

Syngene



Environment

Social



Governance

ESG Report 2024

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Six capitals for value creation

FINANCIAL CAPITAL

Performance highlights

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- Quality
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Empowering employees

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Community engagement

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NATURAL CAPITAL



Protecting the environment

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About the report

Overview of the report

This is the fourth annual report on the Company's sustainability journey detailing our performance on material issues and actions taken to improve our performance.

Reporting standards

The report references the Global Reporting Initiative (GRI) Universal Standards 2021. It also aligns with the United Nations Sustainable Development Goals and the Sustainability Accounting Standards Board disclosures where applicable.

Reporting scope

The report outlines the Environment, Social and Governance (ESG) performance from April 1, 2023 to March 31, 2024.¹ The data presented reflects the Company's core values of excellence, professionalism, and integrity, which guide our approach to ESG matters. The reporting scope includes all campuses and manufacturing facilities in Bangalore, Mangalore and Hyderabad, India during this period. The date of publication of our ESG Report FY 2024 is August 30, 2024.²

Further details on our ESG performance for the reporting period can be found in the GRI data sheet FY 2024 and the relevant sections of our Annual Report FY 2024.

Responsibility statement

This report accurately reflects the Company's ESG performance. The Stakeholder Relationships and ESG Committee of the Board of Directors has reviewed the report content which was compiled under the oversight of the Executive ESG Council.³

External assurance

The ESG Report FY 2024 has undergone an independent external assurance by DNV Business Assurance India Private Limited (DNV). Findings from the assurance were presented to and reviewed by our Board of Directors and Senior Management. The Assurance Statement is available on Page 85 of this report.⁴

Contact

For any queries or feedback, please contact us at esg@syngeneintl.com.⁵

¹ GRI 2-3

² GRI 2-2

³ GRI 2-14

⁴ GRI 2-5

⁵ GRI 2-3



Message from Kiran Mazumdar-Shaw

Non-Executive Chairperson



During the year, Syngene was identified as one of India's best managed companies by management consultancy, Deloitte. The Company was recognized as a champion by the Institute of Supply Chain Management (ISCM) at the Pharma Supply Chain Management 5.0 Summit, highlighting our commitment to sustainability and the increased utilization of locally sourced materials.

Transparency and accountability are core values that reinforce our pursuit of good Environmental, Social, and Governance (ESG) practices, fostering deep, long-standing trust with our stakeholders. In line with this belief, Syngene has committed to the Science Based Targets initiative (SBTi), the most globally respected climate-related standards currently available.

The SBTi, which advises how much and how quickly companies need to reduce their greenhouse gas emissions, is enabling corporates worldwide to play their part in combating the climate crisis to meet the goals of the Paris Agreement of limiting global temperature rise to 1.5°C above pre-industrial levels.

I am pleased to report that Syngene has made a 10-year commitment for Scope 1 and 2 emissions and we are currently in the process of getting the proposed reductions signed off as this document goes to press.

We thus prioritized external verification of our ESG reporting starting by creating a full inventory of our greenhouse gas emissions and subsequently making the entire ESG data set subject to verification this year. I believe that this level of external scrutiny elevates our ESG reporting to a new level of maturity.

The intensive preparatory work has also enabled our technical teams to consider how emission reductions will be achieved, which will be used to plan our delivery.

Stakeholder engagement is a crucial aspect of ESG strategies. It serves as a two-way street, allowing companies to both inform stakeholders and receive valuable feedback in return. In our 30th anniversary year, we organized events to engage with key stakeholders and vendors who played a crucial role in building the Company. This gave us the opportunity to gather crucial stakeholder inputs which will allow us to refine our ESG strategy. As part of this initiative, we will revisit our materiality assessment during the current year.

It is always a pleasure to see our efforts being recognized externally. During the year, Syngene was identified as one of India's best managed companies by management consultancy, Deloitte. The Company was recognized as a champion by the Institute of Supply Chain Management (ISCM) at the Pharma Supply Chain Management 5.0 Summit, highlighting our commitment to sustainability and the increased utilization of locally sourced materials.

With almost 90% of our clients based in the U.S. and Europe, meeting their ESG expectations remains an ongoing priority. As more companies seek ESG performance data during procurement of goods and services, our responsible approach and unwavering commitment have positioned us well to secure new business.

We believe that being a responsible business benefits us in multiple ways: it improves shareholder return, creates high-quality jobs for our workforce and, through the delivery of great science, makes a meaningful difference to the patients, people and partners we serve. This report aims to reflect that commitment.⁶


Kiran Mazumdar-Shaw

⁶ GRI 2-22

Message from Jonathan Hunt

Managing Director & CEO



 **The past financial year was a more challenging one as a combination of shifts in biotech funding and geopolitical changes resulted in a slowdown in certain segments of the market. Notwithstanding these challenges, our commitment to pursuing our ESG goals was unchanged.**

During the year, we advanced our environmental goals including sourcing over 80% of energy from renewable sources across all campuses; reducing freshwater withdrawal by more than 40% through increased recycling and reuse of reclaimed water; and maintaining our record of zero waste to landfill. These measures are not only good for the planet, they also reduce operating costs and make good business sense.

In science, an ability to harness diverse thinking and experience is a vital component in finding solutions to challenging problems for clients. To ensure that we can recruit the skilled scientists that we need to drive business growth, we aim to play an active role in increasing the number of STEM graduates in India – including building the number of women graduates – as part of our diversity agenda.

Our workforce is the engine room of our business through the services that we provide to clients. Whether they are based in a laboratory, a manufacturing plant or an office, our employees have access to performance assessment, learning resources and



During the year, we focused on educating suppliers and partnering with them to ensure they understand our requirements and priorities. Our commitment to Science-Based Targets for greenhouse gases involves our suppliers setting their own reduction targets and reporting against them, so we have added this to our existing focus on health and safety, human rights, and business ethics.

continuing development throughout their careers. We aim to offer the same opportunities to male and female employees, based on merit, and I am pleased to report a continuing trend of women being promoted to more senior roles in proportion to their representation in the workforce.

Our investment in science, technology, engineering, and mathematics (STEM) education starts in schools and we have a long tradition of providing support through our Corporate Social Responsibility (CSR) programs. In December, we celebrated the final of our largest ever science quiz for schools in the Bangalore area involving some 7,500 children. Our mobile science lab and Lab-on-a-bike programs (see page 50) provide year-round educational activities to support teachers in nurturing an interest in STEM topics.

In a highly regulated industry, compliance is a top priority across the company as well as for those who work with us as suppliers of goods and services. During the year, we focused on educating suppliers and partnering with them to ensure they understand our requirements and priorities. Our commitment to Science-Based Targets for greenhouse gases involves our suppliers setting their own reduction targets and reporting against them, so we have added this to our existing focus on health and safety, human rights, and business ethics. By working closely with our suppliers, we are making our own supply chain more resilient while learning from each other: another example where doing the right thing also benefits our business.

This report offers a flavor of our ESG activities over the past 12 months. In the year ahead, we plan to put a focus on water resilience across all our sites. I look forward to reporting on this work in our report next year.⁷

Jonathan Hunt

⁷ GRI 2-22

Performance highlights

Section
04



Environment

21%

reduction in GHG (Scope 1 and 2) emissions year-on-year

23%

Increase in consumption of renewable energy year-on-year

45%

reduction in Scope 3 emissions year-on-year

42%

Water recycled and reused

96%

Waste recycled

Zero waste to landfill

Zero environmental violations



Social



100% and 99%

Return to work rate for males and females respectively after taking parental leave

Rs 104 Mn

Invested in CSR programs to benefit the community

1,047

New hires

0.03

Recordable work-related injury

26%

Permanent women employees



Governance

50%

Board diversity
(as of March 31, 2024)

0

Suppliers/operations at risk for incidents of child labor or forced labor

132

Tier 1 suppliers assessed using ESG criteria

87

Client and regulatory audits conducted successfully

0

Data breaches

ESG Rating Performance

ESG Rating Agency	2024	2023
Ecovadis	Silver	Bronze
CDP	Submission Underway	D (Water) C (Climate Change)
Sustainalytics	12.4 Low Risk	12.4 Low Risk
MSCI	BB	BBB

About Syngene

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05



Syngene is a leading integrated research, development, and manufacturing services organization, providing scientific solutions to advance human and animal health, specialty chemicals, and consumer goods. The Company offers client partnerships that range from single specialist services to comprehensive end-to-end research, development, and manufacturing programs, facilitating seamless progress of a molecule from discovery to the market. With over three decades of experience, Syngene is a trusted partner, delivering tailored solutions and scientific services to clients including some of the world’s most sophisticated multinational corporations as well as small and medium-sized biotech companies.⁸

Value Creation



Our Vision

To be a world-class partner delivering innovative scientific solutions.

Our Values



Integrity



Excellence



Professionalism

Our Stakeholders



Investors



Employees



Clients



Suppliers



Regulators



Media



Government bodies

⁸ GRI 2-1 and 2-6

Our workforce

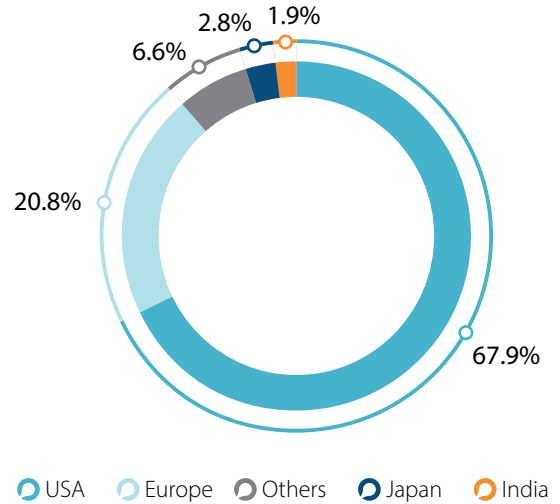
With 8,146 employees and associates, including 5,656 scientists, our workforce is at the heart of our operations. In a highly regulated industry, we demand high personal integrity and compliance and the ability to work to global standards, consistent with working in an environment focused on human and animal health.

Our locations

Syngene is headquartered in Bangalore, India, with our main campus serving as the central hub for research, development and manufacturing. We operate three satellite campuses in Bangalore to accommodate essential functions, biologics manufacturing and clinical development. We have an additional research campus in Hyderabad and our Mangalore facility is dedicated to commercial-scale production of active pharmaceutical ingredients (APIs). Syngene USA Inc. supports our clients in the United States and other members of our commercial team are based in the United Kingdom, Europe, Australia and Japan.⁹

Our Client base by geography

Our clients span across the United States, Europe, Japan, India and various other regions.



Client base by sector¹⁰



Note: This is a representative selection of the over 400 customers with whom we work across various industry segments

⁹ GRI 2-1

¹⁰ GRI 2-6

Business divisions¹¹

Discovery Services

The Discovery Services division is responsible for conducting early-stage research, from identifying biological targets relevant to diseases in patient populations to delivering drug candidates for further development. Our capabilities encompass chemistry, biology, safety assessment, and computational and data sciences and our scientists work on traditional small molecule therapeutics, biologics and specialty modalities such as peptides, oligonucleotides, antibody drug conjugates and targeted degradation/stabilization. SynVent™ is our platform for integrated drug discovery which offers clients complete project delivery capabilities, utilizing our differentiated technologies and scientific expertise.

Dedicated R&D Centers

The Dedicated R&D Centers provide a turnkey solution for clients seeking to establish dedicated research facilities on a large scale without the need for long-term capital investments. Operated by Syngene, these research teams integrate seamlessly into the client's own research network while maintaining the flexibility to scale operations up or down as needed. Currently, we operate dedicated facilities for Amgen, Baxter and Bristol Myers Squibb.

¹¹ GRI 2-6



Development Services

Focusing on small molecules, Development Services takes drug candidates and provides a range of CMC (Chemical Manufacturing and Controls) services from pre-clinical to clinical trials including the development of drug substances and drug products. Our development capabilities extend to advancing highly potent active pharmaceutical ingredients (HPAPIs) and oligonucleotides for both therapeutic and diagnostic applications, scaling from laboratory to manufacturing levels. Our expertise also encompasses working with performance chemicals and specialty materials, utilizing synthetic organic chemistry and polymer chemistry. We integrate analytical services throughout the development process, including method development, validation, transfer, and reference standard qualification.

Manufacturing Services

The Manufacturing Services division provides commercial-scale manufacturing of both small and large molecules. Small molecule production is carried out at our US FDA-compliant API manufacturing campus in Mangalore. Large molecule development and manufacturing services are provided from our biologics facility in Bangalore, approved by the US, UK and European regulatory authorities. A second biologics manufacturing facility in Bangalore is expected to become operational in 2024 following facility upgrades and re-validation.





