audit reviews
Suppliers	<ul style="list-style-type: none"> Supplier audits and assessments Code of conduct and ethics training Performance reviews Grievance addressal meet 	Yearly/ Quarterly/ Monthly	<ul style="list-style-type: none"> Fair and ethical business practices Timely payments and contract compliance 	<p>Measures</p> <ul style="list-style-type: none"> Rolled out Supplier Grievance mechanism to ensure timely resolution of concerns Developed and implemented Supplier Engagement Strategy to guide ESG collaboration Launched VCAT tool for enhanced supplier tracking Conducted one-on-one supplier meetings on ESG expectations and Supplier Code of Conduct Initiated ESG conversations during the onboarding of new suppliers Building ESG capability and awareness - suppliers initiated to undertake ESG awareness training on SCOC, Human Rights, Anti-Corruption, Environment, and Health & Safety through the e-module and obtained Certificate of Completion Initiated supplier desktop review to assess site conditions and practices <p>Impact</p> <ul style="list-style-type: none"> Achieved SCOC acknowledgement coverage to 85% across entire supplier network

Stakeholder group	Mode of engagement	Frequency of engagement	Primary ESG Topics of discussion	Response measures and impact
Local Communities & NGO	<ul style="list-style-type: none"> Social and public meetings Volunteer initiatives and CSR programmes One-on-one meetings 	As and when required	<ul style="list-style-type: none"> Projects to enhance environmental and natural resources for the community Local employment and livelihood opportunities Local infrastructure projects and CSR efforts 	Measures <ul style="list-style-type: none"> Identified core thematic areas and partnerships initiation has commenced
Regulators	<ul style="list-style-type: none"> Regulatory inspections and audits Compliance reporting and disclosures FDA, PCB, EDQM, factory audits 	Bi-annual/annual regulatory audits Annual reporting	<ul style="list-style-type: none"> Statutory and environmental compliance Adherence to pharma and manufacturing regulations- FDA, GMP, PCB Product safety and quality systems Annual review of internal controls by auditors and statutory reporting Director KYC updates, return submission, auditor appointment reporting, filing of financial statements with MCA Event-based reporting (e.g., Director changes, share allotments, charges) Adoption of circularity principles 	Measures <ul style="list-style-type: none"> Enhanced compliance readiness through internal audits and trainings Solvent recovery plants installed at 6 manufacturing units to recover spent solvents and reuse in operations Impact <ul style="list-style-type: none"> No environmental non-conformance observed Successful FDA audit for 2 units Reduced solvent procurement costs and eliminated disposal requirement
Industry Associations/ Memberships	<ul style="list-style-type: none"> Industry conferences and seminars Membership in associations Collaborative platforms - e.g. CPHI forum 	As and when required/ Event based	<ul style="list-style-type: none"> Adoption of industry best practices Aligning with sector-wide sustainability standards 	Measures <ul style="list-style-type: none"> Commitment to SBTi approved Secured PSCI membership Signatory to UNGC, committing to the 10 principles Endorsed CEO Water Mandate GRI community membership initiated Participated in CPHI roundtables Impact <ul style="list-style-type: none"> Strengthened supplier engagement and value chain practices Adoption of globally recognised best practices
Media	<ul style="list-style-type: none"> Press releases Interviews and press briefings 	As and when required	<ul style="list-style-type: none"> Business ethics Community impact and any notable initiatives 	Measures <ul style="list-style-type: none"> Published annual Sustainability Report Impact <ul style="list-style-type: none"> Improved visibility and recognition as a sustainability-driven API manufacturer Enhanced stakeholder trust through transparent communication

Through these engagement channels, we ensure that stakeholder voices guide our decision-making. By fostering strong relationships with both internal and external stakeholders, we aim to co-create a sustainable future that aligns with the values and expectations of our diverse stakeholder community. This ongoing stakeholder engagement is integral to our sustainability journey, helping us “make it better together” in a manner that delivers shared value for all.

Materiality Assessment

We view materiality as a strategic compass – not a one-time activity, but a continuously evolving framework that helps us focus on what matters most.

In our very first year of operations, we set the tone for responsible growth by undertaking materiality assessment – a critical step in embedding ESG into the core of our business strategy from the outset. This exercise reflects our steadfast belief that sustainability is not an afterthought – it is integral to how we create, deliver, and sustain value over the long term.

The assessment was undertaken to identify and prioritise the ESG topics most critical to our stakeholders and long-term business performance – providing a foundation for structured decision-making, and long-term value creation. Rooted in the double materiality lens, this assessment enabled us to evaluate both financial materiality (how ESG factors impact our business) and impact materiality (how our operations effect society and the environment). This dual perspective ensures that our priorities are not only responsive to external expectations but also aligned with the evolving sustainability landscape.

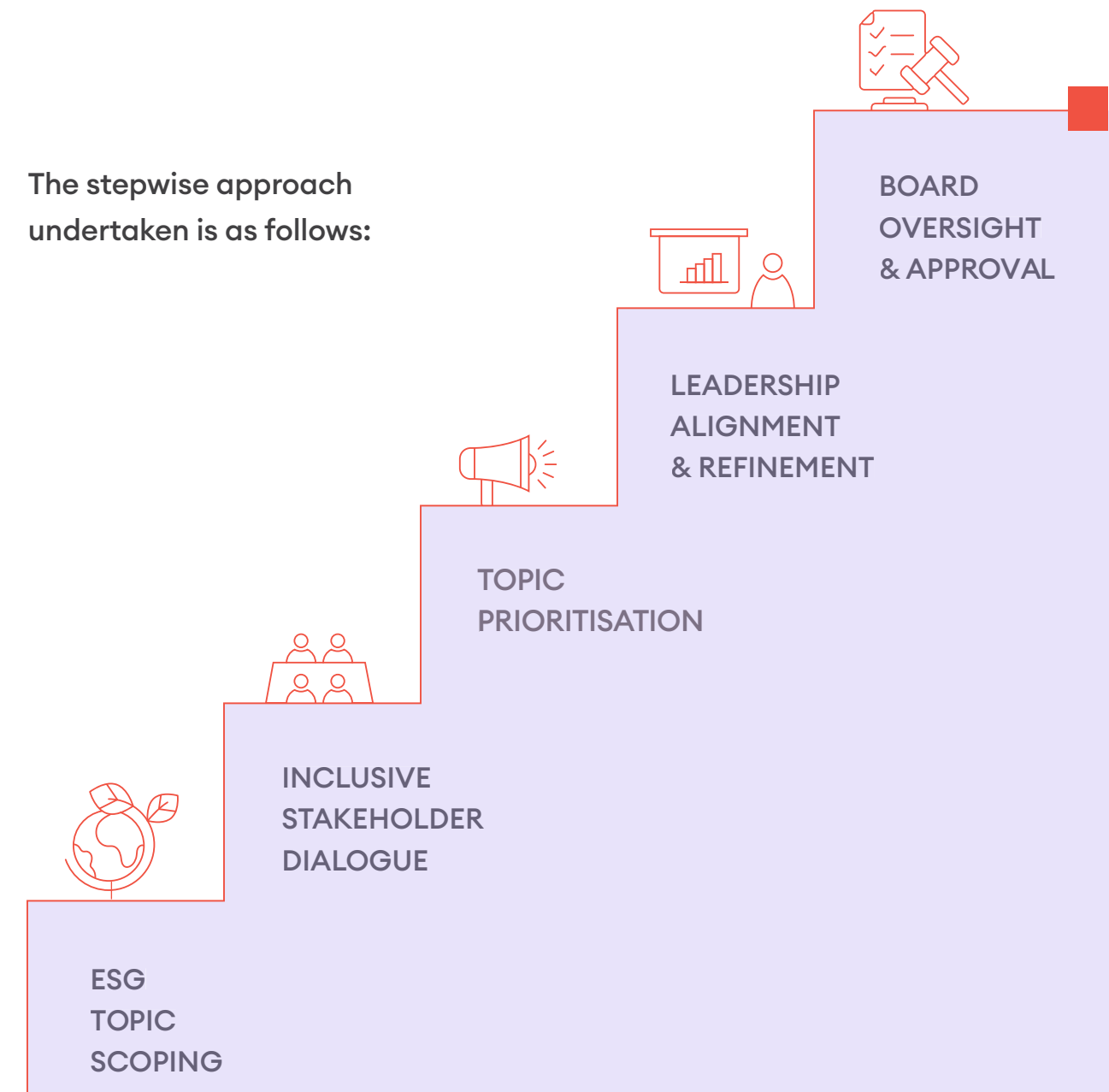
With this assessment, we are laying the groundwork for transparent, forward-looking disclosures that reflect who we are and where we are headed: a resilient, responsible enterprise with a clear vision for long-term impact on people, product and planet.

Our Approach to the Assessment

To meaningfully identify the ESG topics most relevant to our business and stakeholders, we followed a structured, inclusive, and globally aligned approach – anchored in our belief that material topics should reflect not only global ESG standards, but also the perspectives of those who matter most to our business. As part of this process, we engaged with our stakeholders – employees, customers, suppliers, regulators, investors, and community partners – whose insights helped shape a more relevant, grounded, and forward-looking materiality lens.

Our goal was to surface the ESG issues that represent the most meaningful risks and opportunities for Matrix Pharmacorp – issues that will influence how we grow, where we invest, and how we create value over time. To that end, we adopted a process that is both principled and practical, ensuring our results are aligned with evolving disclosure expectations while remaining rooted in our operational reality.

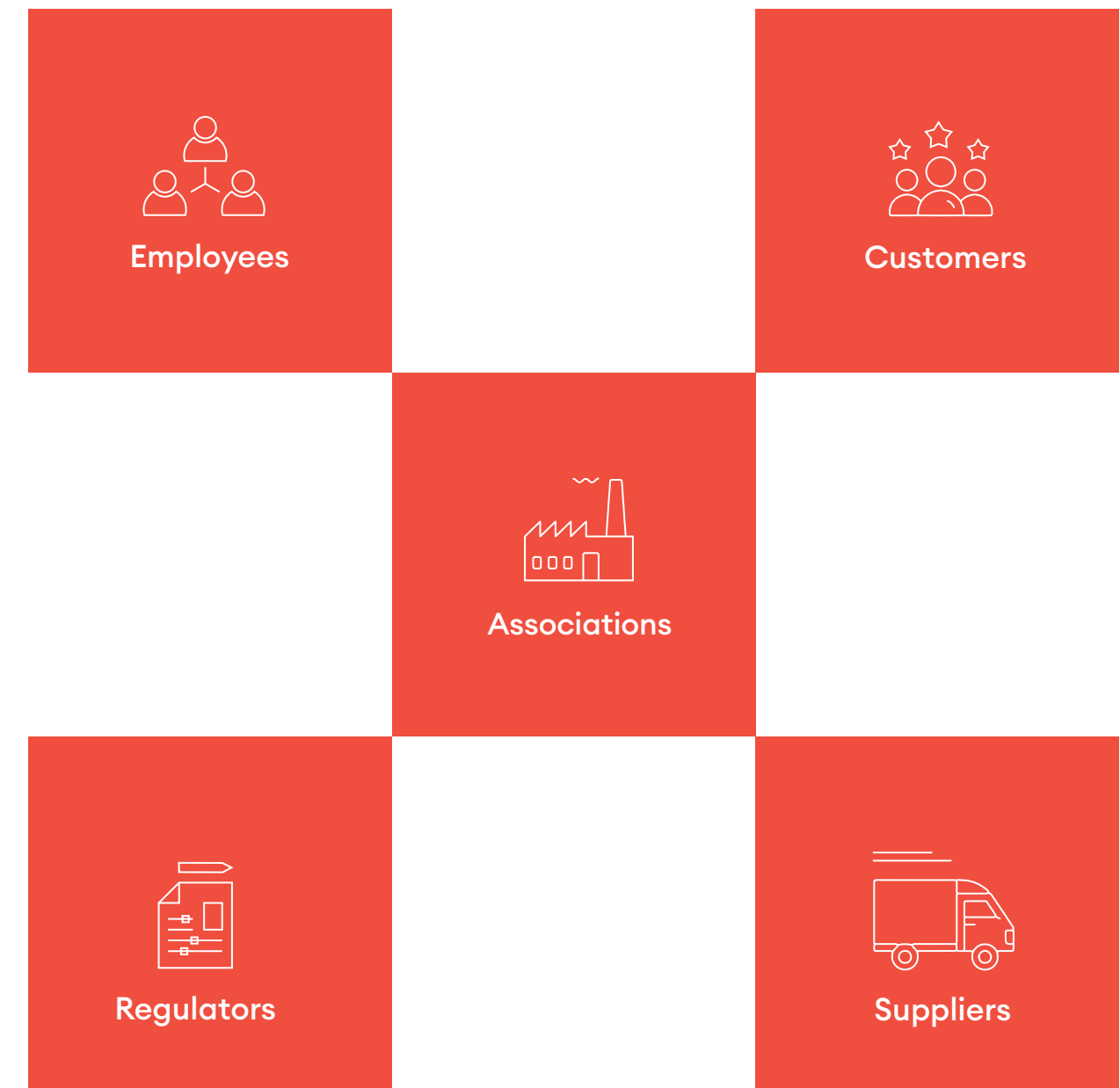
The stepwise approach undertaken is as follows:



Process followed to conduct materiality assessment

- 1 Identified 80+ ESG topics and distilled them into 23 key themes by removing redundancies and filtering for relevance.
- 2 Engaged with internal and external stakeholders – including customers, suppliers, regulators, and industry bodies- through surveys, interviews, and workshops.
- 3 Synthesised stakeholder inputs to identify ranked list of 23 sustainability themes, filtered through both strategic relevance and stakeholder salience. (Double Materiality)
- 4 The draft outcomes were reviewed by leadership where feedback received from internal and external stakeholders was combined with leadership’s foresight on future business priorities and emerging risks not readily visible externally.
- 5 The resulting final set of 15 high-priority topics along with the materiality matrix was received and approved by the Board of Directors.

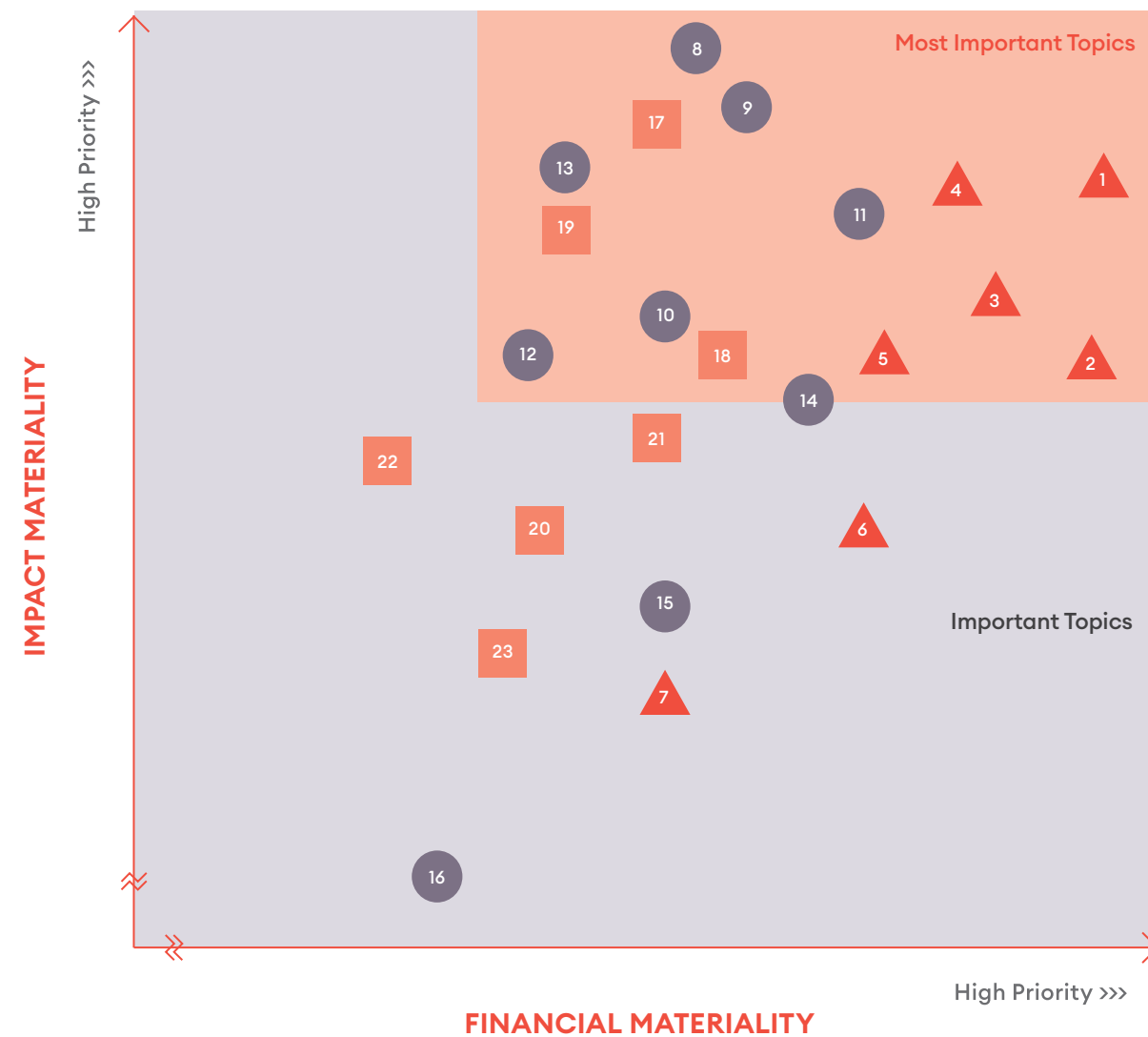
Stakeholders consulted



Our Material Topics

The assessment culminated in the identification of 15 high-priority material topics- those that sit at the intersection of what matters most to our stakeholders and what drives long-term value for our business. These themes form the foundation of our ESG roadmap guiding how we set goals, allocate resources, and shape forward-looking action plans.

By concentrating our efforts in these areas, we ensure that our ESG strategy remains not only ambitious and actionable, but also deeply aligned with the evolving needs of our stakeholders and the long-term resilience of our enterprise. Recognising that materiality is dynamic, we remain committed to revisiting and refining our assessment periodically to stay attuned to emerging risks, societal shifts, and business transformation.



● Environmental topic ■ Social topic ▲ Governance topic

15 topics identified as most critical for strategic focus

Most Important Topics

- ▲ 1 Cybersecurity & data privacy
- ▲ 2 Regulatory compliance
- ▲ 3 Corporate governance & ethics
- ▲ 4 Risk management
- ▲ 5 Economic performance
- 8 Water & effluents management
- 9 Product quality & safety across the value chain
- 10 Sustainable procurement
- 11 Energy, climate change & GHG mitigation
- 12 Air pollution & toxic emissions
- 13 Waste and circular economy
- 17 Occupational health & safety
- 18 Human rights & labour practices
- 19 Human capital
- 21 Diversity, equity & inclusion

Important Topics

- ▲ 6 Digitisation
- ▲ 7 Innovation, research & development
- 14 Supply chain resilience
- 15 Climate resilience
- 16 Nature & biodiversity
- 20 Social dialogue & employee engagement
- 22 Affordability & access to medicines & healthcare
- 23 Local communities

Note: AMR addressed under Water & Effluents Management through control of antimicrobial residues in wastewater discharge and treatment.

Material Topic	Category	GRI topic	Risk or Opportunity	Rationale for identifying the risk/opportunity	Management Approach
Air pollution & toxic emissions	Environment	GRI 305: Emissions	Risk	Uncontrolled emissions of NOx, SOx, ammonia, and VOCs can pose significant health hazards to workers and nearby communities, lead to regulatory non-compliance, and trigger reputational damage. As environmental regulations tighten, the risk of operational disruption, penalties, and community backlash increases.	<p>We adopt a structured, multi-tiered approach to manage emissions from diverse sources—ranging from process-related discharges and combustion activities to fugitive and odorous emissions. This approach is underpinned by engineered control systems, rigorous monitoring protocols, and operational discipline to ensure compliance with regulatory standards and alignment with best environmental practices</p> <p>Air pollution is managed through engineered controls such as:</p> <ul style="list-style-type: none"> • Primary and secondary condensers and multistage scrubbers for process vents. • Bulk solvent tanks have nitrogen blanketing / vent condensers. • Solvent transfers occur via closed-loop pipelines with automated sensors, avoiding manual handling. • Closed centrifuges and ANFDs help contain emissions at the source. • A strong Leak Detection and Repair (LDAR) programme ensures timely identification and fixing of leaks across all units.
Energy, climate change & GHG mitigation	Environment	GRI 302: Energy GRI 305: Emissions	Risk	Energy consumption and GHG emissions are directly linked to regulatory exposure, operational costs, and reputational scrutiny – particularly as global and national climate disclosure mandates tighten. Heavy reliance on non-renewable energy also exposes operations to market and legal risks.	<p>All our sites are certified to ISO 50001:2018, reflecting our commitment to significantly reducing energy consumption.</p> <p>We are taking a multi-pronged approach which includes tracking Scope 1, 2, and 3 emissions, enhancing energy efficiency, and evaluating renewable energy options to transition towards low carbon growth.</p> <p>These actions are guided by our long-term climate commitments, including the following measurable targets:</p> <p>Commitment to SBTi approved</p> <ul style="list-style-type: none"> • Increase the share of RE to 100% of the total purchased electricity by FY31
Product quality & safety across value chain	Environment	GRI 416: Customer Health & Safety	Risk	Inconsistent product quality or safety lapses can lead to regulatory non-compliance, customer dissatisfaction, product recalls, and reputational damage, especially critical in the pharmaceutical sector.	We have implemented stringent quality control protocols across the value chain, including adherence to GMP standards, supplier quality audits, and in-process checks.
Sustainable procurement	Environment	GRI 204: Procurement Practices GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	Opportunity	Responsible sourcing can improve environmental and social performance across the value chain, build resilient supplier relationships, and meet rising ESG expectations from customers and investors. Weak oversight can lead to risks such as human rights violations, and unsafe labour conditions practices – creating both ethical and operational vulnerabilities. Proactively managing these risks is essential to ensure continuity, uphold brand integrity, and comply with emerging global regulations.	<p>We have embedded sustainability into our sourcing strategy through a structured supplier engagement framework. This includes the rollout of a Supplier Code of Conduct, integration of ESG expectations into our procurement policy, and inclusion of sustainability clauses in all supplier contracts. To ensure accountability and alignment, we conduct supplier ESG audits, alongside capacity-building initiatives, and have initiated a programme to embed ESG in our procurement decisions.</p> <p>To enable consistent progress, we have defined clear KPIs for the procurement team, covering areas such as audit coverage, training participation, contract clauses, and Code of Conduct adoption. These are supported by time-bound targets, including:</p> <ul style="list-style-type: none"> • 85% of our supplier network have acknowledged SCOC and aim to achieve 100% by FY26 • 100% of suppliers to be covered by contracts that include clauses on environmental, labour, and human rights requirements by FY26 • 100% of targeted suppliers to undergo ESG audits by FY28

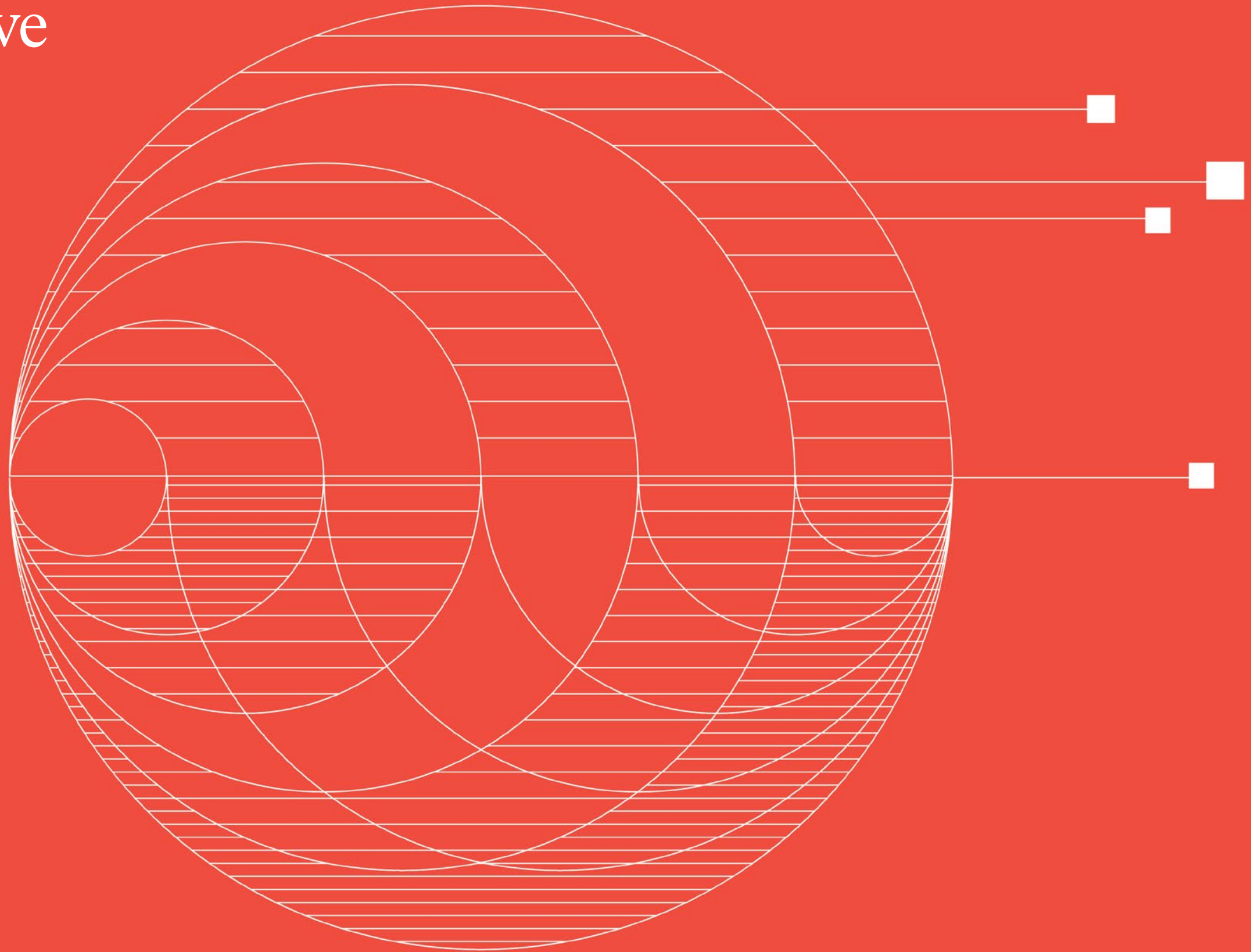
Material Topic	Category	GRI topic	Risk or Opportunity	Rationale for identifying the risk/opportunity	Management Approach
Waste and circular economy	Environment	GRI 306: Waste 2020 GRI 301: Materials	Opportunity	Circular practices reduce environmental impact, and drive cost efficiency. Circularity also supports business resilience amid growing investor scrutiny on resource intensity and disposal practices.	We follow a three-pronged waste strategy - reduce generation, recycle, and divert waste through industrial symbiosis to minimise landfill dependency and reduce our environmental footprint. Our approach to hazardous waste is rooted in strict regulatory compliance, with robust systems in place to ensure safe handling, treatment, and disposal. In addition, we have established clear protocols for the responsible management of non-hazardous waste, e-waste, and ash, aligned with regulatory norms and resource recovery goals. Building on these practices, we achieved a waste diversion rate of over 95% across all sites in FY25.
Water & effluents management	Environment	GRI 303: Water and Effluents	Risk	Water-intensive operations, coupled with growing freshwater scarcity and tightening regulations, pose risks to operational continuity, especially in water-stressed regions.	All our sites are certified to ISO 14001:2015, reflecting our commitment to robust environmental standards. We take a risk-informed approach to water stewardship, guided by site-level water risk assessments. Zero Liquid Discharge (ZLD) systems are operational at four facilities, while the effluent from the remaining two units and R&D are sent to CETP as required by compliance. Ongoing efforts are focused on reducing freshwater dependency and identifying sustainable alternative sources to build long-term water resilience. We have taken ambitious targets to reflect our commitment to water stewardship: <ul style="list-style-type: none"> Achieve water positive by FY30 Obtain AWS certification by FY30 Reduce freshwater consumption by 25% by FY30
Diversity, equity & inclusion	Social	GRI 2-7: Employees GRI 405: Diversity and Equal Opportunity GRI 406: Non-discrimination	Opportunity	Fostering a diverse, equitable, and inclusive workplace can unlock innovation, strengthen employee engagement, and enhance the company's reputation as an employer of choice. It also offers a strategic lever for attracting top talent and improving organisational performance.	We have implemented focused DEI initiatives, including inclusive hiring practices that promote equal opportunity across all roles. We have taken on a target to attain 2x increase in women employee representation by FY35, relative to the FY25 baseline.
Human capital	Social	GRI 2-7: Employees GRI 201: Economic Performance GRI 401: Employment GRI 404: Training and Education	Opportunity	Investing in human capital is essential to attract and retain top talent, enhance productivity, and build future-ready capabilities. Strong recruitment, learning, and development practices improve employee engagement and reduce attrition – creating long-term business value.	We remain dedicated to fostering an inclusive workplace that prioritises employee well-being and provides meaningful opportunities for professional growth and development. A centralised HRMS platform has been launched serving as a one-stop solution throughout the employee lifecycle - from onboarding to payroll management, policy access, and beyond. This is complemented by structured career development frameworks, dedicated training programmes, and a flexible work policy designed to improve talent retention and build a resilient, future-ready workforce. Additionally, our employees benefit from best-in-class compensation and benefits programmes, both during their employment and post-retirement.

Material Topic	Category	GRI topic	Risk or Opportunity	Rationale for identifying the risk/opportunity	Management Approach
Human rights & labour practices	Social	GRI 408: Child Labor GRI 409: Forced or Compulsory Labor GRI 414: Supplier Social Assessment	Risk	Failure to uphold human rights and fair labour practices can lead to reputational damage, regulatory non-compliance, and workforce dissatisfaction.	<p>A zero-tolerance approach to human rights violations, as outlined in our Supplier Code of Conduct and Code of Business Conduct and Ethics. We have implemented strict controls to prevent child labour, forced labour, and discriminatory practices across our operations. In FY25, 85% of employees were trained on human rights, and a formal grievance mechanism is in place to enable confidential reporting and timely resolution of suspected incidents.</p> <p>Further strengthening our commitment, we have conducted a Human Rights Impact Assessment to proactively identify and address potential risks across our operations and value chain.</p> <p>Building on these, we aim to maintain zero incidents of child labour in our operations.</p>
Occupational health & safety	Social	GRI 403: Occupational Health and Safety	Risk	Workplace incidents or exposure to hazardous conditions can result in workforce injury, operational downtime, and reputational harm – making occupational safety a critical risk to be proactively managed.	All our sites are certified to ISO 45001:2018, reflecting our commitment to robust occupational health and safety standards. This is reinforced through periodic safety audits, structured risk assessments, and proactive hazard identification mechanisms to prevent incidents before they occur. These efforts are further strengthened through CAPA implementation and regular safety trainings to foster a culture of continuous improvement and vigilance. We have established a target to achieve minimum 20 person-hours per employee of safety training each year.
Corporate governance & ethics	Governance	GRI 205: Anti-corruption GRI 206: Anti-competitive Behaviour	Risk	Inadequate controls or oversight may expose the company to legal liabilities, compliance failures, reputational harm, and erosion of stakeholder trust - especially in a highly regulated industry like pharmaceuticals.	<p>Our approach to governance is structured around three pillars aligned with global best practices:</p> <ul style="list-style-type: none">• Policy: Ethical conduct is institutionalised through policies such as Code of Business Conduct and Ethics, the Whistleblower Policy, and formal anti-corruption commitments.• Structured implementation: Our policies are operationalised through SOPs, risk assessments, and robust internal controls. We also conduct third-party due diligence as part of our onboarding and procurement processes. In FY25, we aimed at ethics training, reinforcing organisational awareness and accountability.• Performance monitoring: We regularly track performance through internal and third-party audits to ensure continuous improvement and alignment with evolving expectations.• We have also defined targets that reflect our unwavering commitment to ensuring ethical conduct:• Undertaken and completed corruption risk assessment across sites• Aim to attain complete employee coverage of Code of Business Conduct and Ethics training year-on-year

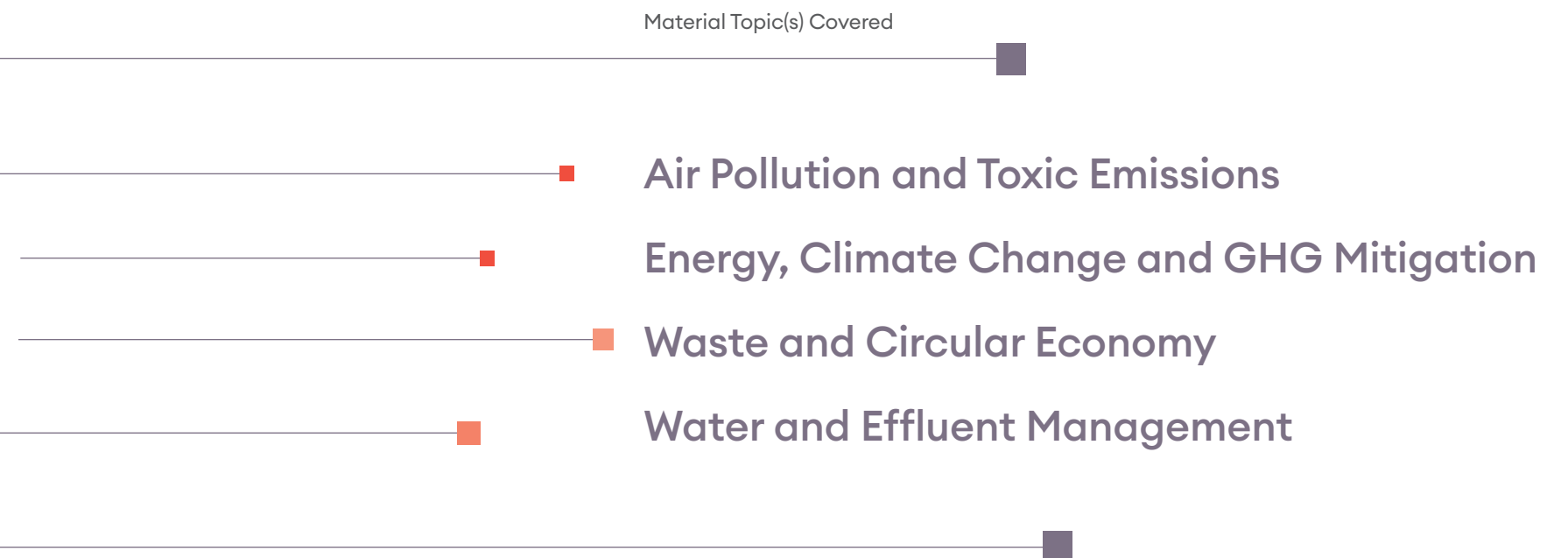
Material Topic	Category	GRI topic	Risk or Opportunity	Rationale for identifying the risk/opportunity	Management Approach
Cybersecurity & data privacy	Governance	GRI 418: Customer Privacy GRI 102: General disclosures	Risk	Data breaches can severely impact stakeholder trust and regulatory compliance. As digital systems become integral, cyber threats pose a significant risk to business continuity, intellectual property protection, and compliance with evolving data privacy norms.	<p>We have established a robust cybersecurity and data privacy framework that safeguards sensitive business and stakeholder information across its entire lifecycle. This includes a comprehensive Information Security Policy, structured third-party due diligence processes, and embedded controls to ensure secure data handling and access. Our approach is grounded in regulatory compliance and guided by accountability at the highest levels of the organisation.</p> <p>As we look ahead, we are focused on further strengthening our digital risk posture through enterprise-wide risk assessments, periodic audits of information security controls, and the implementation of a formalised Incident Response Plan to enhance organisational resilience.</p> <p>These proactive efforts have informed our target to achieve zero major security, privacy, and data breach incidents for FY26</p>
Economic performance	Governance	GRI 201: Economic Performance	Opportunity	Strong economic performance enables sustained investment in innovation, ESG initiatives, and long-term value creation. It also strengthens resilience against market volatility and enhances our ability to meet stakeholder expectations, and fund growth.	We strive to create inclusive economic value – delivering strong financial performance while contributing meaningfully to societal well-being. Guided by a Board-level CSR Committee, we aim to direct resources toward high-priority areas such as gender equality, health, education, and environmental sustainability – ensuring that the wealth we generate is equitably distributed across our stakeholder ecosystem.
Regulatory compliance	Governance	GRI 307: Environmental Compliance GRI 419: Socioeconomic Compliance GRI 2-27 Compliance with laws and regulations	Risk	Non-compliance with environmental, safety, or sector-specific regulations – such as FDA, GMP, or PCB requirements – can result in penalties, reputational damage, or operational disruptions.	We maintain strict adherence to all applicable regulatory frameworks through structured compliance protocols, internal audits, and third-party inspections. Our site teams are regularly trained on regulatory requirements, and compliance is actively monitored across quality, environmental, and safety domains. All our manufacturing sites hold key regulatory approvals, including certification from USFDA, PMDA, TGA, ANVISA, WHO and other credible health agencies. To reinforce this commitment, we have set a clear target: to achieve 100% compliance with all applicable legal obligations, sector-specific standards, and requirements set by competent authorities and health regulators.
Risk management	Governance	GRI 2-24: Embedding policy commitments	Risk	Ineffective risk management can expose the organisation to financial, operational, regulatory, and reputational vulnerabilities.	We are in the process of establishing a structured enterprise risk management (ERM) framework that will integrate risk identification, assessment, and mitigation across all key business functions. We aim to embed risk thinking into strategic planning and day-to-day operations. Leadership and board-level oversight will guide the review of priority risk areas, including regulatory compliance, supply chain continuity, and ESG-related exposures-enabling more informed, agile, and resilient decision-making as we grow.

This robust materiality assessment anchored in the best international practices, wide-ranging stakeholder engagement, and strategic leadership validation reaffirms our belief that materiality is not a one-time exercise, but a living framework that guides how we prioritise, act, and report. The material topics inform our ESG strategy and are aligned with its strategic elements. As such, our material topics now serve as a strategic input to measure organisational performance, track progress, and strengthen our ability to deliver long-term value for all stakeholders.

Catalysing
a net positive
planet



Catalysing a net positive planet



At Matrix Pharmacorp, we are committed to advancing our pursuit of a net positive environmental impact. We focus on climate action, water stewardship, pollution prevention, circular resource management, and biodiversity conservation. Our science-based targets and ISO-certified systems drive measurable progress towards a cleaner, more resilient planet. We are investing in renewable energy, green infrastructure, and nature-positive practices to leave the environment better than we found it.

