

AXTRIA

Sustainable Intelligence

ESG REPORT 2026





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Doing the R.I.G.H.T. Thing – Intelligently, Responsibly, and Sustainably

By Jaswinder “Jassi” Chadha, President and CEO

At Axtria, we believe that doing the right thing for people, patients, and the planet is not a project. It’s a mindset – one that guides how we innovate, how we operate, and how we lead.

As we accelerate our mission to transform the life sciences with intelligence and integrity, we remain deeply committed to building a future that is smarter, more inclusive, and more sustainable. Our environmental, social, and governance (ESG) journey reflects that commitment, and 2025 marked a significant year of real progress and measurable impact.

We continued to push the boundaries of advanced innovation by delivering intelligent, AI-powered solutions that are integral in reshaping how life sciences companies bring therapies to market. Today, Axtria operates in over 75 countries and is redefining commercialization through an end-to-end product suite powered by generative and Agentic AI. These platforms are not just informing decisions. They are driving them. Since 2021, we have more than doubled our investment in innovation, dedicating over 10% of our revenue to R&D and another 10% to scalable, AI-first capabilities that power the next wave of transformation. Our vision for the future is connected, intelligent, and responsible.

Our global growth reflects that vision. We doubled the size of our New Jersey headquarters and expanded our presence in India with new and future-ready workspaces. These campuses meet the highest global environmental standards and are certified as LEED Platinum, Zero-Water Waste, and Zero-Waste, depending on the location. With substantial reductions in carbon emissions and increasing adoption of renewable energy, we are steadily progressing toward our carbon neutrality goals. More than just infrastructure upgrades, these changes are commitments to the planet.

But it’s not just where we work. It’s how we work and who we work with that defines our culture. Our BOLD strategy, centered around Breakthrough thinking, Ownership, Leadership, and Discipline, keeps us focused on the outcomes that matter. And our people are the driving force behind those outcomes.

We are also proud to foster a culture of continuous learning through the **Axtria Institute**, our dedicated learning and development platform. The Institute provides a structured framework for employees to upskill in areas like analytics, technology, domain knowledge, and leadership. From curated self-paced learning paths to instructor-led trainings, certifications, mentorship programs, and advanced AI and data science modules, the Axtria Institute empowers every employee to grow. Our global programs blend real-world application with academic rigor, drawing from internal expertise and top external institutions. Additionally, our Continuous Education Policy enables employees to pursue external certifications and receive full reimbursement, reinforcing our belief that personal growth is essential to collective success.

This commitment to learning is matched by our focus on inclusion. In 2025, more than 30% of our workforce and 25% of our people managers were women. We welcomed new women leaders across roles and geographies, all supported by a workplace that values flexibility, accessibility, and belonging. Our campuses provide universal accessibility, and our wellness programs put mental and physical health at the center of our employee experience.

We are also expanding our impact into the communities we serve. From education and skill-building programs for underserved groups to sustainable sourcing and energy use, we are taking steps that align with our belief that business can *and must* be a force for good. Our ESG initiatives are helping create a healthier, more skilled, more inclusive, and more climate-conscious world.

Thank you for your partnership and trust. Together, we are showing that bold thinking and responsible action are not opposites. They are the blueprint for a better future.

I invite you to visit [Axtria.com](https://axtria.com) to follow our ongoing ESG efforts and see for yourself what our employees do to serve clients, patients, and their communities.



About Axtria

Axtria is a global provider of award-winning cloud software and data analytics to the life sciences industry. Together with our partners, we enable efficient, resilient, and sustainable healthcare for better patient experiences. By seamlessly blending information, analytics, and technology in the cloud, Axtria helps life sciences organizations gain a competitive edge to improve patient outcomes and drive business growth. Delivering solutions to real-world problems is at the center of our product suite, enabling innovation across commercial organizations driven by excellence in artificial intelligence and machine learning.

Our focus on delivering solutions helps pharmaceutical, medical device, and diagnostics companies complete the journey from data to insights to action, and earn superior returns from their investments. As a participant in the United Nations Global Compact, Axtria is committed to aligning strategies and operations with universal principles involving human rights, labor, environment, and anti-corruption and taking actions that advance societal goals.

Axtria is proud to work with 16 of the top 20 global life sciences companies. From our roots as a trusted consultant to becoming one of the world's leading providers of cloud-based pharmaceutical management software, Axtria has been powering the digital transformation of life sciences organizations. Our experts bring years of domain expertise to guide pharma giants from brand launches to retirement. Clients trust our products to help them transform their business operations. **Axtria InsightsMAx.ai** delivers orchestrated analytics and AI agent workbenches, while **Axtria SalesIQ™** supplies real-time agent-powered sales planning and execution. **Axtria MarketingIQ™** helps brand teams create predictive, persona-based marketing strategies, and **Axtria DataMAx™** establishes a trusted, secure data foundation.



Axtria at-a-glance

For more than 15 years, Axtria has been helping clients make better decisions by enabling their use of data to glean meaningful insights. Our life sciences clients, whose work helps save lives, depend on Axtria's technology and domain expertise to help them work better, smarter, and more efficiently. Our clients rely on Axtria to help them make better decisions that improve their companies and serve their patients.

2010

Co-founded by Jassi Chadha and Navi Chadha

2025

3600+ Employees worldwide		150+ Global clients in 75 countries	
22 Global delivery locations and data centers		30% CAGR	
		4 Cloud Software Products	

Corporate Headquarters: Berkeley Heights, N.J.

US Locations: New Jersey, Boston, Chicago, California

India: Gurugram, Noida, Bengaluru, Pune, Hyderabad

Global Presence: France, United Kingdom (European Headquarters), Switzerland, Germany, Japan, China, Canada

Industry: Software product development, data analytics consulting, life science industry support





Improving patient care

We partner with global life sciences organizations to enable an efficient, resilient, and sustainable healthcare system that delivers better patient experiences.

Mission

Leverage data and AI to advance groundbreaking treatments and improve lives.

Vision

To be the leading data analytics partner transforming life sciences.

Values

Our RIGHT values steer us in the right direction to achieve our mission and vision.

R = Responsiveness

I = Integrity

G = Get going

H = Humility

T = Team player

Our leadership team



JASSI CHADHA
President and CEO



NAVI CHADHA
Chief Technology Officer
Head - AI & Data



MANISH MITTAL
Head - Global Delivery



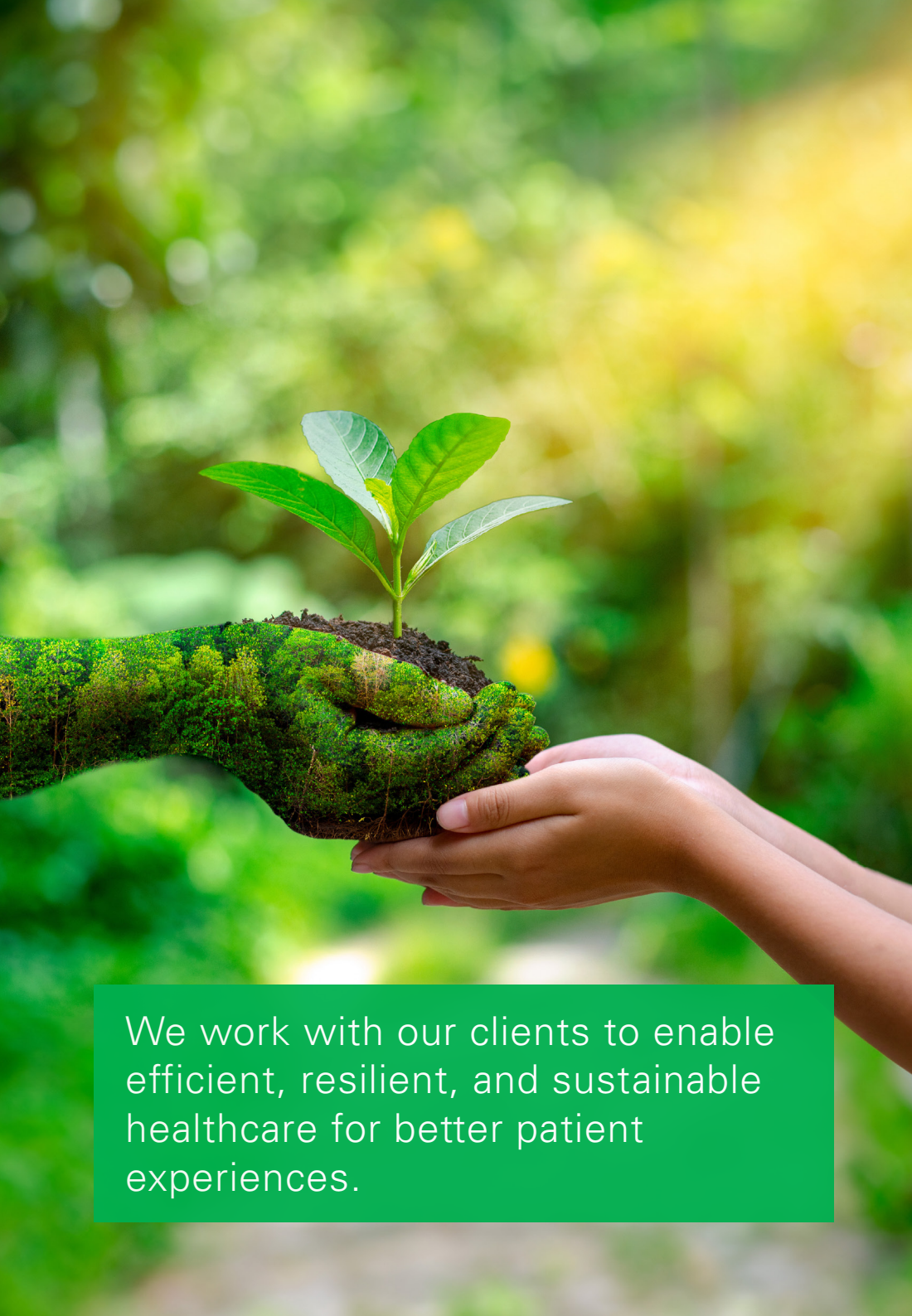
ASHEESH SHARMA
Head - Commercial
Excellence