ESG strategy and material topics

Our ESG strategy

Syngene is committed to building a robust business supported by responsible environmental stewardship, delivering positive societal impact underpinned by robust corporate governance and ethical business practices both internally and in collaboration with our supply chain partners. We assess and disclose our progress annually to provide a transparent record for stakeholders.

We communicate our ESG achievements through two primary channels: the Business Responsibility and Sustainability Report (part of our Annual Report) and an annual ESG report, both accessible on our corporate website.

Our ESG vision

At the core of our operational strategy, we strive to lead our industry by embedding ESG criteria throughout our operations and encouraging our suppliers to do the same. Our commitment includes rigorous annual assessment and transparent reporting, ensuring stakeholders can hold us accountable for meeting our commitments and timely disclosures of our progress and challenges.

Through these efforts, we aim to cultivate trust among all stakeholders, attract top-tier professional and scientific talent crucial to our business model, and fulfill our mission of enhancing lives through client collaborations while minimizing our environmental footprint and positively impacting the communities where we operate.



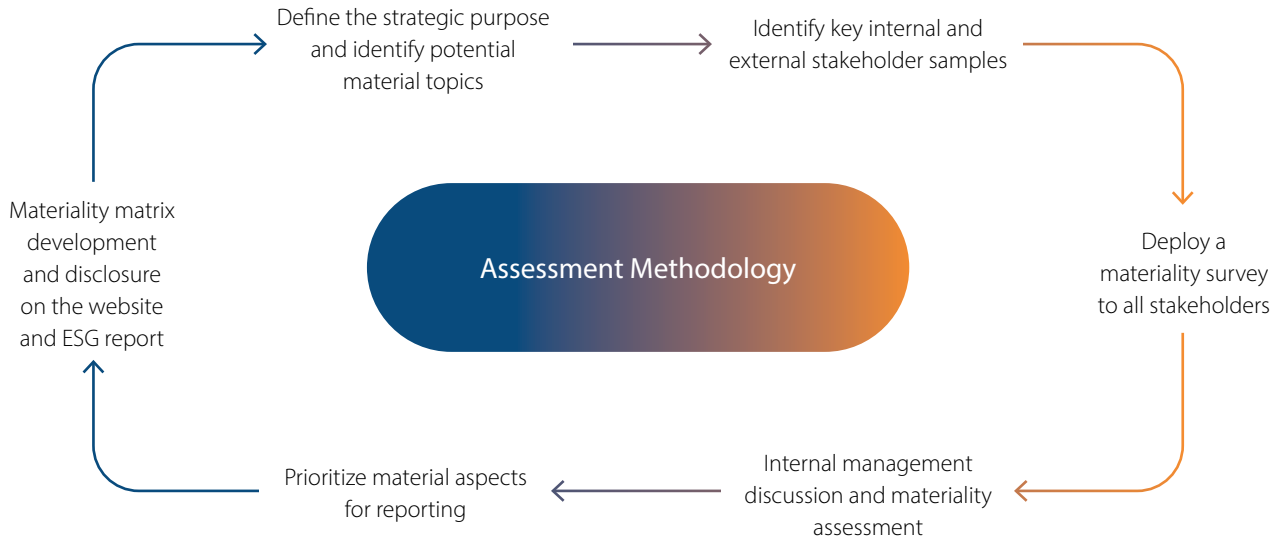


Materiality assessment

In 2021, Syngene initiated its inaugural six-step stakeholder engagement and materiality assessment process. Through active participation and invaluable feedback from stakeholders, the Company successfully identified and prioritized critical issues that impact business sustainability. These material topics were aligned with guidelines established by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) Materiality for our sector. This rigorous approach ensures that

Syngene adheres to industry best practices, guiding our sustainable business strategy and reporting framework.

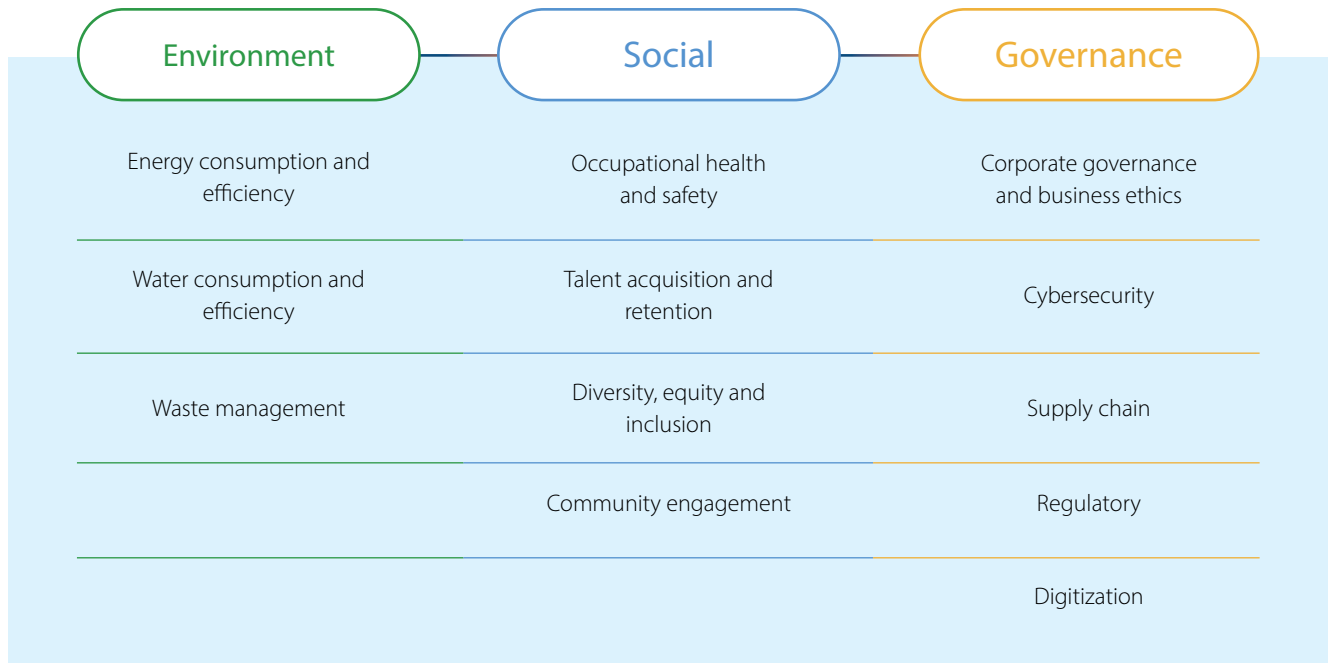
Our stakeholders, comprising investors, our workforce, clients, suppliers, regulators, media, and government bodies identified issues directly associated with the Company’s ongoing business activities. In response to these insights, the Executive ESG Council nominated the following ESG topics as priorities, which were endorsed by the Board.¹²



¹² GRI 3-1



Material issues¹³



There have been no changes to our material topics in FY 2024.

In FY 2025, we will revisit our identified issues in line with the principles of double materiality. Double materiality is a concept in sustainability reporting that requires companies to report on both how their business is impacted by sustainability issues and how their activities impact society and the environment. This assessment will include evaluating our material issues on their financial and impact materiality.

¹³ GRI 3-2





Corporate governance

We ensure clear accountability between our Board members and senior management, while also enhancing corporate transparency through responsible governance practices rooted in our core values. We believe that the best practices in corporate governance foster accountability, safeguard the interests of shareholders and other stakeholders and enhance corporate value.¹⁴

As a listed company in India, Syngene complies with all relevant laws, regulations, and governance standards as required by the Securities Exchange Board of India. There have been no instances of non-compliance with any laws or regulations in fiscal year 2023-24.¹⁵

Governance framework and processes

Our governance framework strengthens business resilience and drives us towards achieving our sustainability objectives. We routinely assess and update our policies, ensuring they remain relevant and readily accessible on our website. Compliance with standards, laws, and reporting regulations is verified through internal and external audits, offering valuable insights for both management and stakeholders. These audit recommendations are used to drive continuous improvement.¹⁶



¹⁴ GRI 3-3

¹⁵ GRI 2-27 and SV-PS-510a.2.

¹⁶ SV-PS-510a.1. and SDG 16



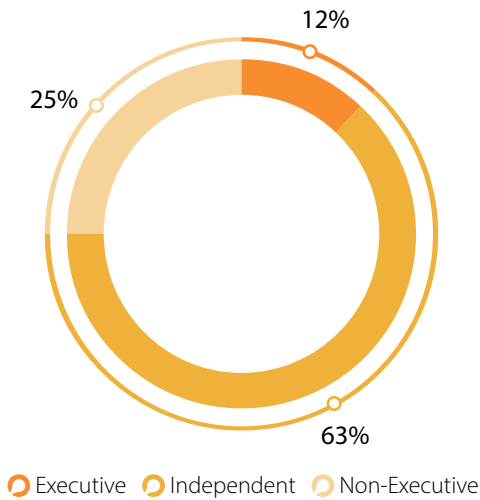
Our Board

As on March 31, 2024, the Syngene one-tier Board consisted of eight directors, one Executive Director, two Non-Executive Directors and five Independent Directors. The Board is chaired by our Non-Executive Chairperson.¹⁷

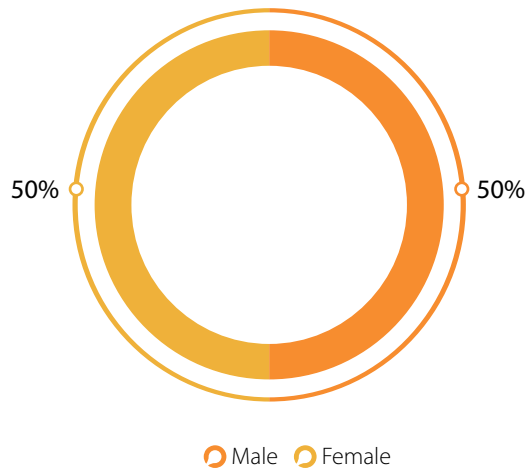
The diverse skills and experience of our Board members ensure independent, objective and effective oversight. The qualified members are selected by the Nomination and Remuneration Committee and contribute expertise crucial for the Company's progress.¹⁸

Board Demographics

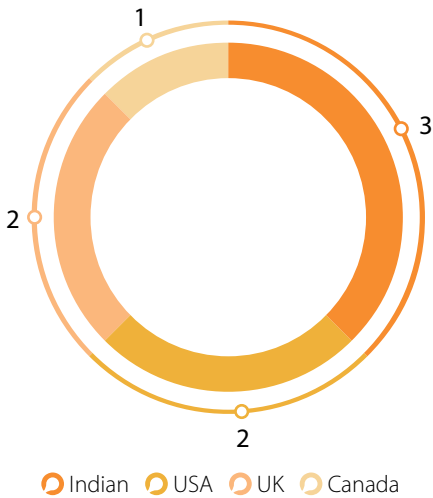
Composition



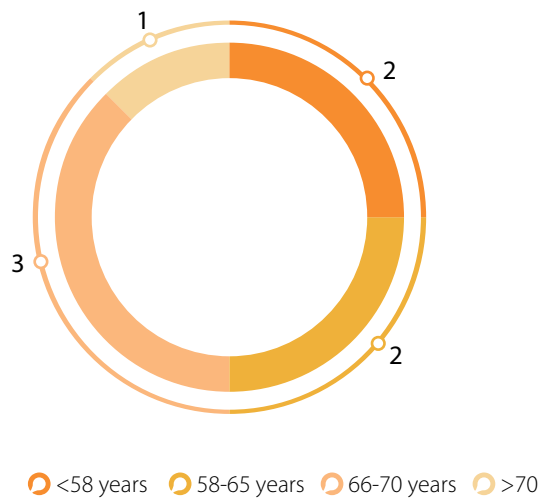
Gender Diversity



Nationality



Age



¹⁷ GRI 2-9 and 2-11

¹⁸ GRI 2-10

Name of the Director	Category & Board Independence	No. of Board meetings the director was entitled to attend	Board attendance in FY 2024	No. of other directorships held (Indian Public Companies)	Board committees
Kiran Mazumdar-Shaw	Non-Executive Chairperson	6	6	8	–
Jonathan Hunt	Managing Director & CEO	6	6	1	S R ST
Prof. Catherine Rosenberg	Non-Executive Director	6	6	1	C N S ST
Vinita Bali	Lead Independent Director	6	6	1	N A C
Dr. Kush Parmar	Independent Director	6	6	1	ST R
Paul Blackburn*	Independent Director	6	6	1	A R S
Sharmila Abhay Karve	Independent Director	6	6	6	S A N
Dr. Vijay Kuchroo	Independent Director	6	6	1	ST N C

Sibaji Biswas has been appointed as Executive Director w.e.f. April 1, 2024

Nilanjan Roy has been appointed as Independent, Non-Executive Director w.e.f. April 1, 2024