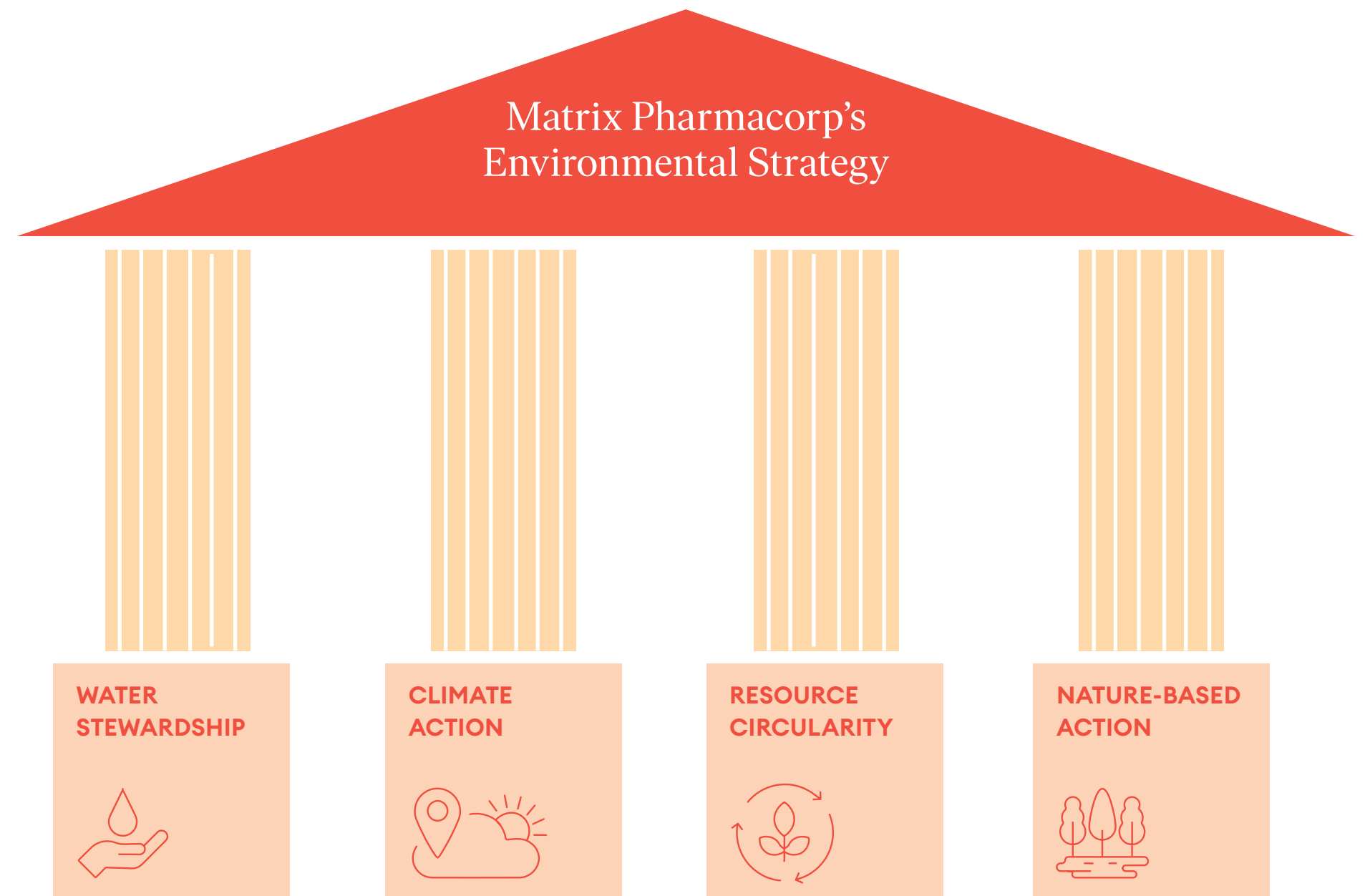
UN SDGs Impacted:



Our Approach to Environmental Management

We consider nurturing the environment as one of our “core” levers to fulfil our purpose to enhance people’s lives, with additional co-benefits of operational excellence, cost efficiency, and invigorating innovation, all ultimately contributing to our organisational growth.

Our environmental strategy is based on 4 pillars:



We adopt a risk-based approach to water management, systematically analysing basin-level scarcity, quality, and regulatory threats, ensuring that our investments deliver the greatest environmental and business value.

We aim for net-zero emissions across all scopes by 2050 – embedding climate discipline into every link of the value chain and translating bold ambition into sustained competitive advantage and stakeholder confidence.

We have hard-wired circularity principles into our operations and are at the forefront of waste stewardship in the API sector in India. We are committed to preserving this edge and keeping landfilled volumes negligible.

Our goal is to achieve zero loss to biodiversity and ecosystem services across all our business activities, suppliers, and partners.

Our Policy Framework for Environmental Management

We formulated our environmental stewardship policy to reinforce our commitments and reflect our core material topics and stakeholder expectations. The policy encompasses climate action, water conservation, biodiversity conservation and responsible resource management to mitigate the environmental impact of our operations. We acknowledge the need for continuous improvement and innovation to reduce our environmental

footprint. Through this policy, we outline our commitments to sustainability, which include adhering to best practices, enhancing operational efficiency, and fostering the responsible use of shared resources. This policy, together with our Climate Change Policy, EHS Policy, Biodiversity Policy, Energy Policy and Water Policy, reflects our commitment to environmental protection.

Data Governance and Transparency

Data integrity and transparency are at the heart of our environmental governance model. Through a dedicated environmental data management system, our teams are equipped to closely monitor the performance of our environmental and energy systems. These insights help us identify trends, address inefficiencies, and ensure compliance with regulatory and internal benchmarks.

Aligning with our ESG enablers on Data governance and monitoring, we have centralized our ESG data to facilitate real-time tracking of key metrics and generate dynamic dashboards on an ESG Data Governance and Monitoring Platform – CliMatrix. This enables swift decision-making and performance management. The digital infrastructure allows us to measure progress accurately, benchmark against strategic targets, and continuously evolve our sustainability practices.

ESG Data Governance and Monitoring Platform - CliMatrix



Philosophy of Continuous Improvement

All our sites have implemented environmental, occupational safety, and energy management systems certified under ISO 14001, ISO 45001, and ISO 50001 respectively. Our environmental and energy performance and systems are consistently assessed and fed into a closedloop improvement engine that unlocks efficiency gains and derisks compliance. We regularly conduct internal audits to ensure that our systems and processes are effective, efficient and continuously improving. Our team of EHS internal auditors, with all required qualifications, carry out such audits at all of our manufacturing locations once in two years, with emphasis on water, waste, and energy audits. Each such audit is followed by a detailed management review of the

findings, which produces a corrective action plan for any adverse findings, complete with appropriate accountability and timelines. Stock-taking of the implementation of the previous plan is done during every management review, and any deviations are provided for. In FY25, all of our operational sites were assessed for environmental risks, including energy consumption, greenhouse gas emissions, and waste management, in compliance with ISO 14001. We have initiated Water Pinch Analysis at each of our units through a third party. Furthermore, our four Zero Liquid Discharge (ZLD) sites were also evaluated by a third party to identify and prepare for any potential adverse effects.

Embedding Environmental Stewardship

We firmly believe that robust governance begins with an informed, motivated workforce. At Matrix Pharmacorp, every new hire attends an intensive environmental boot camp within their first thirty days, embedding stewardship expectations from day one. In FY25, we focused on employee training in key environmental topics, including water management, waste reduction, and energy conservation practices. To maintain momentum, refresher sessions are synchronised with regulatory updates and technology upgrades. Success stories are routinely spotlighted at monthly meetings. Together, these elements create a closed-loop learning system that continuously raises capability thresholds, sharpens compliance discipline and results in a self-reinforcing culture in which protection of our abiotic and biotic environments are not isolated projects but a shared value across the enterprise.

Energy, Emissions and Climate Action

At Matrix Pharmacorp, energy efficiency and climate action are central to our sustainability strategy. In our inaugural year, we prioritised establishing a strong foundation for long-term climate action by initiating the groundwork for rigorous baseline assessments and laying the foundation for a comprehensive decarbonisation roadmap.

Our strategic approach focuses on reducing energy intensity, transitioning to cleaner and renewable energy sources, and systematically lowering our greenhouse gas (GHG) emissions across operations. These priorities are aligned with the latest Science Based Targets initiative (SBTi) criteria, ensuring our climate targets are scientifically robust.

To advance our net-zero ambitions, we are implementing a combination of energy efficiency enhancements, on-site and off-site renewable energy integration, and the adoption of cleaner thermal energy alternatives. These initiatives are designed to drive measurable reductions in our GHG footprint across the pharmaceutical value chain while supporting global efforts to combat climate change.

Energy Profile

At Matrix Pharmacorp, energy is a critical enabler of our operations – powering manufacturing processes, utility systems, and essential infrastructure. In FY25, 3% of our total operational spend in the reporting year was on energy. In FY25, our total energy consumption stood at 2.586 million gigajoules (GJ), primarily sourced from conventional fuels such as coal (76.25%), grid electricity (18.36%), diesel (1.18%), furnace oil (0.55%) and gasoline (0.36%). While these traditional sources currently account for approximately 96.69% of our energy mix, we recognise the urgent need to transition towards a cleaner and more sustainable energy portfolio.

As part of our decarbonisation journey, we are steadily integrating renewable energy into our operations. This includes both onsite solar installations and long-term power purchase agreements (PPAs) with renewable energy providers. Currently, two out of our six manufacturing units are equipped with onsite solar systems, with a combined installed capacity of 3,417 kWp. Additionally, three units have operational renewable electricity procurement agreements. Installation is underway at two more units, which will further expand our onsite solar capacity upon commissioning.

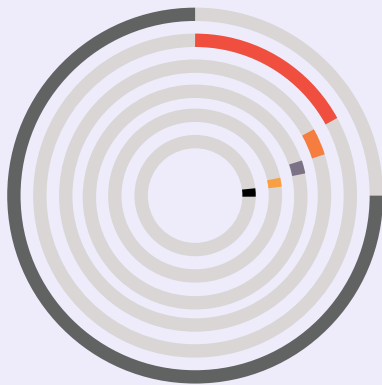
Looking ahead, we are developing a group captive renewable energy plant to expand our clean energy supply. These investments will help us reduce our use of fossil fuels and move towards a low-carbon future at our sites.

Particular*	Total (GJ)
Coal	1,972,332.51
Diesel	30,441.69
Furnace Oil	14,188
Gasoline	9,249.87
Electricity	4,74,810
Total Non-Renewable	25,01,021.47
Solar	85,534
Onsite Solar	12,324
Purchased Solar	73,209
Total Renewable	85,533.35
Total energy consumption	25,86,554.82
Energy intensity (per INR Mn)	58.71
Energy intensity (per Tonne production)	819.32

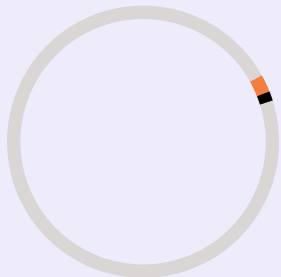
(*Coverage: Six manufacturing sites, R&D centre, corporate office, two guest houses and owned vehicle fleet ensuring 100% coverage across all sites and assets.)

Energy
Consumption

TOTAL (25,86,555 GJ)



Coal	76%
Electricity	18%
Renewable Electricity	3%
Diesel	1%
Furnace Oil	0.6%
Gasoline	0.4%

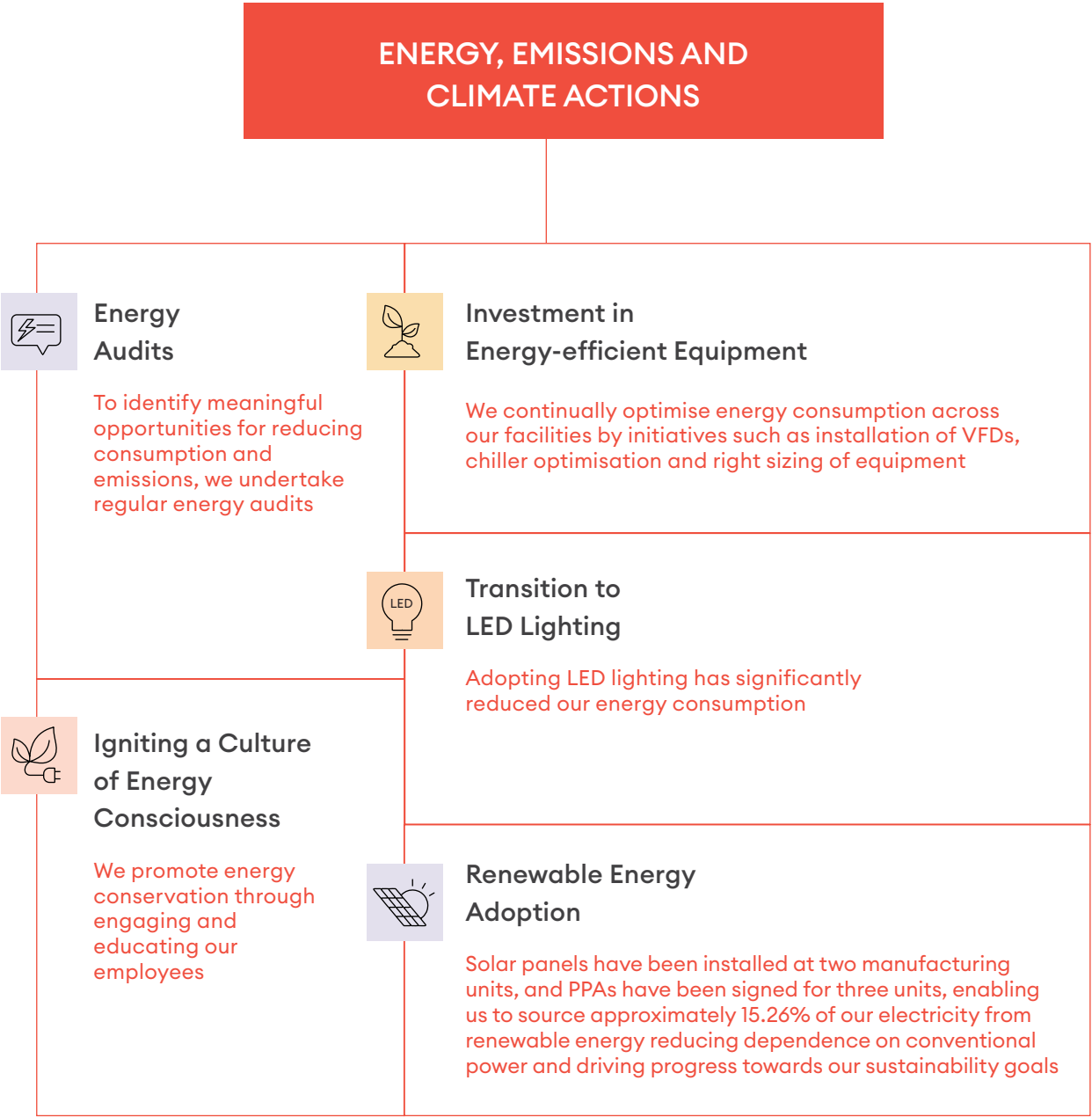


Purchased Solar	2.8%
On-Site Solar	0.5%

Our Initiatives
and Progress

Driven by our ambition to curb energy use and emissions, we have launched a holistic energy efficiency programme that pairs targeted technical upgrades with company-wide behavioural change. Regular energy audits reveal high-impact savings, which we swiftly convert into action through continuous equipment optimisation and process improvements. At the same time, we foster an

energy-smart culture by engaging and training employees at all levels. Together, these efforts are already yielding measurable reductions in consumption and carbon footprint. Looking ahead, we will raise the bar each year, setting ever-sharper targets and unlocking new innovations to keep our momentum strong.



Greenhouse Gas (GHG) Emissions

In its first year of operations, Matrix Pharmacorp completed a comprehensive enterprise-wide Greenhouse Gas (GHG) inventory, covering Scope 1, Scope 2, and all relevant Scope 3 emission categories. Applying the WRI GHG Protocol Corporate Accounting and Reporting Standard's operational-control approach, we captured 100% of emissions from our six manufacturing sites, corporate office and R&D centre. Primary activity

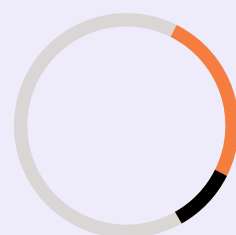
data (fuel burned, electricity consumed, kilometres travelled) has been used wherever available. These inputs were translated into CO₂-equivalent using standard emission factors from recognised national and international databases, in alignment with the guidance in the protocol. The resulting baseline provides a clear yardstick for tracking reductions and setting science-based targets going forward.

TOTAL EMISSIONS



Total Emissions	0.68 Million tCO ₂ e
Scope 1 & 2	0.287 Million tCO ₂ e
Scope 3	0.388 Million tCO ₂ e

SCOPE 1 AND 2



Scope 1	66.69%
Scope 2	33.31%

In FY25, our total Scope 1 and 2 footprints stood at 0.287 million tCO₂e of which 66.69% were from Scope 1 and the remaining 33.31% were from Scope 2. Scope 3 emissions from the 10 applicable categories stood at 0.388 million tCO₂e.

Scope 1

Out of the total Scope 1 emissions, emissions from coal used in boilers lead to 95.11% of Scope 1 emissions followed by fugitive emissions from refrigerants (2.816%) and emissions on account of combustion of diesel, furnace oil & petrol collectively forming less than 2.05% emissions. We are actively exploring various options to reduce Scope 1 emissions, including the potential replacement of fossil fuel systems with alternative low-carbon energy sources and phasing out R-22 refrigerants in favour of more environmentally responsible alternatives.

Scope 2

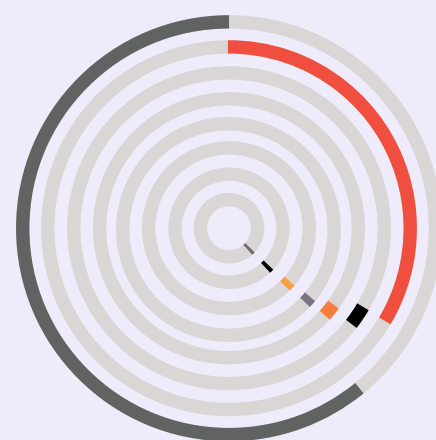
Our Scope 2 emissions encompass emissions associated with electricity purchased from the grid at all the locations under the operational control of the company including the six manufacturing units, and the R&D centre owned by the company. We have used both location-based and market-based approaches to calculate emissions. We currently have onsite solar in two of our manufacturing units resulting in avoidance of ~2,489 tCO₂e and renewable electricity purchase agreements in three out of the six manufacturing plants resulting in avoidance of ~14,784 tCO₂e. We are actively looking to reduce our Scope 2 emissions by expanding onsite solar at our select facilities and exploring diverse renewable electricity procurement models to replace 100% electricity by FY31.

Source	Total (MtCO ₂ e)
Coal	1,82,601.90
Diesel	2,207.92
Furnace Oil	1,012.54
Gasoline	727.36
Refrigerants	5,406.01
Fire Extinguishers	0.3458
Total Scope 1	1,91,956.08
Purchased Electricity* - Location-based	1,10,670.27
Purchased Electricity - Market-based	95,885.95
Total Scope 1+2 (Location-based)	3,02,626.35
Total Scope 1+2 (Market-based)	2,87,842.03
Scope 1+ 2 intensity (Location-based) (per INR Mn revenue)	6.87
Scope 1+ 2 intensity (Market-based) (per INR Mn revenue)	6.53

Notes:

1. GHG emissions reported for FY25 relate solely to Tianish Laboratories for the period 3 June 2024 (the acquisition date) to 31 March 2025. Matrix Pharmacorp had no material sources of GHG emissions during the year; consequently, no additional GHG emissions from other Matrix Pharmacorp operations are included in the totals above.
2. Scope 1 emissions include emissions from: (i) Combustion of coal in boilers, (ii) Diesel used in generators, forklifts, company-owned vehicles, (iii) Furnace Oil (No 4 or 6), (iv) Gasoline used in company-owned vehicles, (v) Refrigerants (R-134a (HFC-134a), R-22 (HCFC-22), R-32 (HFC-32), R-404A, R-407A, R-407C, R-410A used in all our operating locations and (vi) Fire extinguishers (CO2 based).
3. For Scope 1, activity-based data (e.g fuel consumed, refrigerants recharged, fire extinguishers refilled etc.) from ESG Data Governance and Monitoring Platform – CliMatrix, have been used for all emission sources except company-owned and employee operated where spend-based approach (reimbursement provided to employees for diesel and maintenance has been used as per the audited financial statements).
4. US EPA 2025 (for emission factors) and AR6 of GHG protocol (for GWP of the relevant GHGs) have been used to calculate emissions for Scope 1 (except Emission factors from mobile vehicles). IPCC 2006 mobile combustion have been used to calculate emissions from diesel/gasoline consumed in vehicles.
5. For Scope 2, market-based approach, activity-based data (actual electricity consumed from grid) have been used for all manufacturing units. For guest houses, spend-based approach has been used. Grid emission factor has been sourced from CEA CO2 Baseline Data for the Indian Power Sector v.20
6. For Scope 2, location-based approach, activity data (actual electricity consumed from grid and solar electricity purchased through power purchase agreements) have been used for all manufacturing units. For guest houses, spend-based approach has been used. Grid emission factor has been sourced from CEA CO2 Baseline Data for the Indian Power Sector v.20

TOTAL SCOPE 1+2 EMISSIONS



Coal	63.4%
Purchased Electricity	33.3%
Refrigerants	1.9%
Diesel	0.8%
Furnace Oil	0.4%
Gasoline	0.3%
Fire Extinguisher	0.0%

Scope 3

In FY25, our Scope 3 emissions totalled 0.39 million tCO₂e. Of the 15 Scope- 3 categories defined by the WRI GHG Protocol Corporate Accounting and Reporting Standard, 10 categories are accounted. Emissions for all applicable categories have been calculated prioritising activity-based data where available and relying on spend-based approaches only where the former was not available.

61.75%

Purchased Goods and Services

Category 1: Purchased Goods and Services accounted for the largest share of our Scope 3 emissions at 61.75%, followed by Category 3: Fuel- and Energy-Related Activities at 19.96%, and Category 10: Processing of Sold Products at 12.93%. Collectively, these three categories contribute approximately 94.64% of our total Scope 3 emissions. The remaining 5.36% of emissions are from other categories as mentioned in the table on the next page.

12.93%

Processing of Sold Products

19.96%

Fuel & Energy Related Activities

5.36%

Other Categories

Source	Emissions (tCO ₂ e)
Category 1: Purchased goods and services	239,854.43
Category 2: Capital goods	2,961.20
Category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	77,517
Category 4: Upstream transportation and distribution	10,894.89
Category 5: Waste generated in operations	1,024.33
Category 6: Business travel	460.02
Category 7: Employee commuting	2,234.21
Category 8: Upstream leased assets	460.88
Total Upstream Emissions	335,406.96
Category 9: Downstream transportation and distribution	2,801.07
Category 10: Processing of sold products	50,216.41
Category 11: Use of sold products	Not Applicable
Category 12: End of life treatment of sold products	Not Applicable
Category 13: Downstream leased assets	Not Applicable
Category 14: Franchises	Not Applicable
Category 15: Investments	Not Applicable
Total Downstream Emissions	53,017.48
Total	388,424.44

Notes:

- GHG emissions reported for FY25 relate solely to Tianish Laboratories for the period 3 June 2024 (the acquisition date) to 31 March 2025. Matrix Pharmacorp had no material sources of GHG emissions during the year; consequently, no additional GHG emissions from other Matrix Pharmacorp operations are included in the totals above.
- For Scope 3, Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) emissions have been calculated using a spend-based approach (value of products/services purchased from audited financial statements). Products were mapped to their corresponding NAICS codes, and relevant emission factors were sourced from the US EPA's 2022 supply chain emissions database (without margin). These emission factors, originally in tCO₂e /USD, were converted to tCO₂e / INR using the annual average exchange rate applicable for the reporting year.
- For Scope 3, Category 3 (Fuel- and Energy-Related Activities), upstream emissions from purchased fuels – such as coal, diesel, furnace oil, and petroleum – have been calculated using an activity-based approach, based on actual fuel consumption and DEFRA 2024 (well-to-tank (WTT)) emission factors.

- Upstream emissions from electricity have been estimated using actual electricity consumption data and country-specific IEA upstream emission factors. Additionally, transmission and distribution (T&D) losses have been calculated following the CEA Executive Summary on Power Sector May 2024, applying country-specific IEA upstream emission factors in combination with CEA's emission factors for grid electricity.
- For Scope 3, Category 4 (Upstream Transportation and Distribution), and Category 9 (Downstream Transportation and Distribution), tonne-km value was calculated using distance travelled (estimated using publicly available data sources on the basis of start and end points mentioned on invoices) and quantity transported as available on invoice. Emission factors have been applied based on mode of transport – sourced from the India GHG Platform for air and road transport, and from DEFRA 2024 for sea transport. Vehicle types have been taken from internal sources or assumptions.
- For Scope 3, Category 5 (Waste generated in operations), the waste data from sites and R&D centre (as maintained in the internal tool) has been classified into categories like industrial waste, electronic waste, glass, metal, etc. and DEFRA 2024 (Waste disposal) emissions factors have been used for the same.

- Scope 3, Category 6 (Business Travel) includes emissions from three key components:

Air and Bus Travel: Emissions have been calculated based on estimated travel distances (basis start and end point), derived from publicly available sources. For domestic air travel, emission factors from the India GHG Platform have been used, while DEFRA 2024 (Business travel- air and Business travel- land) emission factors have been applied for all international air travel and interstate bus travel.

Hotel Stays: Emissions have been estimated using internal data on the number of hotel nights and Emission factors sourced from DEFRA 2024 (Hotel stay) for international hotels, and from a 2011 study commissioned by USAID and India's Bureau of Energy Efficiency (BEE) for domestic (Indian) hotels. Emission factors have been taken basis location and rating categories of the hotels available in the sources mentioned above.

Cab Travel: Emissions have been calculated based on actual kilometres travelled, as per internally maintained vehicle usage records. India GHG Platform emission factors were applied, varying by car type and engine specifications.

- Scope 3, Category 7 (Employee Commuting) includes emissions from employee travel via buses operated by service provider, as well as private and public transportation modes.

For company bus travel, emissions have been calculated by multiplying the estimated travel distances (basis start and end point), derived from publicly available sources with the India GHG Platform's emission factor for intrastate bus travel.

For private and public vehicle use, the estimated travel distances (basis start and end point), derived from publicly available sources were multiplied with appropriate emission factors based on the mode of transport. Emission factors have been taken from India GHG Programme's – India Specific Road Transport Emission Factors and calculated using publicly available sources for electricity consumption in Hyderabad Metro.

- Scope 3, Category 8 (Upstream leased assets) includes two leased assets - Corporate office building and a warehouse. Emissions from electricity consumed, diesel in generator and forklifts and emissions on account of use of fire extinguishers have been calculated using same emission factors specified in Scope 1 and Scope 2. Activity based data has been used from internal SAP database.
- For Scope 3, Category 10 (Processing of Sold Products), a spend-based approach has been adopted. The total value of all products sold for pharmaceutical manufacturing (as per audited financial statements) has been multiplied by the US EPA 2022 supply chain emission factor for Pharmaceutical Preparation Manufacturing.
- Scope 3: Categories 11 (Use of Sold Products), 12 (End of Life Treatment of Sold Products), 13 (Downstream Leased Assets), 14 (Franchises), and 15 (Investments) are not applicable to Matrix Pharmacorp.

Our Carbon Neutrality Path

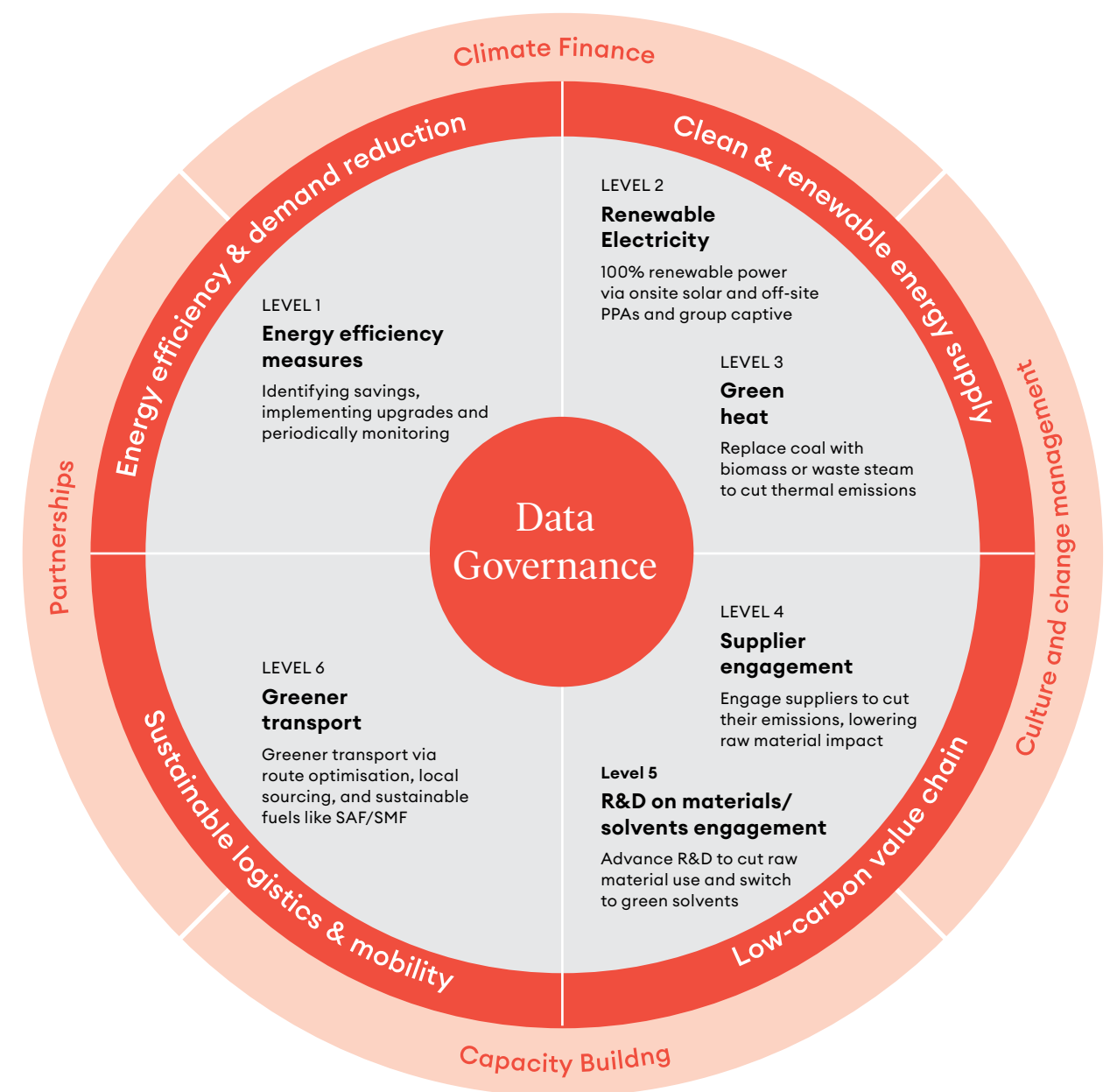
Underscoring our steadfast commitment to emissions reduction, we proudly committed to the Science Based Targets initiative (SBTi) in just the second year of our operations. We are now preparing to set ambitious, science-aligned near-term targets, which are scheduled to be formally validated under the SBTi framework once our baseline year cycle concludes at the end of fiscal year 2026.

Focus Area for the Future

With our GHG inventory for FY25 established, we now pivot from measurement to momentum. Anchored by rigorous data governance at the core, we have developed a roadmap that unleashes four strategic pillars and six key levers – propelled by enterprise-wide enablers – to translate inventory insights into accelerated, measurable emission cuts on our path to net-zero. Building on science-based targets, it locks in progressively tighter reduction milestones and assigns clear accountability across functions and regions.



Energy, Emissions and Climate Action



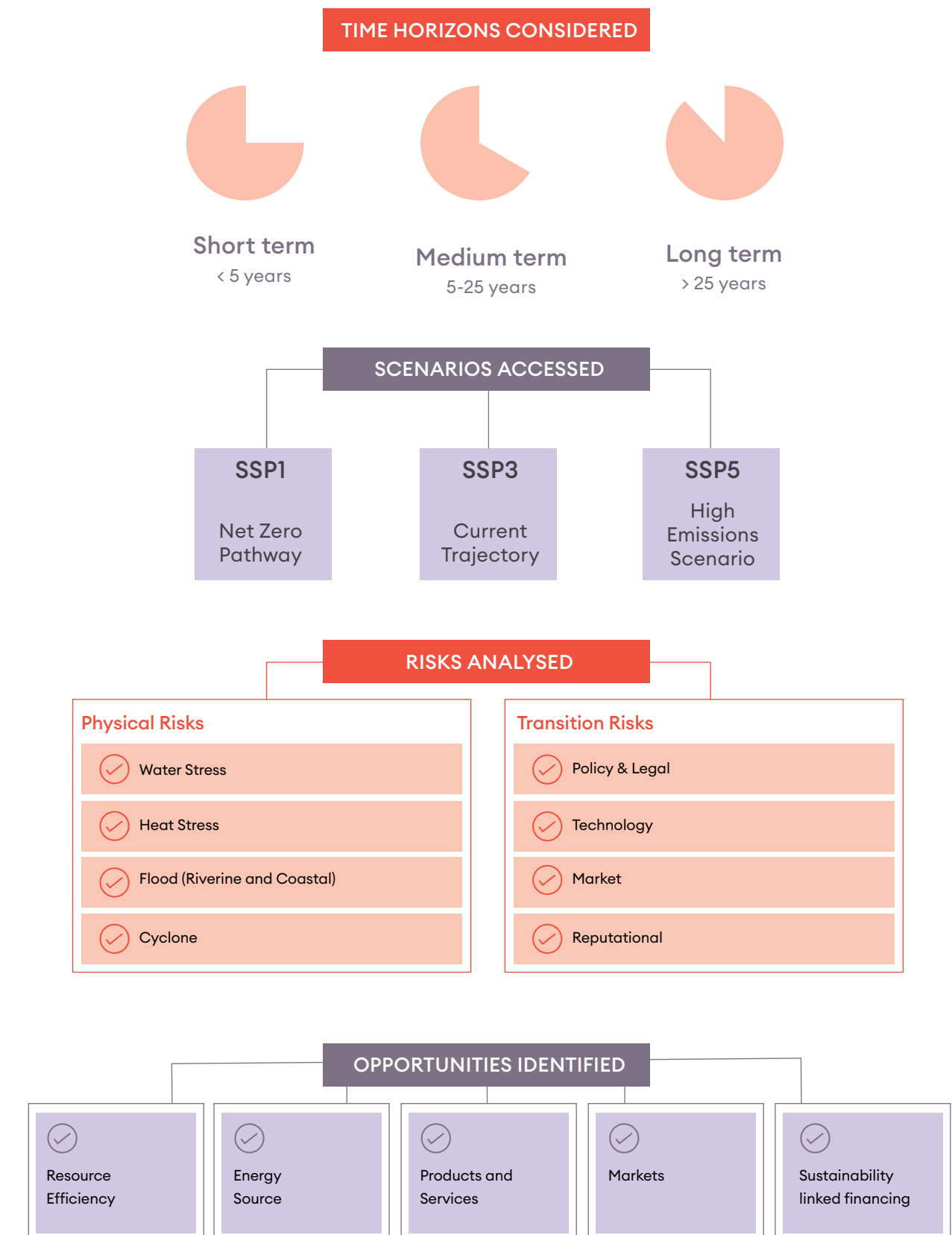
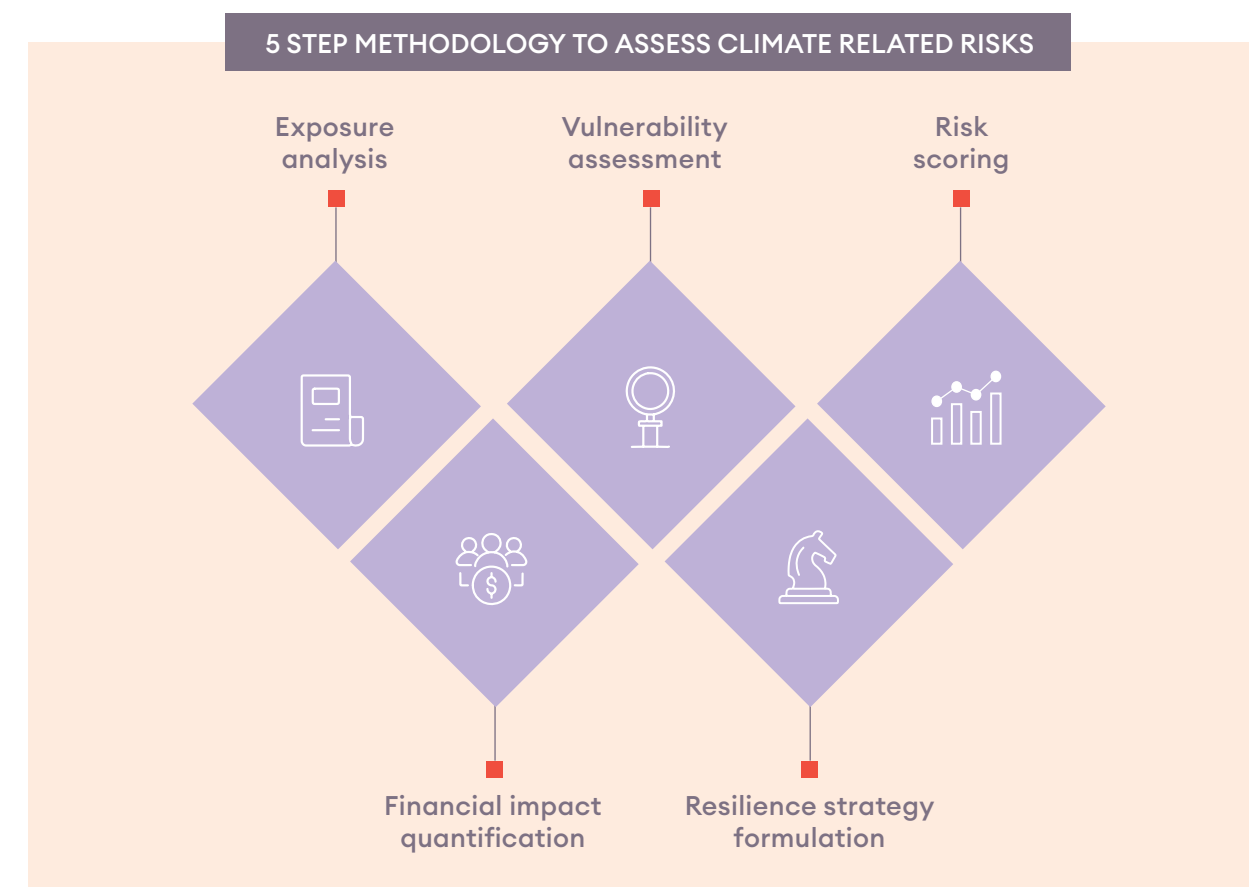
Climate Risk Management

TCFD-aligned Disclosures

At Matrix Pharmacorp, we recognise that climate change is not only an environmental concern, but a strategic business challenge – with the potential to impact our operations, supply chains, infrastructure, and communities. We also understand that, as a responsible manufacturer, our actions contribute to climate outcomes. This dual perspective has shaped our approach: we are committed to identifying and managing climate-related risks, to build long-term resilience, while also exploring opportunities to transition towards a low-carbon future.

We have undertaken a structured assessment of both physical risks and transition risks and aligned the disclosures with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework.

This assessment focused on our direct operations, specifically our facilities at Sangareddy (Telangana), Vizianagaram, and Anakapalli (Andhra Pradesh). These sites represent the core of our operational footprint and energy usage and offer the greatest opportunity for meaningful impact. While this scope does not yet cover upstream or downstream value chains, we acknowledge their importance and are committed to expanding our assessment boundaries in future reporting cycles as data systems and supplier engagement continue to mature.



To account for uncertainty in how climate change may unfold, we considered a spectrum of diverse climate scenarios - SSP1 (net zero pathway), SSP3 (current trajectory), SSP5 (high-emissions scenario). Additionally, we assessed risks and opportunities across three distinct time horizons to help us remain responsive to emerging risks and aligned with evolving climate scenarios over time.

Through this forward-looking lens, we aim to build climate resilience across our operations, safeguard long-term value, and contribute to the global climate agenda with a sense of urgency, responsibility, and purpose.

Governance

At Matrix Pharmacorp, we believe that meaningful climate action begins with strong governance. As climate-related risks and opportunities become increasingly relevant to business continuity and stakeholder expectations, we have established a three-tiered governance structure to guide strategic oversight, operational accountability, and long-term alignment with global frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD). This framework supports coordinated action across the organisation and shall ensure that climate considerations are embedded into both enterprise risk management and business decision-making.