KEDAR NAPHADE
Head - Decision
Intelligence



LOKESH JINDAL
Head - Products



We work with our clients to enable efficient, resilient, and sustainable healthcare for better patient experiences.

Today, we are privileged to provide cutting-edge technology and innovative products to life sciences companies in over 75 countries, helping to transform their product commercialization journeys, drive higher product sales, and improve operational efficiencies and patient outcomes.

Recognized as the fastest growing company by our clients and the industry

Achieved **Great Place to Work® Certification** in India and the United States.

Axtria recognized as the **Frost & Sullivan's 2025 Global Company of the Year** in Pharma Commercial Solutions for AI-driven innovation, measurable customer impact, and commercialization excellence.

Axtria received the **Minsky Award** as the **Leading AI Service Provider** at Cypher 2025.

Axtria was recognized among the **Top 50 Best Firms for Data Scientists to Work For 2025** by AIM Research.

Axtria ranked **#9 in AIM Research's Top 20 Firms for Women in Tech 2025**.

Jassi Chadha was recognized among the **AIM Next 15 AI CEOs in America**.

Axtria recognized in **two Gartner® Hype Cycle™ 2025 Reports** for Life Sciences.

Axtria recognized as a **Leader** in AIM Research's **Top Pharma Commercial Analytics Platforms 2025**.

Axtria earned the **Innovation Champion Award** at the **Reltio DataDriven 2025 Conference**.

Axtria received the **Best Firms for Diversity & Inclusion in Tech Award** by AIM Research.

Jassi Chadha was named among the **Top 20 CEOs Shaping the Future of AI**.



Our pillars of partnership

1. Empowering tech talent in life sciences
2. Collaborative talent development
3. Employee wellness and experience
4. Partnerships for a stronger community

Partnerships for a healthy and engaged workforce

2025 Highlights

People are our biggest strengths, and we are proud of each employee who has been part of our growth journey.



In 2025, Axtria Institute-certified trainers delivered more than 9,000 training hours globally.



In 2025, the Axtria Institute delivered over 2.5 million learning hours globally, reaching employees at every level of the organization. 66% of employees exceeded their target learning hours, and the average learning hours per employee increased from 60 in 2024 to 78 in 2025.



Axtria is Great Place To Work® Certified™ for the eighth consecutive year in India and the seventh consecutive year in the United States.

Our commitment to our people

We understand that our people are our greatest asset, and that innovation and operational excellence are ultimately rooted in our human capital. Our success depends largely on our ability to attract, develop, and retain a qualified, productive, and engaged workforce.

Employee health, well-being, and benefits

Atria values its employees and invests in them with resources and incentives to promote their personal well-being and that of their families. In recognition of their contributions to Atria's business success and our global mission, Atria provides a variety of health and welfare benefits available to employees.

As we continue to focus on employee health and well-being benefits, we have closely aligned our programs with our company culture and the geographies in which our people live and work. This results in more targeted, personal approaches to address priority health risks and conditions. Below are summaries and examples of these benefits.

Work flexibility and leave

Atria recognizes that everyone has different needs when it comes to balancing work and personal life. We are committed to ensuring that our employees can work flexibly to address personal commitments — whether family, education, or other responsibilities — while continuing to meet the high standards our clients expect.

We prioritize competitive compensation, flexible and hybrid working arrangements, professional growth opportunities, and social connection. Our employees have adapted well to evolving work environments, and we continue to support them with programs and initiatives that help them manage their time and lives.

We strongly encourage employees to take paid vacations at least twice a year, whether for rest or personal and educational development. Our leave program is comprehensive, covering sick time, bereavement, time off for voting, parental leave, leave for miscarriage, long-term unpaid leave, and sabbaticals. All policies are thoughtfully adapted to local laws and practices. Our goal is a workplace that supports employees through every stage of life.



Health and wellness benefits

We strive to offer choice and flexibility in benefits across all aspects of life — including physical and emotional wellbeing, family support, financial security, and planning for the future. Our benefits include private medical plans, telemedicine, onsite medical care, critical illness coverage, accidental death and dismemberment coverage, life insurance, tuition reimbursement, identity theft protection, commuter benefits, and retirement savings. Our benefits are designed to provide flexible and relevant support across all aspects of life.

Benefits vary by country in accordance with local regulations and market practices.

Wellness initiatives

Our wellness initiatives include educational programs, health expos, and ergonomics assessments. We offer instructor-led Yoga and Mindfulness sessions at select locations, including a special observance each June in recognition of International Yoga Day.

With our “Doctor-on-Call” service, employees and family members have easy access to free health care as they can consult a certified doctor without stepping out of their homes.

To ensure employees’ mental and emotional well-being, we have partnered with 1to1help.net, an industry leader in providing employee assistance programs, and brought to our employees a wellness program (Silver Oak) to help them address a variety of emotional and psychological problems at work and in life. This program allows employees to access a range of free self-help resources and get personalized help from certified psychologists and professional counsellors in a fully secure and confidential manner. E-counselling also is available to our employees 24/7. More than 400 employees know the value of our Silver Oak program and have added years to their lives.

We have incorporated sports, health, and fitness into the daily lives of our employees to underscore the importance of being fit. At select locations, we provide on-site food services to support employee health and wellbeing.

Employee assistance programs

To support employees’ mental and emotional well-being, we have partnered with leading employee assistance program providers in each region. Through these partnerships, employees have access to confidential wellness programs offering personalized support from certified psychologists and professional counselors for personal and professional challenges. Self-help resources and e-counseling are available around the clock.



Fun@work with Axtria Club

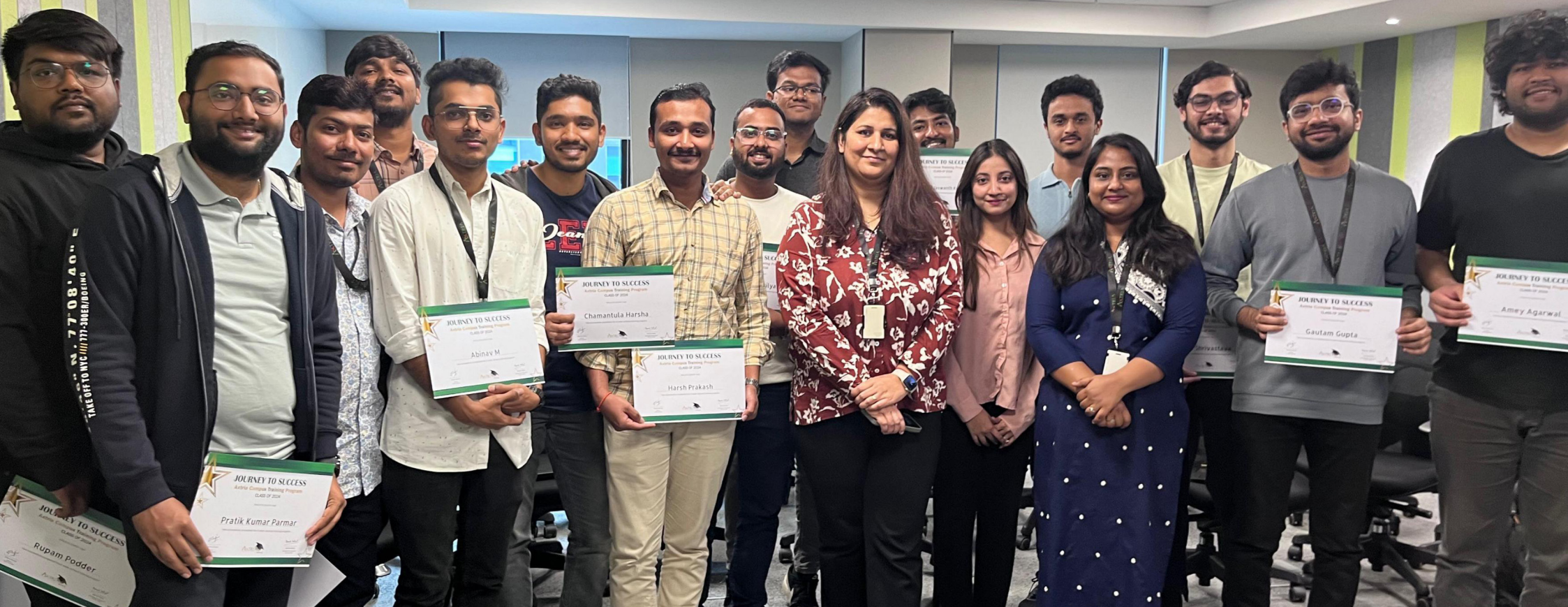
With Axtria Club, we provide a platform for employees to explore their interests beyond work, discover hidden talents, and showcase their skills to the world. Some of our talented Axtrians are DJs, stand-up comedians, movie critics, and more as they integrate their professional and personal lives. We have Table Tennis, Foosball, Carrom, Chess and other sports equipment available in offices. We promote interest groups such as the Music Club, the Travel Club, the Theater Club, and many others.

