

Supplementary Report 2024-25

Introduction

This ESG Supplementary Information document has been prepared to provide additional disclosures that complement MSN’s internal records, sustainability reports, and operational data.

The purpose of this document is to support ESG rating agencies and stakeholders by presenting consolidated information on Environmental, Social, and Governance (ESG) indicators that may not be fully captured in sustainability reports.

The data presented herein is based on the latest available internal records and reflects the company’s ongoing efforts to enhance transparency, accountability, and sustainability performance across its operations.

Scope and Reporting Period

This document covers ESG-related indicators across MSN Group operational sites and the workforce.

Reporting Scope: 13 units (same as sustainability report)

Reporting Period: Financial year 2024-25.

Reference: Pg 4 of our sustainability report: <https://www.msnlabs.com/sustainability.html>

Social

Indicators	Percentage(%)
Percentage of all operational sites that have conducted employee health & safety risk assessment has been conducted	100
Percentage of the total workforce across all locations represented in formal joint management-worker health & safety committees	100
Percentage of the total workforce across all locations who have received regular performance and career development reviews	100
Percentage of the total workforce across all locations who received career- or skills-related training	82
Percentage of the total workforce across all locations who received training on diversity, discrimination and/or harassment	100
Percentage of all operational sites that have been subject to human rights reviews or human rights impact assessments	15.38
Percentage of employees & contract workers covered for Human Rights Risk Assessment	35
Average unadjusted gender pay gap	37

Gender Diversity Indicators

Indicator	Percentage (%)
Women in Total Workforce	12.55
Women on the Board of Directors	20
Percentage of women at the top management level	13.40

Human Rights Risk Assessment

MSN Laboratories is committed to conducting its business in a manner that respects the fundamental human rights of all people across its value chain - employees, contract workers, and communities in which we operate. To assess the effectiveness and current status of this topic in its operations MSN has conducted a dedicated Human Rights Risk Assessment (HRRA) exercise in 2026. This is an essential component of MSN's broader programme to embed human rights due diligence into its operational and strategic governance.

The assessment was undertaken to establish a clear baseline of MSN's current human rights posture at the site level - to understand where practices are strong, identify gaps between policy intent and ground-level reality, and develop a prioritized roadmap for improvement. This aligns with MSN's sustainability strategy and its commitment to responsible business conduct in line with internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Core Labor Standards, the UN Global Compact (UNGC), and the Pharmaceutical Supply Chain Initiative (PSCI) Principles for Responsible Supply Chain Management.

The total combined workforce was approximately 6,100 workers, of which the assessment covered approximately one-third of MSN's total workforce - spanning both permanent employees and contract workers across two manufacturing units. MSN intends to expand this assessment programme progressively to its remaining manufacturing units.

Environment

Indicator	Metric
Workforce trained on environmental issues	100%
Operational sites with environmental risk assessments	100 %
Unused or expired medicines collected for recycling or waste treatment out of the total volume of products sold	34.2 tons

Water Risk Assessment: MSN further strengthened its water stewardship approach by conducting a comprehensive water risk assessment using the World-Wide Fund for Nature (WWF) Water Risk Filter methodology. The assessment helped identify site-specific water-related risks, including water scarcity, regulatory challenges, and watershed impacts, enabling the Company to develop informed mitigation strategies and prioritize responsible water management initiatives across operations.

In addition, MSN became a member of the **Alliance for Water Stewardship (AWS)** to align its water management practices with globally recognized water stewardship principles and enhance long-term water resilience.

Governance

Sustainable supply chain

Indicator	Percentage (%)
Suppliers undergoing sustainability on-site audits	20
Suppliers with ESG clauses in contracts	100
Suppliers undergoing ESG assessments	10 ⁱ
Audited/assessed suppliers engaged in corrective actions / capacity building	10
Percentage of buyers across all locations who have received training on sustainable procurement	60
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	100

Business Ethics Implementation

MSN Labs has adopted a phased approach to strengthening its ethical governance practices, guided by the principles of ISO 26000. In FY 2023–24, comprehensive ethics audits were conducted across two sites (MSN Labs unit 1 & Corporate), followed by the expansion of audits to two additional sites in FY 2024–25 (MSN Pharmachem unit 1 & MSN Life Sciences unit 2).

The outcomes and learnings from these audits form a critical input to our broader sustainability strategy and disclosures, and will be integrated into the upcoming sustainability report.

Indicator	Percentage (%)
Workforce trained on business ethics	100
Ethics audit (ISO26000)	30.7
Sites with ISO 27001 certification	100

Approved date: 27th March 2026

ⁱ Key Suppliers