Our Board plays a pivotal role in overseeing climate risks and strategy, ensuring that adequate resources are allocated to deliver on our ambitions. The multi-tiered structure enables seamless coordination across functions, embeds climate into enterprise risk management, and empowers teams to operationalise climate priorities at the plant level. For more details on our Governance structure, please refer to chapter [Responsible Growth through Governance](#) of this report.

Strategy

To support climate-informed decision-making, Matrix Pharmacorp undertook a structured and methodical assessment of climate-related risks and opportunities across its operations. This assessment followed a five-step process aligned with the best global practices and tailored to our industry and geography.

- Exposure analysis:** We began by screening over 50 acute and chronic physical risks, including cyclone, avalanche, flooding, and water stress. We then assessed the location-specific relevance of climate risks, shortlisted those most applicable to our context, and analysed exposure across our six API manufacturing facilities using tools such as the WRI Aqueduct, the World Bank Climate Change Knowledge Portal, Climate Central, and NOAA. To build a robust, forward-looking view, we assessed risk exposure across three-time horizons – short (<5 years), medium (5–25 years), and long term (>25 years) – and modelled impacts under three global climate scenarios: SSP1 (Net Zero Pathway), SSP3 (Current Trajectory), and SSP5 (High Emissions Scenario). In parallel, we also identified relevant transition risks such as emerging regulations, changing customer preferences, and technological advancement based on regional and sector-specific context.
- Vulnerability assessment:** We evaluated site-level practices, provisions, procedures, and design features to assess each facility’s readiness to manage identified climate risks. Through in-depth interviews with internal stakeholders including site personnel and senior management, we assessed both the sensitivity of each location to climate-related risks and its adaptive capacity, based on factors such as infrastructure robustness, safeguards in place, and operational flexibility.

- Risk scoring:** We combined exposure and vulnerability findings to generate an overall risk score for each site, risk type and time horizon. This scoring enabled us to prioritise risks that require immediate or near-term attention and differentiate them from those with longer-term strategic implications.
- Financial impact quantification:** For each prioritised risk, we assessed its potential financial impact on business operations. This included estimating the magnitude of disruption, cost implications, and potential risk to business continuity under multiple climate scenarios. This quantification is intended to inform future investment planning, capital allocation, and resilience building across critical assets.
- Resilience strategy formulation:** Based on the above insights, we developed targeted mitigation strategies for the most material risks. These include both site-level actions to build resilience and strategic interventions to transition towards low-carbon operations. Additionally, we identified areas of opportunities to strengthen our long-term climate resilience and value creation potential.

Food, water stress, heat stress, and cyclones were identified in our initial screening as potential climate hazards. Subsequent assessment revealed water stress, heat stress, and cyclones as the most material risks to our operations. To ensure a comprehensive and forward-looking understanding of our climate exposure, we assessed these risks across three climate scenarios (SSP1, SSP3, SSP5) and three-time horizons (short, medium, and long term) to account for a range of potential futures. The assessment revealed no material exposure to riverine or coastal flooding under any scenario or timeframe, and no significant climate-related threats that could impact business continuity. For the limited hazard exposure that was identified – primarily related to water and heat stress – we have established systems, contingency measures, and infrastructure safeguards already in place. Overall, the results reaffirm our belief that our sites are well-positioned, well-managed, and climate-aware, with the right mechanisms to adapt and respond as needed.

We also undertook a structured evaluation of potential transition risks including those related to policy and legal developments, evolving technologies, market dynamics, and reputational considerations. This assessment was designed to help us anticipate changes in the external landscape and ensure that our strategy remains responsive and future-ready. While no immediate material threats were identified in the near term, market risk emerged as a material consideration, driven by increasing customer expectations around climate performance and transparency. In response, we have already strengthened our climate disclosures and ESG engagement to align with these expectations and ensure long-term market relevance and competitiveness.

Transaction Risk	Description	Likelihood
Policy & Legal	We assessed relevant carbon pricing and emissions-related policies across the EU (CBAM), US and India to understand their potential implications. While frameworks continue to evolve, no immediate impact is foreseen. We continue to monitor developments and engage proactively to stay aligned.	Low
Technology	As technologies advance to meet evolving climate regulations and efficiency standards, there may be a need for additional capital investment in future-ready systems and infrastructure. We are closely evaluating these requirements as part of our long-term sustainability planning.	Low
Market	ESG-conscious customers increasingly expect transparent climate disclosures and responsible practices. We remain focused on meeting these expectations and strengthening alignment across reporting and engagement platforms.	High
Reputational	Perceptions around ESG performance can influence stakeholder confidence, access to partnerships, and overall brand positioning. While financial impacts may vary, maintaining strong ESG alignment supports long-term trust and resilience.	Low

We identified several climate-related opportunities across operations, innovation, markets, and finance. These areas represent pathways to not only reduce our environmental footprint, but also strengthen operational performance, unlock cost efficiencies, and support long-term value creation.

Opportunity	Description
Resource Efficiency	We are advancing efforts to improve energy efficiency, reduce waste, and scale recycling across our operations. These initiatives contribute to resource conservation while offering potential financial gains through efficiency improvements and material value recovery.
Energy Source	Our shift towards group captive renewable energy sources is expected to reduce long-term operating costs, while supporting our decarbonisation goals.
Products & Services	Ongoing R&D is focused on enhancing product sustainability and material efficiency, creating opportunities to drive differentiation while optimising resource use. Embedding green chemistry principles into product development can improve compliance readiness, reduce input costs over time, and open new opportunities aligned with low-carbon healthcare trends.
Markets	Demonstrated ESG leadership can support customer loyalty and attract new opportunities, positioning us favourably in evolving markets with growing climate-related expectations. Moreover, it enhances customer retention while enabling access to new markets and client segments.
Sustainability-linked Financing	Pursuing ESG-linked financing presents a meaningful opportunity to align capital access with sustainability performance. It enables us to unlock more cost-effective funding, reinforce our climate ambition, and signal long-term value creation to financial stakeholders—while strengthening the link between impact and investment.

Risk and Impact Management

At Matrix Pharmacorp, we take a proactive and forward-looking approach to managing climate-related risks and unlocking associated opportunities. Our efforts are anchored in strong governance, seamless cross-functional coordination, and a deep commitment to operational excellence. We have reinforced climate resilience through infrastructure enhancements, readiness protocols, and adaptive practices that ensure our facilities remain robust under changing conditions.

At the same time, we are advancing strategic opportunities that align with our sustainability vision - driven by innovation, collaborative partnerships, enhanced transparency, and purposeful ESG positioning. These efforts not only strengthen our climate readiness but also reinforce our leadership in delivering sustainable value across our ecosystem.

To drive consistency across the organisation, we observe a five-step internal framework to strengthen consistency and alignment in how these risks are assessed and addressed.



As part of our evolving climate strategy, we began the year with a comprehensive materiality assessment, grounded in global reporting frameworks and informed by a wide spectrum of stakeholder inputs. Building on this foundation, we completed our first climate risk assessment in alignment with the TCFD framework, covering all six of our API manufacturing sites. Leveraging tools such as the WRI Aqueduct, the World Bank Climate Change Knowledge Portal, Climate Central, and NOAA, we mapped both physical and transition risks, ensuring a robust, location-specific understanding of our climate exposure.

The insights gained through this process are now informing our Enterprise Risk Management (ERM) integration efforts, ensuring climate risks are evaluated with the same rigour as financial, operational, and compliance priorities. In parallel, we are accelerating the implementation of targeted climate initiatives – from renewable energy transitions to resilient infrastructure upgrades – as part of our long-term commitment to sustainable growth. Our approach is designed to remain agile and data-driven, with regular reassessments to incorporate the latest science, scenario insights, and stakeholder expectations – ensuring we remain well-prepared for a low-carbon, climate-resilient future.

Metrics and Targets

At Matrix Pharmacorp, we believe that meaningful climate action must be underpinned by clear, measurable, and time-bound targets. Our climate-related performance metrics reflect not only our intent to reduce emissions and improve energy efficiency, but also our commitment to embedding sustainability into every level of our operations. These targets provide a roadmap to guide our transition towards a low-carbon future – supporting regulatory alignment, investor confidence, and long-term business resilience. We will continue to evolve these metrics in line with scientific guidance, operational insights, and stakeholder expectations.

Metric	Target	Status
Scope 1 and 2 GHG emissions	Committed to the Science Based Targets initiative (SBTi), and are now preparing to set ambitious, science-aligned near-term targets.	A comprehensive roadmap has been created to support site-level decarbonisation strategies and emissions reduction initiatives.
Scope 3 GHG emissions	We have committed to the Science Based Targets initiative (SBTi), and are now preparing to set ambitious, science-aligned near-term targets.	A structured engagement plan has been initiated to shape reduction pathways across our value chain.
Renewable electricity share	- Increase to 100% of total purchased electricity by FY31 at facilities under operational control	A phased transition roadmap has been developed, supported by site-level feasibility assessments and early-stage implementation efforts.

We have committed to the Science-Based Targets initiative (SBTi). We are actively developing science-aligned targets to shape our decarbonisation roadmap. This is a foundational step in our climate strategy. It reflects our dedication to credible, data-driven goals that align with the latest climate science. By embedding these targets into our operational and strategic planning, we aim to accelerate emissions reductions in our operations and value chain. We also seek to foster resilience and long-term sustainability.

Way Forward

At Matrix Pharmacorp, we are continuously enhancing our approach to climate risk management as part of our broader commitment to sustainable growth. As climate science, regulations, and expectations evolve, so too will our efforts to anticipate and respond to emerging risks and opportunities. Following our initial TCFD-aligned assessment, we intend to revisit and refine our climate risk evaluation at regular intervals to reflect new data, operational developments, and shifts in the external environment.

Looking ahead, we will continue progressing on our renewable energy goals, advancing energy efficiency, and fostering awareness across the organisation. Our focus remains on maintaining climate readiness, accelerating low-carbon transitions, and reinforcing business resilience in a changing world.

We also aim to deepen employee engagement, strengthen supply chain collaboration, and maintain transparency in how we disclose progress and performance – ensuring that climate action remains a core enabler of long-term value creation.

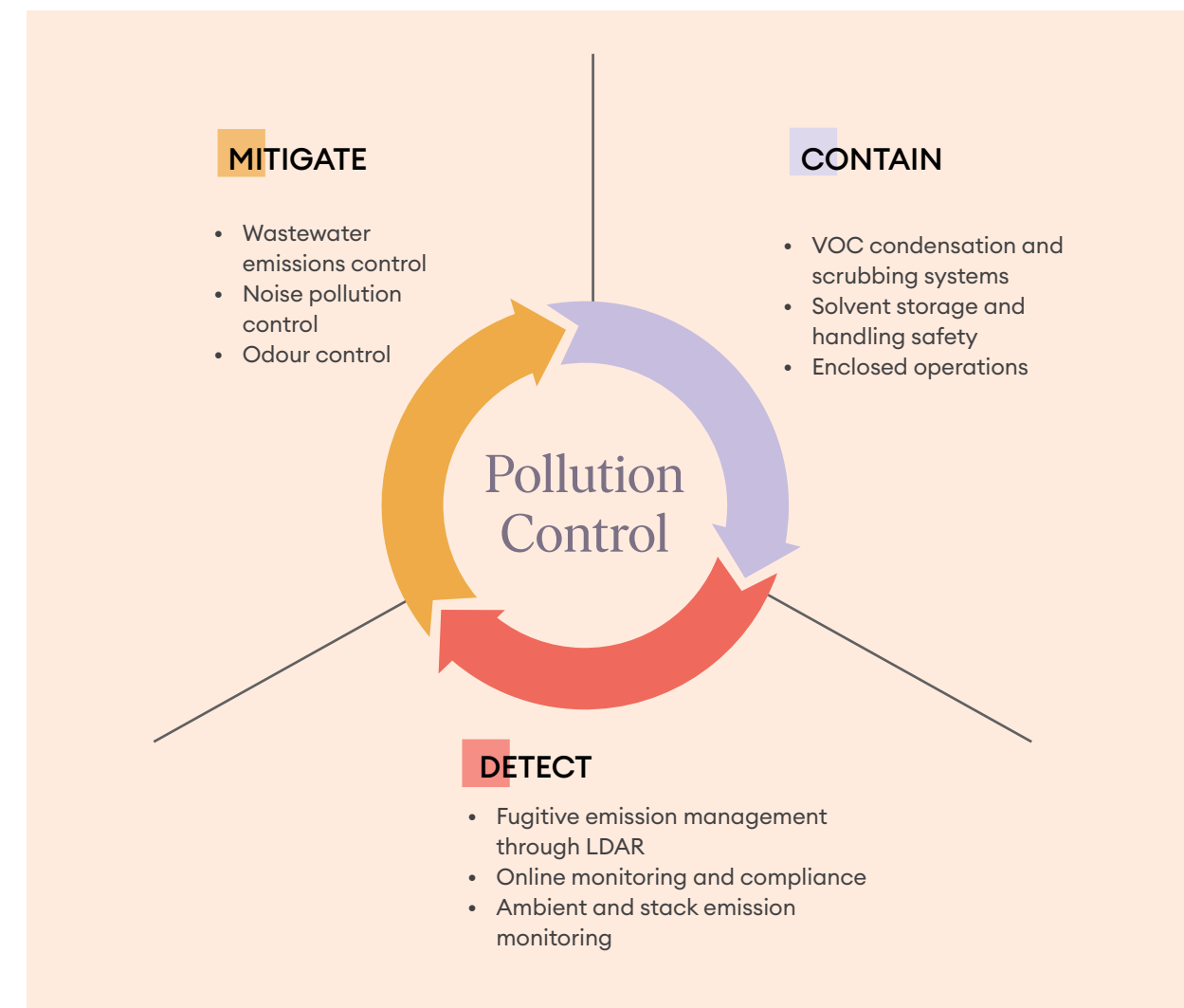


Pollution Prevention Measures

At Matrix Pharmacorp, we believe that true environmental stewardship extends beyond greenhouse gas reduction - it demands a comprehensive, proactive approach to minimising all forms of pollution that may affect human health and ecological balance. Guided by the principles of sustainable operations, our pollution prevention strategy addresses a wide range of potential impacts, including non-GHG air emissions, odorous compounds, and industrial noise. These efforts are powered by advanced engineering solutions, real-time monitoring systems, and strong site-level accountability, enabling us to actively minimize our operational footprint. Through these

actions, we reaffirm our unwavering commitment to protecting communities, preserving the natural environment, and upholding the highest standards of environmental integrity across all our facilities.

This commitment is operationalised through a structured, multi-tiered approach to manage pollutants from a wide variety of sources – including process-related discharges, combustion sources, fugitive releases, and odorous compounds and is centred around three pillars: Contain, Detect, and Mitigate. Together, these efforts ensure we meet all applicable regulatory standards while aligning with global best practices in environmental stewardship.



CONTAIN Minimise emissions at the source

Our first line of defense is to prevent emissions before they arise. By integrating advanced engineering and enclosed operations into the fabric of our production systems, we minimise the release of volatile, hazardous, and odorous compounds right at the source. This containment-first philosophy not only reinforces regulatory compliance but also reflects our unwavering commitment to operational excellence and environmental care.

- **VOC condensation and scrubbing systems:** Volatile Organic Compounds (VOCs) are effectively contained using a dual-stage condenser system. In process areas, primary condensers utilise RT water, while secondary condensers operate with chilled brine to maximise VOC recovery efficiency.



- **Solvent storage and handling safety:** Our bulk solvent storage systems are designed with nitrogen blanketing systems or vent condensers to suppress evaporation and minimize vapour loss. Solvent transfers are carried out through a closed-loop pipeline system, integrated with automated level sensors, eliminating manual handling and reducing the risk of accidental releases.



- **Enclosed operations:** To control emissions at the source, closed centrifuges and Agitated Nutsche Filter Dryers (ANFDs) are deployed across units, ensuring minimal release during handling and processing. For SRP columns, post primary and secondary condenser, activated carbon filters have been provided to further reduce process emissions (VOCs).



Vents from secondary condensers are directed to multi-stage scrubbers, equipped with online pH meters to enable real time monitoring and ensure consistent control performance.

DETECT
Monitoring with Precision

Strong performance demands strong oversight. At Matrix Pharmacorp, we complement our control systems with real-time, science-driven monitoring tools that help us stay ahead of potential risks. Through a combination of leak detection programmes, continuous emissions monitoring, and ambient air quality tracking, we generate accurate, high-resolution data to guide timely decision-making and ensure transparency.

- Fugitive emission management through LDAR:**

A robust Leak Detection and Repair (LDAR) programme is implemented across all manufacturing locations. Critical components – including valves, flanges, pumps, and compressors are systematically inspected at defined intervals to detect leaks. Any identified leaks are repaired or components replaced within prescribed timelines, contributing to a significant reduction in fugitive emissions and ensuring ongoing compliance with environmental norms.
- Online monitoring and compliance:**

We have implemented online VOC analysers linked directly to the statutory pollution control server, enabling continuous reporting and real-time oversight. Ambient air monitoring is also conducted through MoEF&CC approved third-party laboratories, with strategically placed monitoring points designed to validate performance across varying site conditions.
- Ambient and stack emission monitoring:**

To maintain high standards of air quality, Ambient Air Quality (AAQ) monitoring is carried out every month through MoEF&CC recognised labs, while Continuous Ambient Air Quality Monitoring (CAAQM) stations have also been installed at key locations. These systems track critical parameters such as SPM, SO_x, NO_x, VOCs, and ammonia in real time. For stationary emission sources, we deploy a range of particulate control technologies including bag filters, cyclone separators, and Electrostatic Precipitators (ESPs). Where applicable, Continuous Emission Monitoring Systems (CEMS) ensure accurate, ongoing compliance with regulatory norms.



MITIGATE
Reducing Residual Impacts

Even with the best control and detection systems in place, some residual emissions may still occur. To address this, we invest in targeted mitigation strategies aimed at further reducing environmental impact and protecting ecosystem integrity. These strategies include measures such as minimising odour from wastewater tanks and reducing industrial noise through acoustic insulation. Such interventions highlight our commitment to going beyond compliance requirements and upholding the highest standards of environmental stewardship. Each initiative is thoughtfully designed to safeguard not only environmental outcomes, but also employee safety, community trust, and long-term business resilience.

- Wastewater emissions control:**

To mitigate emissions from wastewater streams, collection tanks are covered with hoods, and vents are connected to a wet scrubber followed by a dry scrubber (activated carbon filter) for effective removal of potential pollutants and odour. Additionally, Agitated Thin Film Dryer (ATFD) scrubber vents are routed through activated carbon beds to enable final-stage VOC polishing.
- Noise pollution control:**

To mitigate industrial noise, acoustic enclosures have been installed around DG sets, and monthly noise monitoring is conducted. Test results have confirmed that operations remain within statutory noise limits, thereby safeguarding both worker health and surrounding communities.
- Odour control:**

The above implemented pollution prevention measures help minimise odour generation in our operations. Further, we have installed an odour neutraliser network across the ETP zone in all sites to manage odours and minimise off-site impact.

Together, these systems reflect our unwavering commitment to environmental excellence – not merely as a matter of compliance, but as a core expression of our values. By embedding advanced monitoring, control, and mitigation practices across our operations, we are taking meaningful steps to protect employees, surrounding communities, and natural ecosystems, while also safeguarding the long-term continuity and resilience of our business. These initiatives reflect the practical application of double materiality in our operations – where creating value for people and the planet is inseparable from building a future-ready, resilient business.



Particulars	Emissions (kg)	Emission intensity (kg/1NR Mn)
Nox	126.52	0.0029
Sox	356.82	0.0081
Particulate matter (PM)	48.25	0.0011
Persistent organic pollutants (POP)	NA	NA
Cabon Monoxide (CO)	1.27	0.00003
Hazardous air pollutants (HAP)	NA	NA
ODS	2550	0.058
Others	NA	NA

Water Stewardship

Approach and Strategic Focus

At Matrix Pharmacorp, we recognise water as a shared and finite resource – vital to both our operations and the well-being of the communities we serve. Water is a critical resource for both industrial operation and environmental sustainability, yet increasing water scarcity and stress pose significant risks. As water scarcity and stress intensify across the globe, driven by factors such as climate change, groundwater depletion, and rising demand, the imperative for water efficiency grows stronger. Specifically in high water stress regions, industries carry a heightened responsibility to conserve water, reduce consumption, and mitigate environmental impact. Recognising this urgency, we have embedded water stewardship at the core of our sustainability strategy – as a commitment to long-term resilience and shared value creation.

Through continued investments in advanced water treatment infrastructure and process optimisation, we are striving to reduce freshwater dependency while upholding rigorous quality standards across our operations.

Our water management efforts are supported by a robust governance structure. The Board of Directors has oversight of our water strategy, with the Sustainability Committee advising the Board on strategic direction and overseeing the implementation of water-related risk mitigation measures. To drive action at the operational level, Water Conservation Committees have been established at each of our six manufacturing sites and R&D centre. These cross-functional committees, chaired by the respective Plant Heads, meet monthly to review site-level water consumption data, identify opportunities for efficiency, and implement initiatives. Their core

mandate is to ensure that all water conservation efforts are not only site-responsive but also aligned with Matrix Pharmacorp’s broader sustainability goals and water policy commitments. By fostering interdepartmental collaboration, these committees play a pivotal role in advancing our water efficiency targets and enhancing operational resilience. To support data-driven decision-making, a consolidated water dashboard capturing key metrics and trends across all sites is prepared and reviewed monthly with the CEO. This ensures that water-related performance is monitored up to the highest level of the organisation.

We closely monitor our water consumption and discharge data to support informed decision-making and drive continuous improvement. During the reporting period, our freshwater withdrawal – sourced primarily from government-supplied and third-party tanker water – was approximately 742532 kL. Water at our sites is primarily used for processes and washings, boiler and cooling tower operations, gardening, and domestic needs. We track site-level water data systematically to ensure full regulatory compliance, identify opportunities for efficiency, and measure progress against our internal sustainability targets.

Through continued investments in advanced water treatment infrastructure and process optimisation, we are striving to reduce freshwater dependency while upholding rigorous quality standards across our operations. This sustained effort has enabled us to recover and recycle approximately 38.67% of the freshwater consumed, primarily for non-contact applications such as cooling towers and boilers. Importantly, Matrix Pharmacorp does not directly discharge any treated or untreated water into natural water bodies. All wastewater is either reused on-site or routed through CETPs (Common Effluent Treatment Plants) or other compliant disposal mechanisms, in line with local environmental regulations and permits.

Water withdrawal	All areas (kL)	Areas with water stress (kL)
Water withdrawal by source		
Third-party water (total)	742532	265096
Total water withdrawal	742532	265096
Total third-party water withdrawal by withdrawal source		
Surface water		90907
Groundwater	418477	174189
Total third-party water withdrawal	742532	265096

Wastewater discharge	All areas (kL)	Areas with water stress (kL)
Wastewater discharge by destination		
To surface water		
No treatment	0	0
With treatment – Please specify level of treatment	0	0
To ground water		
No treatment	0	0
With treatment – Please specify level of treatment	0	0
To sea water		
No treatment	0	0
With treatment – Please specify level of treatment	0	0
To third party water (CETP)		
No treatment	0	0
With treatment – Primary treatment to meet CETP inlet standards	91749	2748
Total wastewater discharge	91749	2748

Water consumption	All areas (kL)	Areas with water stress (kL)
Total water consumption		
Water withdrawal + (total wastewater – water discharge)	10,29,677	418432

Facilities in areas with water stress	Unit 1	Unit 2	Unit 7	CO	R&D
Water withdrawal					
Third-party water (total)	64893	87020	105313	4658	3213
Water consumption					
Water consumption	105568	133310	171684	4658	3213

Note: Water reported for FY25 relates solely to Tianish Laboratories for the period 3 June 2024 (the acquisition date) to 31 March 2025. Matrix Pharmacorp had no material water consumption during the year; consequently, no additional water consumption from other operations of Matrix Pharmacorp is included in the totals above.

76%

of total wastewater recovered and reused in operations

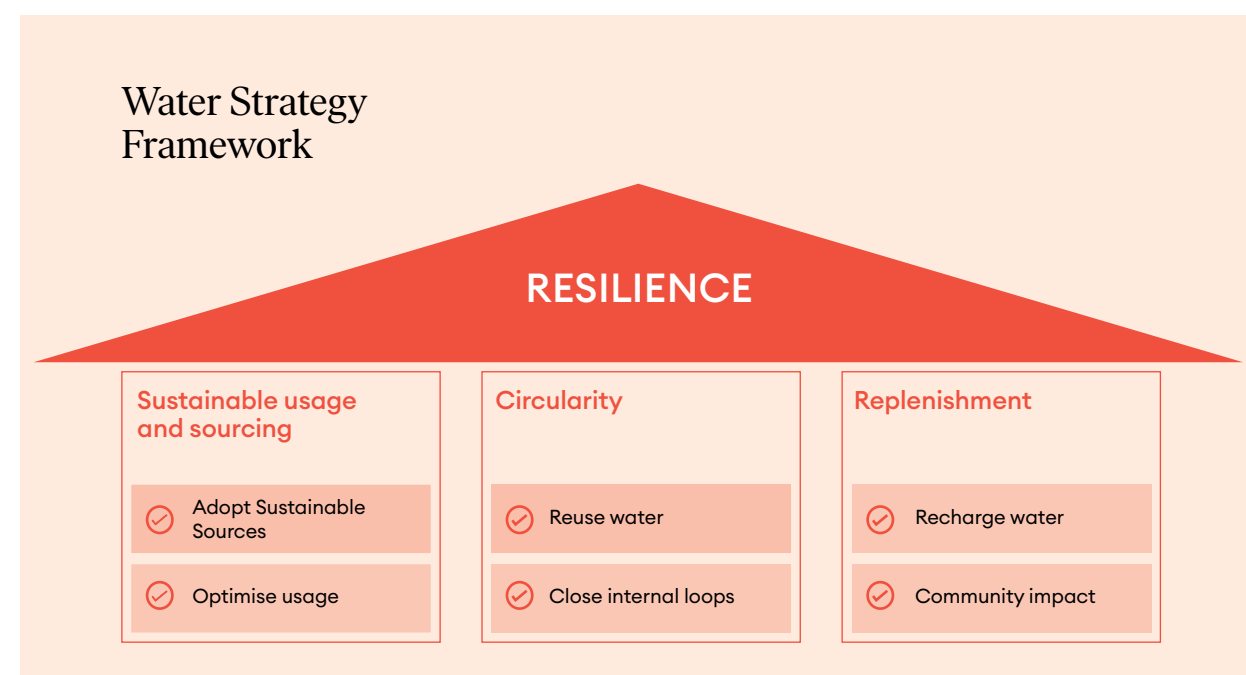
44%

of total water withdrawn from secured sources

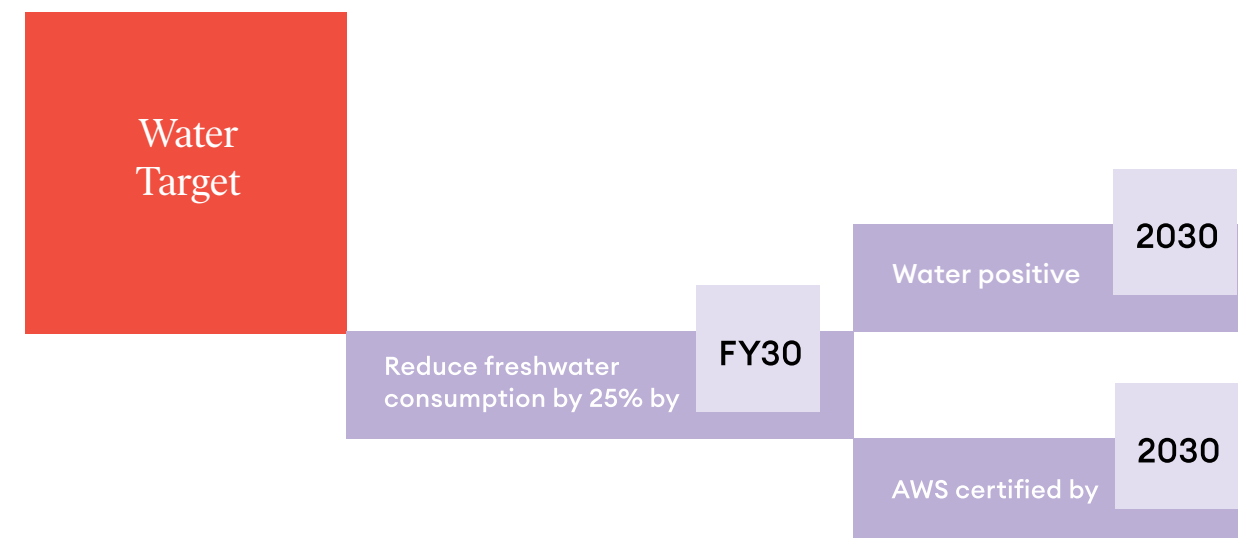
Insights from our structured monitoring framework consistently shape the direction of our water strategy. Three of our six manufacturing sites, R&D centre and Corporate office are located in high water-stress areas. Recognising the critical importance of resilience in these regions, we have made water risk and ecosystem sensitivity a foundational element of our water strategy.

This commitment is grounded in the overarching principle of resilience, informed by a robust risk assessment to understand site-specific water challenges and dependencies. Within this resilient framework, we drive impact through three strategic focus areas:

Sustainable Usage and Sourcing, Circularity, and Replenishment.



We have set an ambitious target to achieve water-positive operations by 2030 – meaning we aim to replenish more water than withdrawn. This bold commitment is a key milestone of our ESG vision of creating a net positive impact on people, planet, and product, and is guided by a deep understanding of risk, resilience, and responsibility in a changing climate. Achieving water positivity will be driven by focused site-level initiatives to optimise water usage, paired with meaningful efforts to replenish water beyond our operational boundaries through community recharge projects and watershed restoration. We are also working towards achieving Alliance for Water Stewardship (AWS) certification across 3 sites by 2030, reinforcing our dedication to globally recognised standards of responsible water use. In parallel, we have committed to reducing freshwater consumption by 25% by FY30, building a strong foundation for long-term sustainability.



At the highest levels of the organisation, our leadership is deeply committed to water stewardship as a strategic and moral imperative. This is powerfully reflected in our status as a signatory to the UN CEO Water Mandate – a prestigious global initiative that calls on companies to demonstrate leadership in water management through six core commitment areas, including direct operations, supply chain, collective action, public policy, community engagement, and transparency. We also remain fully compliant with all applicable water-related regulations and are continually striving to embed resilience and sustainability into every aspect of our water strategy.

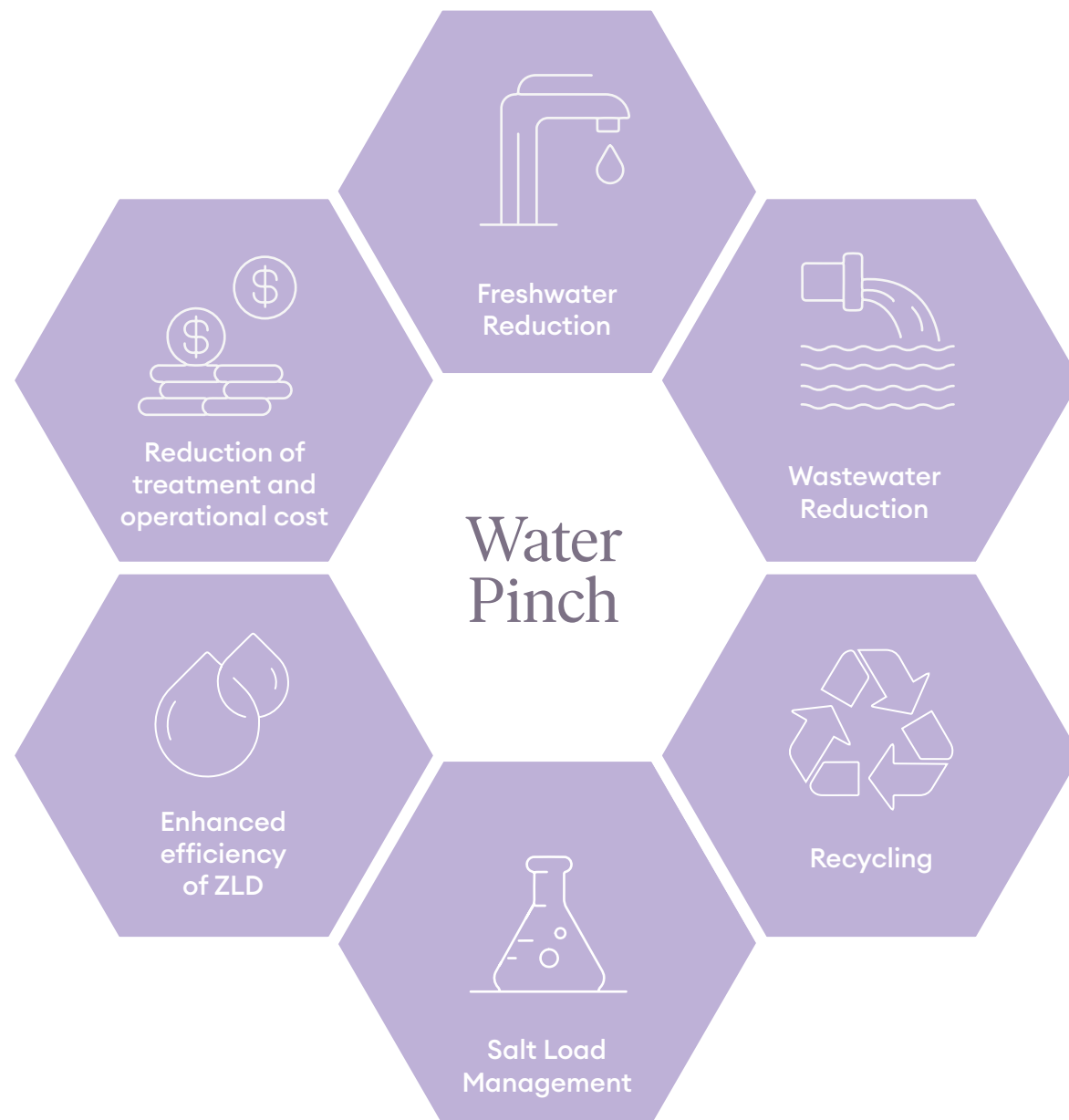
Our water management strategy directly supports SDG 6: Clean Water and Sanitation, which aims to ensure the availability and sustainable management of water and sanitation for all. By enhancing water use efficiency, improving water quality through pollution reduction, and maximising wastewater recycling, we contribute to the sustainable management of water resources. These efforts also help mitigate water stress in regions where water scarcity is a growing concern.

Resilience – The Strategic Backbone

To build long-term adaptive capacity, we have conducted detailed site-level water risk assessments in FY26 covering ‘short’, ‘medium’, and ‘long-term’ horizons. Using climate scenarios including SSP1, SSP3, and SSP5, and leveraging globally recognised database/tools like the WRI Aqueduct Water Risk Atlas, these assessments enabled us to evaluate both physical and transition risks such as water stress, policy shifts, and market dynamics. The insights gained have directly guided process improvements, circular water solutions, and regional recharge planning – laying the groundwork for a phased roadmap towards achieving water positive by 2030.

Sustainable Usage and Sourcing – Reducing Demand, Rethinking Supply

Reducing our freshwater footprint begins with using water more efficiently and sourcing it more responsibly. We have adopted focused initiatives to optimise water usage and reduce wastewater generation, including advanced cleaning techniques, filtration systems, and water-efficient fixtures. In FY25, internal water audits were conducted across all six manufacturing sites to identify, discuss, and implement strategies for reducing water consumption. Led by trained cross-functional teams, these audits delivered targeted insights that inform both immediate interventions and long-term strategies. Aligned with Matrix Pharmacorp’s water policy and site-level reduction targets, these initiatives are expected to enhance operational efficiency and reinforce our commitment to responsible resource stewardship.



Third-Party Assessment

Infrastructure adequacy has been validated by independent experts, factoring in local climate variability and rainfall patterns.

Freshwater Replacement

Actively transitioning from freshwater to sustainable water sources across all operational sites.

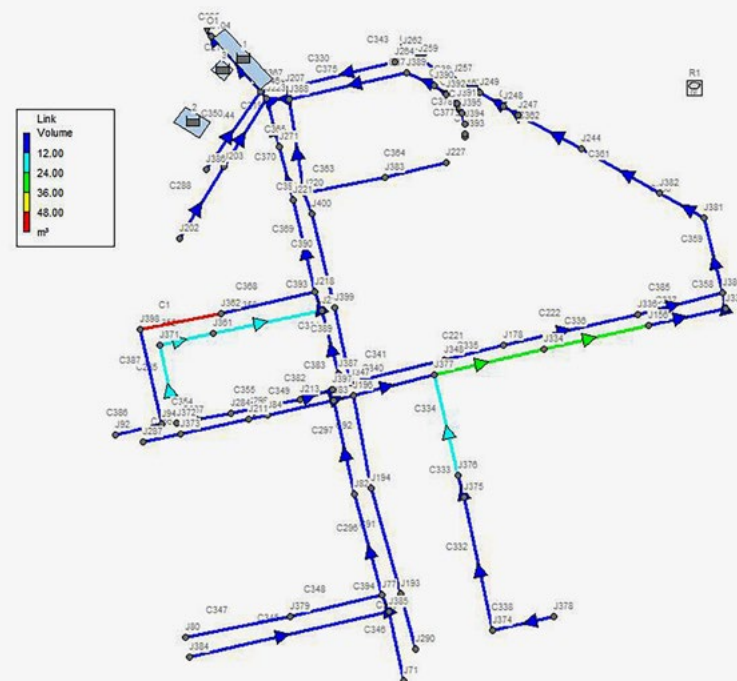
Reducing Freshwater Dependence: Our four pillar approach

Desalination Plant Development

Plans are underway to build a desalination facility at one manufacturing unit to further reduce dependence on freshwater reserves.

Stormwater Network Infrastructure

All facilities are equipped with advanced stormwater systems designed to capture and reuse rainwater through first cut mechanisms.



We began rolling out site-wise water pinch analyses across our operations

Our four-pillar approach reflects our commitment to reducing water demand at the source while building adaptive, site-specific solutions that contribute to our long-term water stewardship goals.

Circularity – Closing the Loop on Wastewater



An important pillar of our water strategy is the robust and responsible management of wastewater across all sites. In FY25, we successfully recovered and reused approximately 76% (2,87,145 kL) of our total wastewater. This was made possible through our Zero Liquid Discharge (ZLD) systems, operational at four of our six manufacturing units, where 100% of generated wastewater is treated, recovered, and reused on-site. Recycled water is primarily used in cooling towers, boilers, and other utility systems, contributing directly to our water efficiency goals. By implementing ZLD technology, we aim to conserve water and reduce liquid waste, aligning with our commitment to environmental stewardship, and support broader environmental goals by fostering sustainable practices and reducing the environmental footprint of our operations.

Our wastewater management approach encompasses the collection, segregation, and treatment of wastewater, employing advanced technologies such as Multi-effect Evaporator (MEE), Agitated Thin Film Dryer (ATFD), and Plate and Tube Reverse Osmosis (RO) systems. These processes ensure the efficient recycling and reuse of water within the facilities.



The four ZLD sites were assessed by a third party to evaluate their performance and adequacy. We conduct regular in-house testing at various stages of the treatment process, including of the treated water. Additionally, a third-party laboratory conducts monthly tests on the main treatment stages as well as the final treated water. Our treatment systems are connected to regulatory servers as per statutory requirements. We continue to improve our wastewater management systems by upgrading technology, expanding capacity, and enhancing monitoring – ensuring that circularity remains at the heart of our water stewardship journey.

The remaining 24% of wastewater from two manufacturing units, and from the R&D facility where ZLD systems are not allowed by industrial zone regulations, was sent to authorised Common Effluent Treatment Plants (CETPs), in full compliance with regulatory standards, ensuring no environmental harm.

In FY25, approximately 91749 kL of effluent was transferred from these two sites, and R&D for off-site treatment and disposal, in full compliance with all applicable regulatory standards.