Manja Boerman has been appointed as Independent Director w.e.f. June 4, 2024

*Paul Blackburn has retired as of July 23, 2024

A Audit Committee

N Nomination and Remuneration Committee

S Stakeholders Relationship and ESG Committee

R Risk Management Committee

ST Science and Technology Committee

C Corporate Social Responsibility Committee

■ Chairperson

□ Member

Skills, expertise and competencies of the Board

The Syngene Board consists of qualified members who collectively bring the necessary skills and experience to effectively contribute to the work of the Board and its Committees and provide oversight over the company's progress and growth. The key skills, expertise and competencies considered when nominating candidates to the Board are summarized here¹⁹:



¹⁹ GRI 2-17

The table below highlights the core areas of expertise/skills/competencies of the Board members as on March 31, 2024:

Key skills, expertise and competencies	Kiran Mazumdar-Shaw	Jonathan Hunt	Prof. Catherine Rosenberg	Vinita Bali	Dr. Kush Parmar	Paul Blackburn	Sharmila Abhay Karve	Dr. Vijay Kuchroo
Corporate Strategy & Execution	✓	✓		✓	✓			
Sector expertise								
<ul style="list-style-type: none"> ▪ Life science ▪ Healthcare ▪ Research 	✓	✓	✓		✓			✓
Executive Leadership	✓	✓		✓	✓	✓	✓	
Finance and Risk Management	✓					✓	✓	
Science & Technology								
<ul style="list-style-type: none"> ▪ R&D ▪ Biotech ▪ Digital 	✓		✓		✓			✓
Commercial								
<ul style="list-style-type: none"> ▪ Sales ▪ Marketing ▪ PR ▪ Brand 		✓		✓				
Manufacturing	✓	✓		✓				
ESG								
<ul style="list-style-type: none"> ▪ Sustainability ▪ Regulatory & Compliance ▪ Corporate Governance 	✓	✓	✓	✓	✓	✓	✓	✓
Global business experience	✓	✓		✓	✓	✓		

Governance of ESG

The Stakeholders Relationship & ESG Committee reflects the Board's perspectives in overseeing the achievement of the Company's ESG objectives and management of climate related aspects.²⁰

The creation of an Executive ESG Council in 2021 was instrumental in shaping the ESG strategy. The ESG Council is chaired by the Managing Director & Chief Executive Officer, Jonathan Hunt, who is also a member of the Board. The council also includes the Executive Director & Chief Financial Officer, the Chief Human Resources Officer and the Head of Corporate Affairs. This executive group is responsible for delivery of the ESG strategy and steering the work of the ESG working group. It is responsible for ESG performance and ensures accurate reporting of our progress to stakeholders as well as delivering quarterly updates to the Stakeholders Relationship and ESG Committee.

The Council's work is complemented by the ESG working group, led by the Head of Corporate Affairs. This group is responsible for implementing ESG initiatives throughout the company's operations. There were no critical concerns reported in FY 2024.

²⁰ GRI 2-12 and 2-13

²¹ GRI 2-10


²² SDG 5

Board diversity as on March 31, 2024

Our Board diversity policy outlines the Board's belief that a diverse Board, comprising individuals with varied expertise, backgrounds and industry knowledge, greatly enhances the Company's overall performance and effectiveness. All Board appointments are made on the basis of merit, taking into account the necessary skills required for business operations, general management, financial expertise, and industry knowledge.²¹

50% (4 out of 8)²²

Board diversity (as of March 31, 2024)

 [Read More: Board Diversity Graphic/Policy Link](#)

Ethics framework

The ethics framework at Syngene involves a mix of policies, processes, internal controls, speak-up mechanisms and a fair investigation and resolution mechanism. In 2023, an organization-wide evaluation of risk exposure and potential risk impact for Syngene was completed based on which the identified risk exposure areas and improvement areas were discussed with the Risk Committee. The ethics framework is being upgraded on this basis.


Code of Conduct and compliance

Compliance with the Code of Conduct is mandatory for all employees, contractors and other workers. It outlines expectations regarding conflict of interest, workplace harassment, anti-corruption and legal compliance.²³ In 2023, a business ethics team was established to monitor compliance across the business. The Code is being strengthened to include provisions on anti-bribery, fair employment, fair competition, and social media guidelines. During the year, a third-party audit of our anti-bribery and anti-corruption framework was conducted and the findings have been incorporated. Synpliance, a proprietary tool that tracks compliance with relevant standards and regulations also underwent a third-party audit to guide further improvements.

Supplier ethics framework and due diligence

Compliance with the Supplier Code of Conduct extends to all suppliers, contractors and business associates, requiring alignment with Syngene's ethical business practices. It covers anti-bribery, corruption, embezzlement, labor standards, human rights and environmental compliance. In the current financial year, it is being strengthened with detailed provisions on anti-bribery, export control, trade sanctions, and forced labor.

Before onboarding, suppliers undergo due diligence on corruption, sanctions, economic crimes, and litigations. A vendor anti-bribery and anti-corruption program categorizes vendors by risk, with due diligence for high-risk vendors. Vendors must provide biennial declarations of compliance with these laws.

 **Read More:** [Syngene-Global-Supplier-Code-of-Conduct-2024.pdf](#)

Whistleblower mechanism and non-retaliation policy

Syngene provides multiple channels for stakeholders (regardless of whether they are employees, contractors, or other external stakeholders) to report non-compliance concerns, including a 24/7 external anonymous reporting service.²⁴ The integrity and whistleblower policy ensures that any individual can report suspected unethical activities confidentially and without fear of retaliation. In 2023-24, 8 whistleblower complaints were received, all were investigated fairly and without prejudice. No one was denied access to the Chairman of the Audit Committee. The Company guarantees confidentiality for both the complainant and the whistleblower and conducts impartial investigations in line with the policy and applicable laws and regulations.


Training and awareness

All employees must annually certify their adherence to the Code of Conduct and complete their training on four mandatory training modules: anti-bribery, anti-corruption; prevention of sexual harassment; data privacy; and data integrity. New hires must complete these training modules within 30 days of joining.²⁵ Board performance evaluations are conducted externally every three years and internally in the interim, influencing the appointment terms of independent directors.²⁶ Identified key suppliers have also been provided with training on various sustainability-related topics including anti-bribery and anti-corruption.

Training Name	Assignment Profile	Completion Status
Code of Conduct: Ethics, Integrity and Whistle Blower Policy	The License to operate refresher module is assigned organization-wide to all Syngene employees	99% employees have completed the course
Data Privacy Module	Mandatory training program to all Syngene employees assigned organization-wide	99% employees have completed the course
Anti-Bribery and Anti-Corruption (ABAC)		99% employees have completed the course
Personal Data Breach		99% employees have completed the course

Memberships and trade associations

Syngene actively engages with 13 industry associations, membership organizations, and advocacy groups at national and international levels, contributing significantly to these entities.²⁷

 **Read More:** [Business-Responsibility-and-Sustainability-Report.pdf \(syngeneintl.com\)](#)

²³ GRI 2-23, 2-24 and 205-1

²⁴ GRI 2-25 and 2-26

²⁵ GRI 205-2

²⁶ GRI 2-18

²⁷ GRI 2-28

Stakeholder engagement




Section
08

Syngene recognizes the vital role of stakeholders in creating a positive environment for future growth. Through regular interactions and strategic engagement, we aim to cultivate strong relationships that support and align with our business goals.

from eight stakeholder groups in our inaugural materiality assessment, encompassing a diverse array of external and internal stakeholders such as clients, vendors, regulators, investors, media channels, and employees.

Key stakeholders have been identified based on their interest, involvement and impact on our operations, as well as their engagement on various sustainability issues. In 2021, we conducted a stakeholder engagement exercise to pinpoint and evaluate critical concerns and material issues relevant to Syngene’s value creation process for all stakeholders. This exercise included participation

As part of day-to-day operations, stakeholders such as clients, local authorities, prospective employees, and financial stakeholders are invited to engage directly with the Company through dedicated sessions, ranging from recruitment events to business reviews and investor meetings.²⁸

Stakeholder	Channel for communication	Nature of communication
 <p>CSR partners</p>	<p>Our CSR programs are managed by the Biocon Foundation, the CSR arm of the Biocon Group and the Biocon Academy. The Company also directly engages with agencies/institutions for CSR activities.</p>	<p>The Biocon Foundation oversees most community-based engagement activities. Biocon Academy offers training in skills relevant to biotechnology. Syngene assists in creating the syllabus and teaching support.</p> <p>The Company offers academic sponsorships which are identified and established directly with the institution.</p>
 <p>R&D, manufacturing and other commercial clients</p>	<p>Our business development and project management teams offer clients dedicated company contact points.</p>	<p>Regular interaction is maintained through the business development and project management teams, with communication frequency tailored to each project’s specific requirements. Each dedicated center has a management team responsible for organizing projects and client communication. The nature of the engagement is defined in the contract for each case.</p>
 <p>Vendors</p>	<p>The Strategic Sourcing team oversees all vendors involved in the procurement process.</p>	<p>Category managers act as the primary point of contact for vendors, assisting with contract formulation and addressing concerns or feedback during contract execution.</p>

²⁸ GRI 2-29

Stakeholder

Channel for communication

Nature of communication



Local and national authorities

Engagement with authorities happens either through direct interaction with local authorities or by participating in a national industry body.

The Company engages with local authorities as needed through teams such as Health and Safety, Human Resources, and Legal. Additionally, the Company actively collaborates with government departments on industry developments by participating in industry bodies.



Media

Corporate Communications handles all media interactions, either directly or through a specialized consultancy.

Quarterly business briefings are held for financial media covering our financial results. Through the quarter, we engage with trade media individually to showcase scientific and business achievements.



Employees

Employees have various avenues to connect with colleagues and managers, including regular meetings with their managers, quarterly town halls, and CEO town hall sessions. For personal support, employees can contact the Human Resources (HR) team directly or use the HR chatbot. An annual all-employee survey provides an independent channel for gathering employee feedback.

Before each town hall, employees are encouraged to submit questions, which are addressed either during the session or later on the intranet. Managers maintain regular engagement with their team members, conducting mid-year and full-year performance reviews for each member. The HR team provides support and assistance for personal workplace challenges as needed.



Investors/shareholders

The Investor Relations team arranges meetings with analysts and investors throughout the year. Shareholders can engage directly with the Company through the Company Secretary at any time, including during the Annual General Meeting.

Quarterly briefings, led by the MD & CEO and CFO, are held for analysts and investors. Investors can request meetings with the Company at their convenience. A detailed report of all meetings is submitted quarterly to the Stakeholder Relationship and ESG Committee.



Quality stakeholders

Stakeholder engagement typically occurs during virtual or physical audits of company operations.

The Chief Quality Officer leads engagements with all drug regulatory authorities on behalf of the Company, tailored to meet the specific requirements of each regulator.



Protecting the environment

Sustainable business growth is rooted in protection of the environment and playing an active role in addressing climate change. Our commitment to conserving energy and water while managing waste to ensure zero waste to landfill demonstrates our dedication to sustainable practices. This year, we pursued initiatives to reduce our environmental impact, focusing on improving energy efficiency, effective waste management, discharge control and the preservation of valuable resources.²⁹

We have set targets for reducing energy and water use, emissions and waste. We are also pursuing energy and resource-saving initiatives throughout our value chain, from drug discovery to manufacturing. Additionally, as part of making a commitment to science-based targets, we have created an inventory of our Scope 3 greenhouse gas emissions, allowing us to extend our environmental goals to include our suppliers.

²⁹ GRI 3-3



Section
09



Highlights	Targets for FY 2025	Targets 2028
<p>82% of electricity consumed from renewable sources</p> <p>5,154 tCO₂e GHG emissions (scope 1 and scope 2) offset</p> <p>62,415 tCO₂e of GHG emissions avoided</p> <p>42% year-on-year freshwater savings</p> <p>96% total hazardous and non-hazardous waste recycled</p>	<p>Energy: 90% of electricity from renewable sources</p> <p>Water: 53% reduction in freshwater withdrawal against 2023 baseline</p> <p>Waste: 95% recycling</p> <p>Maintain Zero waste to landfill</p>	<p>50% reduction in GHG emissions by 2033³⁰</p> <p>96% of electricity to be sourced from renewable sources by 2028</p> <p>70% reduction in freshwater consumption by 2028, against a 2023 baseline</p> <p>>95% recycling of waste to be maintained until 2028</p>

Environmental management and governance

Policy	Committee	Management Systems	Systems and Procedures	Teams and Trainings
<p>Our environmental practices, guided by the EHSS Policy, emphasize legal compliance, energy conservation, waste reduction, risk management, and continuous improvement.</p>	<p>The Stakeholders Relationship & ESG Committee reflects the Board’s perspectives in overseeing the achievement of the Company’s ESG objectives and the management of climate related aspects. The Executive Committee, using an Enterprise Risk Management framework, oversees strategic, operational and emerging environmental risks, ensuring our commitment to environmental protection is reflected throughout the organization.</p>	<p>We have an ISO 14001:2015 certified Environmental Management System (EMS) in place. The EMS is regularly audited, with the latest review in November 2023.</p>	<p>The EHSS team advises our engineering and operational divisions on improving resource efficiency and reducing environmental impact. They monitor metrics for continuous improvement and share best practices across the Company.</p>	<p>We conduct regular internal and external EHS training sessions, emphasizing skills and technical development.</p>

³⁰ RT-CH-110a.2.