We celebrate all festivals with a lot of fervor and enthusiasm such as Holi, Diwali, Eid, Christmas, Lohri, Ugadi, Ganesh Chaturthi, and more. Our celebrations include traditional food, decorations, and innovative games. Employees also come together to celebrate special days like Pet’s Day, Women’s Day, Men’s Day, Thanksgiving Week, Teacher’s Day, Mother’s Day, Father’s Day, Independence Day, Republic Day, and many more throughout the year.

Finally, annual events are high on energy and enthusiasm.

- Beat The Heat (The ultimate food competition where Axtrians put up food stalls)
- Family Day (Family members visit local offices and meet colleagues)
- Axtria Annual Party (Eagerly anticipated as it is full of energy, excitement, music, dance, performances, lights and shows, food, drinks, and epically themed outfit of the day)

As Axtria continues to grow and open new offices, we celebrate office inaugurations locally.



The Axtria Institute: Talent and learning

At Axtria, continuous learning is central to our culture and to the success of both our people and our business.

New hires begin their journey with a structured onboarding program tailored to their role. From their first day, employees are assigned induction training through our learning management system, to be completed within eight weeks. These sessions combine digital, in-person, and hybrid formats, giving new associates the knowledge, tools, and context they need to contribute from day one. Fresh graduates participate in our Journey Towards Success program, a six-week introduction to technical, functional, and soft skills that culminates in a capstone project.

Beyond onboarding, our Learning and Development framework supports ongoing growth through structured learning journeys covering domain and functional knowledge, technical skills, and leadership and communication. Learning needs are identified through a Training Needs Analysis, informed by performance reviews, business leads, and project requirements. Employees can use our skill matrix tool to assess and track their own development, with input from their managers.

Learning at Axtria takes many forms: self-paced modules, instructor-led sessions, virtual workshops, and real-world assignments, all hosted on SAP SuccessFactors. Peer learning programs such as the Axtria Consulting Academy and the PERFECT Manager Development Program complement formal training.

Employees who want to pursue external certifications can do so through our Continuous Education Policy, which provides full reimbursement upon completion. Partners include Microsoft, Databricks, Franklin Covey, and Dale Carnegie. At Axtria, learning never stops.

Axtria Institute has shifted toward shorter, more targeted learning formats — including micro-learning, video nuggets, “byte-sized” modules, and on-demand content. These formats are better aligned with business needs and employee preferences, driving higher engagement and improved knowledge retention while delivering stronger results in less time.

Axtria Institute's AI first approach: building the skills for an autonomous future

As Axtria moves toward becoming an AI-first organization, the Axtria Institute has taken organization-wide steps to build AI literacy, hands-on capability, and practical proficiency across all roles and levels. The goal is straightforward: equip every employee with the skills and tools to apply AI effectively in their daily work.

AI Learning Nuggets

As part of Axtria's AI-first initiative, we launched AI Learning Nuggets — now our longest-running AI learning series. We have released more than 40 mini-lessons, with new content published weekly on AxtriaNet, Axtria's internal communications platform. Designed for a fast-paced work environment, these short, high-impact modules make AI practical and accessible through clear concepts, real-world use cases, and hands-on examples. The series supports continuous, everyday learning, helping employees build AI fluency in minutes while steadily strengthening enterprise-wide capability.

Showcasing innovation: Know Your Agents

As part of Axtria's AI-first transformation, the Axtria Institute launched Know Your Agents, an initiative designed to spotlight AI agents built by employees for internal use. Employees build these agents after completing foundational and intermediate AI training, demonstrating how teams across the organization are applying AI to streamline workflows, accelerate decision-making, and solve real business problems.

Each week, the series highlights innovative solutions developed across the organization, drawing attention to creative problem-solving and the tangible productivity gains these agents deliver. The goal is simple: inspire more employees to explore and experiment with AI in their daily work.

Scaling advanced AI capabilities

The Axtria Institute launched advanced capability-building programs to deepen AI expertise across leadership and delivery teams. These structured learning journeys build the strategic and technical skills needed to deploy and scale autonomous AI effectively throughout the organization.

- **Agentic AI strategist journey for leaders**

This curated pathway is tailored for senior leaders shaping Axtria's AI vision. The program goes beyond generative AI basics, equipping leaders to govern, scale, and drive measurable business value from autonomous AI systems. Participants gain a strategic understanding of ROI evaluation, auditability, risk mitigation, and enterprise-wide AI deployment. Those who complete all modules within three months earn the distinguished Axtria Institute Agentic AI Strategist Badge, symbolizing mastery in leading AI-powered transformation.

- **Advanced agentic AI learning journey (levels 1–7) for delivery teams**

This fast-paced, hands-on program empowers delivery teams to build and scale autonomous AI agents using Microsoft Copilot Studio and other cutting-edge tools. Through practical exercises and real-world applications, participants learn to design, construct, and deploy AI agents that enhance efficiency, accelerate workflows, and support large-scale operations. The focus remains firmly on applied learning, ensuring every participant can translate skills into meaningful business outcomes.

Together, these advanced journeys represent Axtria Institute's commitment to developing a workforce capable of architecting, managing, and scaling AI solutions that drive enterprise value.

Leading the transformation together

These initiatives reflect one core belief: AI transformation succeeds only when every employee has the skills and tools to participate in it. The Axtria Institute's AI-first learning roadmap is building that capability — developing skills, sparking innovation, and helping teams apply AI in ways that deliver real business impact. Axtria is not just adopting AI. We are building an AI-ready workforce to lead the industry forward.



Building greener, smarter workspaces for the future

At Atria, our vision for a better future begins with how—and where—we work. From design to daily operations, we are committed to building workplaces that are sustainable, inclusive, and supportive of our people and the planet. Across our key campuses in India, we're setting new benchmarks by embedding environmental excellence and employee well-being into every square foot.

1. Sustainable by design: meeting top global environmental standards

Our offices consistently achieve the highest national and global certifications for sustainability, making them some of the greenest spaces in the country:

- All key locations are housed in **Leadership in Energy and Environmental Design Platinum (LEED)** or **Gold-certified** buildings, several of which target **IGBC Platinum** certification.
- Our **Hyderabad office** stands out as a **LEED Platinum** facility that is **zero-water waste** and part of a **zero-waste ecosystem**.
- The **Gurugram campus** is in India's first **LEED Platinum-Certified City District**, reflecting innovative green urban planning and execution.

2. Actively conserving resources: reducing our environmental footprint

We take a proactive approach to resource management, with tangible outcomes in carbon, energy, water, and waste:

- **Water conservation:**
 - Hyderabad operates as a **zero-water waste** benchmark.
 - Gurugram's district has achieved **LEED Zero Water certification** for advanced conservation, showcasing advanced water reuse and conservation.
- **Carbon and energy efficiency:**
 - The Noida office achieved a **74% reduction in carbon emissions**, and **38% of its energy** is sourced from renewables, aligning with global net-zero trends.

“Our people make us proud by stepping up to the challenge – collaborating, innovating, and delivering meaningful value to our partners to work towards our larger vision of touching patients' lives.

Jassi Chadha, President and CEO

- **Zero waste initiatives:**
 - Facilities in Gurugram are **LEED Zero Waste certified**.