Antimicrobial Resistance (AMR): Global Challenge and Our Strategic Response



- Antimicrobial resistance (AMR) is increasingly recognised as a critical global threat to public health and long-term economic stability. It has emerged as a leading cause of mortality worldwide, underscoring the urgent need for coordinated efforts across sectors. Expanding access to a broad spectrum of high-quality antimicrobials and ensuring timely treatment are key strategies to mitigate the rise and impact of AMR.
- The antimicrobials in our portfolio, are specifically designed to address resistant bacterial infections. This contributes to the global effort to combat AMR and reinforces our commitment to improving health outcomes through responsible and effective pharmaceutical solutions.

Operational Response



- Environmental responsibility is a core element of our manufacturing strategy. Matrix has implemented comprehensive procedures to assess and manage the risks associated with pharmaceutical residues – particularly antibiotics – released through effluents from our production operations.
- These procedures define minimum requirements for evaluating potential environmental impacts and outline appropriate controls to prevent or reduce harm. Compliance with applicable regulations is mandatory; however, where our internal standards exceed regulatory norms, the stricter criteria are applied. This approach ensures consistent and proactive environmental risk management across our facilities.

Measurement & Evaluation



- Our assessment of antimicrobial-related environmental risks is based on a structured Risk Quotient (RQ) methodology, enabling a systematic and transparent evaluation of potential ecological impacts.
- Matrix aligns its practices with the AMR Industry Alliance framework and benchmarks its assessments against Predicted No-Effect Concentration (PNEC) values. This ensures consistency with internationally accepted thresholds and reflects our ongoing commitment to responsible manufacturing and environmental stewardship.

Zero Liquid Discharge (ZLD) for AMR Risk Mitigation in Pharmaceutical Wastewater

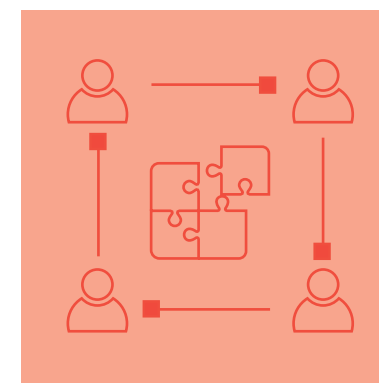
Zero Liquid Discharge (ZLD) is an advanced technology used to address antimicrobial resistance (AMR) risks in pharmaceutical wastewater by ensuring no liquid effluent, including antibiotic residues, is released into the environment. This prevents active pharmaceutical ingredients (APIs) from contributing to AMR proliferation. Many manufacturers have successfully implemented ZLD, proving its ability to eliminate AMR-contributing compounds and recycle treated water for non-potable use. ZLD facilitates regulatory compliance and enables thorough risk assessment of chemical and biological releases.

Replenishment – Restoring Water to the Ecosystem

In pursuit of our goal to become water-positive by 2030, we have prepared a comprehensive roadmap to enhance water replenishment efforts beyond our operational boundaries. These initiatives will focus on supporting groundwater recharge, surface water restoration, and community water resilience in regions where we operate. We will implement this roadmap through close collaboration with water research institutions, local NGOs, and government bodies, ensuring scientific validity, stakeholder alignment, and long-term impact. All interventions will be based on site-specific feasibility studies, which will help identify the most appropriate and effective solutions for each region.

We plan to identify potential project sites by FY27 and initiate phased implementation thereafter – gradually increasing our groundwater recharge capacity over the years in alignment with our water-positivity timeline. Replenishment activities may include a combination of catchment restoration, groundwater recharge structures, and other localised water conservation solutions, depending on the hydrogeological context and community needs.

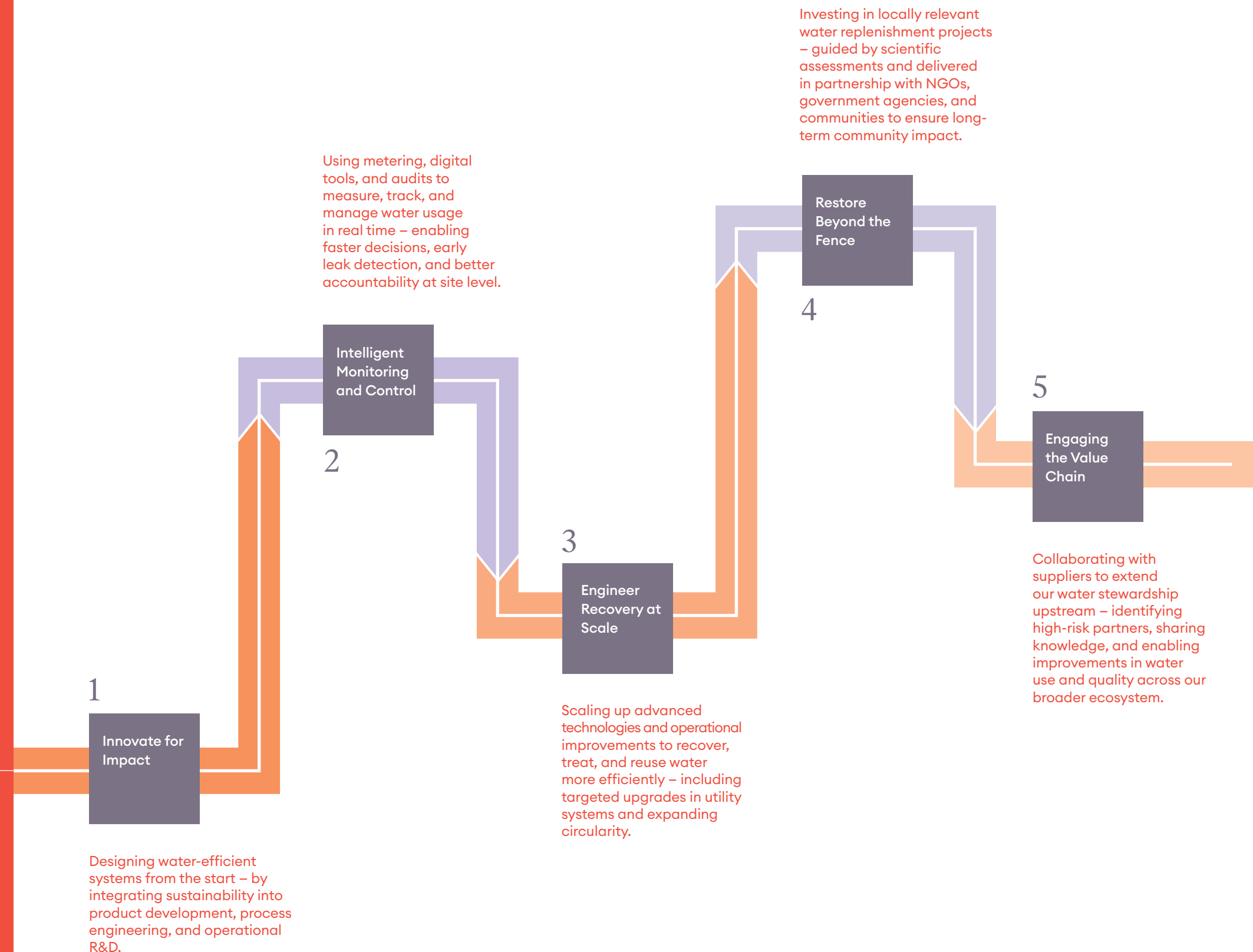
These decentralised and community-based interventions are critical to ensuring that for every drop of water we consume, we return more to the ecosystem – fulfilling our long-term water positive commitment while contributing to regional water security.



Employee engagement is central to our strategy. We conduct regular awareness programmes on water conservation and wastewater management to promote environmental responsibility.

Strategic Roadmap: From Progress to Water Positivity

To reach our commitment of becoming water-positive by 2030, we have developed a strategic roadmap that translates our vision into action. This framework guides our long-term efforts to transform how water is valued, used, and restored – within and beyond our operations. Each of the five pillars reflects a strategic dimension of this journey, weaving together innovation, regeneration, and responsibility.



Waste Management and Resource Efficiency

At Matrix Pharmacorp, we recognise that our operations rely heavily on the use of critical materials – including Key Starting Materials (KSMs), solvents, and other resource-intensive inputs – which can carry significant environmental impacts if not managed responsibly. In response, we have adopted a two-fold approach to waste and resource management, grounded in the principles of green chemistry and circularity.

Green Chemistry is embedded early in process design to reduce waste, enhance efficiency, and promote safer alternatives. Guided by the 12 principles of green chemistry, our R&D teams pursue cleaner synthesis pathways – choosing safer reagents, maximising atom economy, and replacing hazardous solvents with more sustainable options. (For further details, refer to chapter [Catalysing Responsible Innovation](#), of this report.)

Circularity is a foundational principle that shapes how we design, operate, and grow. It informs our approach to resource use, waste prevention, and innovation – transforming materials once viewed as waste into inputs for future value creation.

These twin pillars shape our waste management strategy and are implemented through a three-pronged action framework:



Waste Reduction

Minimising waste generation through our Green Chemistry R&D programme, which embeds sustainability into early-stage process design.



Recovery & Reuse

Recycling and reintegrating materials wherever feasible.



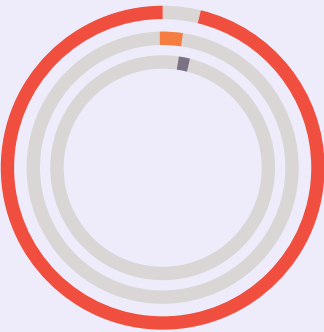
Waste Diversion

Redirecting waste away from landfills and incineration by channelling it into energy recovery applications in sectors like cement manufacturing.

Adding to these interventions, we also track waste generation metrics and set targets, driving continuous improvement in our waste management journey. We maintain a holistic and systematised approach to waste management, with well-established practices for safely handling and disposal of both hazardous and non-hazardous waste across all facilities. Waste streams are carefully segregated at source, stored in dedicated, secure areas, and managed in accordance with international best practices. Our hierarchy of action prioritises treatment, recovery, and recycling over disposal.

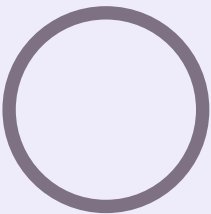
Waste stream description	Total waste generated (MT)	Quantity of waste diverted from disposal due to Recycle, and Recovery operations / waste to energy (MT)	Quantity of waste disposed through incineration (MT)	Quantity of waste disposed through landfilling (MT)	Other disposal operations (MT)
Total hazardous waste generated	32547.31	30497.46	459.43	1590.43	0
Total non- hazardous waste generated	2264.57	2264.57	0	0	0
Total	34811.88				

HAZARDOUS WASTE DISPOSAL



Recycle, Recovery and Waste to Energy	94%
Landfilling	5%
Incineration	1%

NON- HAZARDOUS WASTE DISPOSAL



Recycle, Recovery and Waste to Energy	100%
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We apply customised strategies for each waste stream, ensuring that handling, treatment, and disposal align with its composition and applicable regulatory standards, as outlined on the next page.

Hazardous Waste Management

At Matrix Pharmacorp, our approach to hazardous waste management is deeply rooted in the principles of circularity, environmental stewardship, and operational excellence. In FY25, we diverted 93.7% of our total hazardous waste away from landfill – through recycling, solvent recovery, and energy recovery via co-processing. Only 4.9% was routed to landfill, and 1.4% to incineration, marking a clear step forward in our sustainability journey.

A key enabler of this performance has been our focus on ensuring specialised treatment and safe disposal of hazardous substances. We have expanded co-processing applications to include inorganic waste streams such as sludges and salts, in addition to organics – supporting fossil fuel conservation and reducing downstream GHG emissions. Our Zero Liquid Discharge (ZLD) systems have the technical capacity to handle complex sludge streams, which are processed using dewatering techniques, stacking, and compaction methods to reduce volume and improve pre-processing quality. We have also diversified our vendor base, engaging with multiple cement industries and pre-processing facilities across regions to ensure reliable, compliant waste offtake across all sites.

Our commitment to sustainability also extends to reducing internal waste volumes through reuse, recovery, or repurposing. For example, we operate on-site solvent recovery units to distil, and reuse spent solvents, significantly lowering our demand for virgin materials. Where reuse is not viable, mixed solvents are redirected to cement kilns as alternative fuels, contributing to fossil fuel substitution and emissions reduction.

In line with circularity principles, packaging and container waste streams are safely detoxified, segregated, and routed to appropriate recycling

and recovery process. Detoxified HDPE drums are shredded and sent to authorised recyclers, while LDPE covers are either recycled or sent to Alternative Fuel and Raw Material Facilities (AFRFs) where recycling is not feasible. Mild steel drums are crushed and routed to scrap vendors, and other materials – such as glass bottles, corrugated packaging, and electronic waste – are managed through licensed recycling partners. Biomedical waste is transferred to licensed handlers, while non-recyclable materials such as used PPE are securely disposed of through authorised incineration or AFRF processes, ensuring full compliance with regulatory standards.

Beyond these engineered interventions, our waste strategy is driven by a culture of ownership and environmental awareness. Employees across functions participate in regular training sessions focused on waste minimisation, green chemistry, and safe material handling. These programmes empower our teams to identify reduction opportunities, ensure safe segregation, and support process innovations that prevent waste generation at the source.

Through these sustained efforts, we are embedding circularity deep into our operational DNA – treating waste not as a liability, but as a resource to be recovered, reused, and reimaged for long-term value creation.



Non-Hazardous Waste Management

While non-hazardous waste may carry lower toxicity than hazardous waste, we treat every stream as a potential resource. Our approach is rooted in the belief that all waste, regardless of category, deserves thoughtful management. This commitment drives our efforts to minimise landfill dependency and uphold principles of the circular economy and sustainable material stewardship. Across all our sites, we employ a systematic, responsible approach to managing non-hazardous waste, emphasising recycling, recovery, and landfill diversion. Materials like paper, corrugated cardboard, wood, and plastics are carefully sorted and sent to authorised recyclers, ensuring their reintegration into the resource loop. Food waste from our facilities is safely directed to piggeries, further promoting circularity beyond our operations.

Specialised Waste Management

In addition to hazardous and non-hazardous waste, we manage several specialised waste streams that require targeted handling approaches to ensure environmental safety and regulatory compliance.

- **E-waste Management**
Electronic waste is handled with utmost responsibility and compliance. Electronic waste including discarded electrical and electronic components is collected, stored, and disposed of with extreme caution and care. All e-waste is routed exclusively through EPR authorised recyclers ensuring environmentally sound disposal.
- **Ash Management**
Ash generated from our boiler operations is managed in strict accordance with regulatory consent conditions. To promote circularity, the ash is disposed to brick manufactures, contributing to resource recovery and supporting the local circular economy.

Zero Landfill Goals

As part of our core sustainability commitment, we have implemented a robust waste diversion strategy aimed at eliminating routine industrial waste disposal to landfills. Our waste management practices are independently audited and certified by accredited third-party agencies, who have verified that over 95% of our total waste is successfully diverted through high-value recovery routes such as recycling, waste-to-energy and regulated incineration for material that requires thermal destruction under applicable laws.

While achieving 100% diversion is inherently constrained by the presence of inert or non-usable residues that have no viable recovery options, such materials are sent to scientifically designed landfills with no environmental risk. We ensure that no routine or recoverable industrial waste is sent to landfill.

This achievement not only reflects our alignment with circular economy principles but also contributes meaningfully to the reduction of Scope 3 emissions, by minimising downstream environmental impacts and enhancing resource efficiency across our value chain.

Spill Prevention and Control

Matrix Pharmacorp upholds the highest standards of environmental responsibility, and our approach to spill prevention is no exception. By integrating robust safeguards, disciplined operations, and proactive risk management, we strive to ensure that unintentional releases are prevented – not just managed.

No significant spills were recorded during the reporting period, reflecting the strength of our systems and the vigilance of our teams. Spill prevention forms a core component of our environmental risk management approach, reinforced by both structural containment measures and operational controls deployed consistently across all manufacturing sites. All applicable equipment and storage areas are secured with secondary containment systems, designed to minimise risk in the event of any release. Hazardous waste storage sheds are constructed in full compliance with regulatory norms and incorporate the following engineered safeguards:

- Covered roofs to prevent weather-related exposure
- Elevated platforms to eliminate contact with the ground
- Compartmentalised storage for waste segregation
- Acid-proof brick-lined floors and dedicated leachate/spillage collection systems to ensure safe handling



In the unlikely event of an accidental release, our sites are equipped with trained emergency response teams and containment infrastructure to respond swiftly and effectively. We conduct regular spill response drills and emergency preparedness trainings to ensure our teams are equipped to act with speed and confidence.

By embedding a culture of safety, operational discipline, and environmental vigilance, we continue to safeguard our people, protect surrounding ecosystems, and uphold the integrity of our operations – reinforcing our commitment to leading with purpose.



Biodiversity and Nature-related Stewardship

Biodiversity Commitment

In pursuit of our vision to deliver net positive outcomes for people, planet, and product, we view biodiversity conservation as a strategic and moral imperative – deeply interwoven with our operations and growth ambitions. Through our Biodiversity Policy, we are committed to ensuring zero loss to biodiversity and ecosystem services (BES) across all business activities, including those of our suppliers and partners and embed these considerations into decision-making processes at all levels of the organisation. Further, through our BES initiative, we aim to contribute to the SDG 13, SDG 14, and SDG 15.

We ensure this vision is upheld through coordinated governance and cross-functional leadership. While our Environment, Health, and Safety (EHS) teams lead on-ground biodiversity efforts – managing green cover, restoration initiatives, and compliance with site-level ecological commitments – these actions are guided and supported by our central ESG department and overseen by our CSR Committee, which provides strategic direction on nature-related goals. Through this collaborative structure, biodiversity considerations are embedded not only into daily site operations but also into the broader

sustainability agenda. We are also exploring the adoption of a forest as part of our long-term ecological stewardship efforts – furthering our commitment to regeneration, and large-scale biodiversity conservation.

We are committed to advancing responsible sourcing strategies and ensuring adherence to BES protection, conservation, and management principles. To realise our vision of empowering our partners, we are investing in inclusive capacity-building initiatives and systematic knowledge-sharing efforts to foster shared ownership of biodiversity conservation among our partners and stakeholders. Additionally, where feasible, we aim to deliver a net positive biodiversity impact by 2030, guided by a Biodiversity Action Plan with measurable targets for priority areas and transparent reporting mechanisms.

Delivering on this commitment requires collective effort, and hence, we are committed to working closely with government entities, NGOs, academic institutions, and value chain partners to scale our biodiversity initiatives.



Site Impact Assessment and Conservation Efforts

As part of our unwavering commitment to protecting and restoring nature, we have adopted a structured, science-based, and forward-looking approach to managing nature-related risks across our operations. Earlier this year, we conducted a comprehensive TNFD-aligned nature risk assessment guided by the LEAP (Locate, Evaluate, Assess, Prepare) framework across all six of our API manufacturing facilities in Telangana and Andhra Pradesh, which confirmed no material impact on biodiversity.

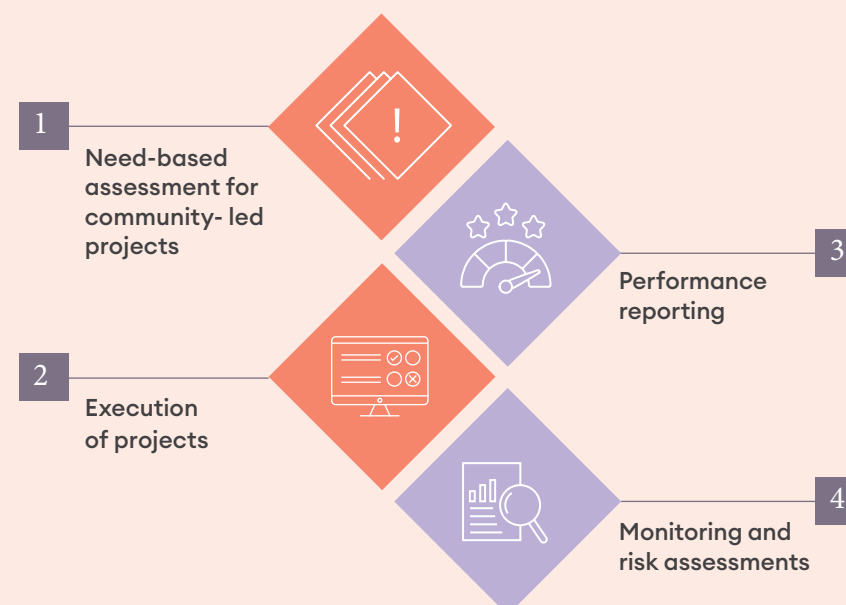
Using globally recognised tools such as the Integrated Biodiversity Assessment Tool (IBAT) and the WWF Biodiversity Risk Filter, supplemented by insights from site-specific Environmental Impact Assessments (EIAs), we mapped our ecological footprint with precision. The assessment reaffirmed that none of our facilities are situated within 10–15 km of any Key Biodiversity Area (KBA), or critical natural habitat. This is attributed to all of our manufacturing facilities being located within designated industrial zones, at a safe distance from ecologically sensitive or legally protected areas.

Furthermore, our operations do not rely on the extraction or use of genetic resources, eliminating another vector of nature-related risk. Similarly,

education, scientific, and research ecosystem services – typically associated with animal testing and research – are not applicable to our activities, given our role as an API manufacturer with no such operations conducted. These insights collectively confirm that our current operational footprint poses no significant pressure or direct impact on biodiversity. Our operations depend on ecosystem services – most prominently for water purification and freshwater availability, and we are committed to achieving zero loss to BES.

To translate our nature-related priorities into action and accountability, biodiversity considerations shall be embedded into our enterprise risk management (ERM) framework, ensuring that nature-related risks are systematically identified, evaluated, and addressed alongside other strategic and operational risks. For all future sites, we remain committed to applying the impact management mitigation hierarchy, conducting thorough biodiversity risk assessments, and investing in technologies that promote sustainable and regenerative resource use. This proactive approach reflects our belief that biodiversity is not just an environmental concern, but a strategic factor in long-term business resilience and planetary well-being.

Our approach to implementing biodiversity projects



Greenbelt Development and Community Greening

As part of our biodiversity commitment and site stewardship practices, greenbelt development is a key environmental pillar, playing a vital role in improving air quality, supporting native flora and fauna, and enhancing ecological value of our facilities.

We continue to maintain green cover within our premises and beyond site boundaries, reflecting our deep-rooted biodiversity commitment and vision to harmonise industrial growth with ecological stewardship.

Our ecological stewardship goes beyond our operational boundaries and extends into the surrounding environment. We are working in close collaboration with local biodiversity experts to

ensure scientific rigor and ecological alignment. One of our flagship initiatives is the development and conservation of a 5.7 acre self-sustaining biodiversity park in Sangareddy district, Telangana. This park is envisioned to function as a natural buffer and ecological asset with native species (with an emphasis on supporting RET/IUCN threatened species) and also serve as an educational centre for Biodiversity and Ecology.

Another major initiative under our Biodiversity programme is that we are developing a multipurpose green cover on 50 acres of leased land adjacent to our site in Vizianagaram district, Andhra Pradesh.

The green cover that is being developed here is designed for eco-restoration of the soil and provides habitat for several native species of plants and animals. Further, this green cover, besides improving the air quality in the region, enhances different types of ecosystem services, including the benefits of carbon sequestration.

5.7 acre

self-sustaining
biodiversity park

50 acre

multipurpose
green cover

Climate Action through Nature and Indigenous Communities

We recognise that indigenous communities along with their traditional knowledge are an integral part of the biodiversity, and the areas where they live are not only important for a wide range of ecosystem services, but also highly vulnerable to vagaries of climate and shifting socio-economic dynamics.

We aim to integrate our Biodiversity mission with our CSR activities by working with indigenous communities to enhance ecosystem services with a greater emphasis on Provisioning and Regulatory types of BES services to enable the indigenous communities for climate adaptation, climate resilient agriculture and biodiversity conservation. We plan to launch these initiatives across the tribal regions of Telangana and Andhra Pradesh states, where all our units exist.

We consider biodiversity education and awareness as two important levers for the success of any biodiversity conservation programme. At Matrix Pharmacorp, for the benefit of all employees and their families, we plan to initiate Biodiversity and Climate Action educational programmes. To make the programme more participatory, we aim to involve school going children and youth in the climate action programmes, like creation of school parks, construction of rain harvesting structures, biodiversity conservation programmes. In these endeavours, Matrix Pharmacorp shall collaborate with the civil society organisations, government line departments, and biodiversity experts.

We also contribute to community greening efforts – participating in plantation drives and supporting green infrastructure planning in nearby areas. As we continue to grow, we remain committed to expanding and/or enriching our green footprint - not just as environmental assets, but as symbols of balance, resilience, and our collective responsibility to protect the planet.

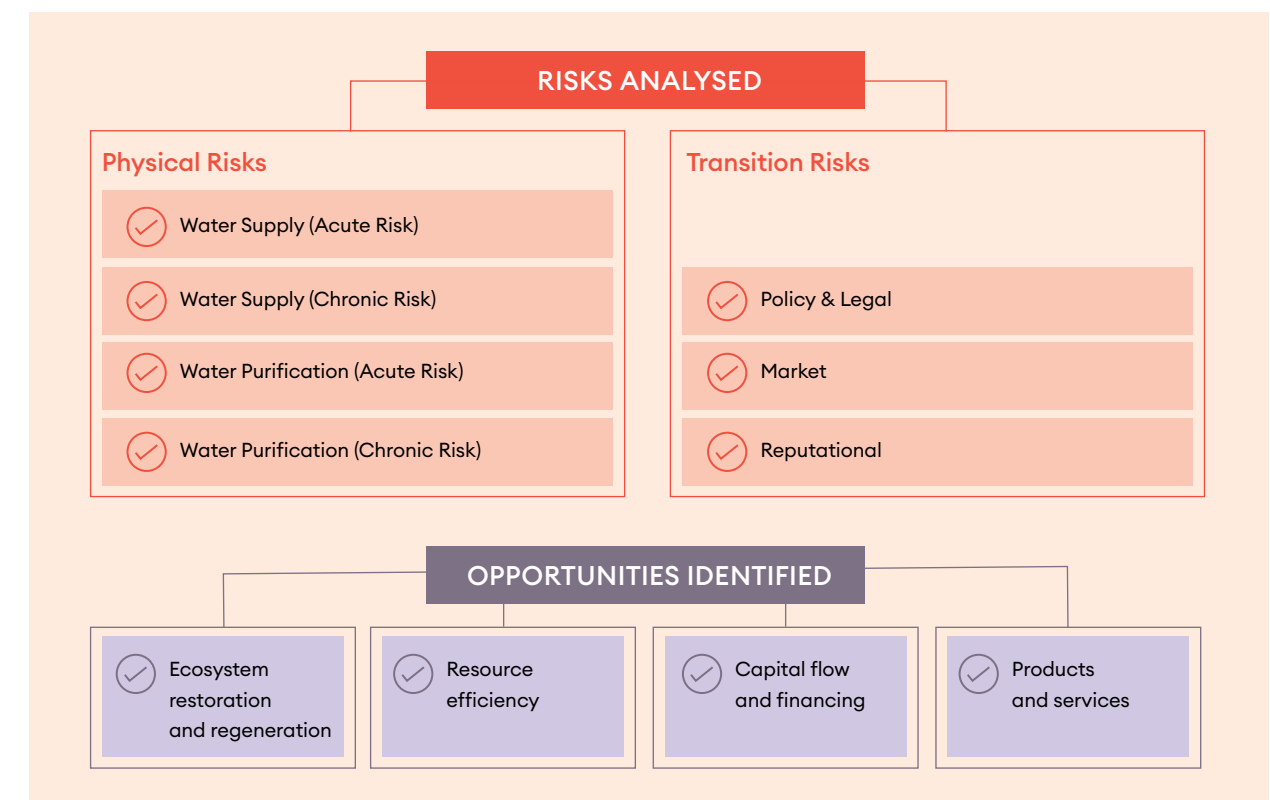
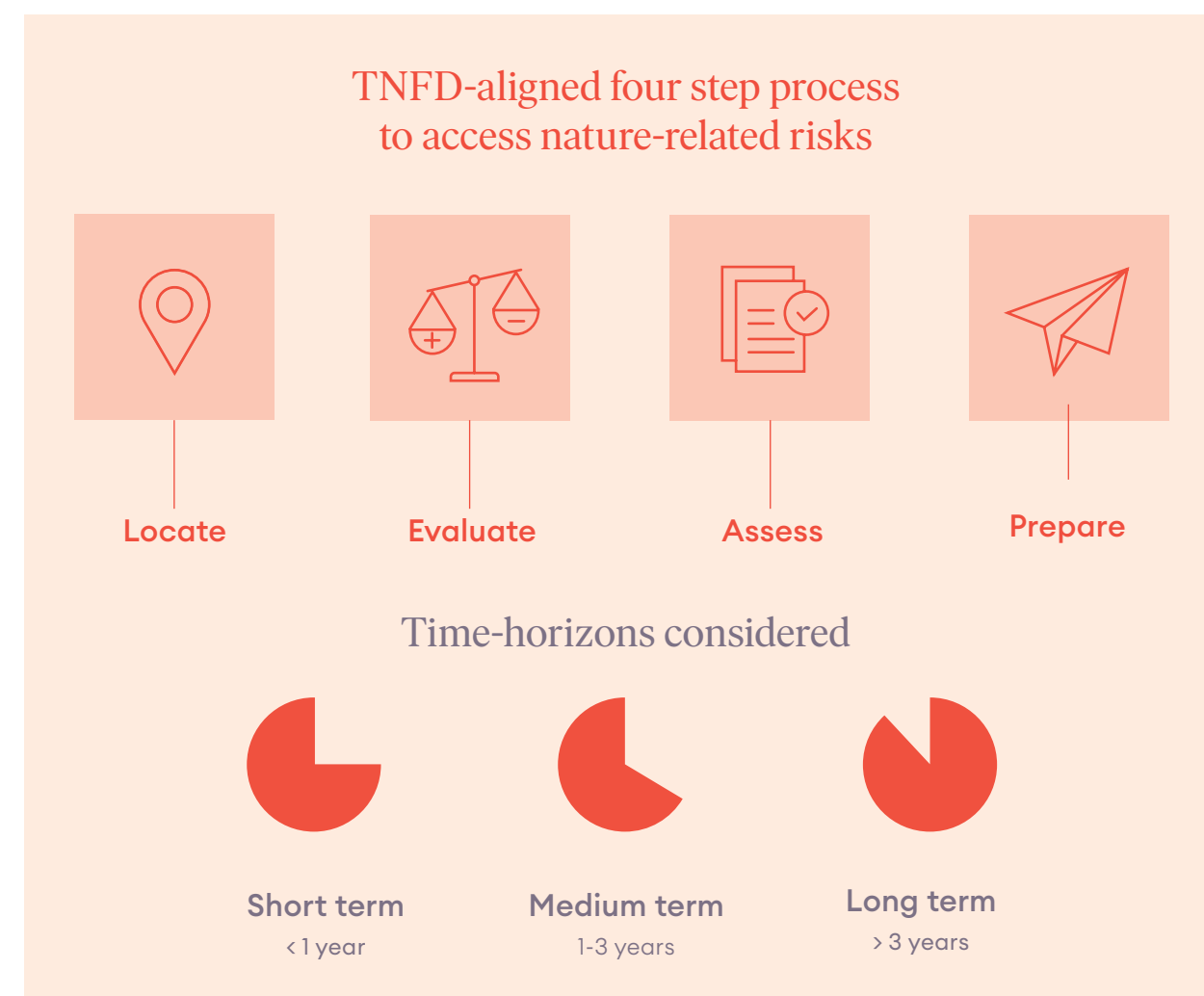


Task Force for Nature-related Climate Disclosures

At Matrix Pharmacorp, we recognise that nature underpins the resilience of our operations, the well-being of surrounding communities, and the sustainability of our value chain. As part of our commitment to environmental stewardship, we conducted a structured nature-related risk assessment across our six API manufacturing sites, aligned with the Taskforce on Nature-related Financial Disclosures (TNFD) framework.

This marks a key step in our journey to embed biodiversity, ecosystem services, and nature-related risk considerations into our enterprise risk management and strategic planning processes. Guided by the LEAP approach – Locate, Evaluate, Assess, Prepare – the assessment helped us identify key dependencies and impacts, evaluate both physical and transition risks, and uncover opportunities to create positive outcomes for nature.

This assessment focused on our direct operations, specifically our facilities in Sangareddy (Telangana), and Vizianagaram and Anakapalli (Andhra Pradesh), where we have the most significant interaction with local ecosystems and the greatest ability to act. While this scope does not yet cover upstream or downstream value chains, we acknowledge their importance and are committed to expanding our assessment boundaries in future reporting cycles as data systems and supplier engagement continue to mature.



To ensure credibility and consistency, we used globally recognised tools such as ENCORE, IBAT and the WWF Water Risk Filter, to map relevant ecosystem services, assess material risks, and prioritise areas of environmental vulnerability across sites. To support effective planning and decision-making, we have adopted three distinct time horizons (short, medium and long term) in line with TNFD recommendations. These timeframes help guide how we prioritise, implement, and monitor nature-related risks and opportunities across our operations.

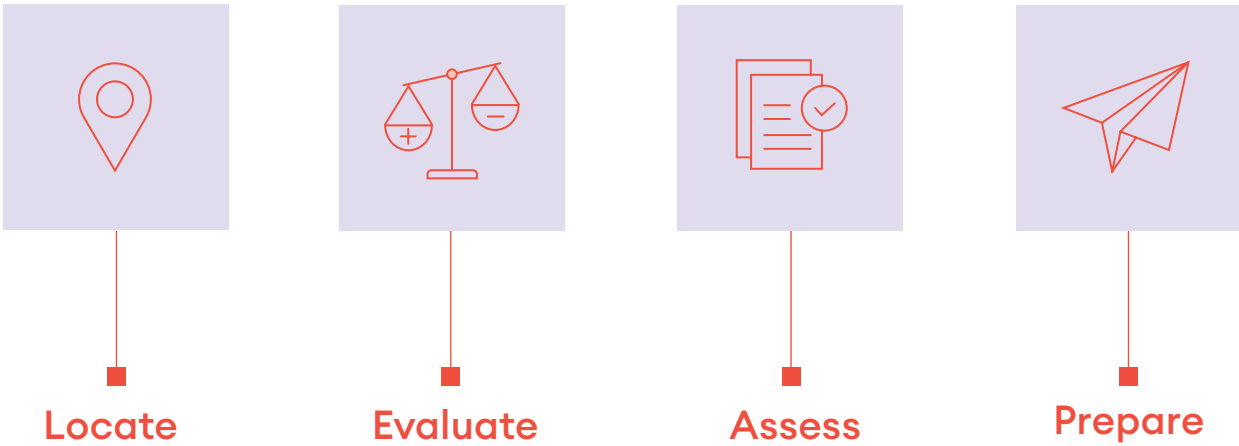
Governance

At Matrix Pharmacorp, we recognise that strong governance is fundamental to delivering on our nature-related commitments and ensuring credible, forward-looking integration of environmental considerations across the business. We have established a structured, multi-level governance framework to oversee the implementation of nature-related strategies, support cross-functional collaboration, and drive long-term value creation. This framework ensures clear accountability across all levels of the organisation.

For more details on our Governance structure, please refer to chapter [Responsible Growth through Governance](#) of this report.

Strategy

In alignment with TNFD recommendations, we adopted the LEAP approach to systematically identify and assess our dependencies and impacts on nature, along with the related risks and opportunities. This framework guided our site-level analysis, enabled us to integrate nature considerations into our broader sustainability and risk strategy.



- Locate:** As the first step, we assessed all six API manufacturing sites against TNFD’s sensitive location criteria, which include ecological integrity, nature degradation trends, proximity to key biodiversity area, water stress, and community-centric ecosystems. While all sites are located within designated industrial zones with low biodiversity and ecological sensitivity, three sites fall within moderate water stress areas whereas the others fall with extremely high water-stress zones. They were hence classified as sensitive locations, primarily due to exposure to physical water risk.
- Evaluate:** Next, we conducted a sector-based screening using the ENCORE tool to identify ecosystem services most relevant to our industry. This was followed by a location-specific assessment of the five services identified, evaluating each based on severity (scale, scope, irreversibility), likelihood, and materiality in the absence of controls. The analysis identified water supply and water purification as materially relevant dependencies and impacts to our operations. Other services, such as genetic material, education and research, and water flow regulation, were assessed as not applicable or low relevance, due to our engineered site design, and minimal interaction with natural ecosystems.
- Assess:** Building on this, we assessed nature-related physical and transition risks, as well as potential opportunities, across all sites. These were evaluated for their financial impact and likelihood, helping us prioritise mitigation actions and strategic planning.
- Prepare:** In the final step, we integrated nature-related findings into our strategic planning processes. Targets on water stewardship supported by near-term and long-term water strategy have been defined. Our overarching strategy and management approach is reflected in this report, and we are committed to continuing transparent disclosures on nature-related risks and opportunities in future reporting cycles.
- Based on this assessment, we identified a focused set of nature-related risks relevant to our operations. The tables below outline the key physical and transition risks, along with their associated likelihood, helping to guide our ongoing risk management efforts.

Ecosystem service	Description	Likelihood
Water Supply (Acute Risk)	We assessed the risk of short-term water supply disruptions across sites. While the possibility exists, contingency measures are well established, and no past incidents have occurred. Overall, the likelihood remains low.	Low
Water supply (Chronic risk)	Long-term trends suggest increasing pressure on water availability. This is being factored into our water strategy, with ongoing efforts to enhance resilience.	High
Water purification (Acute risk)	Occasional additional reliance on freshwater may be needed during ZLD system downtime. Our infrastructure and operations have been designed to maintain continuity and minimize disruption.	Low
Water purification (Chronic risk)	Gradual shifts in source water quality may influence treatment needs and input costs over time. These considerations are integrated into our long-term planning and site-level water initiatives.	High

Transaction Risk	Description	Likelihood
Policy & Legal	We continue to monitor developments in environmental regulations across key markets. While current compliance requirements pose limited near-term impact, we remain proactive in understanding future implications and aligning operational planning accordingly.	Low
Market	As expectations around climate performance and ESG disclosures grow, we recognize the importance of remaining aligned with customer requirements. Ongoing efforts to strengthen transparency and sustainability positioning help ensure continued relevance in evolving markets.	High
Reputational	With increasing stakeholder focus on ESG accountability, maintaining a strong reputation is critical. Through consistent communication, responsible practices, and third-party engagement, we aim to uphold trust and reinforce long-term brand value.	Low

While nature risk assessment helped us identify priority areas for long-term business planning and resource allocation, they also unlocked opportunities to drive innovation, efficiency, and shared environmental value. At Matrix Pharmacorp, we are identifying and investing in nature-positive initiatives that not only reduce our footprint but also contribute to ecosystem regeneration, operational resilience, and long-term cost savings.

Opportunity	Description
Ecosystem restoration and regeneration	We plan to actively investing in water recharge structures such as check dams, pond desilting, and rainwater harvesting to strengthen local water security and aquifer health. These efforts will directly support our water positive goals and contribute to long-term resource availability—delivering both environmental and operational value.
Resource efficiency	Our efforts to improve water efficiency are helping to lower operational overheads while enhancing site performance. As these programs scale across facilities, they are expected to strengthen cost competitiveness and support more resilient and sustainable operations.
Capital flow and financing	We plan to explore sustainability-linked financing to align capital access with our environmental performance. This approach supports the business case for climate investment while enhancing our ability to secure competitive financing terms tied to measurable ESG outcomes.
Products and services	Our R&D and manufacturing teams are embedding green chemistry and resource-efficient design into product development. These innovations support long-term compliance, drive process efficiency, and enable product-level ESG leadership—positioning us for growth in climate-conscious markets.

Risk and Impact Management

At Matrix Pharmacorp, building resilience to nature-related risks is critical to our long-term sustainability to identifying, evaluating, and mitigating nature-related risks across our operations. As part of our TNFD-aligned assessment, we have assessed both acute and chronic risks and are advancing targeted measures to strengthen site-level and enterprise-wide resilience.