Decarbonization strategy

To combat climate change, global leaders signed the Paris Agreement in 2015, committing to work together to reduce global greenhouse gas emissions to limit the global temperature rise in this century to 1.5°C above pre-industrial levels. In order to play its role in meeting the targets, Syngene has committed to Science Based Targets initiative (SBTi), aiming to reduce GHG emissions by 50% by 2033 to align with the Paris Agreement.³¹



Near term emission reduction targets

- Scope 1 and 2: Ten-year target of 50% reduction of GHG emissions from our baseline year of 2023
- A reduction needed to achieve SBTi target of 13,523 metric tons of CO₂ (Scope 1 & 2) by 2033
- Five-year supplier engagement target to ensure that suppliers representing almost 70% of emissions generated in the supply chain (Scope 3) will also have committed to SBTi targets

Roadmap to delivering the GHG reduction

We will focus on exploring a systematic approach to environmental protection to mitigate our environmental impact.

- Invest in energy-saving equipment and building design
- Seek renewable energy sources
- Explore new technology and green chemistry
- Use our experience and incentives to partner with vendors to improve their environmental performance



Energy and emissions

Progress in FY 2024

82%

of electricity consumed from renewable sources

62,415 MT

equivalent CO₂ reduction in GHG emissions

2,255 MT

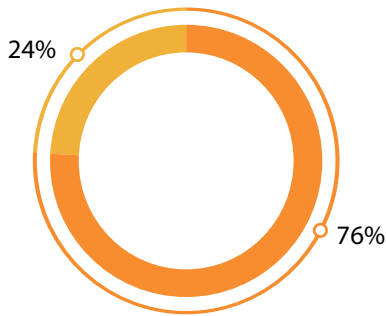
equivalent CO₂ savings from energy conservation

3%

reduction in annual electricity consumption achieved

³¹ RT-CH-110a.2.

Energy Mix (%)



Renewable Non-Renewable

Emissions

31%

reduction in Scope 2 (market-based)

92%

reduction in Scope 1&2 intensity

Energy Management

Our energy management strategy focuses on reducing fossil fuel consumption by collaborating with local authorities to procure renewable energy. By leveraging new technology and streamlining processes, we have implemented energy-saving measures that offer both environmental and economic benefits. Progress is tracked through monitoring and performance reporting. We aim to source 96% of our energy from renewable sources by 2028.

Our focused energy conservation initiatives led to a 3% reduction in electricity usage this year, with 82% of our electricity sourced from renewable sources, resulting in a 62,415 metric ton reduction in greenhouse gas (GHG) emissions. Grid electricity comprised 16% of our total electricity usage, a reduction of 27% from the previous year.³² We promote responsible energy conservation through targeted activities that minimize consumption, enhance efficiency, and integrate renewable sources into our energy framework. An energy index across all operating units facilitates tracking via our energy management system and we review our conservation program fortnightly to incorporate new energy-saving ideas.

This year, our Mangalore team won the ‘Best Energy Efficiency’ award in a national competition organized by The Confederation of Indian Industry (CII). The award recognized a 33% reduction in specific energy consumption in the chiller, achieved by optimizing chilled water flow through simple modifications to the hot and cold well separation in the circulation piping network.

Energy conservation initiatives undertaken during the year³³

- Replacement of centrifugal AHU fans with energy-efficient axial fans for laboratory fresh air and optimization of frequency after office hours/weekends in Bangalore and Hyderabad.

- Replacement of chilled water circulation pumps with energy-efficient IE3 motors in four buildings
- Variable frequency drives (VFD) were deployed to optimize the performance of vacuum pumps and hot water pumps and auto adjust frequency based on load demand in API manufacturing in Bangalore.
- Converted variable refrigerant volume (VRV) multi-split air conditioners to chilled water flow-based chillers to optimize power consumption in the Mangalore warehouse
- Connected office air conditioning units to a smart controller to optimize power consumption in several buildings in Bangalore.

Other initiatives

- Installed motion sensors for LED lighting in corridors.
- Optimized AHU operations after office hours with an auto timer and reduced motor frequency in 3 buildings on the Bangalore campus.
- Optimized chilled water flow, pressure and temperature set points, resulting in energy savings of chiller power consumption in 2 buildings on the Bangalore campus and on the Mangalore campus.
- Optimized air compressor operating pressure set point to reduce energy consumption in certain areas in the Bangalore campus and on the Mangalore campus, following a load pattern study.
- Cooling tower fan operation in one building was optimized based on the temperature controller with respect to the chiller condenser temperature.
- Optimized chiller, cooling tower fan, cooling tower pump and circulation pumps in one building after office hours and during weekends through an auto timer.

³² RT-CH-130a.1. and SDG 7

³³ GRI 302-4 and 305-5

Renewable energy: Captive solar and wind power plant

In 2021, the Company enhanced its renewable electricity consumption by agreeing to establish a captive facility for wind and solar power generation to supply the main Bangalore campus.

Wind power plant

10.4 MW

Capacity

26%

Share in equity

Solar power plant

27.45 MW_p

Capacity

26%

Share in equity

Solar rooftop

691.7 kW_p

Capacity

100%

in-house

Investing in renewable energy offers multiple benefits, including optimizing our energy costs and supporting our environmental commitments. As our business grows, energy consumption increases, so these investments help to mitigate cost increases. Conscious of our commitment to science-based targets, delivering an absolute 50% reduction in emissions in a growing business will require a clear focus over the coming years.

In the meantime, we continue to track and benchmark the energy index across all operating units to reduce overall GHG emissions. We are compliant with all statutory limits and constantly monitor our air emissions.

Water conservation

Progress in FY 2024

42%

year-on-year freshwater savings

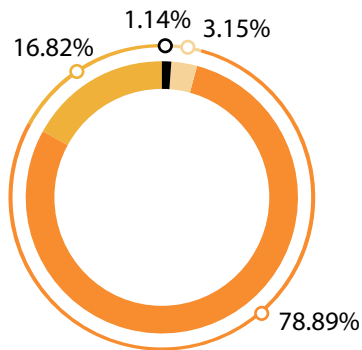
80,365 KL

fresh water saved through rainwater harvesting and water recycling

2,140 KL

rainwater harvested

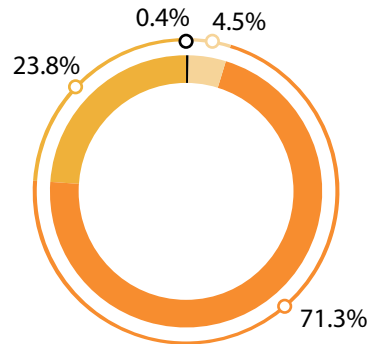
Water withdrawal³³



● Surface water ● Ground water

● Third Party water ● Others – Tanker, Clean Utility

Water consumption from water-stressed areas (Bangalore campus)



● Surface water ● Ground water

● Third Party water ● Others – Tanker, Clean Utility

³⁴ RT-CH-140a.1. and SDG 6

Initiatives undertaken



Freshwater consumption reduction



Water recycling



Water harvesting

Water availability in Bangalore requires careful management. While freshwater consumption is the primary focus, other water sources and rainwater capture are also being monitored and managed effectively. Our water management program aims to optimize efficiency by reducing freshwater consumption through recycling and reuse, and augmenting supplies with rainwater harvesting.³⁵

- Wastewater is treated using conventional effluent treatment plants and reverse osmosis units at our Mangalore and Bangalore facilities.
- At our Hyderabad campus, wastewater is pre-treated by an authorized third party in an effluent treatment plant.

All our water management practices comply with State and Central Pollution Control Board regulations. Syngene's proactive water conservation efforts have significantly reduced freshwater usage.

Waste management

Progress in FY 2024

This year, 96% of our hazardous and non-hazardous waste was recycled, and we maintained zero waste to landfill across all facilities.

Waste generation³⁶

Hazardous

69%

of total waste

Non-hazardous

31%

of total waste

We comply with all environmental regulations and maintain ISO 14001:2015 certification for our Environmental Management System (EMS). All our sites have ISO 14001:2015 certified EMS. This includes safe and efficient segregation, storage, and disposal of hazardous and non-hazardous waste across all campuses.

Our waste management strategy focuses on³⁷:

- 1) Reduction of waste generation
- 2) Increase of waste recycling and reuse (using the principles of the circular economy)

Waste management process

At our Bangalore campus, we have a dedicated 4,000 square feet waste storage space for non-hazardous, hazardous and biological waste. Hazardous waste is collected in leak-proof containers and processed according to classification and compatibility. Non-recyclable hazardous waste is incinerated to prevent contamination, while recyclable hazardous waste is stored in a specially designed facility.

At our Hyderabad campus, dedicated and secure storage areas are constructed for each category of hazardous and non-hazardous waste to avoid contamination. A standard operating procedure governs the generation, collection, transportation, and disposal of waste materials according to local regulations.

In Mangalore, the hazardous waste storage area is organized into offsite and onsite facilities to accommodate different categories of hazardous materials based on their compatibility and properties.

We adhere to a zero liquid discharge policy. Wastewater from laboratories and manufacturing is treated at an effluent treatment plant and recycled for use in utilities and landscaping.³⁸

³⁵ GRI 303-1, 303-2 and RT-CH-140a.3.

³⁶ RT-CH-150a.1.

³⁷ GRI 3-3

³⁸ GRI 306-1 and 306-2

1. Hazardous waste management

Our classification of hazardous waste aligns with the definitions established by the laws and regulations at all operational sites. Hazardous waste includes: distillation residue; process residue and waste; spent solvent; spent catalyst; spent carbon; waste or residue containing oil; used or spent oil; empty barrels or containers; off-specification products; date expired and discarded products; chemical sludge from effluent treatment; concentration or evaporation residues; used personal protective equipment (PPE); and other incinerable waste.

Waste is collected in leak-proof containers and processed according to hazardous waste classification and compatibility. To prevent contamination, hazardous waste that cannot be recycled is incinerated. Hazardous waste that can be recycled is separated and stored in a specially designed waste storage facility.

We have implemented actions covering the entire process of generation, storage, transportation and disposal to reduce the impact of hazardous waste on the surrounding environment. We develop and update our storage strategies by strictly complying with the relevant laws and regulations. Our waste management procedures are implemented with precision, including classification, labeling and recording. Authorized hazardous waste disposal companies offer the most environmentally-friendly way of disposing of hazardous waste.

2. Non-hazardous waste management

Non-hazardous waste management involves collecting, sorting, processing, and disposing of waste materials that do not pose a significant health or environmental risk. Materials such as paper and plastics are recycled, metals and glass are used to convert waste to energy through co-processing. Our process emphasizes waste reduction at source and reuse of materials as a sustainable practice. Effective waste management is supported by regulations, regular monitoring and process and technology improvements to increase efficiency and sustainability.

Department audits

100%

waste-vendor audits conducted on environmental compliance



Green Chemistry

Green chemistry is an approach that focuses on decreasing our carbon footprint while enhancing efficiency in manufacturing services. A green chemistry approach involves either modifying existing processes or designing greener processes that offer a range of potential benefits: minimizing the use of solvents and other hazardous materials; reducing consumption of starting materials; lowering production of by-products and impurities; increasing product yields; reducing energy input (by minimizing the need for heating or cooling); and generating less waste and emissions.³⁹

Case Study 1

Development of a green and efficient synthesis process for a growth promoter drug

An animal health company commissioned Syngene to develop an environmentally friendly synthesis process for a growth promoter drug in phase 1 clinical trials, drastically reducing the E-factor and PMI values from the traditional workflow.

Project Scope:

- **Chromatography-free process:** An alternative process to be developed to reduce excess resource usage and waste formation.
- **High yield:** Optimization of each synthetic step to maximize overall yield, ensuring efficiency and cost-effectiveness.
- **Cost-effective reagents:** Use of economical alternatives without compromising quality.
- **Environmental impact reduction:** Implement green chemistry principles to follow sustainable, eco-friendly industrial practices.
- **Use of the SELECT Criteria approach**

Safety

- **Solvent replacement:** Carcinogenic and toxic class 2 solvents to be replaced with less harmful, non-carcinogenic alternatives.
- **Temperature control:** Conducting reactions at room temperature to reduce the risk of thermal hazards and energy consumption.