3. Healthy, inclusive, and human-centric workspaces

Our offices are designed for people – They support diverse teams with spaces that foster wellness, safety, and inclusivity:

- Locations like **Noida and Hyderabad** are fully **accessible for people with disabilities**, emphasizing universal design.
- Several locations, including **Gurugram and Pune**, have been awarded the prestigious **Sword of Honour** for workplace health and safety.
- Our workspaces are designed to enhance well-being by including **natural light, health clubs, and outdoor breakout zones** that create a strong connection with nature, especially in Noida.

Our ongoing commitment

We partner only with developers and infrastructure partners who share our values on sustainability and people-first design. Our consistent pursuit of **LEED and IGBC Platinum and Gold certifications** across all major offices reflects a deep commitment to:

- **Minimize our environmental impact**—from energy and emissions to water and waste.
- **Create safe, inclusive, and inspiring work environments.**
- **Operate responsibly**, not just today, but for generations to come.

At Atria, we're building more than offices—we're cultivating **future-ready ecosystems** where innovation, sustainability, and people thrive together, responsibly shaping a better future for our people and our planet. Our emission reduction goals will be advanced by promoting low-emission travel options and optimizing travel plans to minimize environmental impact. We will also seek partnerships with service providers offering sustainable fuel alternatives and participate in industry initiatives that support low-carbon transportation solutions.

“We are proud to expand our office spaces that not only inspire productivity but also nurture the well-being of our team members.

Manish Mittal, Head - Global Delivery



Competitive compensation and benefits packages

We offer our employees a very competitive compensation and benefits packages including incentive compensation tied to both company and individual performance, tuition reimbursement, professional development reimbursement, and retirement benefits. Additionally, car lease policy is also a new benefit introduced for senior managers and above.

There are a wide range of programs to promote overall well-being of employees and their families. A variety of options for health insurance coverage is provided along with generous paid time off. A program focused on skill and career growth provides reimbursements for payments related to education and self-improvement.

Axtria has always rewarded its employees for their contribution to the company's success. We honor our commitment to employees with promotions and increments. Various insurance plans are provided for employees and their families, subject to local country laws and regulations. The amount of annual coverage is based on the size of the family, rather than any level. The plan also includes accident insurance and critical illness, which covers death, permanent total or partial disability, temporary total disability, and life insurance, which covers death and critical illness. From this year onwards, we have also introduced annual health check-up benefit for associates who are 40 years of age or older.

Rewards and recognition

The Axtria Achievers Award (AAA) is a highly aspirational rewards and recognition program. The program identifies and rewards exemplary employee contributions toward customer satisfaction, people experience, and the organization's growth, emphasizing strategic transformations or continuous improvements, and achieving customer delight. It includes various categories including Right Brigade, Game Changer, ACE team, Best Debutant, President's Award, and Customer Delight. We also recognize our learning and development champions through best trainer/trainee and learning architect awards. We also have a Pioneer Award for knowledge-contributing champions.

At Axtria, our biggest asset is our people, so we have designed and deployed multiple channels to acknowledge their contributions to the company's growth. We also have a quarterly reward category called Pioneer Award, which is dedicated to thought leadership (short paper/ white paper) and best knowledge forum. We give out Bravos and Applauds for spontaneous recognition of new ideas and improvements. Additionally, new categories such as Pat on the Back and Gratitude have been introduced for instant gratification.

Code of conduct / ethical behavior

We are committed to high ethical standards, a commitment that has long been an important part of our history and culture. Our employees are always expected to act according to our principles and the highest ethical standards, and to always remain above reproach. Our Code of Conduct and Ethics and other policies define the way we treat our customers, colleagues, partners, and other community members. They address such topics as:

Performing ethically and with integrity



Compliance and reporting avenues



Commitment to diversity, equity, and inclusion



Anti-retaliation policies



Confidentiality



Conflicts of interest



Equal employment opportunities



Workplace behavior and anti-harassment



Workplace safety



The Grievance Redressal Policy provides guidelines and framework to prevent discrimination or harassment of any kind at work. The policy provides for an internal redressal system where employees are assured that all their complaints about discrimination or harassment of any kind within the organization will be addressed. Any employee who believes there has been discrimination or harassment can send a grievance email to HR, which is required to act upon it within a specified time frame. If an employee wants, she/he can also escalate the issue directly to a Compliance Committee that includes representation from Axtria's Legal team as well.

It is our company's policy to provide equal employment opportunities. Axtria values a work environment that is free of verbal or physical harassment. This includes any unwelcome comments or actions regarding race, color, ethnicity, creed, ancestry, religion, gender, sexual orientation, age, gender identity or gender expression, national origin, marital status, pregnancy, childbirth or related medical condition, genetic information, military service, medical condition (as defined by state or local law), the presence of a mental or physical disability, veteran status, or other characteristics protected by applicable laws.



Colleagues who might engage in acts of harassment or discrimination are subject to corrective action that may include termination of employment. Managers are responsible for maintaining business teams that are free of harassment and discrimination. Axtria is also committed to providing an environment that is free of retaliation.

The Axtria compliance handbook is a global book of rules and regulations and employee compliance is mandatory. At Axtria, many channels exist for reporting compliance issues, including reporting manager, human resources and the Compliance division (which comprises Axtria Legal). The handbook outlines the process for raising non-compliance issues and covers rules related to integrity, antitrust and competition laws, anti-bribery and anti-corruption, books and record keeping, acceptable use of company resources, social media, confidential information, conflicts of interest, equal employment opportunity, discrimination or harassment, and abuse of drugs or alcohol.

Every Axtrian must complete annual compliance certification.

Anti-sexual harassment policy

Our global anti-sexual harassment policy spells out the guidelines and processes to prevent and address sexual harassment of any kind while working. The policy articulates the process through which sexual harassment complaints can be raised with a specific committee as well as the process for the committee to use in investigating and addressing every complaint it receives. While dealing with complaints of sexual harassment, the committee ensures that all complaints are handled with appropriate confidentiality and that the complainant and/or any witnesses are not victimized or discriminated against by the accused.

R.I.G.H.T. values / culture

We choose to conduct our business following not only the letter of the Code of Conduct, but its spirit as well. We do this by committing to the core beliefs outlined by our R.I.G.H.T. values.

In seeking the top talent in our field, we always look for people committed to “do the right things,” for their colleagues and our customers. The phrase “do the right thing” struck a chord, inspiring the acronym RIGHT. This is now evolving into our success principles incorporating **BOLD**. Today, we proudly uphold these values, which we call **BRIGHT (Bold, Responsive, Integrity, Get Going, Humble, Team Player)**.

Our core values exist to help guide employees – in tough times and easier times – to always know what “the right thing” is that the company expects. We have defined our values thus:

- **B** – Bold (Boldness in how we aim to impact life sciences through Gen AI and Agentic AI, boldness in our commitment to innovation)
- **R** – Responsiveness (Responding to an email from anyone, if addressed to the concerned person, within 24 hours.)
- **I** – Integrity (We are honest, fair, transparent, and trustworthy in our activities and relationships.)
- **G** – Get Going (We are a company of intrapreneurs, and we have spawned a culture of entrepreneurship within the organization. We look for people who are dynamic and can take charge!)
- **H** – Humility (Be humble and respectful).
- **T** – Team player (We look for people who love to work with each other and help each other out. We like people who do not fall prey to a group-think syndrome and can voice their opinions, but at the same time, do not breed a culture of individual superstars with inflated egos.)



Promotion of sports, health and fitness

Axtria believes in our employees being active on the floor with their work and on the field with their games. From time to time, we have numerous games and opportunities for sports, health, and fitness presented for team participation. They are a great representation of our employees' strength and stamina. Some initiatives:

- Axtria Premier League (APL) – Axtria's Annual Cricket Tournament
- Axtria Carrom Premier League (CPL)
- Axtria Badminton League (ABL)
- Chess Masters – The Ultimate Online Chess Competition
- Axtria Biking Day
- The Joy of Table Tennis





Diversity, equity, and inclusion

Diversity, equity and inclusion are a major focus of our corporate strategy and part of our core values. By embracing these values, we enhance our work environment and drive business success.

We strive to reflect the diversity of the communities in which we operate and those of our customers. We endeavor to create a culture of inclusion in which our employees feel empowered to bring their full, authentic selves to work and pursue their professional goals in an environment of equity. Fostering such a culture encourages different perspectives, drives innovation, and generates growth.

Atria has also established a diversity, equity and inclusion council, which consists of employees and leaders in the organization. The council was established in 2019 to cater to the increasing focus on raising the awareness of diversity, equity and inclusion. The members of the council are self-motivated and continuously strive to drive initiatives with passion.

We have infused diversity and inclusion in various initiatives that include the creation of internal employee networks. Through these networks, we offer development and mentoring opportunities to ensure everyone feels welcome and confident that their voices are heard. We also perform a benchmark survey on equitable pay to ensure there are no discriminatory practices against protected classes of employees.