To address acute risks, contingency measures such as backup water supply arrangements, and system-level resilience measures have been established across relevant sites. In parallel, we are planning for catchment studies, water regeneration initiatives, and community-level stewardship programmes as part of our broader commitment to achieving water positive by 2030.

This is supported by a five-step internal framework to strengthen consistency and alignment in how these risks are assessed and addressed across the organisation.



Earlier this year, we conducted a comprehensive materiality assessment, grounded in global reporting frameworks and an inclusive stakeholder dialogue. Building on this foundation, we undertook our first enterprise-level nature risk assessment in line with the TNFD’s LEAP (Locate, Evaluate, Assess, Prepare) framework across all six of our API manufacturing sites. The assessment leveraged tools such as IBAT, the WWF Biodiversity Risk Filter, and the Ecolab tool to map site-level dependencies and assess exposure to physical and transition risks.

Insights from this assessment are now being integrated into our broader Enterprise Risk Management (ERM) framework to ensure nature-related risks are addressed alongside financial, operational, and compliance risks. In parallel, we are strengthening our response through a mix of site-level controls and forward-looking initiatives – including infrastructure resilience measures like backup ZLD systems and water storage capacity, diversification of water sources, adoption of more sustainable alternatives, policy alignment with evolving environmental standards, and long-term targets such as achieving water positive by 2030. We plan to regularly monitor key risks, assess the effectiveness of our actions, and refresh our strategy based on emerging data, updated tools, and changing environmental conditions.

Together, these steps form a cohesive, forward-looking system that supports more informed decision-making, enhances our ecological and operational resilience, and contributes to sustained value creation, while aligning with our ESG vision through nature-based actions. These actions restore ecosystems, empower communities, and have a lasting impact on both environmental and economic sustainability.

Metrics and Targets

At Matrix Pharmacorp, we believe that setting clear, measurable, and time-bound targets is essential for translating our commitments into tangible outcomes. Our metrics are designed to track progress, drive accountability, and guide our efforts to reduce environmental impact while contributing positively to the ecosystems in which we operate. These targets reflect our strategic focus on key nature-related areas such as freshwater conservation, ecosystem restoration, and sustainable site operations.

Metric	Target	Status
Volume of freshwater withdrawal and consumption	Reduce freshwater consumption by 25% by FY30 (baseline: FY25)	A suite of initiatives has been designed to promote efficient water use and encourage a shift towards more sustainable water sourcing alternatives, with phased implementation underway.
Volume of water replenished	Achieve water positive by 2030	A detailed, time-bound roadmap has been developed to guide catchment studies, recharge projects, and site-level water balancing plans.

In addition to these targets, we have also committed to achieving AWS (Alliance for Water Stewardship) certification at 3 sites by 2030, reflecting our focus on water governance, community engagement, and responsible water stewardship.

Way Forward

As we advance our approach to nature and ecosystem stewardship, Matrix Pharmacorp remains committed to strengthening its understanding of nature-related risks and enhancing our response across operations, value chains, and communities.

An abstract graphic on a solid red background. It features numerous small white squares connected by thin white lines. The lines and squares are arranged in a way that suggests a network or a series of paths. Some lines are horizontal, while others are diagonal, creating a sense of movement and connectivity. The squares are placed at various points along these lines, acting as nodes or markers. The overall composition is dynamic and modern.

Our culture as a
growth catalyst

Our culture as a growth catalyst

Material Topic(s) Covered

Diversity, Equity and Inclusion

Human Capital

Human Rights and Labour Practices

Occupational Health and Safety

At Matrix Pharmacorp, our people are at the heart of our progress. We invest in a safe, inclusive, and empowering workplace, champion human rights, and nurture talent through continuous learning – building a resilient, engaged workforce for the future.

We prioritise both mental and physical well-being while creating clear pathways for career growth at every level. Our focus is to equip our teams with the skills, values, and opportunities they need to thrive in a rapidly changing world.

UN SDGs Impacted:



Redefining Purpose, Vision and Values

To inspire our people towards a shared vision, we began the year by articulating our Purpose, Vision, and Values. This foundational exercise has helped unify our teams, strengthen our culture, and guide our actions with clarity and intent.

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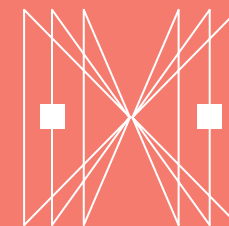
B = Belongingness

I = Integrity

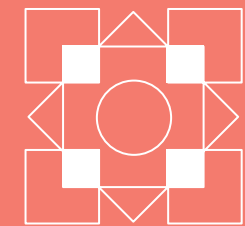
I = Inclusivity

I = Innovation

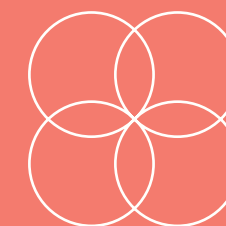
I = Impact



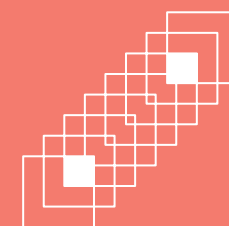
Integrity



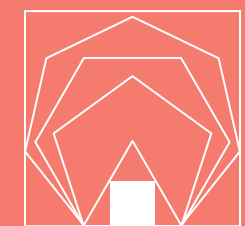
Innovation



Belongingness



Impact



Inclusivity

Purpose

Enhancing people's health and well-being, spreading joy and fulfilment.

Vision

To be a time-tested and timeless, innovative global pharmaceutical company by empowering partners for enhancing lives.

Values

We B 4 I (We Before I)

Celebrating 25 Years of Matrix

During the reporting period, Matrix Pharmacorp marked a significant milestone, having completed 25 years of operations. To commemorate this milestone, we undertook a comprehensive review and enhancement of our organisational policies and benefits, introducing a new Employee Value Proposition that reflects the evolving aspirations of our workforce. As a gesture of appreciation and to mark this memorable occasion, silver coins were presented to all employees.



Workforce Demographics

Our workforce is the cornerstone of our company, and we take pride in its breadth of experience. As of the end of the reporting period, Matrix Pharmacorp employed 6657 people across all six manufacturing units, one R&D facility and a Corporate Headquarters, including full-time employees, contract staff, and outsourced workers. We continuously work to enhance diversity across various dimensions – gender, age, ethnicity, and cultural background – as we believe diverse teams drive innovation and better decision-making.

NUMBER OF EMPLOYEES (By Employment Type)	FEMALE	MALE	TOTAL
Permanent / Full-Time	156	3637	3793
Temporary / Part-Time	233	2631	2864

NUMBER OF EMPLOYEES (By Region)	ANDHRA PRADESH	TELANGANA	TOTAL
Permanent / Full-Time	1712	2081	3793
Temporary / Part-Time	1679	1185	2864

In terms of gender diversity, women currently represent about 4% of our total workforce, and we are focused on increasing this figure across levels and in diverse roles. We aspire to reach much higher levels over time by achieving at least 10% women participation by 2030. We are already making progress: Women leaders serve in key management roles, and we are planning to actively support the development of female leaders through mentorship and targeted programmes. By focusing on creating women leaders, we are following a top-down approach to increase gender diversity.

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GENDER RATIO AND PAY GAP

- We aim to significantly boost women representation. On an average, we have 1 female colleague for every 23 male colleagues in our organisation
- Mean gender pay gap - we observe that female colleagues are now paid 6.9 % more than male colleagues

Talent Attraction and Retention

At Matrix Pharmacorp, we live DEI - both in principle and in practice. This is reflected in our unadjusted positive gender pay gap of ~7%, demonstrating our pay equity credentials. Our initiatives continue to strengthen the participation of women in all domains and across all levels. We remain optimistic about the current positive pay gap. Through targeted strategies, we intend to address any imbalance to achieve gender pay parity.

To foster diversity in our workforce, we have enhanced our lateral recruitment from industries beyond pharmaceutical industry for enabling functions (e.g., Finance, HR, Marketing) and on-site roles (e.g., Operations, ESG).

To maintain a dynamic and relevant workforce, we regularly monitor our demographics and talent pipeline and are designing hiring strategies to address any representation gaps. (For example, we intend to nurture early-career talent through campus hiring programmes and internships to ensure a pipeline of young professionals.) Our inclusive culture aims to make every employee feel a sense of belonging and being valued, regardless of their background – which in turn supports high retention and engagement company-wide.

Our age profile is well-balanced, combining the energy of youth with the wisdom of experience. More than 5% of our employees are under 30, the largest group is in the 30–50 range, and the remainder are over 50 years of age – ensuring knowledge transfer and continuity. This generational diversity helps us blend fresh ideas with deep industry expertise.

Age Demographics of the Workforce



We also employ individuals from a wide range of educational, economic, and cultural backgrounds – scientists, engineers, technologists, and business professionals hailing from across our operating regions. Further, we strive to create opportunities for local populations, reflecting in 90% of our on-site workforce being locally hired. Matrix Pharmacorp strives to provide fair access and opportunities to all, and our hiring and advancement practices are strictly merit-based, with no discrimination on the basis of race, ethnicity, gender, religion, sexual orientation, age, nationality, union status, marital status, caste, or any other identity.

Attracting top talent and retaining high-performing employees are critical priorities for Matrix Pharmacorp’s sustained success. We employ a multi-faceted strategy to recruit the best people, provide them with compelling employee experience, and build long-term careers within the organisation.

COMPETITIVE RECRUITMENT & ONBOARDING

We undertake robust recruitment efforts to bring in skilled employees who align with our values. This includes early / niche talent hiring and a strong employee referral policy. Beyond technical qualifications, we seek individuals who are innovative, collaborative, and passionate about our mission. Our onboarding process is thorough, ensuring new joiners are quickly assimilated and productive, with managers and teams actively supporting their integration.

Employee Engagement and Development

Matrix Pharmacorp's greatest strength is our people, across all the levels of the organisation. Their unwavering commitment and resilience have been instrumental in sustaining and advancing our journey, regardless of the challenges, uncertainties, or market volatilities we've faced. Their dedication continues to shape our culture, drive our performance, and reinforce our purpose.

We strive to foster a fulfilling environment for the employees while giving them opportunities to grow. Our approach to employee engagement and development encompasses attracting diverse talent, providing continuous learning and career development, recognising and rewarding contributions, and building an inclusive culture where everyone can thrive. Over 80% of our workforce has been tenured in the system for 5 or more years, indicating the engagement that we have been able to drive.



Social Dialogue

We actively solicit feedback from our employees and respond with initiatives that enhance their work experience – evidenced by strong engagement scores in our recent surveys (over 74% of employees reported feeling engaged and enabled in their work).



Compensation and Benefits

Matrix Pharmacorp offers competitive, fair remuneration packages to attract and retain talent. We have a Remuneration Committee which oversees the process of determining the remuneration by taking into consideration views of stakeholders. Our compensation structure is benchmarked against industry standards and reviewed periodically to ensure market alignment. We maintain equal pay for equal work – conducting regular wage equality review across gender and other demographics to identify and close any unintended gaps. In addition to a fair base salary, employees who are in tactical and strategic roles are eligible for performance-linked incentives or bonuses, aligning rewards with company and individual success.

We provide a comprehensive benefits suite, including healthcare coverage for employees and their families. All statutory benefits like Provident Fund, gratuity, and employee state insurance are fully provided (with the company contributing the mandated amounts). We also offer additional benefits such as supplemental accident insurance, term life insurance, and in all locations, free meals and free transportation.

We also offer extra compensation for extra or atypical hours. We communicate our compensation structure, remuneration process, and advancement process clearly to all employees, ensuring transparency in how pay raises and promotions are determined. We do this through a comprehensive orientation programme and regular refreshers during the performance review cycles.

Novel Employee Benefits

All employees who are first-time homebuyers irrespective of their role and level can avail interest subsidies on housing loans.

Employee Wellness

At Matrix Pharmacorp, we recognise that employee well-being is multidimensional – encompassing physical health, emotional well-being, and the balance between work and personal life. Our Employee Wellness programmes are designed to support our people in all these areas, going beyond statutory requirements to truly care for our workforce. We believe that a healthy, happy employee is more engaged and productive, and fostering well-being reflects our core value of respect for people. This year, our legacy systems and new-age leadership came together to design a comprehensive employee well-being framework that reflects this belief. The initiative is rooted in our commitment to support every employee in leading a fulfilling, holistic and healthy career, one that nurtures the body, mind, and spirit.



Health Screenings and Wellness Programmes

Preventive healthcare is a major focus of our wellness strategy. We offer free health screenings for our employees to identify potential health issues early and encourage a proactive health mindset. Every year, all employees are entitled to a free Annual Health Check-up, these check-ups are conducted at partnered diagnostic centres, and results are shared confidentially with employees along with medical advice for any needed follow-up. Even employee dependents could get the medical check-up done at a discounted rate.

Beyond check-ups, we run a variety of wellness programmes throughout the year, aimed at improving employees' health and well-being:

- **Fitness and Physical Activity:** To promote active lifestyles, we host group activities – for example, runs, yoga, and sports events.
- **Nutrition Management:** Our canteens are adding healthier food options, such as a daily salad bar and fruit alternatives to fried snacks.
- **On-site well-being support:** Available at both Hyderabad and Vizianagaram locations, our occupational health physicians and certified counsellors are readily available for our employees, should a need arise.



Mental and Emotional Well-being

It is a vital component of our wellness focus. We understand that working in a high-performance industry, along with personal life pressures, can sometimes lead to stress or other mental health challenges. Matrix Pharmacorp is committed to supporting the mental health of our employees through awareness, reducing stigma, and providing professional help when needed.

Not only do these wellness and engagement initiatives contribute to our people's quality of life, but they also help reduce absenteeism and boost morale. We plan to continue expanding our programmes to further support our employees' journey towards better health.

Employee Engagement activities like Townhalls, Festival Celebrations, Marathons, etc, were done throughout the year to foster positive and vibrant culture.

Our focus remains firmly on evolving into an employer of choice – one that attracts, engages, develops and retains top talent. This year, we initiated our Diversity, Equity, and Inclusion (DEI) journey, laying a strong foundation for a more inclusive and equitable workplace. Simultaneously, we are focusing on making Matrix Pharmacorp a sustainability champion. We are driving productivity by streamlining processes to eliminate redundancies and enhance operational efficiencies. Our ambition is to become a smart, future-ready organisation, built by people and powered by purpose.

We have partnered with an external organisation to provide 24/7 counselling and support services to employees and their family members in preferred regional language as needed. Under this programme, employees (and their immediate family members) can access professional counsellors, psychologists, or coaches for a range of issues – including work stress, anxiety, depression, grief, relationship challenges, or financial counselling. The service is available via phone, online chat, or in-person sessions, and employees can avail a set number of sessions free of cost. Importantly, the identity of individuals using and the content of counselling are kept strictly confidential from the employer, giving employees and their families private access to a

network of experts (counsellors, psychologists, career coaches, etc).

We also care about creating a workplace where it is safe to talk about mental health. Our leadership has openly discussed the importance of mental well-being in townhalls and internal communications, which helps break down stigma. As a result, more employees are willing to reach out for help or to take mental health days when needed – we allow wellness leaves as part of our leave policy, thus destigmatising taking time off for mental or physical health.

Our aim is to foster an environment where mental health is treated with the same importance as physical health – one where employees feel comfortable acknowledging stress and seeking help. By providing these supports, we hope to alleviate mental distress and create a more balanced, creative, and focused workforce.



Work-life Balance and Parental Support

Matrix Pharmacorp understands that employees perform best when they can balance their work commitments with their personal and family life. We have implemented policies that promote work-life balance, as well as strong support systems for employees going through significant life events. We aim to be a family-friendly employer and to accommodate the diverse needs of our workforce.



Key initiatives and programmes for work-life balance and parental support include:

- **Flexible Work Hours:** At our corporate office, employees have the flexibility to start their day anytime between 9AM and 10 AM and leave correspondingly between 5:30 PM and 6:30 PM. This flexi-time arrangement helps employees

avoid rush-hour commutes or adjust their schedule for personal needs (like dropping children at school) without needing special permission. In manufacturing units where shift times are fixed, we still try to accommodate personal needs when possible – for example, by allowing shift swaps or adjusting roster preferences within the limits of production requirements.

- **Remote Work:** We invested in secure IT tools and collaboration platforms so that occasional remote work is seamless. We find that offering this flexibility helps employees manage personal responsibilities (e.g., waiting for a service technician at home, caring for a mildly ill child) without taking full days off, and it boosts morale. We plan to further expand need-based remote work options, guided by productivity data and employee feedback, in a balanced way that maintains team cohesion.
- **Preventing Burnout and Ensuring Rest:** We have implemented policies to ensure employees take adequate rest and vacation time: We mandate a minimum of 15 days of vacation to be used each year by every employee, to ensure people take the time off they have earned. (Our leave policy is generous overall 54 days of paid leaves annually – including 30 days of paid leave, 12 days of paid sick leave and 12 days public holidays.) Managers actively track and encourage their team members to schedule time off, and we emphasise that employees should disconnect during vacations. When someone is on leave, they are not expected to check email – we encourage handing over urgent matters to colleagues to ensure true rest.

Family-friendly Programmes

- **Maternity Leave:** Women employees are entitled to 26 weeks of fully paid maternity leave, which is in line with the Maternity Benefit Act, 2017 in India. This leave can be taken starting up to 8 weeks before the expected delivery date, with the remainder after childbirth, as per the employee's preference. We go a step further to ease the transition back to work: new mothers have the option to take an additional work-from-home after their maternity leave, subject to available leave balance, the nature of their job and manager's agreement. These measures help new mothers adapt and manage childcare in the crucial early months. Our company health insurance covers maternity-related medical expenses comprehensively.
- **Return-to-work Support:** Our managers are sensitised to be supportive and avoid unconscious bias – we emphasise that taking maternity or paternity leave should not derail one's career opportunities. Indeed, we have had women come back from maternity leave and subsequently move into higher roles, demonstrating our commitment to their growth.
- **Work-life Integration Policies:** Beyond parenting, employees may have other personal needs – such as caring for elderly parents or pursuing higher education. We try to accommodate these through flexible policies. For instance, we allow employees to use their accrued sick leave to care for an ill family member.

Our philosophy is that employees should not have to choose between a successful career and a fulfilling personal life. By providing flexibility, support, and a culture that respects life outside of work, we aim to reduce stress and attrition and increase loyalty. We have numerous examples of talented individuals who stayed with us (where they might have otherwise left) because we could accommodate their life changes. These stories spread within the company and strengthen our employer brand, fostering a sense of family and mutual care.

In conclusion, our work-life balance and parental support initiatives are a testament to Matrix Pharmacorp's people-centric approach. We will continue to refine these policies, guided by employee input and global best practices, to ensure our people feel supported in every aspect of their lives. When our employees thrive both at work and at home, it creates a virtuous cycle of positivity, productivity, and loyalty that drives our long-term success.

We remain committed to continuous improvement, knowing that social responsibility and human capital development are ongoing journeys.

By caring for our people and communities, we are not only doing the right thing – we are also building a resilient, innovative, and inclusive organisation positioned for sustainable success in the years ahead.











Employee Value Proposition (EVP)

We strive to make Matrix Pharmacorp 'Employer of Choice'. Beyond pay and benefits, our EVP includes intangibles like a positive work culture, meaningful work (employees know their efforts contribute to improving patient lives), and opportunities for innovation and impact. We provide a safe, modern work environment and a culture of respect and collaboration.

We communicate our EVP through employer branding initiatives to further enhance our attractiveness as an employer. We actively listen to our employees through regular satisfaction surveys that assess key dimensions such as workplace climate, managerial support, and pride in the organisation.

Diversity, Equity and Inclusion (DEI) Initiatives

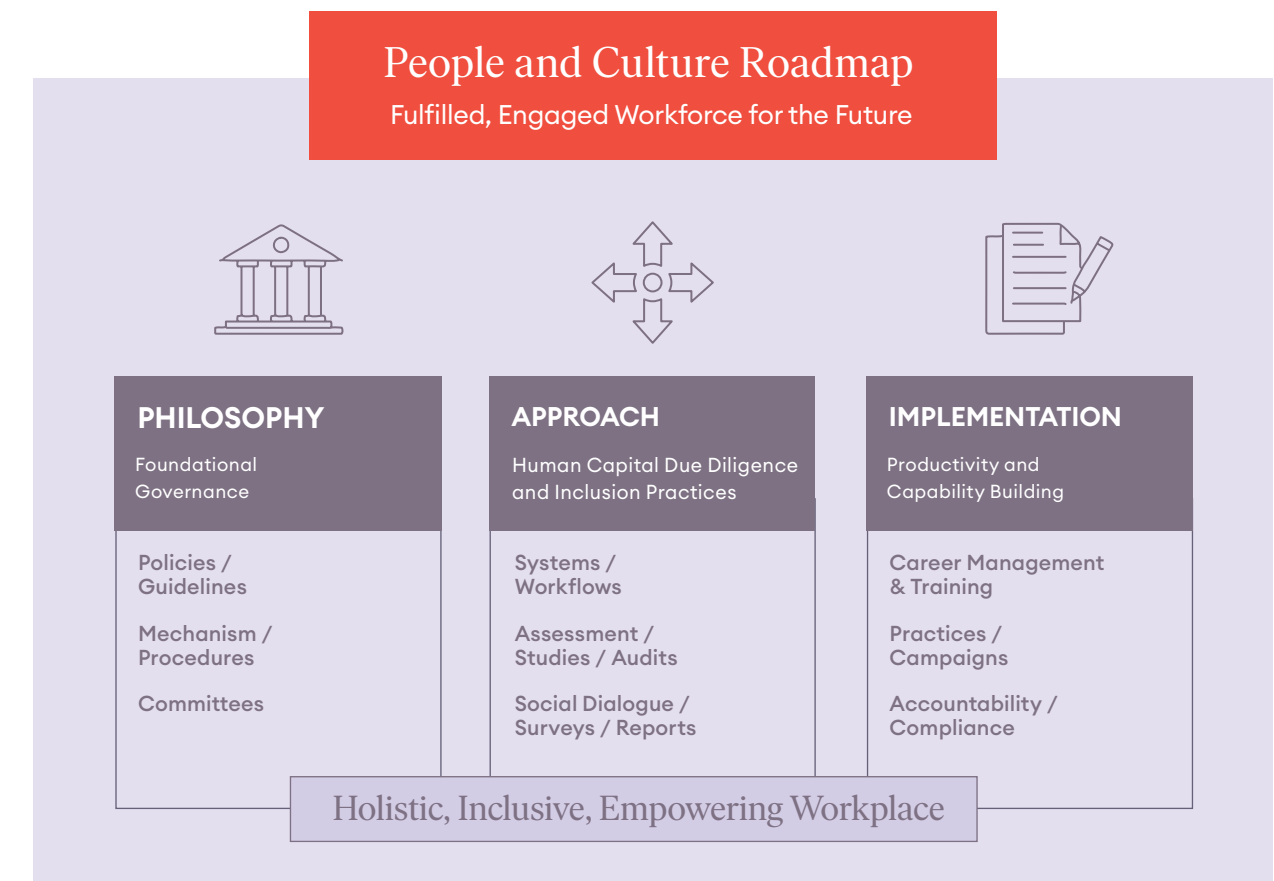
Attracting and retaining talent also means ensuring inclusive practices so all employees feel valued and have equal opportunities to succeed. We are putting in place a strong DEI agenda: for example, recruitment shortlists for open positions are expected to include diverse candidates, and we set aspirational goals to increase the representation of women in our workforce and leadership. Diversity and inclusion also provide a prominent mention in our Code of Business Conduct and Ethics.

NUMBER OF EMPLOYEES (by gender type at)	FEMALE	MALE	TOTAL
Strategic Level	 2	 43	45
Tactical Level	 39	 625	664
Operational Level	 115	 2969	3084
TOTAL	 156	 3637	3793

NUMBER OF EMPLOYEES (by age group at)	<30 YEARS OLD	30-50 YEARS OLD	>50 YEARS OLD	TOTAL
Strategic Level	0	13	32	45
Tactical Level	1	415	248	664
Operational Level	199	2591	294	3084
TOTAL	200	3019	574	3793

Building a Fulfilled, Engaged Workforce for the Future

Our people and culture roadmap contributes to a holistic workplace and a future-ready workforce that is aligned with sustainability values, anchored in governance, driven by inclusion, and empowered by continuous capability development.



CORE DRIVERS	FOCUS AREA	KEY RESULTS
1. Foundational Governance (Philosophy)	Establishing a robust, ethical foundation and a values-based framework with a strong commitment to organisational guiding principles.	<ul style="list-style-type: none"> • Policies & Guidelines • Mechanisms & Procedures • Committees
2. Human Capital Due Diligence & Inclusion Practices (Approach/Measures)	Driving a culture of equity, transparency, and inclusion through structured evaluation and systems. To ensure fairness, strengthened human right aspects, grievance addressal and benefits designed to meet diversity goals.	<ul style="list-style-type: none"> • Systems & Workflows • Assessments/Audits/Studies/ Reports • Social Dialogue through Townhalls/Surveys/ Collective Bargaining
3. Productivity & Capability Building (Implementation/Coverage)	Empowering people and enabling accountability through engagement, continuous learning, and compliance initiatives.	<ul style="list-style-type: none"> • Career Management & Training Programmes • Engagement Campaigns & Best Practices • Accountability & Compliance Framework

We have started a Women resource group, called **Matrix Women's Representatives**, with chapters at all Sites and is focused on fostering inclusion. Our policies explicitly prohibit discrimination of any kind (covering gender, caste, race, religion, age, sexual orientation, disability, etc.), and we require strictly merit-based decisions in hiring, promotions, and compensation.

To reinforce this, all our employees and managers undergo periodic training on unconscious bias and inclusive leadership. We are also committed to equal opportunity in career advancement: women currently hold several senior management roles (we track the percentage and aim to raise it further), and we closely monitor diversity metrics in leadership. We train our employees in diversity, equality and inclusion. In alignment with our UNGC commitments, we ensure no discriminatory practices in any location, abiding by all local equal opportunity and anti-discrimination laws. We also provide adequate grievance mechanisms for employees to raise inclusion-related concerns.

Employee and Worker Grievance Redressal

We maintain robust mechanisms to address any employee grievances or workplace concerns promptly and fairly. We clearly communicate these mechanisms through our Code of Business Conduct and Ethics. We have an open-door policy and a structured grievance procedure whereby employees can raise issues to their supervisors, HR, or even higher management without fear. Additionally, we operate a whistleblower mechanism that employees can use to report concerns if needed. All grievances – whether about working conditions, interpersonal conflicts, or perceived unfair practices – are investigated by competent committees and resolved in line with our policies.

One such policy is our Prevention of Sexual Harassment (POSH) policy, which is supported by a centralised Internal Complaints Committees (rotated once in 2 years as per POSH guidelines) to investigate and address any harassment complaints with sensitivity and seriousness. We are proud that we had zero cases of sexual harassment reported in the last year, reflecting both the effectiveness of our preventive training and the respectful culture we promote.

Our comprehensive grievance process ensures there is no retaliation against anyone raising a legitimate concern. We treat employee voices as vital input

to improve our workplace and provide two-way communication mechanisms to enable employees and workers (e.g. townhalls for employees and works committee for workers). We have both formal and informal “2-way employee voice” mechanisms: aside from surveys, our consultative committees (for welfare, safety, etc.) and round-table meetings with management provide channels for employees to influence decisions. This climate of trust and justice helps retain employees, as it instils confidence and assurance that their issues will be heard and handled fairly.

Recognition and Rewards

Recognising employees for their hard work and contributions is fundamental to our engagement approach. In addition to formal compensation, we have built a culture of recognition. Managers are trained to give timely appreciation for jobs well done. We run structured reward programmes, and also celebrate project successes, other milestones with recognition events. These efforts boost morale and reinforce positive behaviours, which in turn support retention. An engaged workforce that feels valued is more likely to stay and contribute their best.



Career Development and Progression

We offer clear career paths and a multitude of development programmes so employees can envision a long-term future with us. We fill a significant proportion of leadership and specialist roles internally, demonstrating that our people can rise through the ranks.

Our performance management system is transparent and supportive: employees receive ongoing feedback, and formal performance, and career development reviews are conducted for all staff annually. High-performing and high-potential individuals are identified for fast-track programmes (such as cross-functional rotations, special projects, and leadership mentoring) to accelerate their growth.

Employee Engagement and Feedback

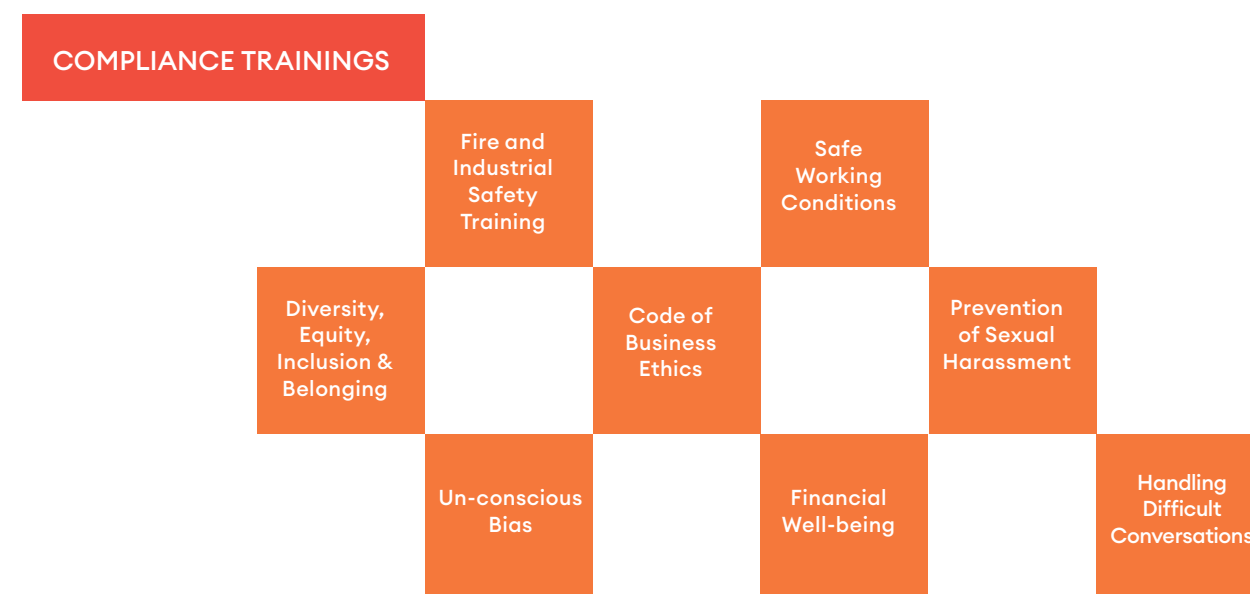
We actively engage employees in dialogue to understand their needs and improve our workplace. We conduct an Employee Satisfaction Survey annually (with very high participation, 85% in the most recent cycle). The survey covers topics like job satisfaction, management support, compensation, and growth opportunities. Our latest engagement index was over 74% favourable.

Through the above multifaceted approach – competitive rewards, career opportunities, an inclusive culture, and a supportive environment – Matrix Pharmacorp has built a strong employer brand and a highly engaged workforce. We continuously refine our talent practices, learning from best-in-class industry examples and from our own employees' feedback, in order to attract, develop, and retain the brightest talent in the industry.

Learning and Development

We are deeply committed to Learning and Development (L&D) as a means to empower our employees and drive continuous improvement. Our L&D initiatives ensure that employees at all levels have opportunities to grow professionally and acquire new competencies in line with personal goals and organisational needs.

Our Training & Development strategy is designed to deliver value across all levels of the workforce, from operational employees to knowledge workers, through a blend of digital modules and instructor-led workshops. The key idea of this strategy is to enhance access to self-paced learning and strengthen internal capability development to enable people and organisation development. This structured foundation sets the stage for scalable, continuous learning in the future.



All employees are mandated to go through compliance trainings as we believe this is the first step to create a fair and safe workplace.

On-the-job Training: These are the trainings done at the shop floor to equip the newly joined or transferred employees at the operational level with the right resources to do their job effectively. In workplaces like Corporate or R&D, new entrants are trained by their peers or seniors to fit into their roles in a short span of time.

Micro Trainings on Soft Skills: To upskill & augment our employees at operational and tactical levels, we have micro training programmes on soft skills that are crucial for success in their roles and for contributing to a positive and productive work environment.

Training Philosophy and Strategy

Our training philosophy is one of lifelong learning. We encourage employees to take charge of their development, with the company providing support and resources. We offer a blend of learning methods – from on-the-job training and mentoring to classroom sessions and e-learning – to cater to different learning styles. We prioritise critical skill areas: technical skills specific to each function, leadership and managerial skills, soft skills (communication, teamwork), compliance and ethics. We have embedded learning into the flow of work, promoting a culture where knowledge-sharing and continuous improvement are encouraged.

Learning Management System

During the year, we significantly expanded our e-learning catalogue, including trainings on topics like unconscious bias, financial well-being, handling difficult conversations, and sensitisation training on safe working conditions.

Types of Training and Programmes:

Our L&D offerings span several categories:

- **Technical and Functional Trainings:** For scientists, engineers, and technical staff, we provide ongoing training on the latest technologies, research methods, quality standards (e.g., Good Manufacturing Practices, Good Laboratory Practices), and equipment operation.
- **Quality, Compliance & Safety Training:** Regular training on topics such as ethics and compliance, anti-corruption, data privacy, and pharmacovigilance is conducted company wide. Our workforce underwent training on preventing workplace discrimination and human rights violations in the reporting year, reinforcing our values and legal obligations.
- **People Development Programmes:** To build well-rounded professionals, we offer training in communication, collaboration, stakeholder management, team management, conflict management, social media handling, customer centricity, business acumen, problem-solving and finishing school skills. Employees participated in workshops on effective presentation skills, time management, and other interpersonal skills. For managers and supervisors, we have a suite of programmes under the banner of MPower – covering topics like motivating teams, giving feedback, and managing change.
- **External Education and Certifications:** We encourage and support employees pursuing external certifications or higher education relevant to their roles. We provide sponsorship or tuition reimbursement for approved professional courses, enhancing employee qualifications and bringing back valuable knowledge to the company.

Learning and Development at Matrix Pharmacorp is not a one-time event but a continuous journey, supported at the highest levels of the company. We will continue to evolve our L&D programs – especially focusing on future skills and sustainable business practices – to ensure our workforce is future-ready and our people feel confident in their growth within the organisation. Through sustained investment in learning, we aim to not only enhance individual capabilities but also strengthen our organisational capacity to innovate and adapt in a rapidly changing world.

Human Rights and Labour Standards

Matrix Pharmacorp is unwavering in its commitment to human rights and fair labour practices. We believe that conducting business with respect for human dignity is both a moral imperative and a foundation for sustainable growth. Our Human Rights and Labour Standards policy (part of our Code of Business Conduct and Ethics) is informed by international frameworks including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Core Conventions. As a signatory of the UN Global Compact, we are committed to upholding all internationally recognised human rights throughout our operations. As a forward-looking aspiration, we have also begun development of a roadmap for aligning with applicable internationally recognised frameworks for decent working conditions, performing gap assessments to benchmark our practices against global best practices and pinpoint areas for improvement.

We conducted a human rights assessment to identify areas of strength and some opportunities for improvement, and we are continuously strengthening our systems to ensure respect for labour rights at our sites and in our supply chain.

Human Rights Risk Assessment and Due Diligence

We proactively identify and address human rights risks through a structured due diligence process. We conducted a comprehensive human rights review covering all our manufacturing plants. Through systematic risk assessments, continuous due diligence, and training of employees on human rights concerns, we strive to identify, prevent, and mitigate any human rights risks associated with our business. This ongoing vigilance is essential to ensure that our growth never comes at the expense of fundamental human rights.

Child Labour and Forced Labour Elimination

Matrix Pharmacorp has a commitment to prevent child labour and forced labour in any of our operations or value chain. We are fully committed to the principle that no person should be subjected to involuntary or exploitative labour, and that work should not interfere with a child's well-being or education. Among other measures, we train our employees on these topics, conduct regular assessments internally. We regularly assess the control methods that we have in place to ensure their effectiveness.

Child Labour: In line with ILO conventions and local laws, we prohibit the employment of anyone under the legal working age. Our hiring process includes strict age verification – every candidate's documents are checked to ensure they meet age requirements before hiring. We also communicate this expectation to our suppliers and contractors: they must not employ child labour, and we reserve the right to inspect their practices. We remain vigilant, especially in our supply chain – for example, we check that workers provided by vendors (including auxiliary workers such as cleaning or cafeteria staff) are of legal working age.

Forced or Involuntary Labour: We are equally committed to eradicating any form of forced labour, bonded labour, or modern slavery. All employment at Matrix Pharmacorp is freely chosen – employees have the right to leave after reasonable notice as per contracts or law. We do not withhold any part of wages unlawfully, and we never retain workers' identity papers or any valuables. Our policy explicitly forbids charging workers any recruitment fees; if there are any costs for hiring, they are fully borne by the company. By ensuring no worker is indebted or coerced as a condition of employment, we remove key drivers of forced labour. We also educate employees and workers about their rights, so they know they should never surrender personal documents or pay to secure a job – reinforcing this through hiring inductions and our code of conduct training, and we take strict measures to ensure that

the workers are not subjected to use of force or undue restrictions (e.g., on exiting the workplace / factory). We have grievance redressal mechanisms on site (e.g., Grievance Redressal Committee chaired by the site HR head, comprising both workers and management personnel which meets anytime there is a grievance). The mandate of the committee is to sensitise workers to ensure that they can raise any concerns or instances of forced labour adequately.

Within our own operations, forced labour has never been an issue – we hire through formal channels and all our workers have written contracts with fair terms. But we recognise that forced labour can sometimes hide in complex supply chains. Therefore, we extend our vigilance outward: our Supplier Code of Conduct mandates that suppliers shall not use any forced, bonded or involuntary labour. We prioritise doing business with suppliers who share our ethos.

We are pleased to report that in FY25, we had zero incidents of forced labour or child labour reported or observed in our operations. We will continue to monitor rigorously – should any instance ever surface, we have a clear remediation procedure.

By upholding these principles, Matrix Pharmacorp not only complies with laws but also affirms the fundamental human right to freely chosen employment and a childhood free of labour. We believe our efforts contribute to the broader industry push against modern slavery in all its forms.



Freedom of Association and Collective Bargaining

We respect and support our employees' right to freedom of association and collective bargaining. Open dialogue between employer and employees (or their representatives) is a cornerstone of our employee relations approach. At Matrix Pharmacorp, all employees are free to form or join trade unions (or to refrain from doing so) as per their choice, without fear of reprisal or harassment. We prevent any form of discrimination or retaliation against employees for participating in union activities or collective bargaining.

In regions or sites where employees have chosen to unionise, we engage in good faith with their trade unions. We have a long-standing collective bargaining agreement at these sites that covers health & safety, working conditions, career management and training, diversity, and equal treatment (e.g., steps to prohibit discrimination / harassment). We honour all terms of our collective bargaining agreements and often go beyond the minimum requirements in practice. We hold regular meetings with union representatives to discuss any issues and to negotiate updates to agreements as needed. This collaborative relationship has resulted in stable labour relations with no strikes or work stoppages in recent years. Matrix Pharmacorp also does not discriminate between unionised and non-unionised workers in matters of career advancement.

In some sites, collective bargaining coverage is high, whereas in others, employees may choose different representation mechanisms. Even for employees not in unions, we have established alternative means

of representation – such as employee committees like Works Committee and other Statutory Committees, that meet with management to discuss workplace issues (covering topics like health and safety, amenities, and welfare). These committees ensure that employees have a collective voice in shaping their work environment.

We also invest in formal information and consultation processes. In fact, beyond legal requirements, we have instituted periodic town hall meetings and Q&A sessions where any employee can raise questions directly to site leadership. These forums supplement formal union dialogues and help maintain open communication company wide. We also have an open-door policy with site-leaders, offering another avenue to the workers to raise their concerns.