Economics

- **Reagent substitution:** Expensive reagents and bases to be replaced with more economical alternatives.
- **Process efficiency:** Process to be streamlined to reduce costs associated with solvents and reagents, ultimately lowering overall production costs.

Environmental

- **Solvent reduction:** Avoid and replace the column purification and extraction process with crystallization, saving 500 volumes (approximated typical batch size) of solvent.
- **Waste reduction:** Silica gel waste minimized in three steps and the isolation of steps avoided by telescoping it into the next steps.
- **Green reagents:** Replacement of metal lactate with lactic acid and pyridinium salts with less toxic and economical coupling reagents.

Control

- **Process simplification:** The isolation process to be eliminated by combining steps, enhancing control over the synthesis pathway.
- **Reaction optimization:** Reaction conditions and workup parameters to be optimized to improve the product quality.

Throughput

Yield and purity improvement: Modifying the synthesis route and using alternative reagents as suggested above, improvement in the yield by nearly 10-15% is expected without affecting the drug substance's final specifications, including the purity and impurity profiles.

³⁹ GRI 3-3 and RT-CH-410b.2.

- The replacement of the carcinogenic solvent with a less hazardous class 2 solvent was done at step 1 and 4.
- Column purification was avoided in two process steps: by merging steps 1 and 2 and implementing the crystallization process in steps 3 and 5.
- The other process solvents were reduced by nearly 20% compared to the initial client process.
- Expensive reagents were replaced with less expensive ones, the route was modified without impacting the quality of the product in step 2, and the usage of green solvent was adopted wherever possible.
- Improved the yield by ~15% by weight compared to the original process.

Outcome

- The project resulted in significant improvements in environmental impact and process efficiency:
- E-factor and PMI Reduction: Implementing green chemistry principles and innovative synthetic strategies led to an 80% reduction in cumulated Environmental Factor (cE-factor) and Process Mass Intensity (cPMI).

Conclusion

- The project successfully developed an efficient, chromatography-free synthesis process by adopting green chemistry principles and innovative synthetic strategies. This approach minimized environmental impact by reducing waste generation and solvent usage while achieving high yields and cost-effectiveness.
- This case study highlights the transformative potential of sustainable practices in chemical synthesis, paving the way for greener and more eco-friendly industrial processes.

Case Study 2

Process improvement for a biopharmaceutical client

A biopharmaceutical company specializing in novel therapeutics for anti-inflammatory, antifungal, and antiviral diseases approached Syngene to modify and scale up an existing process to 100g using green chemistry principles as proof of concept. Based on the PoC outcomes, the process was scaled up to a kilogram or quality impact. This project was a process improvement initiative to enhance yield while avoiding excess raw material usage.

SIPOC Analysis was used to modify the existing process

Supplier	Input	Process	Outcome	Customer
<ul style="list-style-type: none"> ▪ Client's existing process. ▪ Reference works of literature. 	<ul style="list-style-type: none"> ▪ Less yield root cause information. ▪ Hazardous reagents usage procedure. ▪ Column purification method. 	<ul style="list-style-type: none"> ▪ Collaborative brainstorming session involving team members across the scientific team. ▪ Experiment planning to avoid unnecessary operations and excess usage of raw materials. 	<ul style="list-style-type: none"> ▪ Modification of existing process towards green synthesis. ▪ Improvement in the process attributes like yield and purity. 	Efficient, scalable, and cost effective process for manufacturing scale.

Project Scope: Based on the SIPOC analysis

- The project aimed to enhance environmental sustainability by minimizing waste and heat energy usage while improving yield without compromising product purity.
- Replacing column purification with crystallization.
- Improving yield trends.
- Replacing hazardous reagents.
- Reducing energy consumption during synthesis.
- To identify and avoid the tox impurity.

Process overview to design a greener process

Safety

- The methylating agent, which is hazardous, to be replaced with a less toxic alkylating agent.
- 200°C and high-pressure reaction conditions modified to 115°C at atmospheric pressure.

Environmental

The column purification method to be avoided: almost 200 volumes (approximated typical batch size) of solvent will be saved, and silica gel waste will also be reduced.

Control

Achieve the same purity without column purification as per client requirement.

Economics

An alkylating agent is significantly cheaper than a methylating agent.

Improvements carried out:

- **Step 1:** No yield improvement, but purity improved by ~5% Area, avoiding re-purification and positively impacting the quality of step 2.
- **Step 3:** Replacement of the hazardous agents with less toxic material, thereby improving process economy and reducing environmental footprint.
- **Step 4:** Yield doubled compared to the original process.
- **Step 5:** Lower temperature reaction eliminated the need for sealed tubes and autoclaves, making the process more environmentally friendly. Column purification was avoided, saving 200 volumes (approximated typical batch size) of solvent.

Outcome

The optimized Syngene process improved overall yield by 9% from 1.6%, eliminated column chromatography, and reduced solvent consumption. A 100g proof-of-concept sample was delivered to the client, and a scalable synthesis process was successfully demonstrated up to a kilogram scale.





Biodiversity

The Company cultivates green spaces on all campuses, benefiting both employee well-being and the natural environment. We actively seek opportunities to support the local environment through our community programs and we raise awareness among employees through activities such as sapling plantation drives. As a part of World Environment Day 2023, plantation drives were orchestrated across all Syngene sites in Bangalore, Mangalore, and Hyderabad, resulting in the planting of 2,400 saplings.⁴⁰

Miyawaki forest

As part of our commitment to biodiversity, Syngene has funded the creation of two Miyawaki MicroForest sites in Mangalore. The first project in 2022, transformed 8,700 sq. ft. in the Ramakrishna

Mission campus in Mangalore with Syngene employees planting more than 500 saplings.

A second Miyawaki site was launched in 2022, on land owned by the Mangalore City Corporation which was previously a dump site. Over 2,000 native tree saplings, 54 creepers and shrubs were planted across 20,000 sq. ft. With this afforestation initiative, the two Miyawaki microforest sites have been converted into a green zone.

Yarandahalli Lake

In FY 2024, Syngene employees participated in plantation drives at the Yarandahalli Lake, Bangalore site to mark World Earth Day and Environment Day.

⁴⁰ SDG 15



Safety at work

We place the utmost importance on cultivating a culture of safety through awareness, rigorous training and continuous monitoring across all our campuses and operations. Our commitment extends beyond compliance to proactive measures aimed at fostering a safe and secure environment for our employees, partners and communities.⁴¹

Highlights

6,410 employees **847** workers

Underwent safety training

36,224
person/hours of EHSS training
conducted by qualified trainers



Progress in FY 2024

- TRCFR (Total recordable case frequency rate) target of 0.15
- LTIFR (Loss time injury frequency rate) target of 0.04



Target for FY 2025

- TRCFR (Total recordable case frequency rate) target of **0.35**
- LTIFR (Loss time injury frequency rate) target of **0.168**

⁴¹ GRI 3-3



Section
10





Operating with the belief that every incident is preventable, the Company places primary responsibility for safety on the leaders of each division, department and team, guided by the framework of the International Association for Chemical Safety. A central team of experts provides specialized advice and oversight, covering risk assessments, emergency preparedness, health programs, regulatory compliance and ergonomics focused on safety.⁴²

To enhance safety awareness, we regularly conduct safety campaigns and training sessions.⁴³ This year, we significantly increased the number of laboratory hazard assessments, project safety reviews and permits-to-work issued, ensuring clear communication of hazard identification and safety protocols to employees and contractors.⁴⁴ We also conducted 30 safety campaigns, including observing World Environment Day, World No Tobacco Day and Chemical Disaster Prevention Day.

Safety training begins with site inductions for all employees and is complemented by specialist training relevant to an individual's equipment and work environment. Contractors receive

Environment, Health and Safety inductions via in-house kiosks and their safety knowledge is further enhanced through weekly safety meetings.⁴⁵

We have also implemented Process Safety Management initiatives for equipment handling and maintenance and set up targeted measures to mitigate potential fire and explosion risks.⁴⁶

Occupation health and safety management system

A robust occupational health and safety management system operates across all facilities, guided by our EHSS Policy and ISO 45001:2018 certification.⁴⁷ Our risk management integrates Aspect & Impact (AIM) and Hazard Identification and Risk Assessment (HIRA) principles.⁴⁸ We maintain strong Process Safety Management (PSM) and fire safety systems, with extensive safety training for employees. Key safety measures include the Earth Rite system, distributed control system, powder transfer system, local exhaust ventilation, rupture discs, safety relief valves and various detectors. Solvents are stored with hazardous area classification featuring breather valves, flame arrestors, dyke walls, and sprinklers. A safety committee, including an occupational health practitioner and the Toxic and Narcotics Safety Committee, ensures safety innovation and compliance.⁴⁹

⁴² GRI 403-7 ⁴⁶ RT-CH-320a.2.
⁴³ GRI 403-5 ⁴⁷ GRI 403-1
⁴⁴ GRI 403-6 ⁴⁸ GRI 403-2
⁴⁵ GRI 403-4 ⁴⁹ GRI 403-3



Syngene's Hyderabad campus has recently achieved dual certification in ISO 14001:2015 and ISO 45001:2018, without any major non-conformities. This accomplishment highlights our commitment to environmental sustainability and occupational health and safety. ISO 14001 provides a framework for managing environmental impacts, while ISO 45001 focuses on enhancing employee safety, minimizing workplace risks, and fostering healthier work environments.



Workers covered under an occupational health and safety management system

Covered by occupational health and safety management system	8,146
Covered by occupational health and safety management system that is internally audited	8,146
Covered by occupational health and safety management system that has been audited or certified by an external party	814

Work-related injuries

Number of hours worked (employees & workers)	26,741,231
Fatalities (employees & workers)	0
Rate of fatalities (employees & workers) ⁵⁰	0
High-consequence work-related injuries (excluding fatalities) (employees & workers)	0
Rate of high-consequence work-related injuries (excluding fatalities)	0
Recordable work-related injuries (employees & workers) ⁵¹	4
Rate of recordable work-related injuries	0.03
Lost days (employees & workers)	1

Work-related ill health

Fatalities as a result of work-related ill health	0
Cases of recordable work-related ill health	0

⁵⁰ RT-CH-320a.1.

⁵¹ RT-CH-320a.1.

Safety culture

Syngene has implemented a robust EHSS governance system to uphold global health and safety standards. The Executive Safety Committee, which includes the Executive Committee and leaders of all units, oversees safety performance and meets every quarter. Safety risk and mitigation are also reviewed quarterly by the Board's Risk Committee.

Our EHSS Committee, comprising employee representatives, operating unit heads and EHSS teams, sets our global objectives and drives EHSS programs. We regularly hold committee meetings to review experiences, lessons and share best practices. Designated safety representatives and professional teams at each site ensure successful program implementation through strong collaboration. Each unit conducts a self-assessment of health and safety across 21 parameters, based on the Centre for Chemical Process Safety framework. The performance is monitored and reviewed monthly by the Operating Unit and on a quarterly basis by the Executive Safety Committee.⁵²

Safety Measures

Risk management and incident prevention

A robust risk management and incident prevention system follows the process of anticipation, identification, assessment and control of potential hazards to minimize work-related risks.⁵³

Training

Beyond required training, all teams dedicate an hour each week to discuss safety topics. Weekly safety information sheets with best practices, hints and tips are also circulated to all employees.

Occupational health services

On-site occupational health facilities offer day-to-day support to maintain employee well-being.⁵⁴

Emergency response training

Each campus has an emergency response plan and teams for all operations. Fortnightly mock drills, firefighting training and workshops on process safety and emergency prevention enhance our preparedness for on-site incidents.

Safety kiosk

At each campus, these facilities ensure that all vendors and contractors receive the necessary safety training before starting any activities.

Incident tracking and reporting

We prevent injuries and accidents from occurring or recurring through thorough investigations, implementation of action plans, effectiveness assessments and lessons learned. Digital tools such as 'SynZero' for safety incident reporting and an online portal for recording biosafety key performance indicators enables effective tracking and resolution of safety incidents.⁵⁵



⁵² GRI 403-4

⁵³ GRI 403-2

⁵⁴ GRI 403-3 and 403-6

⁵⁵ GRI 403-2

Audits

The occupational health and safety management system covers our entire workforce. We conduct first-party audits bi-annually and second-party audits annually for all operating units. This systematic approach ensures regular assessment and review of safety standards and compliance.

Audits are pivotal to our safety management system, aiding in improvement, compliance, and cultivating a safety-focused culture. They are aligned with ISO 45001:2018 standards. 100% of our operational sites are certified to ISO 45001 Occupational Health and Safety Management System.

During the year, we conducted 21 health and safety audits across our campuses. Observations and recommendations from audits

are tracked, addressed, and verified to drive continuous learning and improvement. Corrective and preventive actions (CAPA) are monitored by EHSS representatives to ensure systematic compliance and effective resolution of audit findings.