The diversity, equity and inclusion initiative at Atria flourishes with a simple idea to celebrate, recognize, and be proud of the diverse group of which we are a part. It is a fantastic mix of generations, cultures, geographic, special abilities, socio-economic, education, and other attributes that make Atria the unique organization that it is.

Following is the vision and mission statement of the diversity, equity and inclusion council:



We believe in the power of diverse communities

Our gender diversity progress

We aim to create a healthy mix of employees – Atria's future torchbearers and brand ambassadors. They bring diverse thinking and ideas, which help to differentiate Atria in the markets we serve. People are our biggest strengths, and we are proud of each employee who has been part of our growth journey.

30% Of our employees are women.

23% Of our new joiners are women across multiple functions, locations, and geographies.

25% Of our people managers are women.

16% Of our leadership roles are held by women.

To strengthen our diversity, we often celebrate the contributions of our colleagues and do so by means of special "thank you" cards on Women's Day and Men's Day. Additionally, we follow a flexible, hybrid working model that enables employees to balance their professional and personal lives.

PIM
Presents

Best Firms for Diversity & Inclusion in Tech Awards



WINspiration

Atria's WINspiration initiative was established to address the increasing focus on bringing diversity, equity, and inclusion to a more "implementable" level. It goes beyond gender, since we are a fantastic mix of people reflecting multiple generations, cultures, capabilities, education, and more.

Women-friendly policies

Atria has many women-friendly policies that benefit both women and organizations by creating a more inclusive and equitable work environment. Some of these policies are: hybrid and flexible working (consisting of special provision for pre- and post-delivery times), working from any office location in India, child-care leaves, and more.

Talent diversity

Our talent diversity is spread across geographies.

The guiding principles of our talent diversity comes from hiring practices focused on "meritocracy" and "cultural fit." We treat everyone equally irrespective of their gender, caste, creed, or other differences to help us serve our customers. As a global organization committed to learning, we know we can train people to help them acquire new skills, as long as positive attitudes and aligned values are inherent. That forms the core of our recruitment ethos. Cultural interviews are an integral part of the hiring process and conducted by HR partners in close consultation with business employees.

Partnerships for a sustainable future



Pioneering patient centrality in pharma and life sciences

Axtria is transforming patient care by using precision analytics and enterprise-grade data analytics in collaboration with our life sciences clients. By harnessing advanced data analysis, Axtria's solutions enable more efficient target identification, streamlined clinical trials, improved safety monitoring, and personalized approaches to treatment. This, in turn, empowers life sciences companies to deliver safer, more effective drugs while giving patients access to tailored healthcare solutions, ultimately reshaping the landscape of patient care and drug development.

Innovating for life

Innovation is one of our core value propositions for our customers and our employees. Since our inception, technology innovation and domain expertise have been our winning differentiators. Axtria continues to outpace the competition with platforms that deploy artificial intelligence and machine learning for the specific needs of life sciences organizations.

We are transforming healthcare via an AI-driven approach with the most advanced, personalized content and message delivery for healthcare companies. Our proven and scalable software helps our clients improve patient engagement, grow their businesses, and shorten the product lifecycle. Our analytics solutions are designed to capture, store, and analyze large data sets from various sources, including electronic health records (EHRs), claims data, and patient-generated data.

Axtria impacts the patient's journey by leveraging technology to provide personalized, data-driven solutions to the manufacturers who deliver them. From getting the right diagnosis to timely treatment, our solutions help the healthcare industry improve clinical outcomes, reduce costs, and enhance the patient's experience.

Axtria brings innovation to the industry. They are clear thought leaders in the commercial insights and ops space and their innovative use of cloud technology is setting a new standard.

Head of Commercial IT at a Top 5 Global Pharma

Reshaping life sciences commercialization with agent-powered intelligence

Axtria is helping life sciences organizations transition from traditional software to intelligent, agent-powered ecosystems. Our AI-native platform combines data, analytics, applications, and autonomous agents to help commercial teams make faster decisions, execute with greater precision, and accelerate business outcomes across the product lifecycle.

Operating in more than 75 countries, Axtria enables life sciences companies to bring therapies to market faster, engage customers more effectively, and improve patient outcomes through connected, context-aware intelligence.

Our commitment to innovation is reflected in sustained investment, with more than 10% of annual revenue dedicated to research and development, and another 10% focused on advancing AI-first capabilities. These investments are powering a new generation of commercial systems where agents do more than surface insights—they continuously analyze, recommend, and orchestrate actions across sales, marketing, medical affairs, and commercial operations.

Axtria's growing portfolio of AI agents transforms how work gets done. Built on a foundation of trusted data, domain expertise, and commercial workflows, these agents help automate complex decisions, eliminate manual effort, and enable teams to operate with unprecedented speed and agility. From field execution and incentive compensation to customer engagement and commercial planning, agents work alongside users to drive measurable business impact.

By combining deep life sciences expertise with domain-trained agents, Axtria helps customers unlock the full value of their data, accelerate commercialization, and create a competitive advantage in an increasingly intelligent and autonomous future.

Axtria's innovation is not just digital—it's transformational. With generative and agentic AI embedded throughout our platform, we are enabling life sciences companies to industrialize insights, drive smarter decisions at every step of the value chain, and improve outcomes for patients worldwide.

Our AI-first platform integrates seamlessly across functions to deliver tangible value:



delivers orchestrated analytics and AI agent workbenches.



supplies real-time agent-powered sales planning and execution.



helps brand teams create predictive, persona-based marketing strategies.



establishes a trusted, secure data foundation.

In the United States and much of Europe, extensive patient data exists, yet its value remains untapped without thorough analysis. We believe that by leveraging this data effectively, we can help our clients significantly improve patient outcomes, which is the true measure of success in our industry. Rather than focusing solely on product sales figures, Axtria drives tangible improvements in patient health through a deeper understanding of the human genome and its implications for disease management.

Jassi Chadha, President and CEO

Sustainable development goals: Our guiding light

The Sustainable Development Goals (SDGs) serve as a collective agenda for global advancement, focusing on the wellbeing of humanity, the health of the planet, and shared prosperity. Initiated by the United Nations in 2015, the 2030 Agenda for Sustainable Development offers a vision for worldwide peace and affluence, anchored by 17 critical SDGs.

We embrace our role and the impact of our partnership with life sciences organizations to alleviate health burdens, enhance the availability of medical treatments, and improve patient outcomes globally. Consequently, SDG 3, which emphasizes good health and wellbeing, is integral to our mission.

Recognizing the importance of each SDG in promoting sustainable growth, we have identified nine goals where we are focused on helping to accelerate progress.



Environment: Protect and manage

Sustainability for us is not just a policy. It is a way of life. We understand that people, our planet, and our business are inter-connected and we are committed to moving our organization toward greater sustainability. We are constantly looking for opportunities to make a positive impact on the environment and adapting our practices to ensure we are using resources responsibly and efficiently.

Our environment goals center around the following focus areas: Helping to protect the environment through mitigating climate change, collaborating with partners and suppliers to drive strong governance, and following an environmental management system focused on measurable outcomes.



2025 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.



Climate change

As our business and operations have become more cloud-based, our Board of Directors and Executive Leadership Team are focused on leveraging the best-in-class strategies to ensure our operations are increasingly efficient and environmentally sustainable.

We are committed to creating a sustainable, responsible, and rewarding future for our communities and future generations. We strive to make sustainable choices and are inclusive in our approach, helping to positively transform lives and the environment.

Axtria is ISO 14001:2015 Certified

Axtria is committed to minimizing its environmental footprint and aligning with globally recognized environmental management standards. As part of this commitment, our **Environmental Management System** is implemented **in accordance with ISO 14001:2015 at all sites, covering 100% of our global operational footprint, including our key delivery and operational centers in India and the US.**

Women represent 30% of the workforce in fiscal 2025	12% of the electricity used in our India operations comes from renewable sources	0 fatalities or work-related health incidents
Female representation across leadership in 2025 is sustained at 16%	15% of the waste generated in fiscal 2025 by Axtria-operated buildings was recycled	0 Bribery and Corruption incidents
Average hours of training per employee in fiscal 2025 is 78 hours	25% of the water used in our India offices is recycled through the STP plant	0 Information Security Incidents
4.56 CSAT score up from 4.46 in 2024	100% of critical suppliers assessed ESG aspects	0 whistleblower incidents
100% of the sites are certified as ISO 14001, ISO 27001, ISO 27701 compliant – maintained from 2025		

Axtria works closely with all its critical vendors, such as building owners and SaaS providers, to promote responsible business practices, encouraging alignment with sustainable procurement principles through contractual expectations/supplier code of conduct, trainings, assessments, and, where relevant, audits or improvement initiatives related to environmental, labour, and human rights considerations.