Our policy on freedom of association is part of our Human Rights commitments in our Code of Business Conduct and Ethics and is communicated to all staff, so they understand that preventing or discouraging union activity is against company values and policies. Managers are trained to work constructively with employee representatives.

To further amplify employee voice, we have multiple channels for employees to express concerns or suggestions outside of union structures as well including anonymous surveys and suggestion boxes. This inclusive approach ensures that even in locations with no unions, employees can collectively or individually influence their work environment.

Matrix Pharmacorp is committed to fostering a workplace where collaboration with employee representatives is standard. We believe that respecting freedom of association leads to more engaged employees and a more harmonious workplace.

Safe and Inclusive Working Conditions

Ensuring decent working conditions for all our employees and contractors is a fundamental part of our social responsibility. This encompasses providing a safe and healthy work environment, offering fair compensation and benefits, maintaining reasonable working hours, and fostering a culture of dignity and respect on the job. Key aspects of how we uphold safe and inclusive working conditions are:

Healthy, Safe Workplace & Facilities: We make certain that all our workplaces are clean, safe, and well-maintained. Employees have access to clean drinking water, hygienic restroom facilities, canteens, and rest areas. We adhere to all applicable laws on working hours and overtime – our scheduling and time-tracking systems ensure employees do not work excessive hours and receive appropriate rest days. Where shift work is required, we provide transport or safe travel arrangements for employees commuting at odd hours (for example, factory bus services) We take steps to prevent any form of workplace harassment or abuse: any verbal, physical, or psychological harassment is not tolerated. Managers and staff receive regular training on these issues via our Code of Conduct and specific courses like POSH (Prevention of Sexual Harassment).

Fair Compensation and Working Hours: We ensure fair wages and proper compensation practices across our workforce. Our wages exceed legal minimum requirements in all regions. Earlier this year, we conducted a living wage analysis for the areas where we operate (often referencing external cost-of-living data) to ensure that even our lowest-paid employees can afford a decent standard of living for themselves and their families. These analyses have shown that our entry-level wages demonstrate our commitment to fair compensation. We also extend key benefits (medical insurance, retirement contributions, etc.) to employees at all levels, which further improves their economic security. We compensate employees for any overtime or atypical working hours in line with legal requirements (through overtime pay or time off in lieu), ensuring they are fairly rewarded for extra work. For contract workers, we provide accidental insurance coverage for contractors working on our sites – reflecting our ethos of caring for all who work with us. All employees are kept informed of our remuneration policies; we communicate salary structures, bonus schemes, and promotion criteria openly so that the process is transparent and understood by everyone.

Living Wage: Our living wage study refers to Anker method and WageIndicator benchmarks. Some critical observations are-

We pay above and beyond minimum wages for 100% of employees (both on-roll and contract workforce)

Our current wages/salaries to the employees are at least ~15% more than the minimum wage stipulated by law

Occupational Health and Safety (OHS)

Ethical Recruitment and Employment Practices:

Our hiring and employment practices are designed to be ethical and respectful. We ensure recruitment is conducted directly by our HR team or vetted partners and that employees enter into employment freely. For short-term needs or projects, we may use fixed-term contracts or agency workers, but we treat those workers with the same respect.

No Harassment and Anti-Discrimination:

We enforce robust anti-harassment and anti-discrimination policy to maintain an inclusive workplace. Our POSH committees at each site (each committee includes female employee representatives and an external expert) confidentially and impartially address any sexual harassment complaints, as required by law and best practices. All employees receive annual training on preventing sexual harassment – covering what behaviours are unacceptable and how to report concerns. We are proud to note that in the reporting period we had no confirmed cases of sexual harassment – we believe this reflects both our preventive efforts and the respectful culture we cultivate. Nonetheless, we remain vigilant and encourage employees to speak up immediately if they experience or witness harassment. We also provide robust remediation procedures to support victims of harassment / discrimination. Similar prevention efforts extend to bullying or any form of workplace violence or abuse.

Our recruitment, compensation, and advancement are purely merit-based, considering only qualifications, performance, skills, and experience. To avoid any unconscious bias, we use structured interviews and diverse hiring panels to mitigate individual biases in recruitment and promotions.

Inclusive Workplace and Accessibility:

We strive to create an inclusive workplace where everyone can contribute fully. This includes providing equal opportunities and making accommodation as needed to ensure that physical or technical barriers do not hinder anyone's ability to work or grow with us.

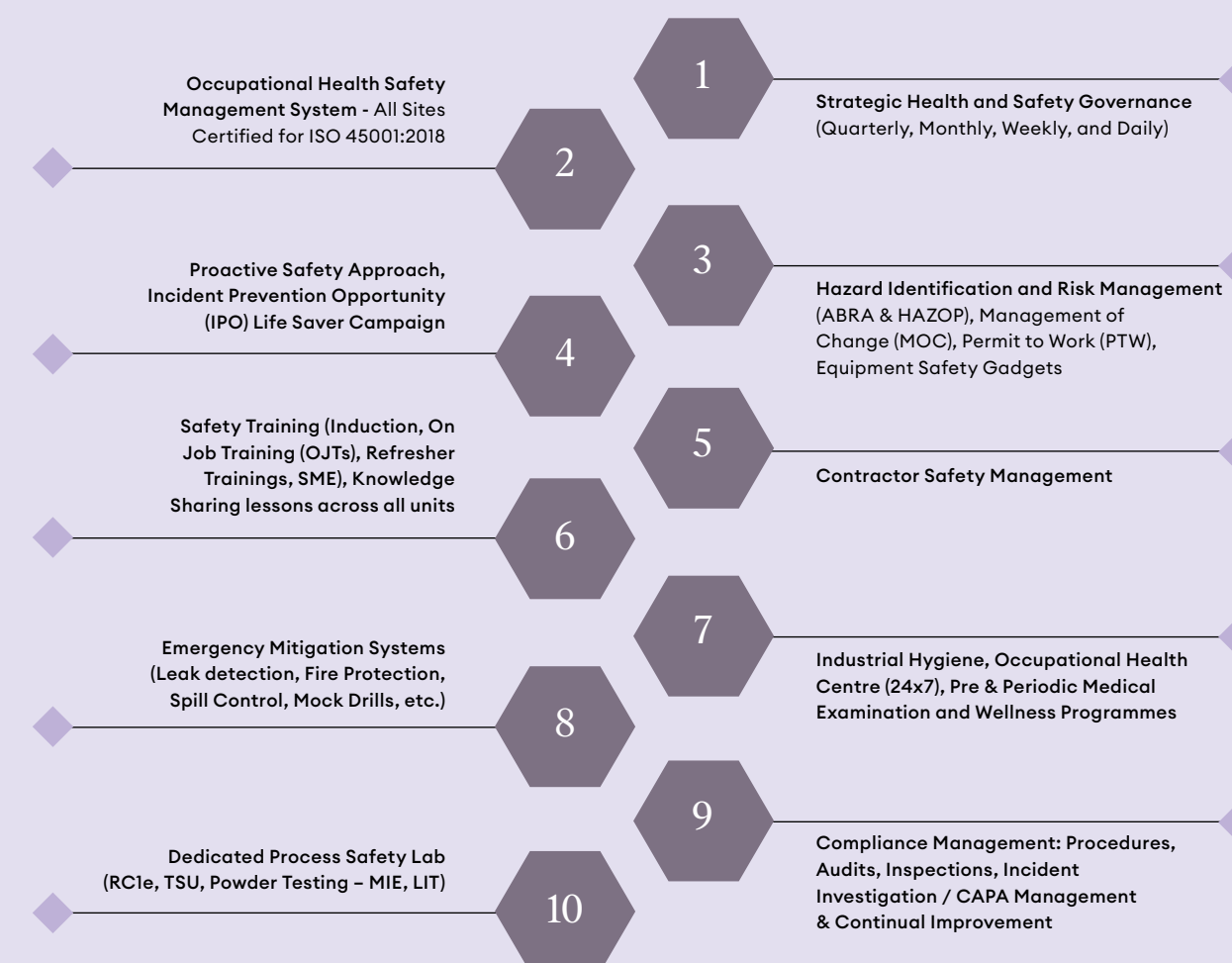
Worker Feedback and 'Voice': Part of maintaining good working conditions is continuously seeking feedback directly from workers. The worker voice survey results are reviewed, and suggestion boxes allow workers to anonymously suggest improvements or report issues about workplace conditions at any time. These two-way communication systems ensure management stays responsive to employee needs regarding working conditions and benefits.

Supply Chain Labour Standards: Extending beyond our own staff, we expect our suppliers to uphold the same labour standards we follow. We include criteria on no child/forced labour, fair treatment, non-discrimination, and safe working conditions in our supplier audits and evaluations. If a supplier is found not meeting our standards, we work with them on corrective actions or ultimately reconsider the business relationship. We also ensure new major suppliers sign our Code of Conduct, which includes human rights and labour standards clauses.

At Matrix Pharmacorp, health, safety, and well-being of our employees are fundamental to our culture and operational integrity, and therefore a moral imperative and a strategic asset. At the core of our operations lies an unwavering commitment to safeguarding the health and safety of every individual in our workplace. We believe that safety is not just a compliance requirement, it is a proactive responsibility. Our approach to Occupational Health

and Safety (OHS) is rooted in foresight, vigilance, and continuous improvement. By identifying and controlling risks before they result in harm, we foster a culture that prioritises anticipation, engagement, and prevention. This proactive lens is embedded in our comprehensive Occupational Health and Safety Management System, which integrates both preventive and responsive strategies to ensure a resilient and safe working environment.

Empowering Health and Safety Through a Proactive Lens



We do a periodic living wage study to ensure our entry-level wages for all on-roll employees and contract workers are well above legal minimums - effectively providing a living wage for our workforce.

Strategic Health and Safety Governance

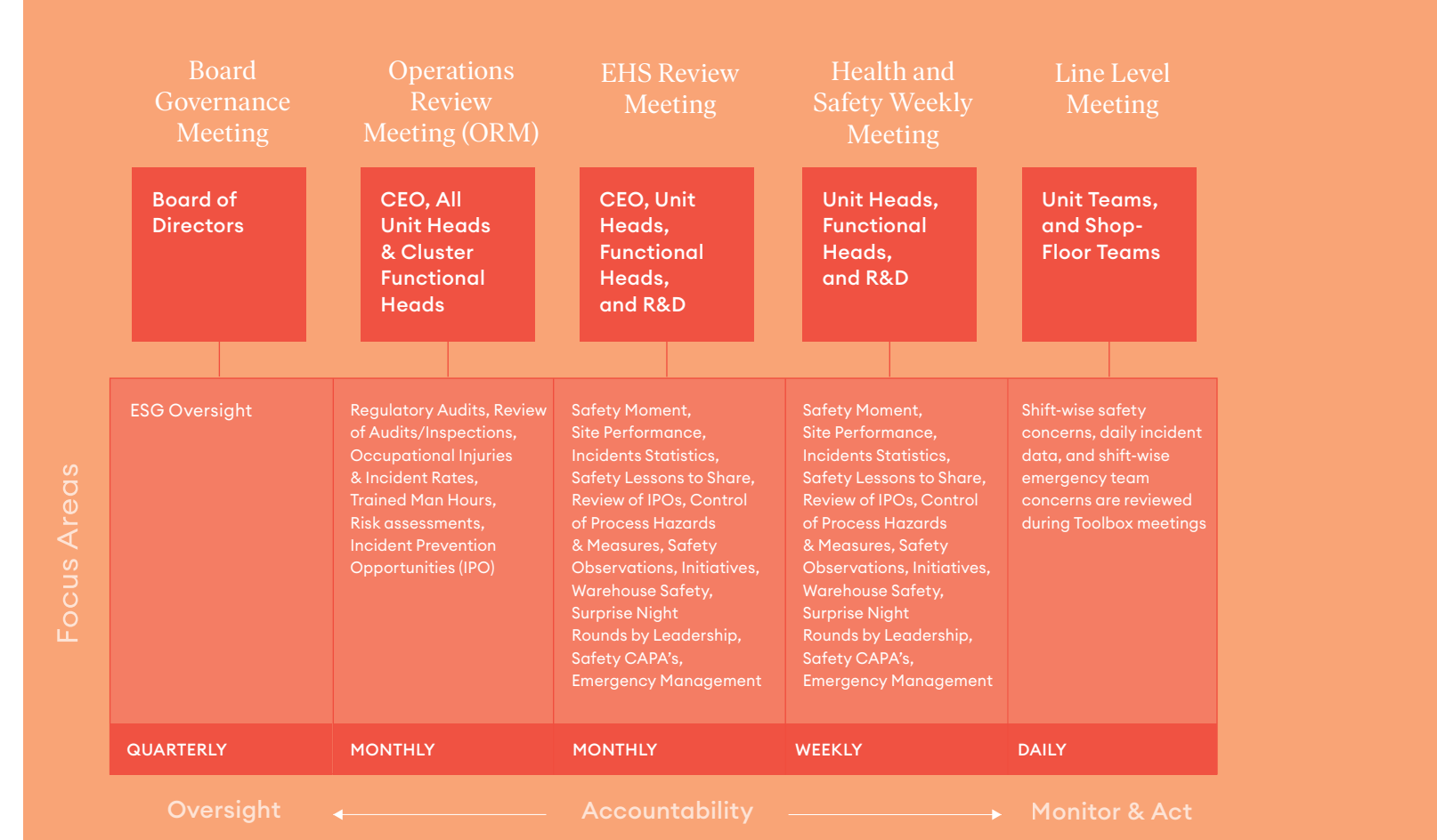
The company has a comprehensive Health and Safety governance framework, with strategic oversight provided by the Board of Directors, ensuring alignment with broader sustainability goals. The oversight cascades down from corporate to plant level through clearly defined roles and responsibilities. Senior management at the corporate level leads policy development and coordination, while each unit has dedicated Site H&S Teams accountable for implementation and compliance. All Site H&S Teams operate under the leadership of H&S Head, who is accountable for establishing, maintaining, auditing, and enhancing the safety management systems across all sites within the two clusters, ensuring consistent standards, compliance, and performance. At the operational level, manufacturing blocks and shop floors are overseen by designated safety officers in all shifts.

Health and Safety Governance is reinforced through multiple levels and regular cadence mechanisms. At each site, monthly Health and Safety Committee meetings, led by site heads and involving functional representatives, to monitor safety practices and address unit-level concerns. Additionally, monthly CEO-level check-ins with site H&S Teams provide direct engagement and reinforce leadership accountability. This multi-tiered structure ensures safety is embedded throughout the organization and actively managed at all levels.

Occupational Health and Safety Management System (OHSMS)

Matrix Pharmacorp has implemented a comprehensive ISO 45001:2018 certified OHSMS across its six units. Our Occupational Health Safety Management System is a structured, integrated system that aligns safety with operational excellence – ensuring accountability, consistency, and continuous improvement. The management system covers all full-time and contract employees, support staff, visitors, and interns across its six units, providing 100% coverage for employees and workers. It applies to all physical work areas, including production units, warehouses, laboratories, utility areas, waste treatment units, and common facilities. The system encompasses both routine and non-routine activities such as manufacturing, maintenance, hazardous material handling, logistics, and emergency response. While activities beyond the company's premises, such as the safety requirements at vendor sites, are enforced through contractual obligations.

The company conducts comprehensive internal Health and Safety audits aligned with ISO 45001:2018 standards across six units. These audits cover a wide array of processes, including hazard identification, compliance with legal and internal safety requirements, emergency preparedness, equipment safety, chemical handling, and training effectiveness. Internal audits are carried out biannually by trained and qualified internal auditors, coordinated by the OHSMS Coordinator and reviewed by the H&S Heads and Unit Head. Auditors possess specific training in ISO 45001 audit protocols to ensure quality and consistency. Observations from these audits are documented, and any identified non-conformities are addressed through Corrective and Preventive Action Plans (CAPA). The outcomes are formally reviewed in Operations Review Meeting (ORM), and audit insights are used to drive continual improvement through updates to SOPs, risk assessments, and training programmes. This structured and responsive internal audit system ensures that Health and Safety practices remain compliant, effective, and continuously evolving.



Hazard Identification and Risk Assessment

We adopt a structured, comprehensive, and proactive approach to hazard identification and risk assessment as a core component of our Health and Safety (H&S) management system. Assessments are triggered by scenarios such as the introduction or modification of chemicals, equipment, or processes; findings from audits or investigations; regulatory mandates; workplace incidents; or when operational changes occur.

A multidisciplinary team, comprising representatives from Production, QC, Maintenance, R&D, EHS, Warehouse, and contractors where applicable, conducts the assessments. Hazards are identified through workplace inspections, walk-through surveys, employee and contractor interviews, reviews of past incidents, applicable regulatory standards, international guidelines, manufacturer recommendations, and structured methodologies such as HAZOP for complex chemical and process evaluations.

Risks are evaluated using a standardised risk matrix to determine severity and likelihood, and control measures are selected in line with the hierarchy of controls: elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE). Depending on the task's complexity and nature, we select approaches

related to Activity-Based Risk Assessment (ABRA), Job Safety Analysis (JSA), and HAZOP studies.

The Workplace In-Charge initiates the risk assessment process and, in consultation with the Health & Safety Head, forms the cross-functional assessment team. Before starting, the team gathers relevant information, including SOPs, process flow diagrams, P&IDs, safety data sheets, batch records, chemical hazard data, equipment specifications, manufacturer guidelines, and historical incident reports. All potentially affected parties, including employees, contractors, and visitors, are considered during hazard mapping and evaluation.

Existing controls are identified and categorised according to the hierarchy of controls, with gaps addressed through additional measures. These measures are documented in the Risk Assessment Recommendations Action Plan and the Risk Register, integrated into SOPs, and job instructions, and communicated to relevant personnel through training and operational briefings.

Risk assessments are reviewed before each production campaign, during significant process changes, on implementation of new engineering controls, on occurrence of incidents, or at least once every three years. The site and H&S Head monitor implementation and verify the effectiveness of all measures. All records are retained for the lifetime of the process to ensure compliance, traceability, and continuous improvement.

Incident Prevention Opportunity

At Matrix Pharmacorp, our Incident Prevention Opportunity (IPO) programme proactively identifies and mitigates risks before they escalate into incidents. This initiative has been instrumental in shifting our safety culture from a reactive response to a proactive prevention, reinforcing our commitment to achieving zero accidents across our operations.

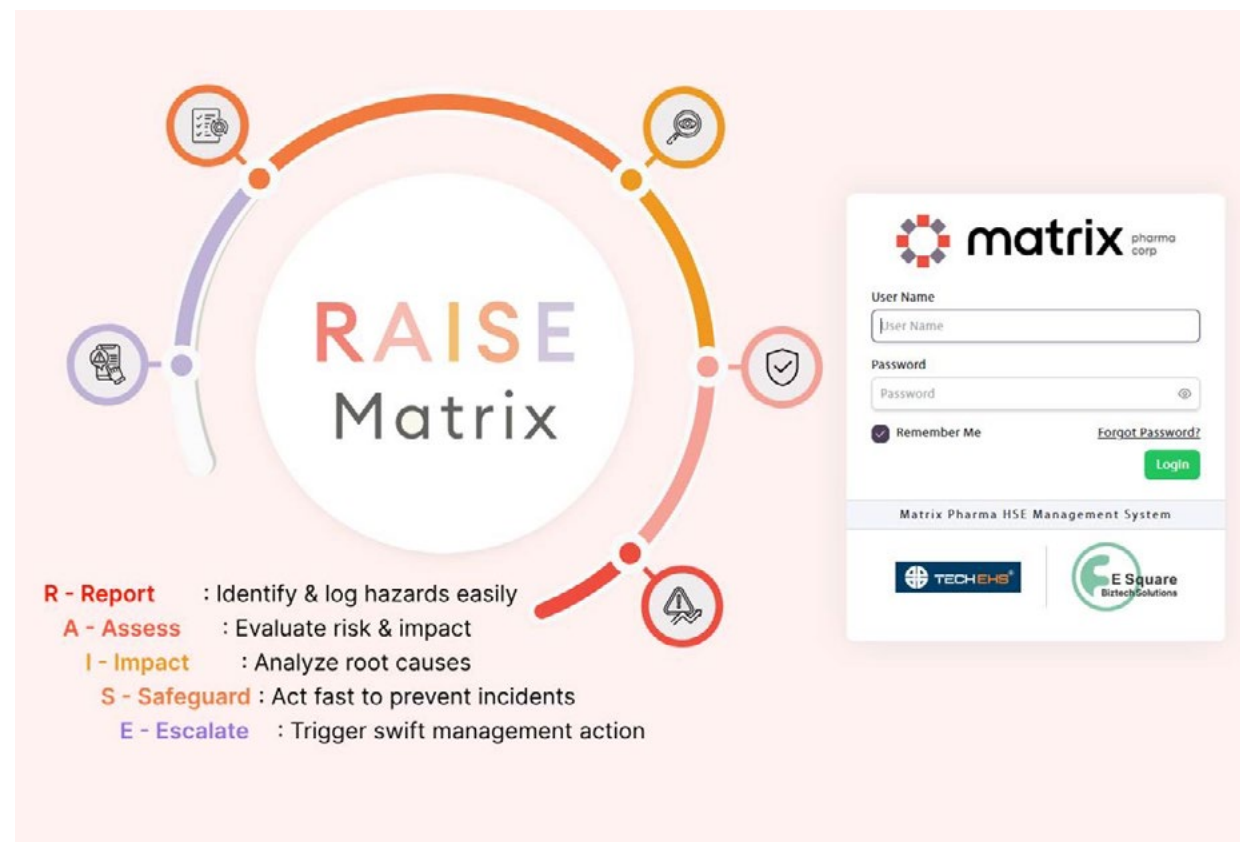
10,000

Incident Prevention Opportunity (IPOs) reported

97%

Incident Prevention Opportunity (IPOs) resolved prior to due date

All employees are empowered to raise an IPO when they observe any unsafe act/behaviour, or unsafe condition, via our in-house SaaS tool RAISE Matrix. Once submitted, the observer is celebrated as an “IPO Hero” for his timely contribution to avert an incident. Each site-level IPO is fast-tracked for Corrective & Preventive Action (CAPA) within defined timelines. In the reporting year alone, 10,000+ IPOs were logged across our six units, underscoring just how many latent hazards lie hidden. Each IPO logged in is a reminder that every near miss avoided is an accident prevented.



Life Saver Campaign Strengthening a Proactive Safety Culture

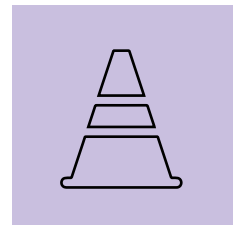
Life Saver Campaign is an initiative committed to proactive safety culture and support in our journey to reach the zero-accident goal.

At all our units, the campaign runs year-round with a theme dedicated to a particular focus area of safety, each month. We commence the calendar year with January being dedicated to Road Safety. All sites conduct awareness activities, learning from incidents and training programmes around the Road Safety theme. These efforts are inclusive, involving employees, contract workers, and visitors, ensuring that safety remains a shared responsibility.

In the month when the campaign had the focus area as static electricity, all units identified areas for improvement and implemented a combination of operational, administrative, and engineering controls to mitigate risks associated with electrostatic discharge. Through consistent engagement and collaboration, the Life Saver Campaign contributes to embedding safety values across all units.

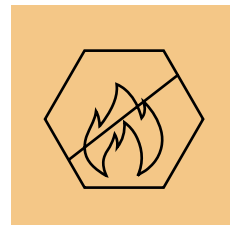
January

Road Safety



April

Fire &
Explosion
Safety



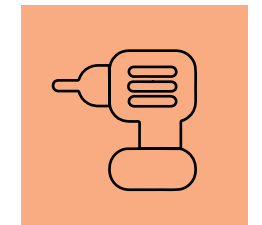
July

Spills &
Leaks



October

Hand &
Power Tools



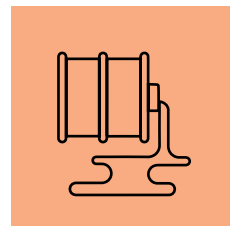
February

Prevention of
Cuts / Bruises



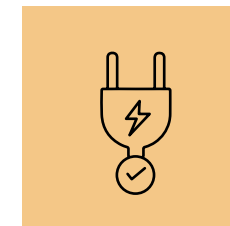
May

Slips, Trips
& Falls



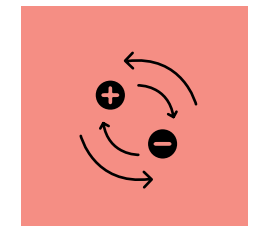
August

LOTO &
Electrical
Safety



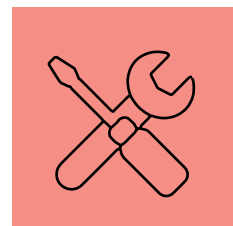
November

Electrostatic
Discharge



March

National Safety
Month / Hand
Tools



June

Burns



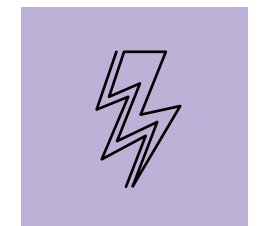
September

PPE
Adherence



December

Static
Electricity



Unit Level Inspections

Matrix Pharmacorp has established a comprehensive system of unit-level inspections to drive continuous improvement, strengthen safety culture, and ensure accountability. Inspections are conducted at multiple levels: Level-I monthly checks by trained teams using structured checklists across production areas, and Level-II quarterly checks by the safety team in coordination with engineering and departmental heads. Findings from both levels are escalated to senior management, with corrective and preventive actions overseen by departmental heads. To maintain rigour, we continually assess the competency of inspection teams and regularly review inspection checklists.

Focus areas for Level-I and Level-II checks

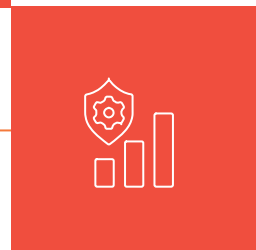
Equipment Safety

Reactors, Centrifuge, Driers, Machine Guarding for Powder Processing Equipment, Machine Guarding, Ladders, Portable Power Tools, Drum Trolleys & Forklifts / Four-Wheel Trolley / Pallet Truck, Hoist Interlock, Lifting Tackles, MCC Room, Cable Tray, Leaf/ Sparkler Filter, FLP Fittings Integrity, Dyke Wall Survey



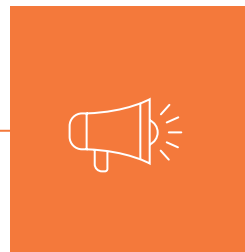
Chemical and Hazardous Material Handling

Gas Cylinder, Storage & Handling of Hazardous Chemicals, Spill Control Kit, VOC Monitoring, Safety Relief Device



Fire Protection and Emergency Systems

Fire Hydrant, Fire Alarm, Public Address System, Fire Extinguisher, Fire Blanket, Dry Sand, Spark Arrestor, ECC & Mobile Kit, Anti-Static Touch Pads, SCBA, PAPR & Emergency Rescue Stretchers



Electrical and Earthing Safety

Lightning Arrestors, Earth Discharge Rod / Clamp, Earth Monitoring / Earth Rite System, Additional Earth Points, Material Storage Racks Earthing



Site Infrastructure and Monitoring

Road Tanker, Windsock Inspection, Area-Wise Safety Inspection, Bicycle Inspection, Employee Travel Buses, Workplace and Personal Monitoring, Illumination, Noise Level, Eye & Body Wash



Hazardous Substance Exposure and Contamination Control

Building on this foundation, Matrix Pharmacorp maintains strict control over hazardous substance exposure throughout its operations. Chemical handling procedures require that containers be intact and clearly labelled, with accessible Safety Data Sheets (SDS) guiding safe usage. Engineering controls like Local Exhaust Ventilation (LEV) are installed in key areas to minimise exposure risks. Workers are equipped with appropriate PPE based on chemical properties, and operations are closely supervised. In the event of spills, SOPs dictate containment, neutralisation, and disposal procedures. Minor spills are managed internally, while more significant incidents activate the Emergency Response Team (ERT) for escalation and cleanup through the Effluent Treatment Plant (ETP). Regular monitoring of workplace exposure levels – such as VOC and personal sampling – is conducted periodically and reviewed by the Unit Medical and EHS teams, with results integrated into health surveillance efforts.

Noise Exposure Prevention

Noise exposure is addressed through a dedicated hearing conservation programme that begins with zoning of work areas based on sound levels. Green, Orange, and Red zones indicate increasing levels of noise, each requiring corresponding controls. Noise mitigation strategies include acoustic enclosures, isolation of loud equipment, and scheduling of noisy tasks during off-peak hours. Employees in high-noise areas undergo annual audiometric testing, while new or reassigned employees receive baseline assessments. Job reassignment is advised if any early signs of hearing loss are detected. PPE such as earplugs and earmuffs are mandated based on the zone classification. Training programmes ensure that employees understand the risks associated with noise and the correct use of protective measures, supported by robust record-keeping in line with company policy. We continuously monitor the noise levels across our sites, and the noise levels stayed within the regulatory limits throughout the reporting period.

Emergency Preparedness

To ensure operational resilience in emergencies, Matrix Pharmacorp has established a comprehensive On-Site Emergency Plan (OSEP) that outlines responses to incidents such as fires, chemical spills, and other critical events. A trained 24/7 Emergency Response Team (ERT) is in place, supported by regularly scheduled mock drills, quarterly for general emergencies and bi-monthly for fire-specific situations. Observations from these drills are discussed in debrief sessions, and follow-up actions are tracked to closure. Emergency equipment, including ambulances and safety kits, are inspected periodically to ensure readiness. In the case of major spills or accidents, the ERT coordinates containment and clean-up while maintaining communication with nearby industries and regulatory authorities. All emergency response actions, including regulatory reporting, are managed by the EHS department, reinforcing Matrix Pharmacorp's commitment to proactive risk management and legal compliance.

Mock Drills



Scenario for Solvent Leakage at the Vizianagaram Unit



Scenario for Fire followed by Toxic Gas Leak conducted by National Disaster Response Management (NDRF) at the Hyderabad Unit



Incident Reporting and Investigation

Matrix Pharmacorp follows a structured reporting process for incident reporting and a robust mechanism for investigation to ensure effective root-cause identification, and prevention of recurrence. We recorded a Total Recordable Incident Rate (TRIR) of 2.849 and Lost Time Injury Frequency Rate (LTIFR) of 0.422 in FY25, benchmarked among the best in the industry and reflecting our strong safety culture.

All employees, including contractors, raise an FIR on occurrence of an incident / injury to their supervisor or Head of Department (HOD), who then informs the Safety In-Charge and Unit Head. Initial communication is verbal, followed by formal submission of incident forms within 12 hours. In case of injuries that prevents a person to report to work within 48 hours, regulatory bodies such as the Inspectorate of Factories and ESI are notified by the Unit Head in coordination with the Human Resources department. Incident scenes are preserved until a preliminary investigation is completed. The investigation team, formed based on the severity of the incident, includes members from H&S, concerned departments, the Factory Medical Officer (FMO), Engineering, and external experts if needed. A root-cause analysis is conducted, and Corrective and Preventive Actions (CAPA) are developed, tracked, and implemented. Lessons learnt are compiled into "Safety Lessons to Share" (SLS) documents and circulated across units to strengthen organisational learning and safety culture.

Occupational Health & Safety indicators

Particulars	Employees	Workers
Number of fatalities as a result of work- related injury	0	0
Number of high- consequence work-related injuries	0	4
Number of recordable work- related injuries	10	15
Rate of fatalities as a result of work-related injury	0	0
Rate of high-consequence work- related injuries (excluding fatalities)	0	0.422
Rate of recordable work-related injuries	1.265	1.584
Number of hours worked	65,87,897	78,90,253

0.422

Lost Time Injury Frequency Rate (LTIFR)

2.849

Total Recordable Incident Rate (TRIR)

Contractor Safety Management

Matrix Pharmacorp takes a proactive and inclusive approach to contractor safety management by embedding contract workers directly into its Occupational Health and Safety Management System (OHSMS). Contractors actively participate in hazard identification, risk assessments, emergency drills, and incident investigations, with their feedback captured through toolbox talks, safety committee meetings, behaviour-based safety observations, suggestion boxes, open forums, and incident reviews. All inputs are formally documented, risk-assessed, and prioritised by the H&S Team for action planning.

Safety communication is transparent and continuous, delivered through induction programmes, awareness sessions, posters, dashboards, and departmental briefings. A formal grievance mechanism allows all workers, including contractors and support staff, to report safety concerns anonymously or directly, backed by strict non-retaliation protocols that foster trust and openness. This participatory culture is reinforced through legally recognised collective bargaining agreements with registered unions, which include enforceable clauses on PPE usage, shopfloor safety standards, and cooperative engagement in safety initiatives, while also affirming workers’ obligations to comply with safety norms. By combining active engagement with contractual safeguards, we ensure that contractor safety is both inclusive and enforceable across all levels of the organisation.

Occupational Health Services

Matrix Pharmacorp operates fully equipped 24/7 Occupational Health Centres (OHCs) at all its sites, staffed by qualified doctors and trained nursing personnel. These centres are designed to provide immediate medical support and are equipped with emergency medications, antidotes, first aid equipment, ECG monitors (defibrillator), and ambulances to handle on-site medical situations. The OHCs play a critical role in the company’s health surveillance and response strategy, ensuring rapid intervention and continuous monitoring of worker health.

The company conducts regular medical examinations to monitor the health status of its workforce. Bi-annual health assessments, including ECG monitoring, BMI checks, and vaccination programmes such as Hepatitis-B, are organised to detect early signs of illness and prevent occupational diseases.

To minimise Repetitive Strain Injuries (RSI), Matrix Pharmacorp carries out ergonomic risk assessments for employees engaged in office work, laboratory tasks, and manual handling. Employees are trained in ergonomic best practices and encouraged to take regular stretch breaks to reduce repetitive strain and improve overall physical well-being. We promote a culture of preventive healthcare through voluntary initiatives such as annual health check-ups, wellness camps (including dental and eye screenings), blood donation drives, and vaccination clinics. Health education programmes covering topics such as stress, nutrition, diabetes, and hypertension are regularly conducted to improve health literacy and reduce absenteeism.

Mental well-being is addressed through integrated programmes that focus on resilience, emotional support, and early intervention.

Health and Safety Training

Matrix Pharmacorp has established a structured and inclusive Health and Safety training framework aimed at fostering a safe, informed, and proactive workforce across all operational levels. The Health and Safety training programmes are aligned with regulatory standards and tailored to address job-specific risks through a robust Training Needs Assessment process.

The Training Needs Assessment is systematically conducted at the beginning of each calendar year as part of the strategic planning cycle for Health and Safety. This annual assessment evaluates job-specific risks, regulatory updates, and performance feedback to determine the competencies required across various functions.

Sessions are conducted in local or regional languages to ensure clarity and accessibility, particularly for contract workers, and awareness is reinforced through visual aids like posters, safety signage, and EHS bulletins prominently displayed across the facility. Matrix Pharmacorp also demonstrates good practice by maintaining a formal training calendar and supplementing structured sessions with real-time interventions, including toolbox talks, and safety lessons shared sessions. Trainings are delivered by a combination of internal EHS team and certified subject matter experts (SMEs), as well as external specialists. This layered approach allows the company to continuously embed a safety-first mindset across all levels of the organisation.

1,34,022

Total number of training hours

100%

Employees and workers are trained in Health and Safety

66,809

Total number of employee training hours

67,214

Total number of workers training hours

For full-time employees, we mandate comprehensive safety induction training, eight hours for new hires and four hours for internal transfers, ensuring foundational knowledge of operational hazards and response protocols. These sessions are conducted monthly as per a predefined schedule and are designed around job-specific risks.

Contract workers, who often engage in high-exposure operational tasks, receive tailored safety induction training lasting two hours before commencing work. This includes clear instructions on PPE usage, site-specific safety norms, emergency protocols, and critical Do's and Don'ts. Upon successful completion, workers are issued Safety Training Cards, which are a prerequisite for site access. On a monthly basis, contract workers are recognised for participation in safety trainings and completion of activities in a safe manner.

Health and Safety trainings are reinforced further through shift-wise on-the-job trainings, toolbox talks and safety briefings during team meetings. These practices collectively reflect our commitment to ensuring that every individual on site, whether employee, contractor, or visitor, is adequately trained, aware of site-specific hazards, and empowered to always act safely and responsibly.

Process Safety

Our in-house, dedicated Process Safety Lab plays a key role in ensuring operational safety across the life cycle of product development. By using advanced testing equipment and processes for potential hazards such as thermal instability, flammability, and explosion risks, the lab enables early identification and control of threats across the entire product lifecycle, from discovery to manufacturing.

The lab analyses process risks, guiding R&D, project development, and plant teams in designing inherently safer systems, and supporting incident investigations with data-driven insights. The lab's proactive evaluations help prevent fires, explosions, and supply chain disruptions, while safeguarding people, assets, and the environment.

Through its continuous support and generation of critical safety data, the Process Safety Lab ensures that every process operates within clearly defined safe conditions.



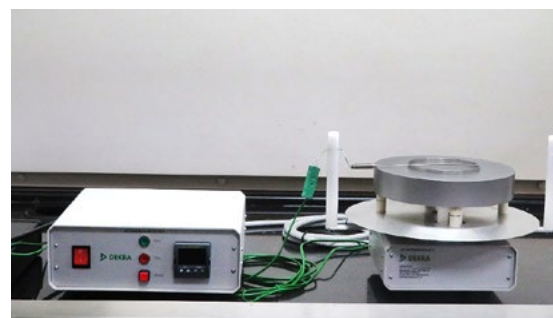
Process Safety – Key Equipment



Modified Hartmann Tube



Thermal Screening Unit



Layer Ignition Temperature Apparatus



Phi-TEC I (Adiabatic Calorimeter)



Automatic Flash Point Tester Apparatus



BAM Fall Hammer Test Apparatus



Charge Decay Analyser



Minimum Ignition Temperature Apparatus

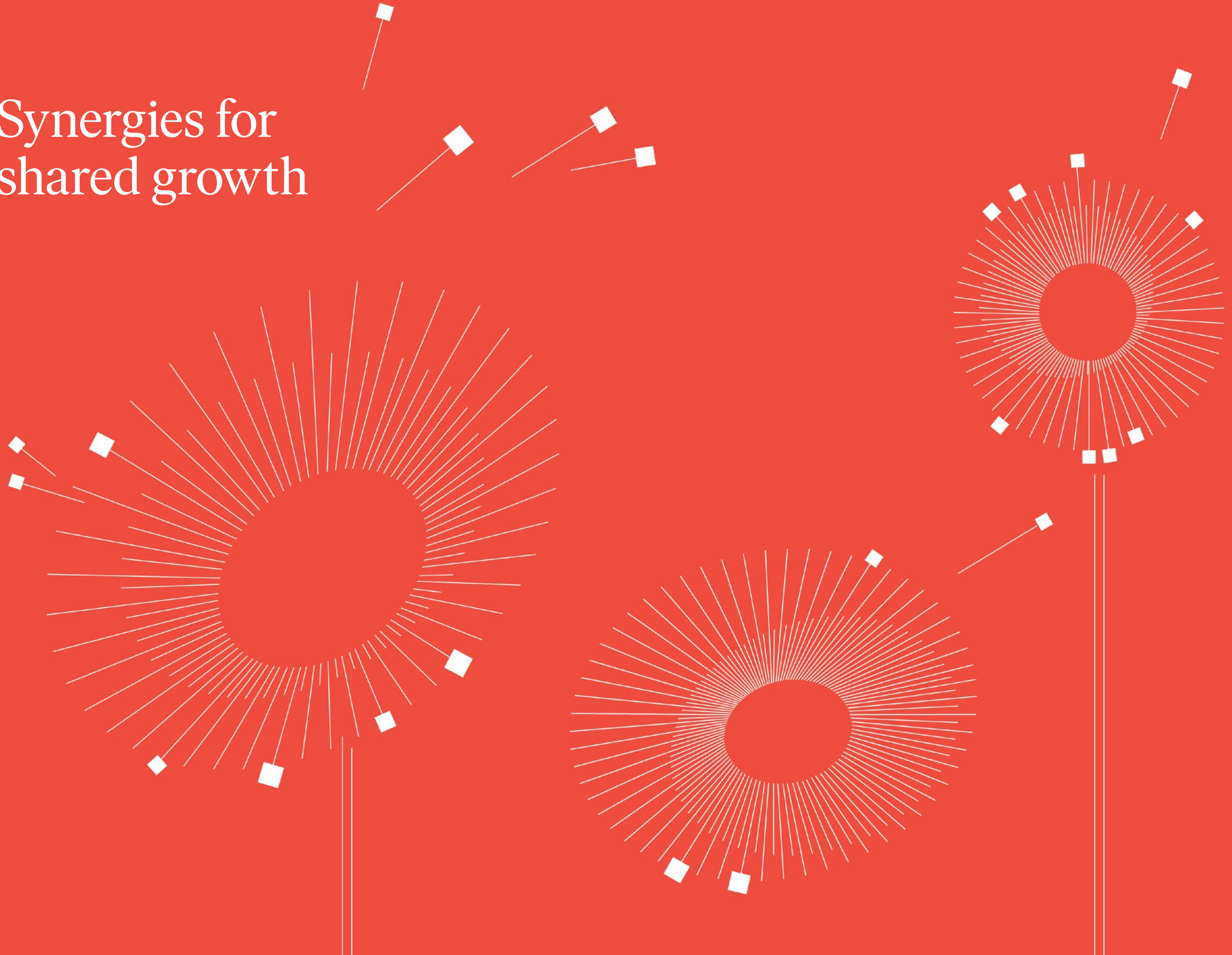


Minimum Ignition Energy Instrument



RC1 Reaction Calorimeter

Synergies for
shared growth



Synergies for shared growth

At Matrix Pharmacorp, we believe our responsibility extends far beyond our factory gates. We work alongside communities to improve access to healthcare, education, skills, and environmental resources. Our CSR programmes create long-term social value and foster shared prosperity where we operate. Through partnerships with NGOs, local authorities, and grassroots organisations, we ensure that our initiatives address real needs and deliver measurable impact.