Hazardous material safety

The issuance of work permits (for engineering-related work, project construction, height work, confined space entry etc.) increased by 18% year-on-year to 16,429 in 2024. In addition, more laboratory hazard assessments and project safety reviews have been carried out. We utilize digital tools like 'SynZero' for safety incident reporting, an online portal for biosafety KPIs, and 'Chemwatch' for chemical safety data sheets. To mitigate solvent risks, we introduced a zero-contact dispensing system in Bangalore and a fully automatic solvent system in Hyderabad.⁵⁶

⁵⁶ RT-CH-320a.2





Empowering our employees

The experience, expertise and skills of our employees are pivotal in driving our business forward and engaging with our customers and partners. Over the past three decades, our workforce has grown, notably with the establishment of the Hyderabad research campus.

We engage in global talent recruitment, upholding a deep respect for everyone. This respect is manifested through our dedication to fostering an inclusive culture, supporting long-term career development and prioritizing the well-being of our staff.

Our approach to employee relations is underpinned by a people-centered strategy, robust governance structures, and comprehensive policies. We adhere to the principles of fairness, impartiality, and transparency in all our practices, striving to create a positive and equitable working environment for all employees. This framework ensures that we meet the expectations of our workforce and stakeholders, reinforcing our position as a leader in the industry.⁵⁷

8,146
Total workforce

5,656
Scientists

530
PhD scientists

304,611
Hours of mandatory and technical training*

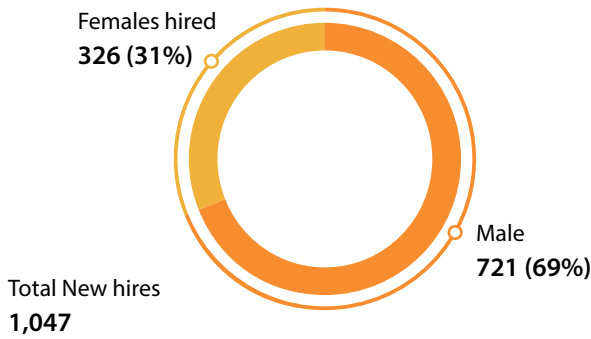
**Total and average hours of training per employee has reduced in FY 2024 as compared to the previous two financial years due to Training SOP revision and redesigning and integration of similar courses under one comprehensive module. These new modules will be implemented from FY 2025.*

⁵⁷ GRI 3-3





Acquiring and retaining talent



Syngene is committed to being an equal opportunity employer, valuing talent from diverse backgrounds in its hiring processes. Our talent acquisition strategy centers on skills and values-based interviews, enabling us to select candidates who align well with our culture. We employ diverse recruitment channels, including career sites, campus placements, employee referrals, and social media. The company emphasizes competitive remuneration and benefits for its employees.

Promoting diversity, equity and inclusion

As a research-led and innovation-driven organization, Syngene is dedicated to embracing diversity and fostering equity and inclusion. We understand that diverse perspectives, experiences, and capabilities not only enrich our workforce but are crucial to maintaining our status as a high-performing company recognized for innovative and effective solutions.⁵⁸

Our commitment to creating a workplace where all employees can thrive is reflected in our ongoing efforts to review and refine our core processes for inclusivity and gender neutrality. We actively design policies and implement practices that enhance diversity at all organizational levels, ensuring that necessary resources and accommodations are available to support our diverse workforce.

By continually improving our inclusion strategies, we aim to foster an environment where every employee feels valued and empowered. This dedication strengthens our organizational culture and fuels the innovation and creativity that distinguish Syngene in the industry.

Employee attraction and recruitment

Syngene is committed to attracting top talent globally. Through strategic workforce planning, we continuously evaluate our hiring needs, identify skills gaps, and forecast recruitment demand to grow our diverse talent pools. Our recruitment efforts leverage various channels and partners to reach potential candidates.

- Our People Strategy supports each phase of an employee’s journey, encompassing induction programs, learning opportunities, leadership development and transparent performance management, ensuring a consistent approach to employee experience and professional growth.
- To provide a warm welcome to new hires, we have introduced “Genesis”, an enhanced induction process. This orientation program acquaints new employees with our core values, culture, and organizational priorities, ensuring they are well-prepared to embark on their roles. Genesis facilitates a seamless integration into our corporate culture by offering a campus tour and the creation of a WhatsApp group to foster immediate connections among newcomers.⁵⁹
- Following induction, new hires undertake essential online training modules covering Data Integrity, Code of Conduct, Prevention of Sexual Harassment and Information Security Awareness. The Genesis program is designed to establish high standards and promote excellence in performance from the outset.

Prioritizing employee development

During the reporting period, our permanent employees spent an average of 47 hours on training. 304,611 hours of mandatory and technical training conducted for permanent employees across Syngene

Continuous learning and growth are integral to our organizational culture. We are committed to supporting our employees in achieving their career aspirations while building a capable and resilient workforce. Our employees enjoy access to a diverse array of learning resources, including online courses available in multiple languages for upskilling and reskilling across our global operations.

Our learning and development program encompasses a variety of initiatives designed to expand knowledge, enhance competencies, and boost operational efficiency.⁶⁰

- A notable highlight is our **Science Certification Program**, which equips participants with opportunities to continue their science education and learn from experts and specialists. Following positive feedback from the initial cohort, we are expanding this initiative to include more employees with the upcoming version 2.0 set to offer an even richer learning experience.

⁵⁸ GRI 3-3 and SDG 5
⁵⁹ GRI 205-2 and SV-PS-230a.1
⁶⁰ GRI 3-3 and 404-2

- **Higher education and certification support:** Understanding the importance of continuous education, we provide support for eligible employees seeking higher educational qualifications and professional certifications. This includes financial assistance, working arrangements and study leave (as defined in our policy), enabling our staff to pursue their academic and professional goals without compromising their work responsibilities.
- **My Future Plan:** We introduced “My Future Plan” as part of our commitment to nurturing a performance-driven culture. This approach replaces traditional performance evaluations with a forward-looking and holistic conversation that reviews an employee’s achievements and sets the groundwork for future success within our organization. “My Future Plan” not only supports effective performance management and a high-performance culture but also ensures clarity about the leadership competencies that underpin successful leadership in the Company.

Shaping the leaders of tomorrow

Effective leadership is pivotal in driving innovation, inspiring teams and navigating periods of significant change and growth. We are committed to nurturing a strong succession pipeline to ensure sustainable development and organizational continuity. Our approach includes robust talent succession planning at various levels, which equips employees with the necessary capabilities and professional skills to advance within our corporate structure.

- In recognition of the critical role of first-time managers, we have introduced the First Time Manager Accelerate program. This three-month initiative is designed to enhance leadership capabilities across the organization, focusing on self-development, team building, and effective stakeholder management. The program ensures that new managers are thoroughly prepared to lead with confidence and competence.
- Our Managerial Development Program is tailored to empower both first and second-line managers. This program enables managers to effectively engage with and mentor their teams, ensuring that they possess the requisite skills and knowledge to propel our organization forward and inspire their teams. Through these strategic educational initiatives, we cultivate a robust leadership pipeline that supports our ongoing growth and innovation.
- We extend our focus beyond employee satisfaction to encompass holistic well-being and accelerated growth. Each employee is provided with clear objectives and key performance metrics, supported by a fair appraisal system, consistent feedback, and a robust reward structure. By setting clear expectations



and recognizing individual achievements, we empower our employees to realize their full potential.

Employee benefits

Syngene is committed to offering comprehensive and competitive benefits that support the work-life balance and overall well-being of our employees. Our benefits packages meet, or exceed, industry standards and comply with legal requirements in each country where we operate. These programs are thoughtfully designed to consider the diverse customs and practices of our global workforce, helping to attract and retain top talent.

Our benefits include health insurance, accident insurance, and parental benefits for all permanent employees. We also provide parental leave to all staff members. During the year, we achieved a 100% return-to-work rate post-parental leave for male employees and 99% for female employees. The retention rates following return to work stand at 85% for male employees and 69% for female employees 12 months after their return. In India, Syngene has forged partnerships with leading daycare facility providers, offering convenient access for our employees and their families. Additionally, our workers benefit from private health and accident insurance, underscoring our commitment to their health and safety. These initiatives demonstrate our dedication to fostering an inclusive and supportive work environment that values the well-being of every employee.⁶¹

⁶¹ GRI 401-2



Engaging with employees

An engaged workforce is a high-performing workforce. Throughout the year, we conducted numerous engagement initiatives designed to foster a sense of belonging, camaraderie, and motivation among our employees. These initiatives ranged from science festivals to sports tournaments and family day celebrations, each contributing to a vibrant and cohesive workplace culture.

- In alignment with our vision for open communication and a shared sense of purpose, we regularly organize town hall meetings with senior leaders across all campuses. These meetings provide an invaluable opportunity for participants to ask questions, address concerns, and engage in discussions on various topics of interest. This open dialog helps to ensure that our employees feel heard and valued, fostering a sense of belonging and commitment to our collective goals.
- Highlighting the significance of science to humanity, we organized 'SciFest 3.0,' a five-day science festival aimed at promoting knowledge and insights related to drug discovery. This event featured quiz competitions, skit performances,

and presentations, all of which saw enthusiastic participation from our employees. Additionally, on National Science Day, we hosted a day-long celebration that included debates, science quiz competitions, and thought-provoking sessions, further emphasizing our commitment to scientific exploration and innovation.

- In June 2023, our Hyderabad office celebrated its first-ever family day, 'Samaroh'. This event welcomed 200 participants from 55 families, who engaged in fun and memorable activities. Children participated in a painting competition and talent show, showcasing their incredible skills and talents, making for a very special day.
- To explore recreational activities as a means to unwind and bond, we organized chess, carrom and foosball tournaments in Hyderabad. More than 200 employees participated in this week-long event, demonstrating excellent teamwork and sportsmanship. These activities not only provided a platform for employees to relax and enjoy but also strengthened the bonds within our workforce, contributing to a more dynamic and connected organization.

Employee experience survey

During the reporting period, our employee experience survey was conducted across all our sites, achieving a robust participation rate of 91%. This survey, comprising 32 questions across 15 categories such as career advancement, diversity & inclusion, empowerment, leadership, and performance management, was designed to understand the thoughts and needs of our employees. The engagement score from the survey was 88%. Results indicated a desire among employees for enhanced support in areas like career and professional development. Leveraging the insights gathered, we have developed targeted action plans to address key areas and improve overall workplace satisfaction.




Human rights

The company is committed to the Ten Principles of the UN Global Compact (UNGC) and upholds human rights principles throughout its value chain. We maintain a zero-tolerance stance against child labor, forced labor and any form of discrimination or human rights violation and we ensure that human rights, including labor rights, are upheld in all of our activities, business relationships and supplier agreements, as mandated by Indian employment law.⁶²

The organization has a policy in place, covering areas such as working hours, leave entitlement, fair treatment and anti-

discrimination measures. We adhere to the principles of diversity and non-discrimination, ensure equal pay, and are devoted to respecting and safeguarding the legitimate rights and interests of all employees. These policies are reinforced by the organization's commitment to creating a safe work environment that is free from harassment based on factors such as race, religion, color, age, sex, nationality, disability or any other classification. Additionally, the organization has established a comprehensive policy framework to address and rectify all human rights-related issues.

 **Link to policy:** <https://cdn.syngeneintl.com/2022/11/23165312/Syngene-Human-Rights-Policy.pdf>

Addressing grievances

The Company addresses employee concerns seriously and has implemented several measures to support this commitment across all operational sites. These measures include clear procedures, a dedicated team and open communication channels to remediate any human rights violation and negative consequences/impact.⁶³

Grievance Committee

This committee offers employees a platform to report concerns regarding their work, general administration, payroll, reimbursements, or any other issues related to company policies, whether real or perceived.

Prevention of Sexual Harassment (POSH) Committee

Employees, including contractors, can report workplace sexual harassment matters to this committee. The Company has established an Internal Committee comprising eight internal members and an external advisor to address and resolve complaints promptly.

Integrity Committee

This committee provides employees with a secure platform to disclose any actual or suspected unethical practices or violations of laws and regulations, including adherence to the Code of Conduct. It comprises key members including: the Chief Human Resources Officer (CHRO) and Head of Legal.

Employee code of conduct

We also uphold a clearly defined code of conduct with specific behavioral guidelines to maintain a respectful and productive work environment. Our zero-tolerance policy for inappropriate behavior encourages employees to report any violations to their line managers, and we provide a third-party confidential helpline for additional support. All employees are required to undergo mandatory annual training on our Code of Conduct, as well as policies on anti-bribery and anti-corruption, prevention of sexual harassment, and data integrity. These measures ensure that our workforce remains well-informed and adheres to the highest standards of ethical behavior.