Environment management plan - our roadmap

2022

1. **Axtria formalized its global Environmental Management System (EMS)**

Axtria integrated the principles of protecting the environment and the planet into all our programs and business operations.

2. **Improved EcoVadis score from 46 to 50.**

Axtria was assessed on overall sustainability by EcoVadis, the leading social responsibility rating organization.

EcoVadis evaluates companies' overall sustainability performance, including environmental impact, labor and human rights, ethics, and sustainable procurement.

3. **CDP Rating: voluntary disclosure**

Carbon Disclosure Project (CDP), a globally recognized assessor of corporate sustainability metrics, has assessed Axtria on overall sustainability metrics.

2023

1. **Environmental Management System (ISO 14001) certification (global)**

All Axtria locations are ISO 14001: 2015 Environmental Management System (EMS) certified. ISO 14001 is an internationally recognized standard that emphasizes the effective management of environmental responsibilities.

2. **Improved EcoVadis score from 50 to 54**

EcoVadis awarded Axtria its bronze medal in recognition of our commitment to ensure that we have a lasting and positive impact on the environment.

3. **Carbon Disclosure Project (CDP) Rating: voluntary disclosure**

4. **Carbon footprint reduction**

With our goal of reducing greenhouse gas (GHG) emissions, Axtria is committed to helping slow global warming and reducing our environmental impact. We have developed our goals through sound corporate governance, balancing stakeholder interests and social participation. We started our public journey with the first GHG data collection, which served as our first step toward reporting and disclosing GHG emissions.

5. **Formalized ESG core committee**

Our emissions work started as a grassroots movement by employees who are passionate about environmental sustainability. Those efforts are now part of a formal strategy driven by emissions experts within Axtria's Steering Committee and the ESG Core Committee, which follows the Greenhouse Gas Protocol. They measure, manage, and report our emissions while setting goals to enable Axtria to become a leader in sustainable climate solutions.



1. Environmental Management System (ISO 14001) certification (global)

All Atria locations are ISO 14001: 2015 (Environmental Management System) EMS certified. ISO 14001 is an internationally recognized standard that emphasizes the effective management of environmental responsibilities.

2. Improved EcoVadis score from 54 to 58

Atria has been awarded a bronze medal by EcoVadis in recognition of its sustainability achievement, reflecting our commitment to ensure that we have a lasting and positive impact on the environment.



3. Carbon footprint reduction

In continuing our public journey with greenhouse gas (GHG) emissions data collection, we revised our base year to 2024 to align with the calendar year format, strengthening our commitment to GHG emissions reporting and disclosure.

Our Greenhouse Gas Report illustrates Scope 1, Scope 2, and Scope 3 emissions, targets, performance, and how the company is working to reduce its impact on climate change and adapt to it.

The system boundary covers three scopes of emissions reported by Atria:

- Scope 1: Direct GHG Emissions from company-owned or company-controlled: **0 tCO₂e**
 - Scope 2: Indirect GHG Emissions from purchased electricity: **1,491 tCO₂e**
 - Scope 3: Other indirect GHG Emissions from company operations: **5,943 tCO₂e**
- Total Scope* 1, 2, and 3 emissions are **7,434 tCO₂e**

The calculation of the Carbon Footprint is undertaken according to the following standards:

- ISO 14064-1:2018
- GHG Protocol Corporate Reporting Standard

**The above value is calculated for scoped locations. In India: Gurugram, Noida, Bangalore, Pune, Hyderabad. In the United States: New Jersey. Atria has updated its base year after adding new offices, and to align the base period with the calendar year format.*

4. Strategic progress driven by the ESG core committee

Building on the foundation laid in 2023, we remained aligned and fully committed to our ESG priorities. In 2024, the ESG Core Committee continued to play a central role in driving our emissions reduction strategy. With cross-functional collaboration and leadership support, the committee has improved data tracking, continued aligning our approach with the Greenhouse Gas Protocol, and supported steady progress toward our emissions reduction goals.





2025

1. Environmental Management System (ISO 14001) certification (global)

All Axtria locations are ISO 14001: 2015 EMS certified. ISO 14001 is an internationally recognized standard that emphasizes the effective management of environmental responsibilities.

2. Committed to the Science-Based Targets initiative (SBTi) for ensuring targets and tracking for carbon emissions reduction

3. SBTi-approved near-term targets

Axtria commits to reduce absolute scope 2 GHG emissions 58.8% by 2034 from a 2024 base year. Axtria also commits to reduce absolute scope 3 GHG emissions 35.0% within the same timeframe.

Scope 1: Direct GHG Emissions from company-owned or company-controlled sources: **0 tCO₂e**

Scope 2: Indirect GHG Emissions from purchased electricity: **1,502 tCO₂e**

Scope 3: Other indirect GHG Emissions from company operations: **4,534 tCO₂e**

Total Scope 1, 2, and 3 emissions are **6,036 tCO₂e**

4. Improved EcoVadis score from 58 to 71

Axtria has been awarded a **silver medal**, placing the company in the **top 15% of organizations worldwide** for sustainability and responsible business practices. This recognition reflects our commitment to making a positive and lasting impact on the environment.

Our suppliers are an essential part of our business. As such, we expect them to adhere to our core values and principles, particularly Axtria's commitment to environmental practices. Our suppliers will have sustainability targets, including ESG and code of conduct requirements, to ensure that suppliers' alignment contributes to Axtria's net-zero emission target.



2035

Net-zero emissions target.

Energy-saving initiatives

As a provider of cloud software and data analytics to the life sciences industry, Axtria is a client partner in provisioning IT-enabled services; we are not involved in manufacturing, fleet, or related services. Our energy and emissions-related exposure is limited to energy consumption for lighting, cooling, and heating only.

Axtria has several initiatives to minimize our carbon footprint and emissions:

Energy conservation

Axtria's strategy in this area includes maximizing energy efficiency and minimizing emissions throughout our office premises. For example, our LEED-certified buildings are energy efficient and near mass transit systems or public transportation, which makes Axtria an attractive employer and an environmentally conscious organization.

Further, our landlords and/or commercial building operators are committed to reducing dependence on conventional energy sources and increasing the share of renewable energy across their portfolios. In their efforts to increase an ever-improving renewable energy mix, they have installed solar panels at all their rental facilities.

Waste management

Axtria's building operator ensures that all waste generated from its operations is either recycled, reused, composted, treated for energy recovery, or sold to authorized recyclers. As disclosed by operators of building facilities, none of the waste generated in the last three years was directly transferred to landfills or incinerated without energy recovery.

No plastic use

Axtria is committed to discouraging the use of plastics, given our collective knowledge of plastic's impact on our environment. We have established a "no plastic usage" policy across all Axtria conference and meeting rooms, which are equipped with reusable water bottles and glasses, and we also use non-plastic cutlery/plates in cafeterias.

No food waste

We have a zero-food waste policy that includes measuring the amount of food waste generated, which enables us to track trends over time.

E-waste

Axtria endeavors to minimize e-waste. IT equipment is reused if at all possible. If not possible, it is recycled through an asset disposition company or a green vendor. Axtria is a non-manufacturing company and delivers its products and services through third-party, cloud-based organizations. Our primary vendor for our products and services delivered to life sciences clients is Amazon Web Services, and our primary storage facilities are in formally declared green zones.

Water conservation

Our water conservation is managed through maintenance agreements with landlords and/or commercial property managers. They have set targets for reducing water consumption across their portfolios.

Green Be Seen

The "Green Be Seen" initiative is a green revolution pledged by Axtrians to make our homes better and more sustainable places in which to live. As such, we targeted planting 1,000 plants during 2023. We surpassed that goal and planted a total of 1,083 plants, with more than 165 Axtrians volunteering in this initiative. This reflects their collective belief that "a greener tomorrow is a better tomorrow." The central objective of this initiative was to raise awareness about the importance of green spaces and encourage individuals to take meaningful steps toward environmental sustainability.



Community support

Axtrians are highly motivated and driven to extend their support to those in need.

For instance, employees conducted a comprehensive donation drive in India across offices in Noida, Gurugram, Hyderabad, Bangalore, Pune-Hinjewadi, and Pune-Kharadi. This initiative helped to deliver a positive impact on one or more pillars of KIRAN, Axtria's Corporate Social Responsibility (CSR) wing, supporting education, healthcare, and the environment.

In collaboration with various non-governmental organizations (NGOs), Axtria orchestrated a series of events tailored to address the unique needs of each location and align with specific areas of focus for CSR.

Our offices globally carry out the **Axtria CSR mission**, which is to pursue wider socio-economic and cultural objectives to improve the quality of life of the communities where we live and work. While each chapter supports causes and organizations important to Axtrians, we are all united in our mission and driven by our passion.