UN SDGs Impacted:



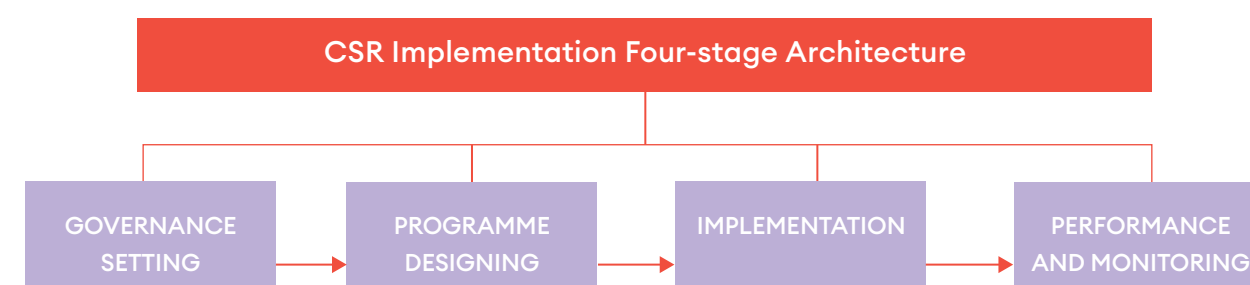
Guided by Matrix Pharmacorp's core purpose to enhance people's health and well-being, while spreading joy and fulfilment, our CSR agenda is deeply integrated with Matrix's core purpose, values, and legal responsibilities, ensuring that social responsibility is not a parallel effort but an essential part of our identity and business ethos. Our underlying philosophy is rooted in purpose, integrity, and impact. Every engagement we pursue is guided by three foundational principles:

- **Impactful Contribution:** We commit to executing initiatives that deliver tangible social and environmental value-enhancing community health and well-being, promoting sustainability, fostering inclusion, and enabling empowerment.
- **Principled Execution:** Our approach is anchored in clear guiding principles – integrity, inclusiveness, relevance, sustainability, and collaboration – to ensure each project is meaningful, ethical, and contextually aligned.
- **Robust Governance and Accountability:** A structured governance framework encompassing Board oversight, CSR Committee direction, and executive ownership ensures transparency, rigorous monitoring and evaluation, and responsible public disclosure of outcomes.

Policy and Governance Framework

To institutionalise our long-term community commitment, Matrix Pharmacorp has constituted a dedicated CSR Committee at the Board level to guide, review, and align our community initiatives.

Our CSR Committee, chaired by a Non-Executive Director, includes representation from two Executive Directors, ensuring representation from both governance and operational leadership. The committee meets quarterly to review CSR priorities, recommend project approvals and budgets, monitor programme performance, and ensure that activities are undertaken in line with the provisions of the Companies Act 2013 and the Company's CSR objectives. We have a formal CSR Policy in place that will serve as a foundational document to define our governance mechanisms, thematic priorities, funding approach, implementation model, and impact evaluation framework. This policy draws upon the CSR implementation roadmap developed internally, benchmarking global good practices and Indian statutory guidance. As outlined in our CSR roadmap, we have adopted a four-stage implementation architecture that transforms intent into impact: Governance Setting, Programme Designing, Implementation, and Performance Monitoring. This is not a checklist; it is a continuous cycle of planning, action, and improvement. From instituting clear lines of accountability and conducting rigorous need-based assessments, to embedding community grievance redressal systems and commissioning third-party impact evaluations, each stage is designed to ensure that our CSR programmes are relevant, transparent, and measurable.



Strategy and Thematic Priorities

While Matrix Pharmacorp remains open to addressing a broad range of community needs, our long-term CSR strategy is focused on three core areas that align closely with our ESG vision and business priorities: Gender Equality, Health & Sanitation (WASH), and Environmental Sustainability.

These themes have been selected based on a structured materiality process, stakeholder consultations, regulatory focus areas, and alignment with national priorities and the UN Sustainable Development Goals (SDGs).

Gender Equality:	Health:	Environmental Sustainability:	Education:
Empowerment programmes for women in STEM and pharmaceutical manufacturing, aligned with the UN Women Empowerment Principles (WEP).	Community health and holistic well-being through purpose driven interventions that promote physical fitness, mental wellness, and preventive healthcare.	Nature-based interventions such as afforestation and soil-moisture conservation aligned with our water and carbon footprint reduction commitments. Our initiatives extend to community-based water, sanitation, and hygiene (WASH) projects designed in alignment with the Alliance for Water Stewardship (AWS) Standard, ensuring healthier lives and resilient communities.	Equitable learning opportunities through education, digital literacy, and vocational training initiatives, empowering youth and women to build future-ready skills and promoting inclusive socio-economic growth in our communities.

Our CSR focus areas are the outcome of a structured materiality process – shaped by stakeholder consultations, regulatory priorities, national development goals, and alignment with the UN Sustainable Development Goals (SDGs). While these themes reflect diverse lenses of evaluation, it is our enduring passion to create shared value that ultimately guides our intentional investments and on-ground impact.

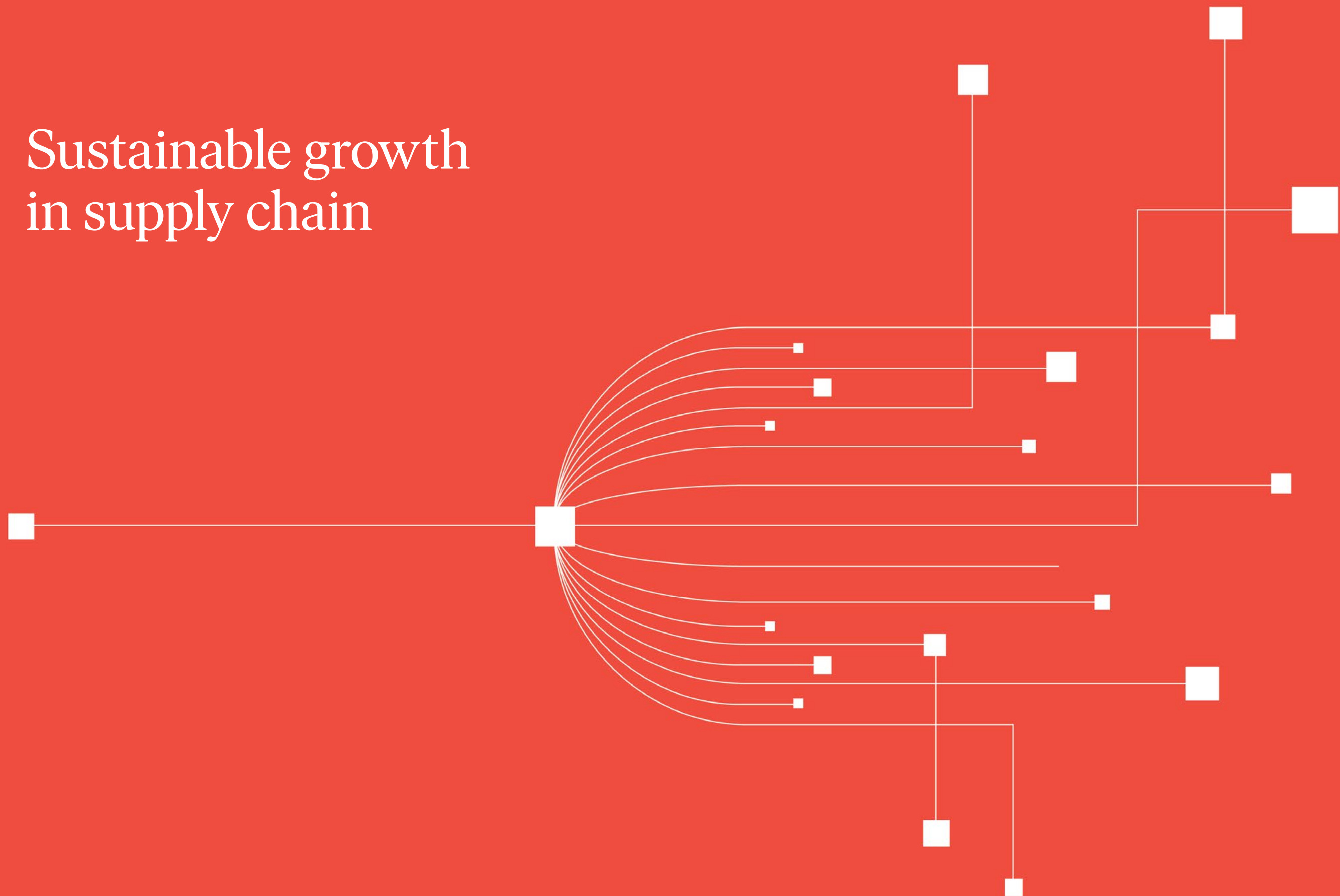
As part of our CSR approach, future programmes will begin with structured need assessments. These will draw on national and regional data, feedback from stakeholders, and priorities identified by the communities themselves. This will help us focus on the most important needs within our chosen themes and design programmes that are practical, inclusive, and sustainable. We also plan to give priority to aspirational districts identified by NITI Aayog and areas close to our operations.

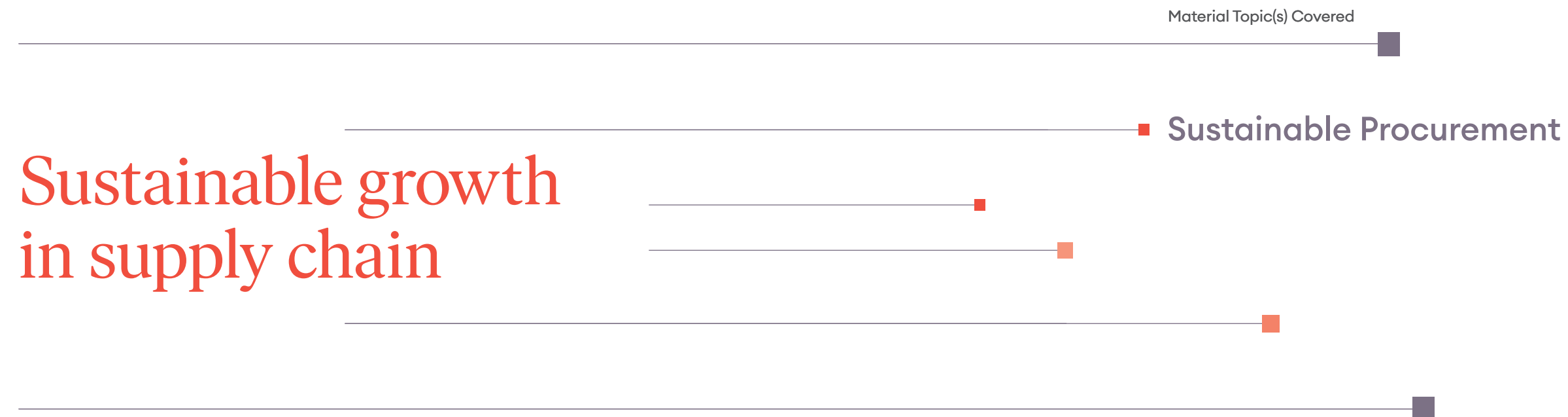
Where possible, we will conduct surveys before starting projects to understand the baseline situation and follow them with assessments after completion to measure outcomes. Programmes will include basic indicators to track progress, and we may also seek independent evaluations to provide an objective view of effectiveness and identify areas for improvement. We will include appropriate channels for the community to share feedback so that we can make improvements and build trust.

We are identifying potential NGO partners and preparing programme design templates for each theme. Each site is encouraged to work with local authorities and community leaders to understand local needs. These inputs will help us prepare district-level plans starting in FY26. Partnerships will play an important role in delivering our CSR activities. We plan to work with a network of implementation partners, formalise our arrangements with them, and review progress regularly. To deepen our community engagement, we are in the process of designing initiatives to engage employees in CSR activities. This will help us build a shared sense of purpose and ensure that our work benefits from the skills and commitment of our people.

By taking these steps, we aim to build our CSR activities steadily and responsibly, starting small but creating a strong base for more meaningful community engagement in the future.

Sustainable growth in supply chain





At Matrix Pharmacorp, we recognise our sustainability journey is as strong as our supply chain. We partner with suppliers to uphold high environmental, ethical, and social standards. We build a resilient, transparent, and sustainable supply chain through ESG risk assessments, capacity building and responsible, effective supply chain policies. Our aim is to create a network of partners who share our values and contribute to our collective sustainability goals.

UN SDGs Impacted:



Supplier Engagement Driving Shared Value

We realised supplier partnership is an ESG game-changer, with shared standards and mutual support, and expanded sustainability through our entire value chain, synergising growth that benefits all.

We collaborated with over 1,500 partners across raw materials, packaging, and services, spanning India, China, Europe and the USA. Operating in highly regulated pharmaceutical markets, Matrix Pharmacorp enforces stringent vendor qualification standards through rigorous due diligence, while our teams work hand-in-hand with suppliers and logistics partners to manage lead times and ensure timely deliverables.

Diversification is central to our supply chain strategy. We qualify multiple vendors (preferably local proximity vendors) for critical raw materials reducing dependency and enabling us to navigate geopolitical risks and logistical disruptions with confidence. Complementing this, we have progressively localised our sourcing, currently close to 72% of material spend is secured within India, of which 83% is sourced from suppliers located within 800 kilometres of our sites. Shorter transport distances translate into reduced freight costs and a material reduction in transport-related greenhouse gas emissions, strengthening both cost efficiency and environmental performance.

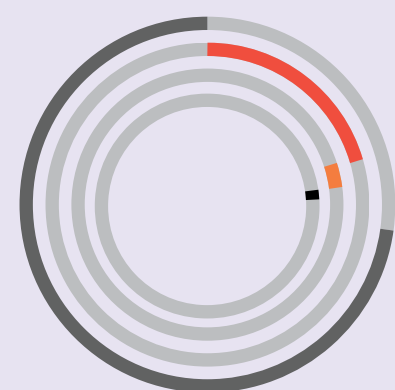
72%

material spend is secured within India

83%

of which is sourced from suppliers within 800 kms of our sites

COUNTRY-WISE SPEND IN %*



India	72%
China	23%
USA	3%
Rest of the World	2.2%

*The numbers are as per the reporting period

While localisation reduces transit times and strengthens supply assurance, we are also broadening our supplier base – both locally and globally – to include women-owned, minority, more diverse, and underrepresented enterprises. Working through specialised directories and outreach platforms, we identify and qualify these businesses, embed inclusive criteria in our RFQs, and earmark specific spend categories for diverse suppliers, aligning procurement with our ESG goals while injecting innovation and equity into our value chain.

We further strengthen resilience through proactive inventory planning – maintaining calibrated safety stocks of critical inputs to bridge supply interruptions and prevent production halts, especially during global crises.

Taken together, diversified global sourcing, strategic localisation, purposeful supplier diversity, and disciplined inventory buffers create a supply chain that is costeffective, environmentally responsible, and remarkably resilient in the face of uncertainty.



Building Long-Term Supplier Relationships

At Matrix Pharmacorp, we see our suppliers as strategic partners and invest in building strong, trust-based relationships to ensure mutual success. Our procurement and supply chain team works closely with all our suppliers across the globe, maintaining active engagement through calls, emails, virtual meetings, and site visits.

Regular performance reviews, supplier interactions, and engagement at exhibitions and industry forums help us maintain alignment on quality, delivery, safety, and broader performance expectations. Senior leadership, including our Executive Director, is directly involved in key supplier engagements, underscoring our commitment to collaboration, accountability, and long-term value creation. Supplier performance is continuously monitored across key parameters – cost, delivery, and quality – and assessed through structured selection and retention criteria.

As part of our transparency and accountability commitment, we have introduced a supplier grievance mechanism. This system allows suppliers to raise concerns in a structured and transparent manner. Grievances are formally logged, routed to the relevant teams for resolution, and tracked under the oversight of the Company Secretary. To further enhance its effectiveness, we are introducing improvements such as defined turnaround times for resolution and a formal appeals process, ensuring greater transparency and ease of use.

This combination of proactive performance management and responsive support has enabled us to build a resilient and agile supply network that not only ensures operational continuity but also empowers our partners to grow with us.

By aligning our suppliers with our sustainability goals, we are not only de-risking our value chain but also fostering shared growth, resilience, and impact.

To support the implementation of sustainable procurement practices, we have conducted internal training sessions for our procurement teams (buyers) on key ESG issues relevant to the supply chain. These trainings are designed to build awareness of sustainability risks and reinforce alignment with our Supplier Code of Conduct and ESG engagement

priorities. The sessions aim to strengthen the procurement teams' ability to evaluate and engage suppliers in line with our responsible sourcing expectations. Till date, around 500 person-hours of training has been conducted across 12 topics and 100 % of our procurement team have completed this training. We aim to strengthen this further by embedding the sustainable performance of suppliers into the key performance indicators (KPIs) of buyers, ensuring accountability and driving responsible sourcing across our value chain.

100%

of Procurement Team completed ESG training

500

person-hours training across 12 ESG topics completed

Integrating Sustainability in the Supply Chain

We are committed to embedding sustainability deep within our supply chain and are adopting sustainable procurement practices to minimise the ecological footprint of our procurement activities. We are optimising logistics and transportation routes to reduce carbon emissions and enhance overall efficiency and are actively encouraging our suppliers to adopt ecofriendly practices such as waste reduction, energy efficiency, and resource recycling. The quest extends to our R&D team in exploring the substitution of highcarbon raw materials with environmentally safer materials and greener solvents. By embedding these initiatives into our operations and supplier collaborations, we are aiming to monitor our environmental impact and ensure that stewardship is integrated at every stage of our value chain.

We believe that long-term value is created not just through operational excellence but also through sustainable procurement practices. At Matrix Pharmacorp, we have developed a comprehensive Supplier Engagement Programme designed to integrate environmental, social, and governance (ESG) principles across our procurement processes (from onboarding and assessments to performance monitoring and continuous improvement).

Through this initiative, we aim to cascade our sustainability standards to our supplier ecosystem, encouraging practices such as resource efficiency, ethical labour conditions, and reduction of environmental impact. We provide guidance, share best practices, and work collaboratively with suppliers to strengthen their ESG capabilities.

In our very first year of initiation of our Supplier Engagement Programme, we have rapidly transitioned from concept to execution by initiating action against all three core pillars of our Supplier Engagement framework: (i) Foundational Governance, (ii) ESG Due Diligence and Inclusion Practices, and (iii) Performance Management and Capacity Building. Together, these efforts signal that sustainable procurement at Matrix Pharmacorp is not a distant ambition – it is already a working reality. As we continue to scale, this framework will evolve further, deepening our impact and reinforcing our commitment to responsible and resilient growth.



Foundational Governance

We have set in motion a robust foundation through the rollout of our Supplier Code of Conduct and Sustainable Procurement Policy, ensuring that ESG expectations are embedded in every supplier relationship. By integrating these standards into contracts and onboarding, we have paved the way for ethical, transparent, and resilient sourcing practices aligned with global best practices.

To get this programme into action, earlier this year, we rolled out a structured implementation programme to ensure widespread adoption of our Supplier Code of Conduct. The Code sets clear expectations for all suppliers on ethical business practices, labour and human rights, occupational safety, and environmental compliance. It strictly prohibits child and forced labour, mandates safe and fair working conditions, and promotes anti-corruption and environmental responsibility in line with Pharmaceutical Supply Chain Initiative (PSCI) principles. All suppliers must review and commit to this Code during onboarding.



At the time of publishing this report, 85% of our suppliers have formally acknowledged the Supplier Code of Conduct. We continuously monitor compliance and address any violations through structured oversight mechanisms.

To ensure these standards are not just aspirational but operational, the Supplier Code of Conduct is formally integrated into all supplier purchase orders and contracts. This embeds our ESG expectations directly into commercial agreements and reinforces supplier accountability in every transaction. 100% of our suppliers have contracts or POs with adherence to Supplier Code of Conduct embedded in them.

In parallel, our Sustainable Procurement Policy promotes responsible procurement, encourages supplier diversity, and strengthens risk management through measures such as structured supplier onboarding, ESG performance assessments, and capacity-building initiatives. This policy serves as a broader framework for embedding environmental, social, and governance (ESG) considerations across sourcing decisions and supplier relationships. Preference is given to partners who demonstrate strong ESG credentials, reflecting our commitment to a resilient, ethical, and future-ready supply chain.

Building on this foundation, earlier this year, we reached an important milestone on our sustainable procurement roadmap by launching a structured ESG risk assessment programme for our supplier base. Using a comprehensive methodology that evaluates close to 1,200 suppliers against environmental, social, and governance indicators – alongside business factors such as criticality, spend, and product category – we established a clear risk profile for each supply chain partner. This inaugural assessment identified approximately 224 high-risk suppliers.

Risk-Based Due Diligence and Engagement

224

high-risk suppliers identified in the risk assessment



We have gone beyond industry practice to prioritise sustainability-linked risks

We have since developed a tierspecific engagement plan: high-risk suppliers will undergo detailed desk reviews and targeted onsite ESG audits over the next 3 years. The 224 high-risk suppliers will be further prioritised based on a dipstick assessment of ESG performance that we carried out using a set of structured, predefined criteria. This risk-based approach equips us to direct resources where they will deliver the greatest impact and accelerates our progress toward a fully resilient and sustainable supply chain.

ESG Due Diligence and Inclusion Practices

To ensure our sustainability standards are upheld and to drive continual improvement, we have scheduled supplier assessments and audits and collated the results into a centralised ESG performance scorecard. Depending on the supplier's risk tier, our reviews range from remote desktop audits to in-depth on-site audits, examining performance across critical environmental, social, governance, and safety criteria. Through a defined evaluation framework, we translate audit findings and other performance data into a standardised ESG score or rating for each supplier. These assessments help pinpoint each supplier's strengths and gaps, informing targeted improvement plans.

We then aggregate these scores into a company-wide ESG scorecard – a strategic tool that allows us to benchmark performance across the supply base and integrate sustainability criteria into procurement decisions. This scorecard enables us to compare suppliers on material ESG issues and prioritise engagement where improvement is needed. By highlighting areas for development and guiding constructive dialogue with suppliers, the scorecard approach not only informs our sourcing choices but also fosters proactive supplier development, driving continuous improvement in sustainability practices across the supply chain.

To support this process, we are increasingly leveraging digital platforms to streamline the collection and consolidation of supplier ESG data, creating a consistent and reliable foundation for evaluation and engagement.

As part of this evolving approach, we have begun tracking the representation of women-owned businesses within our supplier network. Over time, we aim to broaden this focus by assessing suppliers' diversity, equity, and inclusion (DEI) performance more holistically through both desktop reviews and on-site audits. By incorporating DEI metrics into our evaluations and engaging suppliers on these topics, we seek to not only recognise strong performers but also encourage and support our partners in expanding opportunities for under-represented groups within their own operations.

We are increasingly leveraging digital platforms to streamline the collection and consolidation of supplier ESG data, creating a consistent and reliable foundation for evaluation and engagement. We have developed interactive training e-modules for suppliers – to support learning on the Supplier Code of Conduct and key sustainability topics.

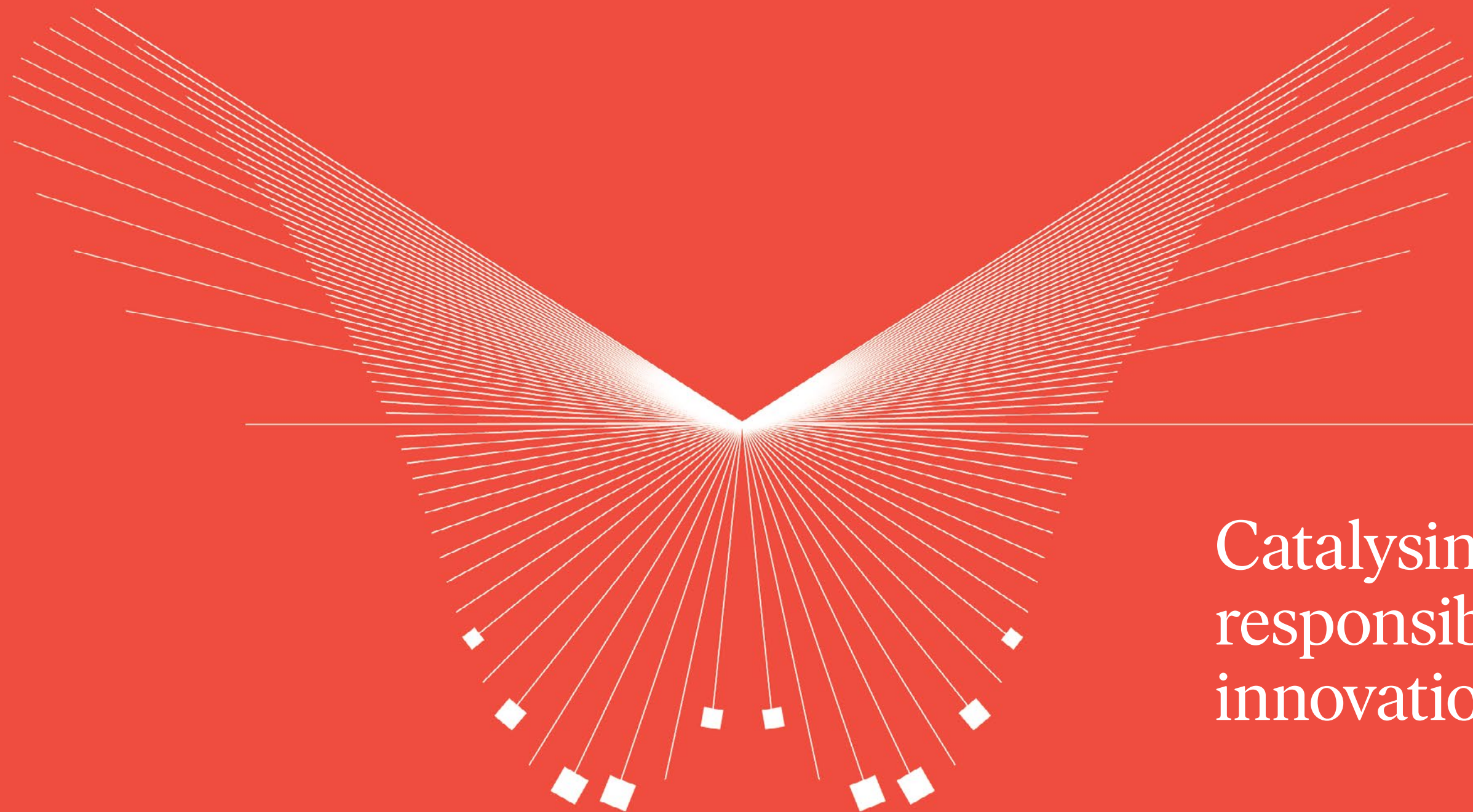
Performance Management and Capacity Building

Recognising that continuous improvement requires both recognition and support, we set out to build supplier capabilities while celebrating ESG excellence. It is in this spirit that we established our Supplier Recognition Programme that incentivises ESG excellence across our supply chain – through both financial and non-financial means – starting with formal acknowledgements like ESG Excellence Certificates and category-specific awards.

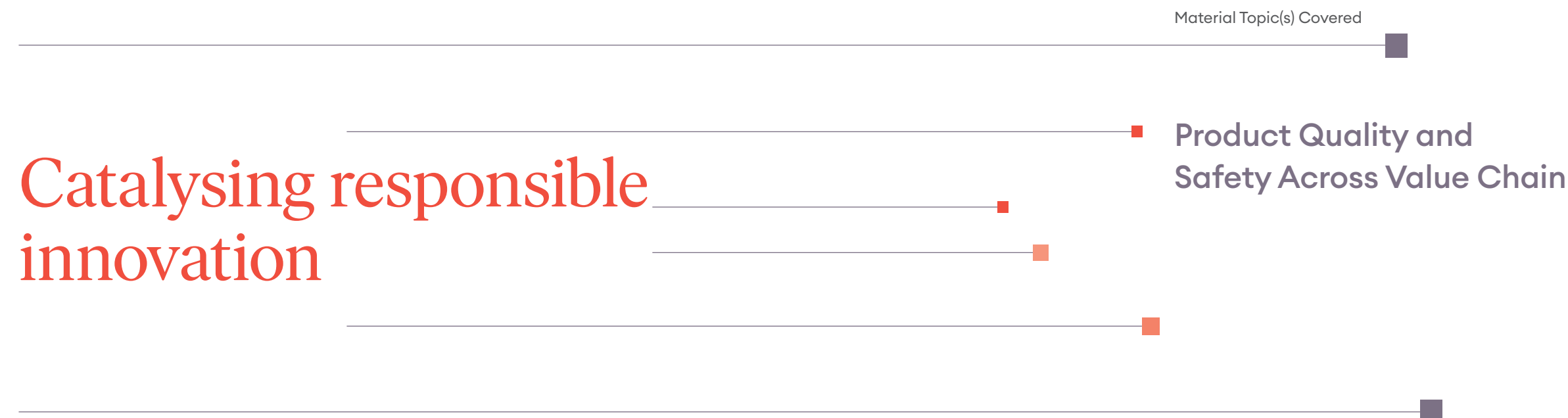
Beyond accolades, we intend to reinforce high-performing suppliers through tangible benefits such as preferential consideration in future sourcing opportunities or improved commercial terms based on their sustainability performance, making ESG excellence not just the right thing to do, but a clear value driver for our partners.

By linking business incentives to sustainability performance, we aim not only to motivate continuous improvement but also to deepen our connection with suppliers, paving the way for long-term collaboration on ESG priorities. Suppliers play a pivotal role in shaping our collective sustainability journey. Their commitment and progress are integral to Matrix Pharmacorp's ambition to achieve its goals, and this initiative underscores our intent to strengthen partnerships, foster continuous improvement, and align business success with shared ESG priorities.

While recognition plays a vital role in reinforcing strong performance, we also recognise that achieving sustainability goals requires ongoing support and collaboration. To this end, we have put in place a range of capacity-building initiatives aimed at strengthening the ESG capabilities of our supplier base. We have developed interactive training e-modules for suppliers – to support learning on the Supplier Code of Conduct and key sustainability topics. Where relevant, we also facilitate linkages across our value chain to explore collaborative opportunities that can accelerate emissions reduction. Importantly, following audits and assessments, we provide targeted capacity-building support to help suppliers address any identified gaps. This ensures our partners are well-equipped to meet our sustainability standards and contribute to long-term value creation alongside us.



Catalysing
responsible
innovation



At Matrix Pharmacorp, we are working relentlessly on a path to ensure that sustainability is embedded across the product lifecycle. From R&D to delivery, we integrate quality, safety, and environmental responsibility into every API we produce. Our focus on green chemistry, lifecycle management, and compliance ensures our APIs improve health outcomes while minimising environmental impact. We constantly innovate to enhance efficacy, reduce environmental footprint, and meet the highest global standards.



At Matrix Pharmacorp, product stewardship reflects our commitment to sustainable innovation, uncompromising quality, and long-term stakeholder value. It is a defining pillar of our sustainability vision and innovation strategy. As a responsible API manufacturer, we understand the far-reaching impact our products can have across their lifecycle. This awareness drives our commitment to produce molecules that uphold the highest standards of safety, quality, and environmental performance. We recognise our opportunity and responsibility to manufacture products and processes that are efficient, safe, and environmentally conscious across their entire lifecycle.

We believe that the journey towards sustainability begins at the molecular level. From early-stage development through scale-up and commercialisation, our teams are guided by the principles of green chemistry, lifecycle thinking, and continuous improvement. These values are embedded across our innovation pipeline, ensuring that every product we deliver is designed to minimise environmental harm, reduce resource intensity, and uphold our commitment to responsible science.

Our R&D efforts are anchored in the pursuit of intelligent efficiency – maximising outcomes while minimising environmental burden. We consistently strive to reduce our operational footprint without compromising on performance. Through thoughtful design and meticulous planning, we evaluate resource use, optimise reaction pathways, and reduce process waste – achieving measurable gains in both environmental impact and process reliability.

Our scientists actively apply green chemistry principles to reduce hazardous inputs, lower toxicity, optimise energy use, and shift to safer, more sustainable materials. These efforts not only improve product safety, but creates a safer, healthier workplace for our teams and better outcomes for our customers. To further strengthen our approach, we have undertaken cradle-to-gate Life Cycle Assessments (LCA) across a substantial portion of our product portfolio. These assessments will deliver data-driven insights that inform future product development and advance our sustainability performance. We are adopting several green chemistry approaches in our development projects -

- Replacing the use of organic solvents with water in the manufacturing process.
- Adopting enzymatic technology that requires lower activation energy for reactions, thereby maximising atom efficiency and selectivity, which facilitates cleaner, more efficient and sustainable industrial processes.
- Working on flow chemistry technology for enhanced safety, superior heat and mass transfer, thereby reducing waste generation, improving reagent efficiency and lowering energy consumption.
- Working on continuous process improvements to get better atom economy processes to minimise the usage of input raw material which further lowers the environmental impact.



Quality by Design

We uphold the highest standards of product quality and regulatory compliance, ensuring every API we deliver is safe, consistent, and traceable. Our robust quality systems – rooted in science and supported by proactive risk management – form the foundation of stakeholder trust and long-term value creation.



Innovation for Impact

Our R&D efforts are guided by a clear purpose: to deliver solutions that are not only effective but also environmentally responsible. From enzymatic transformations to process redesign, we continue to reimagine synthesis pathways in pursuit of cleaner, smarter, and more sustainable manufacturing.



Lifecycle Thinking

We conduct Life Cycle Assessments (LCA) for our products to better understand the cradle-to-gate environmental impact. These assessments are enabling more informed decision-making around eco-design, sourcing, and emissions management, and will be progressively expanded across our portfolio.



Green Chemistry in Action

Green chemistry is not a choice – it is a principle that informs every stage of our product and process development. We reduce hazardous inputs, minimise toxicity, and integrate greener alternatives – including water as a solvent – wherever feasible, without compromising on performance or quality.



Process Efficiency

Through process optimisation, we have significantly reduced solvent load, simplified unit operations, and improved yields. These actions have led to lower Process Mass Intensity (PMI), better resource utilisation, and a more resilient operating model where sustainability drives both impact and efficiency.

Our commitment to green chemistry is not just aspirational – it is deeply embedded in how we develop and refine products. This commitment is already yielding meaningful results, as demonstrated by the successful implementation of green chemistry principles across three of our products. These results serve as a testament to our measurable progress in advancing safer, more sustainable manufacturing, reinforcing the transformative potential of science-led stewardship when guided by purpose and precision.

From reducing solvent volumes and reagent counts to streamlining unit operations and improving yield, these achievements illustrate how sustainability and performance can go hand in hand. Each example reflects our ability to translate complex environmental goals into practical, impactful changes.

We are introducing a product-level ESG scorecard to evaluate products against key sustainability metrics. Embedded into our development process, the scorecard provides a robust framework to assess trade-offs, set targets, and integrate environmental considerations from the outset – ensuring a future-ready portfolio that reflects our values and delivers shared value for all stakeholders.

As we look ahead, product stewardship will remain central to our identity – as a catalyst for responsible science, a vehicle for innovation, and a cornerstone of long-term value creation.

18-42% ↓

reduction in the number of reagents and solvents used

35-48% ↓

reduction in the quantity of solvents consumed

13-32% ↓

reduction in the number of unit operations

30-56% ↓

reduction in the Process Mass Intensity (PMI)

10-100%

improvement in overall yield

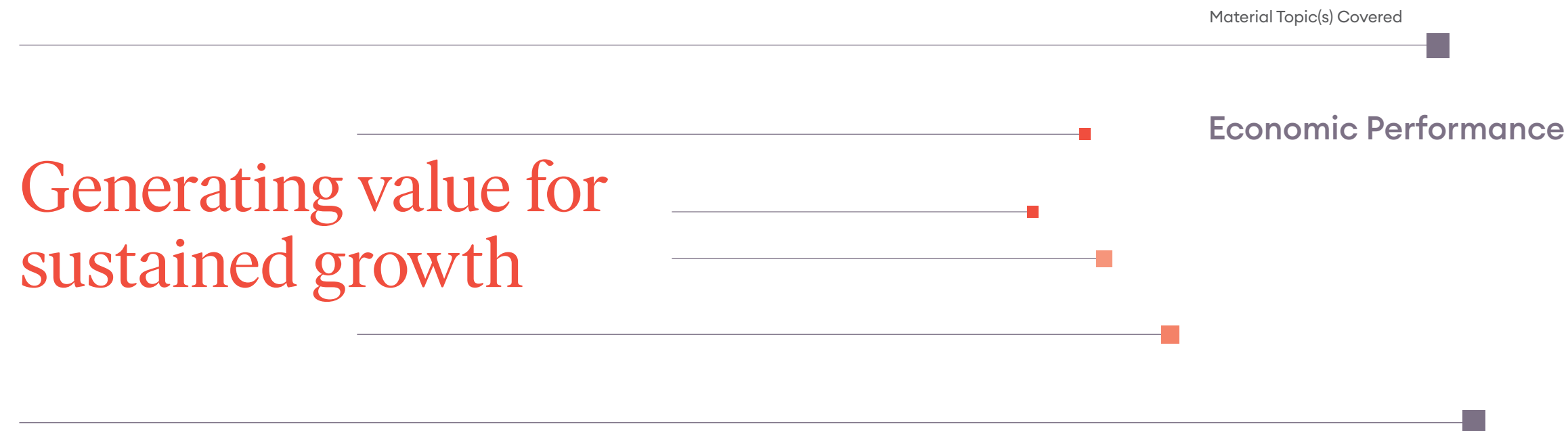


Indicative outcomes from green chemistry pilot trials conducted across 3 products





Generating value
for sustained growth



At Matrix Pharmacorp, we believe economic success must go hand in hand with societal progress. We create enduring value by driving financial performance, fostering innovation, and contributing to national and local economies. Our growth strategy balances profitability with equitable wealth distribution and societal well-being. Through investments in our community and our employees, we aim to generate prosperity that is both sustainable and widely shared.

UN SDGs Impacted:



Matrix Pharmacorp has taken substantial measures to ensure prosperity not only for the company, but also for its internal and external stakeholders – our employees and the society. In FY25, Matrix Pharmacorp generated direct economic value worth INR 44,222.13 Mn. Of this, Matrix Pharmacorp has distributed 88.78%, amounting to INR 39,261.47 Mn., to its stakeholders by way of wages to employees, interest to financiers, taxes to the government, etc.