In the reporting year, there have been 0 incidents of discrimination reported.⁶⁴

⁶² GRI 3-3, 2-23, 2-24, 408-1 and 409-1

⁶³ GRI 2-25 and 2-26

⁶⁴ GRI 406-1



Community engagement

Our efforts focus on advancing underserved communities and fostering sustainable improvements in the communities where we operate. Our CSR program targets four areas: science education, community healthcare, environmental sustainability, and women and child welfare. Most of our CSR initiatives are managed by the Biocon Foundation working with specialist NGO partners to deliver sustainable solutions to address community needs and Biocon Academy which offers advanced learning in applied biosciences.⁶⁵ None of our operations have any significant or adverse impact on local communities.⁶⁶



⁶⁵ GRI 3-3 and 413-1

⁶⁶ GRI 413-2



Community healthcare

Our tech-enabled community healthcare program provides primary healthcare services to underserved communities.⁶⁷

11

eLAJ clinics in 7 districts of Karnataka

65,000+

patient visits recorded in eLAJ clinics

41,000+

diagnostic tests conducted

3,600+

consultations in specialist clinics

22,000+

people benefited from community outreach activities in FY 2024

eLAJ Smart Clinics

The eLAJ clinics in Karnataka provide accessible primary healthcare in remote, tribal and underserved areas. Leveraging technology, these clinics capture real-time patient data for effective clinical consultations and diagnostics for non-communicable diseases (NCDs).

In the past year, 11 centers across 7 districts recorded over 65,000 patient visits and conducted 35,000 lab investigations. In 2024, the Company's CSR expanded its impact by funding 3 new eLAJ centers in tribal communities through collaborations with local NGOs, further enhancing healthcare accessibility for underserved populations.



Specialist Clinics

Specialist clinics target maternal and child health, elderly care, oral health, and chronic diseases. Health workers counsel patients, aiding in self-diagnosis and behavior modification through regular screening, diagnostics, and treatment. Throughout the year, these clinics managed over 3,600 patient visits, focusing on NCDs, geriatrics, well baby and woman care, ophthalmology, and mental health. They provide specialized care tailored to meet each patient's unique healthcare needs, ensuring comprehensive attention and effective treatment.

Community outreach

To enhance community health, the Company funded diverse outreach programs through its CSR:

- Cancer screening initiatives included screening for oral potentially malignant disorders in high-risk individuals. Frontline health workers were trained with mobile health-tech, resulting in screenings for over 3,700 people, with approximately 8% showing precancerous lesions.
- A household screening program surveyed over 6,400 individuals using a digital application. Medical Kits with point of care devices as well as AI enabled digital ECG solution, has enabled evaluation of basic vitals along with cardiovascular health in 1,200 individuals. Additionally, 25 NCD camps screened 3,700 participants, identifying 5% with high glucose levels and 16% with high blood pressure, facilitating follow-up consultations as needed.
- The Child Health Activists Mentoring and Promoting Health in Society (CHAMPS) program trained 81 high-school students to screen over 500 community members for high blood pressure, diagnosing 43% with hypertension and referring 16% for further care.
- Student health check-ups involved health assessments for over 1,700 students in 13 government schools, addressing issues like anaemia, oral health, and refractive errors.
- Women's health camps screened over 2,300 women for breast cancer, with about 4% referred for further examination. Information on NCDs, menstrual hygiene, personal care, and nutrition was also provided.

⁶⁷ SDG 3



Boosting mental health

In partnership with NIMHANS, the Company CSR funds programs aimed at managing and enhancing mental health and wellbeing.

- **Bengaluru Urban Mental Health Initiative (BUMHI):** This initiative promotes mental self-care and community-based supportive care through training for individuals, groups, and organizations. Over 1,700 individuals were trained in 84 workshops during the year.
- **Technology dependency among students:** Awareness sessions on technology addiction and healthy technology use were conducted in 11 schools, reaching over 2,000 students.

- **Women's mental health:** Marginalized women in rural India often lack access to basic mental health check-ups during pregnancy and post-delivery. Our peripartum project, in collaboration with St. John's Research Institute (SJRI), aims to address this by screening peripartum women for mental health conditions. Of the 320 women screened, 19% were diagnosed with depression, anxiety, and other mental health issues, and provided with psychiatric and counseling services.

Science Education

We are committed to providing science-based education for women and children in underserved communities, with the goal of creating sustainable jobs and improving their quality of life.



Biocon Academy

Syngene provides funds to the Biocon Academy, a Biocon CSR initiative, to train lifesciences professionals. The 16-week Syngene program, in collaboration with MS Ramaiah College, focuses on sterilization practices for Pharmacy, Microbiology, Biotechnology, and Biochemistry graduates. It emphasizes industry-specific practices, unit operations, and regulatory requirements, preparing participants for careers in parenteral medicines manufacturing with minimal additional training. These initiatives aim to bridge academia-industry gaps by cultivating skilled professionals to meet the biotech sector's workforce demands.

Promoting science in schools

Syngene’s CSR funds experiential learning initiatives in government schools to introduce science topics to students aged 10-16 including: ⁶⁸

Mobile Science Labs

The Mobile Science Laboratory engaged 6,700 students in 46 Karnataka government schools, delivering 55,000 science experiences through 1,400 sessions, workshops, and 10 science fairs.

Lab-on-a-Bike

This compact version of the Mobile Science Lab reached 1,700 students in 7 Hyderabad government schools with 12,000 learning experiences in 300 sessions and 5 science fairs.

Synquizitive

Synquizitive, a science quiz that involved 7,500 students from 150 government schools, rewarded winners with smart Ed-Tech classrooms and improved infrastructure.

The programs aim to provide essential equipment and support for science education to enhance students’ knowledge, interest, and academic performance. Additionally, teachers’ teaching practices are examined and evidence-based recommendations are offered to enhance the program’s effectiveness.

Mobile science laboratory – impact assessment

A third-party impact assessment was conducted for government school students in Anekal, Bangalore, India

Objectives:

The objectives were to evaluate the program’s overall impact and effectiveness in promoting science education, assess its influence on students’ scientific knowledge, interest, and academic performance, examine its impact on teachers’ pedagogical practices and student engagement, and provide evidence-based recommendations to enhance the program’s effectiveness and maximize its positive impact on science education.

Methodology

In 2024, the IRECS framework (Inclusiveness, Relevance, Expectation, Convergence, and Service Deliver) was used to gain valuable insights by identifying challenges, extracting lessons and formulating recommendations. A mixed-method approach, incorporating both quantitative and qualitative research methods, was used to capture the program’s deeper impact. A comparative analysis evaluated the learning outcomes and overall effectiveness of the Mobile Science Laboratory (MSL) for students.

Outcomes:

The results showed significant improvements in scientific knowledge, thinking, attitude and proactiveness:

- **84%** of students found the MSL teacher’s instructions easy to comprehend.
- **66%** reported that MSL sessions strengthened their understanding of science concepts.
- **95%** asked questions, highlighting their inquisitiveness.



- **89%** felt motivated to ask questions, fostering active engagement.
- **98%** rated the instructor’s approachability and responsiveness as outstanding.

The table highlights, by grade, average percentage marks from the learning outcome assessment test in treatment and control schools. Notably, 9th-grade students showed the highest academic performance, emphasizing the importance of long-term exposure for improved learning outcomes.

Grades	Control Schools	Program Schools
Grade 7	38%	40%
Grade 8	33%	36%
Grade 9	40%	54%

Read More: https://www.bioconfoundation.org/reports/Science%20on%20Wheels_Third-Party%20Impact%20Assessment%20Report.pdf

⁶⁸ SDG 4

STEM scholarships and mentorship for women

The Company initiated a program in Hyderabad to support women from low-income backgrounds in Tier 2 and Tier 3 cities to pursue STEM studies and develop essential skills for future employment. This initiative is in partnership with the Research & Innovation Circle of Hyderabad (RICH).⁶⁹

- 10 post-graduate and 11 undergraduate women from tier-2 and tier-3 cities received scholarships and completed internships in Pharmaceuticals, Biotechnology, Chemistry and Applied Biology. Syngene mentors guided them on technical and soft skills to increase industry-readiness.
- The second cohort (started June 2024) includes 30 deserving women students who received scholarships. These women were placed in internships with renowned research centers and industries within the Hyderabad Science & Technology Cluster.

Infrastructure development

IISc PG Medical School & Hospital

We are contributing towards funding the Indian Institute of Science (IISc) postgraduate medical school and non-profit hospital in Bangalore to develop future physician-scientists. The 147-bed Biocon-Syngene general medicine wing is under construction and is expected to be operational by 2025.⁷⁰

Learning support in rural areas

We are committed to enhancing educational facilities for children in small towns and villages:

- During the year, we funded the construction of 11 classrooms in 8 government schools in Karnataka, benefiting over 500 children annually with equal learning opportunities.
- Additionally, the Company funded the construction of a children's park in Jokatte, Karnataka, benefiting over 350 families displaced by the Mangalore campus development.



Environmental sustainability – Bangalore Metro

The Company has contributed towards funding the construction of the Biocon-Hebbagodi Metro Station near its Bangalore campus, expected to open to the public in 2025. The project features artistic

pier wall paintings along the metro corridor between Biocon-Hebbagodi and Huskur Gate stations, showcasing 44 unique artworks representing the State's cultural identity. It also includes the creation of median gardens to enhance urban green spaces.

⁶⁹ SDG 4 and 5

⁷⁰ SDG 3 and 4



Women and child welfare through Parihar

The Company continued its collaboration with Parihar, an initiative by the Bangalore City Police, dedicated to protecting and rescuing women and children in distress. The program offers police support, counseling, short-stay facilities, medical aid, legal services, and rehabilitation, ensuring victims feel secure and recover effectively.

- Over 1,900 new cases were registered under Parihar during the year, with an 89% resolution rate.
- The initiative empowered marginalized women, including violence victims, by providing vocational training in tailoring to 120 women.
- Drug abuse awareness sessions were conducted for pre-university students and teachers on the International Day Against Drug Abuse and Illicit Trafficking.
- Community sensitization programs in colleges promoted safety for women and children, alongside initiatives promoting menstrual health and hygiene.

Consistent financial support from the Company has enabled Parihar to expand its services and seek additional funding for establishing more counseling and vocational training centers.⁷¹



⁷¹ SDG 5

Employee volunteering programs

During the year, employees across all campuses actively participated in CSR initiatives:

Mobile Science Labs

400 employees volunteered for various programs.

Blood Donation Drive

656 employees donated blood in Bangalore, Mangalore, and Hyderabad.

World No Tobacco Day

Employees conducted awareness sessions on nicotine dependence for over 500 students in 8 government schools.

Science Quiz

Syngene employees dedicated significant effort to organizing the Synquizzitive inter-school quiz competition.

Afforestation Drive

Employees and government school students planted about 1,000 saplings at Yarandahalli Lake to celebrate World Earth Day and World Environment Day.