Our CSR initiatives at Axtria include volunteers from across the company who drive multiple campaigns throughout the year. The organization enables them to take time from their work schedules to participate. We provide this platform to enable employees to help improve education, health, and the environment in local communities.

Axtria also contributes funding directly to organizations in addition to the thousands of hours employees volunteer through our Kiran initiative.

Kiran

Empowering communities, inspiring change

KIRAN is Axtria's CSR initiative, built on the belief that sustainable business growth goes hand in hand with creating meaningful social impact. Guided by the principles of Environmental, Social and Governance (ESG), KIRAN focuses on creating opportunities, improving lives, and fostering a culture of responsible citizenship among employees.

Our CSR efforts are centered around three key pillars:

- **Education** – Enabling equitable access to quality education and mentorship.
- **Environment** – Promoting environmental sustainability through community-driven initiatives.
- **Health** – Supporting health, well-being, and preventive healthcare for communities.

KIRAN continued to strengthen partnerships with non-profit organizations while encouraging employees across Axtria locations to actively volunteer, mentor, donate, and contribute to causes that create lasting social value.

Our impact at a glance

Impact area	Annual highlights
Mentorship pairs created	28
Mentorships successfully completed	18
Employee volunteers engaged	140+
Student wishes fulfilled	200
Students directly impacted	260+
Blood units donated	30
Blood donors	30

Education

FFE–Axtria mentorship program

Building futures through mentorship

In partnership with Foundation for Excellence (FFE), Axtria continued its flagship mentorship program to support students from economically disadvantaged backgrounds in navigating their academic and professional journeys:

- **28 mentor–mentee pairs** were formed.
- **18 mentorship pairs** successfully completed the program requirements.
- Employees dedicated several hours over multiple months through structured one-on-one virtual mentoring sessions.
- Mentors supported students in career planning, higher education guidance, professional development, and confidence building.

Impact

The program enabled students to receive personalized guidance from experienced professionals while creating meaningful volunteering opportunities for employees. Beyond career advice, the mentorships helped students develop essential life skills, improve decision-making, and broaden their perspectives for future success.



Partnership with Ashray Akruti

Creating inclusive experiences

Axtria partnered with Ashray Akruti to support hearing-impaired students through meaningful employee engagement initiatives.

School visit

In October, **17 employee volunteers** visited the Ashray Akruti campus, engaging with approximately **30 students**.

The visit included:

- Introduction to Indian Sign Language (ISL)
- Interactive learning sessions
- Art and craft activities
- Team-building and recreational engagement

The initiative helped employees better understand inclusive communication while creating memorable experiences for the students.

Diwali fundraising initiative

During Diwali celebrations, Ashray Akruti set up a fundraising stall at the Hyderabad office, providing employees an opportunity to support student education while promoting products created by the organization.

The initiative strengthened awareness around inclusive education and encouraged employee participation in social causes.

Christmas celebration

As part of the year-end celebrations:

- **30 Ashray Akruti students** visited the Hyderabad office.
- **50+ Axtria employees** participated in interactive games and engagement activities.
- Employees shared lunch with the students, fostering meaningful personal connections.
- Through the **Own-a-Wish initiative**, Axtrians fulfilled **100 wishes** for Ashray Akruti students.

Impact

These engagements went beyond volunteering by fostering empathy, inclusion, and stronger community relationships. Employees gained valuable perspectives on accessibility and inclusion while helping create joyful experiences for the students.



Partnership with ANK Foundation

Inspiring young minds

Axtria welcomed **100 students** from ANK Foundation to the Noida office, offering them an opportunity to experience a corporate workplace and interact with professionals.

Highlights included:

- Office tour and interactive sessions
- Lunch with Axtria employees
- Participation from approximately 20–25 employee volunteers
- Fulfilment of 100 student wishes through the Own-a-Wish initiative

Impact

The initiative introduced students to new career possibilities while strengthening employee engagement through meaningful community interactions. The experience encouraged aspirations among students and reinforced Axtria's commitment to educational inclusion.

The NGO Dream Girl Foundation

Axtrians came together to donate educational items to the NGO Dream Girl Foundation, including books, pens, pencils, and other supplies.

Government Model Sanskriti School

Axtrians in Gurugram came together to help share the festive spirit of Diwali with children. They created activities and learnings to deliver two hours of fun, celebration, creativity, team spirit, and a lot of learning and enthusiasm!

Peshine Avenue Elementary School

We provided support to this school in Newark, N.J., which lacked essential school supplies. Our efforts delivered new iPads and other supplies to enable teachers to provide quality education to their students.

National Black Child Development Institute (NBCD)

Employees participated in a fundraising campaign to help children receive essential developmental resources focused on their unique strengths and needs in such areas as early childhood education, health, child welfare, literacy, and family engagement.

Sankalp

We partnered with this non-governmental organization (NGO) in India to change lives by helping impart primary, secondary, and vocational education to underprivileged children. It also promotes primary health and preventive health programs, as well as providing equal opportunities to poor children for pursuing professional training.

Health

Blood donation drive – Bangalore

Every drop counts

Axtria organized a voluntary blood donation camp in Bangalore to support local hospitals and blood banks while encouraging employees to contribute toward life-saving healthcare initiatives.

Objectives

- Promote a culture of compassion and community service.
- Encourage voluntary blood donation among employees.
- Strengthen partnerships with local healthcare institutions.

Outcomes

- 30 employees voluntarily donated blood.
- 30 units of blood were collected.
- The drive directly contributed to strengthening local blood bank reserves for emergency medical requirements.

Impact

The initiative demonstrated the collective power of employee volunteering in addressing critical healthcare needs while fostering a strong culture of empathy, responsibility, and community service across the organization.

Spارش Hospice. This is an NGO in Hyderabad that focuses on the many needs of patients, especially delivering personalized and comprehensive care that extends well beyond clinical settings. Hyderabad Axtrians donated dry rations of 427 kg, adult diaper packs, and more than 100 liquid food packs.

Shishu Mandir. This organization, in Bangalore, focuses on healthcare as well. Axtrians in Bangalore donated books, toys, clothes, shoes, and baby food for the organization to distribute to those in need. Employees also sponsored a young girl to help provide for her needs longer term.

Environment

SWACH

In alignment with our commitment to sustainability and social responsibility, the Pune team organized a donation drive in partnership with NGO Swach. The drive encouraged associates to contribute pre-loved items, giving them a second life through recycling and reuse. We were thrilled to see more than 60 associates come forward to support this initiative. Swach will repurpose the collected items to benefit underprivileged communities while promoting an eco-conscious lifestyle.

Vrikshit Foundation

In collaboration with the Vrikshit Foundation, Axtria organized a Donation Box Setup at our Noida and Gurugram offices to support underprivileged communities. Our associates came forward with generosity and compassion, donating essential items that will bring joy and utility to those in need. The drive saw enthusiastic contributions, including five boxes of clothes, one large box of toys, and stationery items from employees across both locations. We're proud to see our teams come together to support a cause that promotes both sustainability and community upliftment.



Giving across India

A pan-India donation drive was established to highlight the generosity of Axtrians in offices in Noida, Gurugram, Hyderabad, Pune, and Bangalore. With a focus on health, education and the environment, a total of 427 kg of rations, adult diaper packs, more than 100 liquid food packs and Lactogen, sugar, Huggies, clothes, toys, electronics (including mobile phones), and shoes were donated by more than 300 volunteers.

Community FoodBank of New Jersey

More than 110 Axtrians gathered to volunteer to benefit this organization focused on addressing hunger in their community. Employees helped sort and repack food items, assembled emergency food boxes, and created family-sized bags of provisions from donated bulk products.

PMO fund for natural disasters

Axtrians participated in fundraising toward natural disasters and calamities, such as the Nepal catastrophe and Kerala floods in India. A donation drive was conducted and a large sum of money was contributed by employees.

Employee volunteering

Employee volunteering remained the cornerstone of KIRAN's CSR initiatives.

Across locations, employees actively contributed their time, skills, and resources through:

- Mentoring students
- School engagement activities
- Inclusive learning experiences
- Wish fulfilment initiatives
- Blood donation drives
- Community fundraising

These initiatives not only created measurable community impact but also strengthened employee engagement by fostering purpose-driven participation.



Governance and Infosec

AI governance and compliance

We recognize the transformative power of artificial intelligence and its potential to drive significant advancements across various sectors. With this capability comes the responsibility to ensure that artificial intelligence (AI) technologies are developed and deployed ethically, sustainably, and inclusively.