Sr. No.	Metric	FY25 (INR Mn)
A	Direct economic value generated	44,222.13
A.1	Net revenue from sales	44,053.66
A.2	Revenues from financial investments and sale of assets	168.47
B	Direct economic value distributed	39,261.47
B.1	Operating costs, employee wages, and benefits	34,852.20
B.2	Payments to providers of capital	3,166.81
B.3	Payments to government	1,242.46
B.4	Community investments	-
A-B	Economic value retained	4,960.66

Creating Value for the Community

Matrix Pharmacorp, as a leading manufacturer of active pharmaceutical ingredients (APIs), contributes to societal well-being through a multifaceted approach that spans economic development, environmental sustainability, infrastructure support, and community engagement.

Driving Employment and Economic Upliftment

Matrix Pharmacorp provides diverse career opportunities across research, manufacturing, logistics, and corporate functions – creating employment pathways for people with varied qualifications and skills. With nearly 90% of our on-site workforce hired locally, we contribute directly to reducing unemployment and strengthening livelihoods in the regions where we operate. Our jobs not only provide financial independence to thousands of families, but also open avenues for professional growth and upward mobility. We complement this with competitive pay and comprehensive benefits that raise living standards for our employees. The positive impact extends well beyond the workplace, fuelling regional economic resilience and supporting stronger community ecosystems. In this way, our role as an employer goes beyond business needs – it contributes to shared prosperity.

Promoting Education and Skill Development

Recognising that human capital is foundational to sustainable development, Matrix Pharmacorp prioritises education and workforce training. Internally, Matrix Pharmacorp invests in continual upskilling of its employees to ensure adaptability and long-term career growth, which further amplifies the capabilities of the regional workforce, helping them further contribute to local development in many ways.

Corporate Social Responsibility (CSR) with Purpose

As part of our community investments, Matrix Pharmacorp’s envisioned CSR programmes are tailored to address the unique needs of the communities we operate in. These initiatives span across environmental conservation, education access, gender promotion programmes for women empowerment and public health enhancement. Detailed information about our CSR philosophy is provided in a detailed section on this report.

Ensuring Employee Well-being through Benefit Plans and Retirement Support

We believe in taking care of our employees, even after they move out of the workforce, by investing in their post-retirement financial well-being. In FY25, we contributed INR 404.39 Mn (including PF, NPS, Superannuation, and gratuity contributions) to support our employee's post-retirement financial security.

Retirement benefit	Type of plan	Level of participation	Applicable jurisdiction / country	% salary contribution by employer	% salary contribution by employee	Liability met through general / specific funds
Provident Fund	Defined contribution	Mandatory	India	12%	12%	Specific
Gratuity	Defined contribution	Mandatory	India	Calculated in accordance with the formula specified in the Payment of Gratuity Act, 1972	Not applicable	Specific fund with LIC
National Pension Scheme	Defined contribution	Non Mandatory	India	10% to 14%	Not applicable	Specific fund with HDFC
Superannuation Fund	Defined contribution	Non Mandatory	India	15%	Not applicable	Specific fund with LIC

Boosting Growth through Government Support

In our journey of creating value for stakeholders, we contribute towards the society through our contributions to the government. In FY25, we contributed a total of INR 1,242.46 million towards the government, through modes such as taxes. In true spirit of a partnership, the government also supports Matrix Pharmacorp in its mission to create value.

Tax Policy and Governance

Matrix Pharmacorp has a policy to submit the tax returns within the statutory time limits and engage with tax authorities to ensure that the Company's tax affairs are up to date. The Company engages external advisors and legal counsel to review tax legislation and applicability to avoid legal action. The Company continuously monitors the changes in the tax policies in the key jurisdictions to deal proactively with any potential future changes in tax law. The oversight of tax related matters rests with the Board with an annual review and interim updates as required, while the day-to-day accountability rests with the CFO. The Company gets the tax reporting assured regularly by tax auditors and has also engaged internal auditors for identifying and minimising the risk of non-compliance with any taxes. Our robust policies and procedures overseen by our Board of Directors and Audit Committee are designed to comply with all applicable laws and regulations and are regularly reviewed and updated to reflect changing tax landscapes.

In line with our commitment to sustainable values, we prioritise tax governance, compliance, planning, risk management, and transparency. We maintain constructive relationships with governmental authorities, involving external tax experts /advisors recognising the importance of engaging in open and transparent dialogue and acting with integrity. The company (currently tax resident only in India) is also in the process of formulating a tax strategy which will be published in FY26. The strategy will adopt the principles of accountability, business substance and stakeholder trust. The strategy shall comply with both the letter and spirit of local laws – extending our current practices. We will pursue cooperative, transparent relationships, seeking advance rulings or pricing agreements where appropriate. Further, key risks (transfer pricing, regulatory change) will be tracked on the enterprise risk register. We are also in the process of developing whistle-blowing channels and training plan that will explicitly cover tax concerns.

Particulars	Details of entities Tax resident in India
Names of the resident entities	Matrix Pharmacorp Private Limited
Primary activities of the organization	Manufacture of Active Pharmaceutical Ingredients
Number of employees	3,793
Revenues from third-party sales (INR Mn.)	44,053.66
Revenues from intra-group transactions with other tax jurisdictions (INR Mn.)	0
Profit/loss before tax (INR Mn.)	3,731.27
Tangible assets other than cash and cash equivalents (INR Mn.)	55,440.37
Corporate income tax paid on a cash basis (INR Mn.)	1,262.59
Corporate income tax accrued on profit/loss (INR Mn.)	1,242.46
Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax)	The difference is on account due to expenses not deductible for tax purposes

Appendix

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, frequency and contact point	About the Report
	2-4 Restatements of information	About the Report
	2-5 External assurance	About the Report
	2-6 Activities, value chain and other business relationships	About Us
	2-7 Employees	Our Culture as a Growth Catalyst
	2-8 Workers who are not employees	Our Culture as a Growth Catalyst
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13 Delegation of responsibility for managing impacts	Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	About the Report
	2-15 Conflicts of interest	Business Ethics and Integrity
	2-16 Communication of critical concerns	Corporate Governance
	2-17 Collective knowledge of the highest governance body	Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance
	2-19 Remuneration policies	Our Culture as a Growth Catalyst
	2-20 Process to determine remuneration	Our Culture as a Growth Catalyst
	2-21 Annual total compensation ratio	Corporate Governance
	2-22 Statement on sustainable development strategy	Our ESG Vision and Strategy
	2-23 Policy commitments	ESG Policies
	2-24 Embedding policy commitments	Corporate Governance
	2-25 Processes to remediate negative impacts	Corporate Governance
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance
	2-27 Compliance with laws and regulations	Corporate Governance
	2-28 Membership associations	About Us
	2-29 Approach to stakeholder engagement	Synergising Priorities for ESG Progress
	2-30 Collective bargaining agreements	Our Culture as a Growth Catalyst
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Synergising Priorities for ESG Progress
	3-2 List of material topics	Synergising Priorities for ESG Progress
	3-3 Management of material topics	Synergising Priorities for ESG Progress
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Generating Value for Sustained Growth
	201-2 Financial implications and other risks and opportunities due to climate change	Energy, Emissions and Climate Action

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Economic Impact and Value Created
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Growth in Supply Chain
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Integrity
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Integrity
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Business Ethics and Integrity
GRI 207: Tax 2019	207-1 Approach to tax	Generating Value for Sustained Growth
	207-2 Tax governance, control, and risk management	Generating Value for Sustained Growth
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy, Emissions and Climate Action
	302-2 Energy consumption outside of the organization	Energy, Emissions and Climate Action
	302-3 Energy intensity	Energy, Emissions and Climate Action
	302-4 Reduction of energy consumption	Energy, Emissions and Climate Action
	302-5 Reductions in energy requirements of products and services	Energy, Emissions and Climate Action
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship and Nature Risk Assessment
	303-2 Management of water discharge-related impacts	Water Stewardship and Nature Risk Assessment
	303-3 Water withdrawal	Water Stewardship and Nature Risk Assessment
	303-4 Water discharge	Water Stewardship and Nature Risk Assessment
	303-5 Water consumption	Water Stewardship and Nature Risk Assessment
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Nature-related Impact
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Nature-related Impact
	304-3 Habitats protected or restored	Biodiversity and Nature-related Impact
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy, Emissions and Climate Action
	305-2 Energy indirect (Scope 2) GHG emissions	Energy, Emissions and Climate Action
	305-3 Other indirect (Scope 3) GHG emissions	Energy, Emissions and Climate Action
	305-4 GHG emissions intensity	Energy, Emissions and Climate Action
	305-5 Reduction of GHG emissions	Energy, Emissions and Climate Action
	305-6 Emissions of ozone-depleting substances (ODS)	Energy, Emissions and Climate Action
GRI 306: Effluents and Waste 2016	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Energy, Emissions and Climate Action
	306-3 Significant spills	Waste Management and Resource Efficiency

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Resource Efficiency
	306-2 Management of significant waste-related impacts	Waste Management and Resource Efficiency
	306-3 Waste generated	Waste Management and Resource Efficiency
	306-4 Waste diverted from disposal	Waste Management and Resource Efficiency
	306-5 Waste directed to disposal	Waste Management and Resource Efficiency
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Growth in Supply Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Growth in Supply Chain
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our Culture as a Growth Catalyst
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Culture as a Growth Catalyst
	401-3 Parental leave	Our Culture as a Growth Catalyst
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Our Culture as a Growth Catalyst
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety (OHS)
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (OHS)
	403-3 Occupational health services	Occupational Health and Safety (OHS)
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (OHS)
	403-5 Worker training on occupational health and safety	Occupational Health and Safety (OHS)
	403-6 Promotion of worker health	Occupational Health and Safety (OHS)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (OHS)
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety (OHS)
	403-9 Work-related injuries	Occupational Health and Safety (OHS)
	403-10 Work-related ill health	Occupational Health and Safety (OHS)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our Culture as a Growth Catalyst
	404-2 Programs for upgrading employee skills and transition assistance programs	Our Culture as a Growth Catalyst
	404-3 Percentage of employees receiving regular performance and career development reviews	Our Culture as a Growth Catalyst
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Culture as a Growth Catalyst
	405-2 Ratio of basic salary and remuneration of women to men	Our Culture as a Growth Catalyst
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Our Culture as a Growth Catalyst

GRI STANDARD	DISCLOSURE	LOCATION IN REPORT
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	Our Culture as a Growth Catalyst
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Our Culture as a Growth Catalyst
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Our Culture as a Growth Catalyst
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Our Culture as a Growth Catalyst
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Synergies for Shared Growth
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Synergies for Shared Growth
	413-2 Operations with significant actual and potential negative impacts on local communities	Synergies for Shared Growth
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Growth in Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Growth in Supply Chain
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labelling	Occupational Health and Safety (OHS)
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cyber Security

SASB Mapping

Material Topic	Target	Accounting Metric	Company Disclosure
HC-BP210a.1	Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials.	Matrix Pharmacorp is an API manufacturer and does not conduct clinical trials in-house and is not a sponsor under regulatory definitions.
HC-BP-210a.2		Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity.	Matrix Pharmacorp is an API manufacturer and does not conduct clinical trials, nor has not been subject to any regulatory inspections related to clinical trial management or pharmacovigilance during the reporting period, as such functions fall outside our operational boundary.
HC-BP-210a.3		Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.	Not applicable
HC-BP-240a.1	Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index.	Matrix Pharmacorp supports access to medicines by supplying high-quality APIs for essential drugs used in HIV, TB, malaria, and other WHO-priority therapeutic areas. We enable cost-effective and scalable manufacturing for global health partners, including generic formulation companies and donor-backed procurement programs. Our process innovation and adherence to multi-market GMP standards help downstream partners meet quality and affordability mandates.
HC-BP-240a.2		List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP).	Matrix Pharmacorp has 20 APIs (under Tianish) currently listed under WHO's Prequalified Medicinal Products Programme. These include key actives used in first-line antiretrovirals, anti-tuberculosis regimens, and other essential medicines. These listings, inherited through our acquisition of Tianish Laboratories, remain valid and contribute to finished drug applications by our partners. Full details, including INNs and strengths, are available at link - https://extranet.who.int/prequal/medicines/prequalified/active-pharmaceutical-ingredients .
HC-BP-240b.2	Affordability & Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period.	As an API manufacturer, Matrix Pharmacorp does not publish list or net prices, since such disclosures are not customary in the traditional WAC-based pharmaceutical pricing framework.
HC-BP-240b.3		Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period.	As an API manufacturer, Matrix Pharmacorp does not engage in list or net pricing of products, since such practices apply primarily to finished pharmaceutical formulations.
HC-BP-250a.1	Drug Safety	Products listed in public medical product safety or adverse event alert databases.	As a manufacturer of APIs and intermediates, Matrix Pharmacorp does not have marketing authorization or pharmacovigilance responsibilities for finished formulations. Our products are not listed in public adverse event alert databases such as WHO Vigibase and FAERS. We regularly review such listings and engage with client MAHs to address any safety concerns that may be traced to upstream product specifications or supply events.
HC-BP-250a.2		Number of fatalities associated with products.	Matrix Pharmacorp is not directly associated with any patient fatalities attributable to its APIs. No validated regulatory or legal notifications were received in FY25 linking Matrix Pharmacorp-manufactured inputs to fatal patient outcomes.
HC-BP-250a.3		(1) Number of recalls issued, (2) total units recalled.	In the event of a client-initiated recall, our role includes rapid batch traceability, quality documentation, and investigation support. Our recall readiness is annually tested through mock drills and is embedded in our site-level Quality Risk Management (QRM) procedures.

Material Topic	Target	Accounting Metric	Company Disclosure
HC-BP-250a.4		Total amount of product accepted for take-back, reuse, or disposal.	Matrix Pharmacorp has a structured system for managing off-specification and expired materials in compliance with CPCB norms and Schedule M.
HC-BP-250a.5		Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type.	In FY25, there were no enforcement actions by regulatory authorities against Matrix Pharmacorp for GMP violations. Our compliance strategy includes continuous readiness audits, third-party gap assessments, and regular training for production and QA teams.
HC-BP-260a.1	Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting.	Matrix Pharmacorp employs full backward and forward traceability across its manufacturing and distribution systems using ERP-integrated batch controls. For high-risk products, serialization is implemented as per customer requirements. We conduct vulnerability assessments and collaborate with customers on anti-counterfeiting features for final formulations, although as an API supplier, product counterfeiting is generally more relevant to finished dosage manufacturers.
HC-BP-260a.2		Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products.	In FY25, no such alerts were recorded. Our incident response includes blocking affected batches, conducting root cause investigations, and sharing forensic data with clients for formulation-level assessments. We also include anti-counterfeit awareness in our quality audits.
HC-BP-260a.3		Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products.	There were zero law enforcement actions involving Matrix Pharmacorp APIs in FY25. Our supply chain is restricted to validated customers, and we screen all buyers through Know Your Customer (KYC) and Trade Compliance protocols. No known incidents of counterfeit Matrix Pharmacorp APIs were detected or prosecuted during the reporting year.
HC-BP-270a.1	Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	Not applicable
HC-BP-270a.2		Description of code of ethics governing promotion of off-label use of products.	Not applicable
HC-BP-430a.1	Supply Chain Management	Percentage of (1) entity facilities and (2) Tier I suppliers facilities participating in Rx-360 or equivalent audit programs.	<p>Matrix Pharmacorp ensures robust supplier oversight through a customized ESG Supplier Scorecard and annual Quality audits. While we are not formally enrolled in Rx-360, we implement equivalent risk-based audit protocols, consistent with ICH Q10 and WHO TRS 986.</p> <p>(1) Entity's Facilities: 100% of Matrix Pharmacorp's API manufacturing sites underwent internal audits aligned with global GMP standards in FY25.</p> <p>(2) Tier I Suppliers: Tier I suppliers (by procurement value) were covered under quality audits during the year. Suppliers are categorized by risk tier, and all high-risk vendors are mandatorily audited.</p>
HC-BP-510a.1	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.	Matrix Pharmacorp incurred zero monetary losses in FY25 due to legal proceedings involving corruption or bribery. Our Code of Conduct strictly prohibits corruption, bribery and unethical business conduct across our global operations. Employees undergoes training on anti-corruption policies, and all commercial interactions are governed by a Delegation of Authority framework.
HC-BP-510a.2		Description of code of ethics governing interactions with health care professionals.	Not applicable
HC-BP-000.A	Activity Metrics	Number of patients treated.	Not applicable
HC-BP-000.B		Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3).	Not applicable

Abbreviations

SR. NO.	ABBREVIATION	FULL FORM
1	1.5°C	1.5 degrees Celsius
2	AAQ	Ambient Air Quality
3	ABRA	Activity-Based Risk Assessment
4	AFRF	Alternative Fuel and Raw Material Facilities
5	AIDS	Acquired Immuno Deficiency Syndrome
6	AMR	Antimicrobial Resistance
7	ANFD	Agitated Nutsche Filter Dryer
8	ANVISA	Agência Nacional de Vigilância Sanitária/ Brazilian Health Regulatory Agency
9	ANZ	Australia and New Zealand
10	API	Active Pharmaceutical Ingredient
11	AR6	Sixth Assessment Report (by IPCC)
12	ARV	Antiretroviral
13	ATFD	Agitated Thin Film Dryer
14	AWS	Alliance for Water Stewardship
15	B 4 I	Belongingness, Integrity, Inclusivity, Innovation, Impact
16	B2B	Business-to-Business
17	BEE	Bureau of Energy Efficiency
18	BES	Biodiversity and Ecosystem Services
19	BMI	Body Mass Index
20	CAAQM	Continuous Ambient Air Quality Monitoring
21	CAPA	Corrective and Preventive Actions
22	CapEx	Capital Expenditure
23	CBAM	Carbon Border Adjustment Mechanism
24	CDMO	Contract Development and Manufacturing Organization
25	CEA	Central Electricity Authority
26	CEMS	Continuous Emission Monitoring Systems
27	CEO	Chief Executive Officer
28	CETP	Common Effluent Treatment Plant
29	CFO	Chief Financial Officer

SR. NO.	ABBREVIATION	FULL FORM
30	CII	Confederation of Indian Industry
31	CIO	Chief Information Officer
32	CNS Disorders	Central Nervous System Disorders
33	CO	Cabon Monoxide
34	CO	Corporate Office
35	COBE	Code of Business Conduct and Ethics
36	COO	Chief Operating Officer
37	COPD	Chronic Obstructive Pulmonary Disease
38	CPCB	Central Pollution Control Board
39	CPHI	Convention on Pharmaceutical Ingredients
40	CRM	Customer Relationship Management
41	CSR	Corporate Social Responsibility
42	DEFRA	Department for Environment, Food and Rural Affairs.
43	DEI	Diversity, Equity & Inclusion
44	DevSecOps	Development, Security, and Operations.
45	DG	Diesel Generator
46	DIRO	Dependancies, Impacts, Risks, and Opportunities
47	DMF	Drug Master Files
48	DNA	Deoxyribonucleic Acid
49	DoE	Design of Experiments
50	DRDO	Defence Research and Development Organisation
51	EBITDA	Earnings Before Interest, Taxes, Depreciation, and Amortization,
52	ECA	Export Credit Agencies
53	ECC	Emergency Control Centre
54	ECG	Electrocardiogram
55	EDQM	European Directorate for the Quality of Medicines & HealthCare
56	EHS	Environmental, Health, and Safety
57	EIA	Environmental Impact Assessments
58	ENCORE	Enhancing Coastal and Ocean Resource Efficiency
59	EPR	Extended Producer Responsibility

SR. NO.	ABBREVIATION	FULL FORM
60	ERM	Enterprise Risk Management
61	ERP	Enterprise Resource Planning
62	ERT	Emergency Response Team
63	ESG	Environmental, Social, and Governance
64	ESI	Employees' State Insurance authorities
65	ESP	Electrostatic Precipitators
66	ETP	Effluent Treatment Plant
67	EU	European Union
68	EU-GMP	European Union Good Manufacturing Practice
69	EVP	Employer Value Proposition
70	e-waste	Waste Electrical and Electronic Equipment
71	F&B	Food and Beverage
72	FAERS	U.S. Food and Drug Administration Adverse Event Reporting System
73	FDA	Food and Drug Administration
74	FLP	Flameproof
75	FMCG	Fast-Moving Consumer Goods
76	FMO	Factory Medical Officer
77	FTE	Full-Time Equivalent
78	FY	Financial Year
79	GHG	Greenhouse gases
80	GJ	Giga Joules
81	GMP	Good Manufacturing Practices
82	GRI	Global Reporting Initiative
83	GWP	Global Warming Potential
84	H&S	Health and Safety
85	HAP	Hazardous air pollutants
86	HAZOP	Hazard and Operability
87	HC-BP	Healthcare Sector - Biotechnology & Pharmaceuticals Industry
88	HCFC	Hydrochlorofluorocarbon
89	HDPE	High-Density Polyethylene
90	HFC	Hydrofluorocarbon.
91	HIV	Human Immunodeficiency Virus
92	HOD	Head of Department
93	HR	Human Resources
94	HRMS	Human Resources Management System
95	IBAT	Integrated Biodiversity Assessment Tool

SR. NO.	ABBREVIATION	FULL FORM
96	ICH Q10	International Council for Harmonisation – Guideline Q10
97	IEA	International Energy Agency
98	IIM	Indian Institute of Management
99	ILO	International Labour Organization
100	INN	International Non-proprietary Name
101	INR	Indian Rupees
102	IPCC	Intergovernmental Panel on Climate Change
103	IPO	Incident Prevention Opportunity
104	IRIM	International Research Institute for Manufacturing
105	ISMS	Information Security Management System
106	ISO	International Organization for Standardization
107	ISRO	Indian Space Research Organisation
108	IT	Information Technology
109	IUCN	International Union for Conservation of Nature
110	JANZ	Japan, Australia and New Zealand
111	JSA	Job Safety Analysis
112	KBA	Key Biodiversity Area
113	Kg	Kilogram
114	KL	Kilolitre
115	Km	Kilometre
116	KPI	Key Performance Indicator
117	KRA	Key Result Areas
118	KSM	Key Starting Materials
119	kWp	kilowatt-peak
120	KYC	Know Your Customer
121	L&D	Learning and Development
122	LCA	Life Cycle Assessments
123	LDAR	Leak Detection and Repair
124	LDPE	Low-Density Polyethylene
125	LEAP	Locate, Evaluate, Assess, Prepare
126	LED	Light Emitting Diode
127	LEV	Local Exhaust Ventilation
128	LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer
129	LIC	Life Insurance Corporation of India
130	LIT	Layer Ignition Temperature

SR. NO.	ABBREVIATION	FULL FORM
131	LOTO	Lockout/Tagout
132	LTIFR	Lost Time Injury Frequency Rate
133	MAH	Marketing Authorization Holder
134	MCA	Ministry of Corporate Affairs
135	MCC Room	Motor Control Centre room
136	MDM	Mobile Device Management
137	MEE	Multi-Effect Evaporator
138	MFA	Multi-Factor Authentication
139	MIE	Minimum Ignition Energy
140	Mn	Million
141	MOC	Management of Change
142	MoEF&CC	Ministry of Environment, Forest and Climate Change
143	MT	Metric Tonnes
144	MtCO2e	Metric tonnes of Carbon Dioxide equivalent
145	NA	Not Applicable
146	NAICS	North American Industry Classification System
147	NCLT	National Company Law Tribunal
148	NDRF	National Disaster Response Force
149	NGO	Non-Governmental Organization
150	NITI	National Institution for Transforming India
151	NOAA	National Oceanic and Atmospheric Administration
152	NOx	Nitrogen Oxides
153	NPS	Net Promoter Score
154	NPS	National Pension System
155	ODS	Ozone-Depleting Substances
156	OECD	Organisation for Economic Co-operation and Development.
157	OHC	Occupational Health Centres
158	OHS	Occupational Health and Safety
159	OHSMS	Occupational Health & Safety Management System
160	OJT	On Job Training
161	ORM	Operations Review Meeting
162	OSEP	On-Site Emergency Plan
163	P&IDs	Piping and Instrumentation Diagrams
164	PAPR	Powered Air-Purifying Respirator
165	PCB	Pollution Control Board

SR. NO.	ABBREVIATION	FULL FORM
166	PEPFAR	President's Emergency Plan for AIDS Relief
167	Person-Hrs	Person-Hours
168	PF	Provident Fund
169	pH	potential of hydrogen
170	PII	Personally Identifiable Information
171	PM	Particulate Matter
172	PMDA	Pharmaceuticals and Medical Devices Agency
173	PMI	Process Mass Intensity
174	PNEC	Predicted No-Effect Concentration
175	PO	Purchase Order
176	POP	Persistent Organic Pollutants
177	POSH	Prevention of Sexual Harassment
178	PPAs	Power Purchase Agreements
179	PPE	Personal Protective Equipment
180	PQP	Prequalification of Medicines Programme
181	PSCI	Pharmaceutical Supply Chain Initiative
182	PTW	Permit to Work
183	Q&A	Question & Answer
184	QA	Quality Assurance
185	QbD	Quality by Design
186	QC	Quality Control
187	QRM	Quality Risk Management
188	R&D	Research and Development
189	RBAC	Role-Based Access Control
190	RC1e	Reaction Calorimeter
191	RE	Renewable Energy
192	RET	Rare, Endangered, and Threatened
193	RFQ	Request for Quotation
194	RO	Reverse Osmosis
195	ROCE	Return on Capital Employed
196	RQ	Risk Quotient
197	RSI	Repetitive Strain Injuries
198	RT	Raw Treated
199	Rx-360	Rx-360 Consortium
200	SaaS	Software as a Service
201	SAF	Sustainable Aviation Fuel
202	SAP	Systems, Applications, and Products in Data Processing
203	SASB	Sustainability Accounting Standards Board

SR. NO.	ABBREVIATION	FULL FORM
204	SBTi	Science Based Targets initiative
205	SCBA	Self-Contained Breathing Apparatus
206	SCOC	Supplier Code of Conduct
207	SDGs	Sustainable Development Goals
208	SDS	Safety Data Sheets
209	SIEM	Security Information and Event Management
210	SLA	Service Level Agreements
211	SLS	Safety Lessons to Share
212	SME	Subject Matter Experts
213	SMF	Sustainable Marine Fuel
214	SOC	System and Organization Controls
215	SOP	Standard Operating Procedure
216	SOx	Sulfur Oxides
217	SPM	Suspended Particulate Matter
218	Sr. No	Serial Number
219	SRP	Solvent Recovery Plant
220	SSP	Shared Socioeconomic Pathway
221	STEM	Science, Technology, Engineering, and Mathematics
222	T&D	Transmission and Distribution
223	TB	Tuberculosis
224	TCFD	Task Force on Climate-related Financial Disclosures
225	TCO2e	Tonnes of Carbon Dioxide equivalent
226	TGA	Therapeutic Goods Administration
227	TNFD	Taskforce on Nature-related Financial Disclosures
228	TRIR	Total Recordable Incident Rate
229	TSA	Transitional Services Agreement
230	TSU	Thermal Screening Unit
231	UK	United Kingdom
232	UN	United Nations
233	UNGC	United Nations Global Compact
234	UNGPs	United Nations Guiding Principles on Business and Human Rights
235	UNWEP	UN Women Empowerment Principles
236	US	United States

SR. NO.	ABBREVIATION	FULL FORM
237	US EPA	United States Environmental Protection Agency
238	USA	United States of America
239	USB	Universal Serial Bus
240	USD	United States Dollar
241	USFDA	The United States Food and Drug Administration
242	VCAT	Value Chain Assessment Tool
243	VFD	Variable Frequency Drive
244	VOC	Volatile Organic Compounds
245	WAC	Wholesale Acquisition Cost
246	WASH	Gender Equality, Health & Sanitation
247	We B 4 I	We Before I
248	WHO	World Health Organization
249	WHO TRS	World Health Organization – Technical Report Series
250	WHO VigiBase	WHO Global Individual Case Safety Reports (ICSR) Database
251	WHO-GMP	World Health Organization's Good Manufacturing Practices
252	WRI	World Resources Institute
253	WTT	Well-to-Tank
254	WWF	World Wide Fund
255	ZLD	Zero Liquid Discharge

External Assurance Statement



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INDEPENDENT LIMITED ASSURANCE STATEMENT

Independent Limited Assurance Statement to Matrix Pharmacorp Private Limited on its Sustainability Report for the FY 2024-25

Matrix Pharmacorp Private Limited,

Plot No. 1-60/35/A, Gachibowli Village, Beside Holiday Inn hotel, Phoenix Avance campus, Serilingampally Mandal, Ranga Reddy District, Hyderabad – 500 081, Telangana, India.

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as ‘SGS India’) was engaged by Matrix Pharmacorp Private Limited (the ‘Company’) to conduct an independent assurance of the disclosures under the Sustainability Report (the ‘Report’) pertaining to the reporting period of June 3, 2024, to March 31, 2025. The Sustainability Report has been prepared with reference to the Global Reporting Initiatives (GRI) Standards. This Limited level of assurance engagement was conducted in accordance with “International Standard on Assurance Engagements (ISAE) 3000 (Revised)” and GRI principles.

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Matrix Pharmacorp Private Limited’s Stakeholders.

Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the assurance scope.

Assurance Standard

SGS has conducted Limited level Assurance engagement in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and GRI principles. Our evidence-gathering procedures were designed to obtain a ‘*Limited level of assurance*’. The procedures performed in a limited assurance engagement are designed to support expectations regarding the direction of trends, relationships and ratios rather than to identify misstatements with the level of precision expected in a reasonable assurance engagement.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and Sustainability Report assurance. SGS affirms our independence from Matrix Pharmacorp Private Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders. The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance



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Scope of Assurance

- The assurance process involved assessing the quality, accuracy, and reliability of ESG Indicators within the Sustainability Report for the period June 3, 2024, to March 31, 2025. The reporting scope and boundaries includes 6 Manufacturing API sites, 1 R&D unit located across India and the corporate office at Hyderabad, Telangana India.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the ESG KPIs and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the data reporting process at the Site as well as the Plant level and the aggregation process of data at the Corporate Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in “Findings and Conclusion.”
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company’s statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the ESG KPIs (listed below) presented by the Company in its Sustainability Report are complete, accurate, reliable, has been fairly stated in all material respects, and is prepared with reference to the Reporting requirements.

The list of ESG KPIs that were verified within this assurance engagement is given below:

GRI indices	Description
401-1	Total number and rates of new employee hires and employee turnover by age group, gender, and region
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation
401-3	Parental leaves
402-1	Minimum notice periods regarding operational changes
403-1	Occupational health and safety management system



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403-2	Hazard identification, risk assessment, and incident investigation
403-3	Occupational health services
403-4	Worker participation, consultation, and communication on occupational health and safety
403-5	Worker training on occupational health and safety
403-6	Promotion of worker health
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
403-8	Workers covered by an occupational health and safety management system
403-9	Work-related injuries
403-10	Work-related ill health
404-1	Average hours of training per year per employee
404-2	Programs for upgrading employee skills and transition assistance programs
404-3	Percentage of employees receiving regular performance and career development reviews
405-1	Diversity of governance bodies and employees
405-2	Ratio of basic salary and remuneration of women to men
406-1	Incidents of discrimination and corrective actions taken
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.
408-1	Operations and suppliers at significant risk for incidents of child labour
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour
410-1	Security personnel trained in human rights policies or procedures
411-1	Incidents of violations involving rights of indigenous peoples
413-1	Operations with local community engagement, impact assessments, and development programs
413-2	Operations with significant actual and potential negative impacts on local communities
414-1	New suppliers that were screened using social criteria
414-2	Negative social impacts in the supply chain and action taken.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data
301-1	Materials used by weight or volume
301-2	Recycled input materials used
301-3	Reclaimed products and their packaging materials
302-1	Energy consumption within the organization
302-2	Energy consumption outside of the organization
302-3	Energy intensity
302-4	Reduction of energy consumption
302-5	Reductions in energy requirements of products and services
303-1	Interactions with water as a shared resource
303-2	Water and effluent
303-3	
303-4	
303-5	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
304-2	Significant impacts of activities, products, and services on biodiversity
304-3	Habitats protected or restored
304-4	IUCN red list species and national conservation list species with habitats in areas affected by operations
305-1	Direct greenhouse gas (GHG) emissions (scope 1)
305-2	Energy indirect greenhouse gas (GHG) emissions (scope 2)
305-3	Other indirect greenhouse gas (GHG) emissions (scope 3)



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305-4	GHG emissions intensity
305-5	Reduction of ghg emissions
305-6	Emissions of ozone-depleting substances (ODS)
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions
306-1	Waste generation and significant and waste-related impacts.
306-2	Management of significant waste-related impacts
306-3	Waste generated
306-4	Waste diverted from disposal
306-5	Waste directed to disposal
308-1	New suppliers that were screened using environmental criteria
308-2	Negative environmental impacts in the supply chain and actions taken
201-1	Direct economic value generated and distributed
201-2	Financial implications and other risks and opportunities due to climate change
201-3	Defined benefit plan obligations and other retirement plans
201-4	Financial assistance received from government
204-1	Proportion of spending on local suppliers
205-1	Operations assessed for risks related to corruption
205-2	Communication and training about anti- corruption policies and procedures
205-3	Confirmed incidents of corruption and actions taken
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices
2-1 to 2-30	General disclosures
3-1 to 3-3	Material topic

For and on behalf of SGS India Private Limited

 <p>Ashwini K. Mavinkurve Head – ESG & Sustainability Services, SGS India. Pune, India 17th October 2025</p>	 <p>Kalpesh Thombare Technical Reviewer– ESG & Sustainability Services, SGS India. Mumbai, India 17th October 2025</p>	 <p>Chirag Bafna Lead Verifier – ESG & Sustainability Services, SGS India. Mumbai, India Team Member: John Moiesan.</p>
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GHG Assurance Statement

Matrix Pharmacorp Private Limited

Plot No. 1-60/35/A, Gachibowli Village, Beside Holiday Inn hotel, Phoenix Avance campus, Serilingampally Mandal, Ranga Reddy District, Hyderabad – 500 081, Telangana, India.

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Matrix Pharmacorp Private Limited (the 'Company') to conduct an independent assurance of its annual Greenhouse Gas (GHG) inventory for Scope-1, Scope-2 and Scope 3 pertaining to the reporting period of 3rd June 2024 to 31st March 2025. The Company has developed its GHG inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1 standard. SGS India has conducted Reasonable Level Assurance for Scope 1 & Scope 2 data and Limited Level Assurance for Scope 3 Data. This assurance engagement was conducted in accordance with the "International Standard on Assurance Engagements (ISAE) 3410".

SGS India verified the following parameters given in the Table below:

Scope 1, Scope 2 and Scope 3 Data

Scope	Actual emission (tCo2)
Scope 1 GHG emissions in metric tons of CO2 eq.	191,956
Scope 2 GHG emissions in metric tons of CO2 eq.	95,886
Scope 3 GHG emissions in metric tons of CO2 eq.	388,424

Verification Statement no: BA/ESG/7046250/GHG_2025 V1
Statement Date: 17th October 2025

This Statement is issued, on behalf of Client, by SGS India ("SGS") under its General Conditions for ESG Assurance Services. A full copy of this statement may be consulted at SGS India. This Statement does not relieve Client from compliance with any regulations that applied to it. Stipulations to the contrary are not binding on SGS and therefore SGS shall have no responsibility vis-à-vis parties other than its Client.
This Statement is not valid without the full verification scope, objectives, criteria and findings available on the Statement.



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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Matrix Pharmacorp Private Limited on its GHG Inventory for the FY 2024-25

The Board of Directors,

Matrix Pharmacorp Private Limited

Plot No. 1-60/35/A, Gachibowli Village, Beside Holiday Inn hotel, Phoenix Avance campus, Serilingampally Mandal, Ranga Reddy District, Hyderabad – 500 081, Telangana, India.

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Matrix Pharmacorp Private Limited (the 'Company') to conduct an independent assurance of its annual Greenhouse Gas (GHG) inventory for Scope 1, Scope 2 and Scope 3 pertaining to the reporting period of 03rd June 2024 to 31st March 2025. The Company has developed its GHG inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1 standard. SGS India has conducted Reasonable Level Assurance for Scope 1 & Scope 2 data and Limited Level Assurance for Scope 3 data. This assurance engagement was conducted in accordance with the "International Standard on Assurance Engagements (ISAE) 3410".

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Matrix Pharmacorp Private Limited's Stakeholders.

Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, calculation, and statements within the defined scope of verification, aiming to inform the Management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific purpose, and it is not intended for use in interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the verification scope.

Assurance Standard

SGS India has conducted Reasonable Level Assurance for Scope 1 & Scope 2 data and Limited Level Assurance for Scope 3. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3410. Our evidence-gathering procedures were designed to obtain a 'Reasonable Level of assurance' which involves the underlying assumption that the control environment and controls are reliable.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Matrix Pharmacorp Private Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.



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The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance exercise included the evaluation of quality, accuracy, and reliability of the GHG Inventory on Scope 1, Scope 2 and Scope 3 data for the period 03rd June 2024 to 31st March 2025.

The scope of verification covers the following aspects:

- The reporting scope and boundaries includes 6 Manufacturing API sites, 1 R&D unit located across India and the corporate office at Hyderabad, Telangana India.

Assurance Methodology

The assurance comprised a combination of pre-assurance research, interaction with the key personnel engaged in the process of developing the company's GHG inventory, on-site visits, and remote desk review & verification of data. Specifically, SGS India executed the following activities:

- Interaction with key personnel from the head office and selected manufacturing locations to understand and review the current processes in place for developing the Company's GHG inventory.
- Assessment of internal control mechanism to ensure the reliability and accuracy of emission data.
- Review of the data management system used for collection and consolidation of emission data.
- Review of consistency of data/information within the GHG inventory and between the inventory and source.
- Evaluation of the appropriateness of the quantification methods used to arrive at Scope 1, Scope 2, and Scope 3 emissions with respect to the specific requirements of the GHG Protocol.
- Assurance of emission data on a sample basis, including conversion factors and emissions factors.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusion."
- The assurance engagement considers an uncertainty of $\pm 3\%$ based on materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Findings and Conclusions

Scope 1, Scope 2 and Scope 3 inventory:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the information presented by the Company in its GHG Inventory report is not prepared, in all material respects, in accordance with the reporting criteria.



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SGS India verified the following parameters given in the Table below:

Scope 1, Scope 2 and Scope 3 Data:

Description	FY 2024-25
Scope 1: Direct carbon emissions from owned/controlled operations- Unit-tCO₂Eq	
a. Direct emissions from stationary combustion	185,273
b. Direct emissions from mobile combustion	1,277
c. Fugitive direct emissions	5,406
d. Direct emissions from process	-
Scope 1 Total Emission	191,956
Scope 2: Indirect carbon emissions- Unit-tCO₂Eq	
a. Indirect emissions from purchased/acquired electricity	95,886
b. Indirect emissions from purchased/acquired steam	-
c. Indirect emissions from purchased/acquired Heat	-
Scope 2 Total Emission	95,886
Scope 3: Indirect carbon emissions- Unit-tCO₂Eq	
Category 1: Purchased goods and services	239,854
Category 2: Capital goods	2,961
Category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	77,517
Category 4: Upstream transportation and distribution	10,895
Category 5: Waste generated in operations	1,024
Category 6: Business travel	460
Category 7: Employee commuting	2,234
Category 8: Upstream leased assets	461
Category 9: Downstream transportation and distribution	2,801
Category 10: Processing of sold products	50,216
Scope 3 Total Emission	388,424

For and on behalf of SGS India Private Limited

 Ashwini K. Mavinkurve Head – ESG & Sustainability Services, SGS India. Pune, India 17th October 2025	 Kalpesh Thombare Technical Reviewer– ESG & Sustainability Services, SGS India. Mumbai, India 17th October 2025	 Chirag Bafna Lead Verifier – ESG & Sustainability Services, SGS India. Mumbai, India Team Member: John Moiesan.
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End of Report