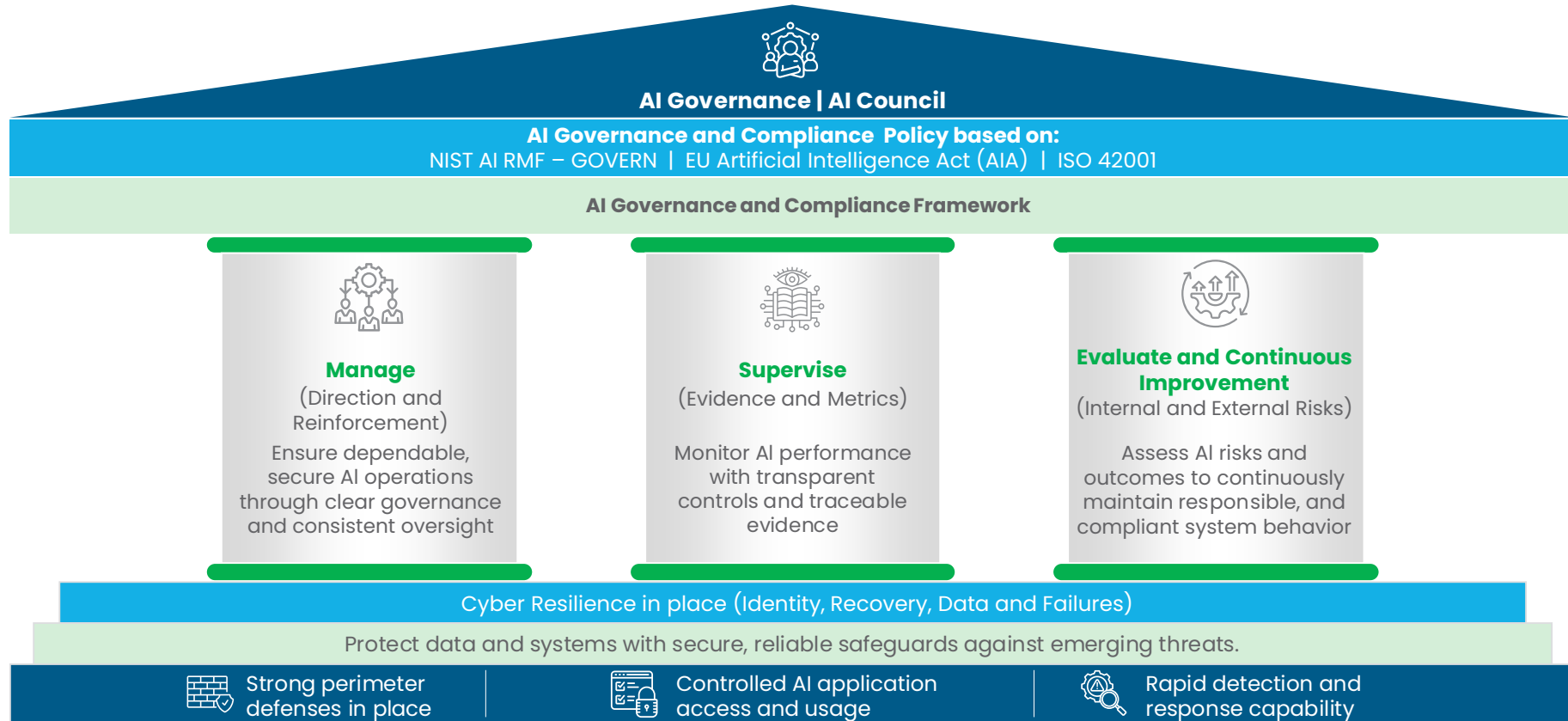
Our mission is to responsibly leverage AI to strengthen security, compliance, and operational effectiveness. Through robust governance, ethical AI practices, and continuous oversight, we enhance efficiency, protect data integrity, and foster a culture of trust, accountability, and innovation.

Our business objectives include:

1. Ensure responsible and compliant use of AI across all Quality Management System (QMS) processes.
2. Establish and maintain an AI governance framework aligned with internal policies and external regulatory standards.
3. Safeguard data integrity, privacy, and security throughout the AI lifecycle.
4. Ensure all AI tools used are fully vetted for data privacy, cybersecurity, and regulatory compliance.
5. Drive continuous compliance through training, awareness, monitoring, and periodic audits.

The Atria AI Agent Compliance Framework (AACF) establishes the applicability criteria and usage guidelines for all AI agent types across the organization. It defines the mandatory controls, safeguards, and operational standards required to ensure that AI agents are designed, developed, deployed, and managed in a secure, responsible, and compliant manner. The framework also provides a structured approach for assessing adherence to established guidelines, control requirements, and applicable regulatory obligations. Through periodic evaluations and oversight, it enables the early identification of compliance gaps and risk exposures, ensuring timely remediation and effective risk management. Ultimately, the AACF promotes consistent, transparent, and auditable governance across all AI agent initiatives, supporting responsible innovation while maintaining security, compliance, and organizational trust.

AI Agent(s) Compliance Framework (AACF)



Information security and data privacy

Trust is the foundation for building long-standing and mutually beneficial relationships. We earn the trust of our clients, employees, and stakeholders by ensuring their data is secure and by being transparent in how it is used, processed, managed, and maintained. We are also committed to ensuring compliance with applicable agreements, regulations, and laws.

Axtria has an unshakable commitment to data security and privacy. Our data security is built on significant investments and rigorous due diligence, supported by a well-orchestrated model of people, processes, and state-of-the-art technologies. We have developed, deployed, and enforced stringent administrative, technical, physical, and privacy policies to safeguard users and help ensure HIPAA and other applicable regulations and laws are complied with for all relevant data.

We ensure that all data transmission within our platform and locations is encrypted. Our data security and privacy are routinely measured and verified through customer and external auditor assessments, reviewed by industry-leading data security firms, and evaluated through ongoing internal reviews to promote continuous improvement.

Axtria has a well-documented and implemented security and privacy policy with the best industry standards for ensuring the utmost protection of client and employee personal data. Privacy impact assessments are conducted to identify and address risks in the early stages of implementation and throughout project lifecycles.

Robust data encryption, differential privacy techniques, model isolation, and secure data storage solutions exist along with well-defined technical and organizational

measures. Employees are well-versed in these policies through comprehensive training, empowering them to uphold strict confidentiality standards and execute data-handling procedures with precision. Additionally, we leverage cutting-edge technology and robust encryption protocols to fortify our defenses against potential breaches.

Risk management and governance

Axtria has a dedicated Governance Risk and Compliance (GRC) team responsible for risk management and governance. Regular internal risk assessments are conducted based on industry best practices like CCPA, GDPR, HIPAA, ISOs, NIST, and more. Through rigorous analysis and proactive measures, governance teams ensure compliance with regulatory standards and industry best practices, fostering a culture of accountability and transparency.

Security and privacy - training and culture

Axtria has best-in-class training in information security. Data privacy is not just a priority; it's a cornerstone of how we do business. Our training programs are meticulously designed to equip every team member with the knowledge and skills necessary to safeguard sensitive data and mitigate potential threats effectively. One of the key components of our training regimen is regular phishing simulations to maintain high awareness of this threat. By integrating these simulations into our training framework, we ensure that our employees remain vigilant, proactive, and empowered in the ever-evolving landscape of cyber security.

Certifications, accreditations and client ratings

Axtria has international accreditations and certificates that include:

		
System and Organizational Controls (SOC) - II Type II (Sales IQ)	ISO 27001: 2022 (Information Security Management System)	ISO 27701: 2019 (Privacy Information Management System)

Simply put, nobody understands pharma commercial data like Axtria. Their unique blend of commercial and therapeutic area experience, deep analytical expertise and complete technology awareness puts them in a class of their own. They have become one of my most strategic partners.

**VP, Commercial Analytics,
Top 10 Global Pharma**



Roles and Committees Responsible for Climate-Related Issues at the Highest Management Level

Name of the position(s) and/or committee(s)	Responsibility	Frequency of reporting to the Board of Directors on climate-related issues
Chief Executive Officer (CEO)	Assessing climate-related risks and opportunities	Annually
Managing Principal & Country Head	Both assessing and managing climate-related risks and opportunities	Annually
Principal - Finance, Legal and Admin	Both assessing and managing climate-related risks and opportunities	Annually
Principal - Sales and Marketing	Both assessing and managing climate-related risks and opportunities	Annually
Principal - People Practice	Both assessing and managing climate-related risks and opportunities	Annually
Chief Technology Officer (CTO)	Both assessing and managing climate-related risks and opportunities	Annually
Product Executive	Both assessing and managing climate-related risks and opportunities	Annually





Axtria helps life sciences companies harness the potential of data science and software to improve patient outcomes by connecting the right therapies to the right patients at the right time. The company is a leading global provider of award-winning cloud software and data analytics to the life sciences industry. We're proud to deliver proven solutions that help pharmaceutical, medical device, and diagnostics companies complete their journey from data to insights to action, enabling them to earn superior returns on their investments. As a participant in the United Nations Global Compact, Axtria is committed to aligning strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, and taking actions that advance societal goals.

For more information, please visit www.axtria.com.
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