Operating responsibly

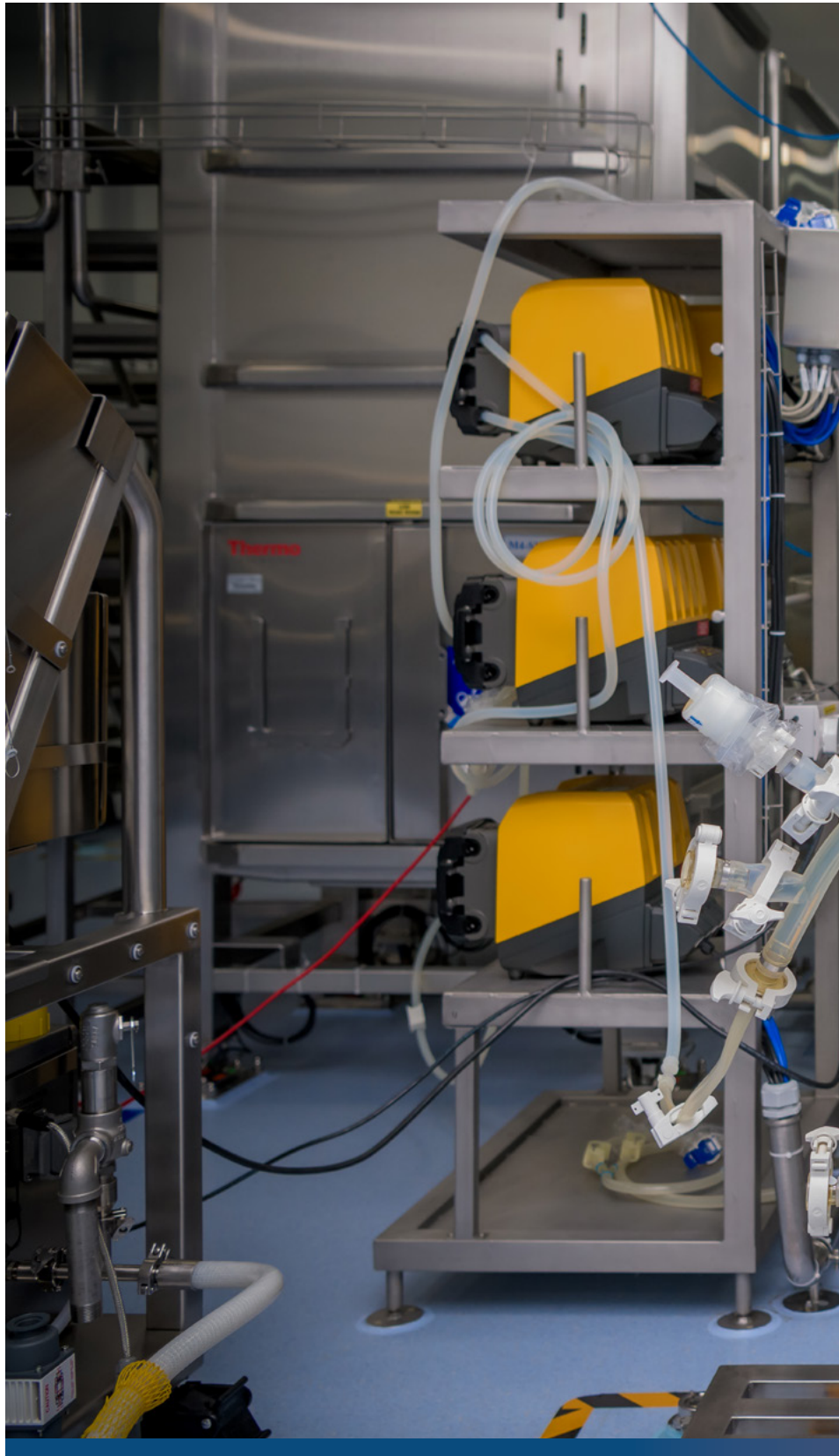
Operational excellence underpins every aspect of our operations and drives our expectations of vendors and service providers who work with us. We have optimized and continually review our quality management, operational delivery, technology and supplier management systems. We aim to embed ESG management in our supply chain, sharing our values and resources with suppliers to build a sustainable, robust, and high-quality supply chain.

Responsible supply chain

Building resilience with strategic sourcing

Supply chain resilience is crucial for our long-term competitiveness and resilience and dual sourcing are key to Syngene's strategy for sustainable growth. These characteristics have become vital as clients seek to mitigate risks and diversify supply sources amid geopolitical challenges. During the year, the Company has expanded dual-sourcing practices and enhanced local procurement efforts. This strategy enables quicker turnaround for raw material supply and aligns with sustainability goals by lowering the carbon footprint. Since 2023, more than 60% of our Request for Proposal (RFP) submissions have included dual-source options, providing customers with flexibility in sourcing.⁷²

⁷² GRI 3-3





The Company manages a complex supply chain of over 2,800 suppliers across 30+ countries, ensuring timely delivery and strict adherence to quality and regulatory standards to meet a wide range of requirements. As part of our resilience strategy, we are determined to build a robust local supply ecosystem; enhance supply assurance through strong relationships with global suppliers; and develop category management capabilities to improve strategic sourcing decisions. In the last 12 months, Syngene partnered with 1,430 Indian MSMEs (Micro, Small and Medium Enterprises), contributing nearly 46% of the total domestic spend.⁷³

We ensure that 100% of our suppliers adhere to our Supplier Code of Conduct. Prior to becoming approved suppliers, all undergo rigorous assessments. Our Sustainable Procurement Policy defines clear expectations for suppliers' environmental, social, and governance performance, aligned with our Supplier Code of Conduct.⁷⁴ In April 2024, Syngene received a statement of verification for implementing ISO 20400 (sustainable procurement) principles in its supply chain.

Benefits from a local sustainable supply ecosystem

We have strengthened our supply chain by partnering with international suppliers to establish supply points in India, enhancing stock availability for low-volume raw materials in Discovery Services. For Development Services, we have built a reliable supplier network within India for niche chemistry requirements, reducing overseas dependency. Through our partner network, we have also reduced dependency on KSMs (key starting materials) imported from China, reducing it from 63% (FY 2021) to 38% (FY 2024). In Manufacturing Services, efforts focus on optimizing raw material delivery schedules, enhancing cost competitiveness, and reinforcing cGMP compliance. Our supplier quality assurance function ensures robust cGMP and safety standards among strategic suppliers.

Local procurement also mitigates the risk of supply chain disruption and reduces greenhouse gas emissions from freight transport. In FY 2024, 70% of total procurement spend was from suppliers based in India. Additionally, 1,481 suppliers, representing 70% of domestic expenditure, were located near Syngene campuses.⁷⁵

Supplier relationship management: a multi-year transformation program

We are executing our vision through a multi-year transformation program with two phases: Phase I focuses on strengthening our

internal capabilities, while Phase II aims to develop a best-in-class supply ecosystem. Priorities include:

- Increase local availability of catalog chemicals in India to reduce delivery lead times for Discovery Services business requirements and reduce our carbon footprint.
- Reduce dependency on China for key starting materials.
- Developed supplier quality assurance capabilities to enhance sourcing compliance.
- Increase engagement with internal stakeholders and external suppliers to deepen important partnerships.
- Prioritize timely material delivery while maintaining strict standards in safety, environmental responsibility, human rights, labor standards, and business ethics.
- Integrate global supplier catalogs into our internal systems to enhance real-time visibility of stock availability to reduce procurement turnaround time.

Quality

Our digital quality management system enhances tracking and accuracy, using metrics-based, data-driven approaches benchmarked against world-class standards. We maintain rigorous controls and standards throughout every phase of our projects. This approach enables us to meet the diverse needs of our clients while adhering to stringent regulatory requirements. Our commitment to global quality standards is underscored by accreditation from prominent regulatory bodies including the US FDA, EMA, PMDA, and Indian authorities. Through regular internal audits and proactive self-inspections, we uphold these standards, continuously striving for excellence in all aspects of our development and manufacturing processes and service delivery.⁷⁶

Highlights

Syngene's facilities underwent 87 client and regulatory audits successfully



Secured US FDA approval for our API facility in Mangalore

⁷³ GRI 2-6

⁷⁴ GRI 2-23 and 2-24

⁷⁵ GRI 2-6 and 204-1

⁷⁶ GRI 3-3

Regulatory inspections: Approvals gained during FY 2024

Category	Details
GMP	The API facility in Mangalore cleared a US FDA onsite inspection and was approved for the US market.
GCP	<p>Clinical Development cleared an onsite inspection for a study by the Austrian Federal Office for Safety in Health Care (AGES), and the study data was accepted.</p> <p>Clinical Development cleared the audit by the College of American Pathologists (CAP) certification for the Central Laboratory and received the renewal of accreditation.</p> <p>Clinical Development Central Laboratory cleared the audit by the National Accreditation Board for Testing and Calibration Laboratories (NABL) and received the renewal of ISO 15189 accreditation.</p>
GLP	The National GLP Compliance Monitoring Authority (NGCMA) inspected the facilities, systems, and studies as part of extending the scope of certification, including three new types of studies under safety assessment.

Good Manufacturing Practices (GMP) Accreditations from Regulatory Agencies in FY 2024

US Market

- Posaconazole Active Pharmaceutical Ingredient (azole antifungal agent): Inspected and approved by the US FDA.

Indian Market

- Posaconazole Active Pharmaceutical Ingredient (azole antifungal agent): Inspected and approved by the Indian authority.

Other Accreditations Obtained in FY 2024

- ISO 9001:2015 Certificate for Quality Management System for Safety Assessment Facility.
- ISO 13485:2016 Certificate of Registration for Medical Device Quality Management (for formulation) for Safety Assessment Facility.
- ISO/IEC 17025:2017 National Accreditation Board for Testing and Calibration Laboratories (NABL) for Safety Assessment Facility.
- ISO/IEC 17025:2017 National Accreditation Board for Testing and Calibration Laboratories (NABL) for Large Molecule Facility.

Syngene's Accreditations / Compliance

US Market

- GxP standards for documentation
- US FDA Good Manufacturing Practices
- EU Good Manufacturing Practices
- Japan Good Manufacturing Practices
- Indian Good Manufacturing Practices (Schedule M of Drugs and Cosmetics Act)
- Organization for Economic Co-operation and Development (OECD) guidelines
- Accredited for bioequivalence/bioavailability and Phase I studies on healthy volunteers by the US FDA
- HALAL certification

Initiatives undertaken during the year:

- Implemented a pilot project leveraging artificial intelligence and machine learning, specifically natural language processing (NLP), to streamline the review of investigation reports. This collaboration with the Biologics team aimed to accelerate review cycles, enhancing efficiency and responsiveness.
- Established a cutting-edge Biologics Quality Control and Microbiology Laboratory that meets global quality standards. Equipped with an integrated digital infrastructure and augmented reality technology, this facility ensures advanced quality assurance practices.
- Upgraded the capabilities of our existing microbiology laboratory by integrating sterility testing, further bolstering our commitment to quality and compliance.

We monitor six performance parameters: safety, quality, delivery, engagement, compliance and cost (SQDECC). Our employees are equipped with frameworks and tools to identify and resolve issues early. Visual dashboards in every department provide real-time insights into these metrics, forming the basis for daily stand-up meetings to address issues promptly and efficiently.

Lean and Six Sigma Capability

Highlights FY 2024



Operational excellence

Daily pursuit of efficiency and error-free operations

Efficient operations deliver customer-centric benefits and cost savings as well as benefiting the environment and our employees. Adoption of structured methodologies such as Lean, Six Sigma as well as Japanese management techniques like Gemba walks and Kaizen, supports continued process efficiency. In addition, our commitment to leveraging digital technology and automation is transforming our operations and eliminating human error.

We enhance quality and efficiency with Lean and Six Sigma training. Trainees drive operational improvements through project-based learning, embedding a culture of continuous improvement.

Initiatives undertaken during the year

- Received over 5,000 Kaizen ideas from employees in FY 2024, marking a significant increase from the previous year.
- Operational Excellence Expo FY 2024 - Over 150 Lean Six Sigma projects and Kaizens, were displayed, fostering cross-learning and insights into diverse business projects.



Optimizing chemical development inventory management



Objective

Reduce inventory levels of raw materials, semi-finished and finished goods in Chemical Development.

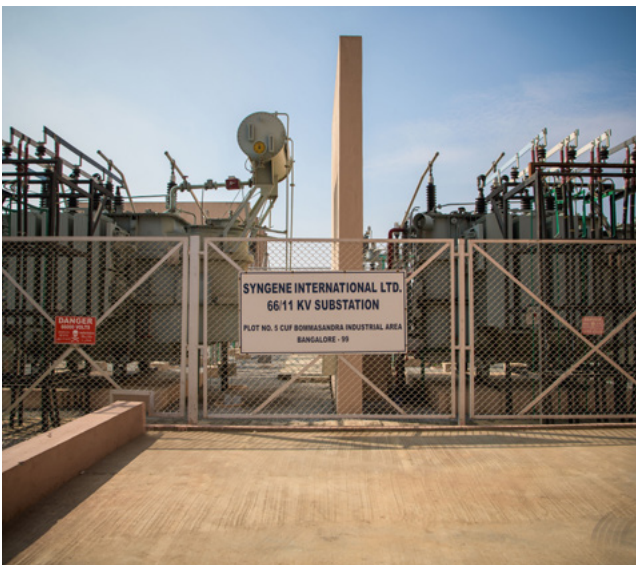
Approach

A cross-functional team launched a Black Belt project to identify root causes of high inventory. The operation moved to project flow-based ordering, considering factors such as raw materials, quality control plans, and reactor availability. Catalyst recycling was increased.

Outcome

Inventory days reduced significantly from 113 to under 60 days, enhancing operations and cost efficiency, while reducing waste.

Reducing energy consumption



Objective

Manage and reduce power consumption, focusing on Heating, Ventilation, and Air Conditioning (HVAC), compressed gases, and lighting.

Approach

Conducted a study to improve equipment efficiency and implement 30 energy conservation Kaizens.

Outcome

Reduced energy consumption by 2.5 Mn power units per year and 400 tons of steam annually, decreasing our carbon footprint.

Cybersecurity and digitization

Highlights

Zero Data breaches involving personally identifiable information of customers⁷⁷

As part of our commitment to operational excellence, we prioritize information security to safeguard both our corporate data and data generated from client projects. At the Board level, the Executive Director and Chief Financial Officer is responsible for cybersecurity and oversees the integrity and security of all our information processes. At the management level, the Chief Information Officer oversees cybersecurity development, ensures internal compliance with all applicable policies and procedures, annual budget planning and responses to material cyber threats and incidents.

Advancing innovation with technological excellence:

Our sustained investment in technology plays an important role in providing traceability and data security for clients and regulators.

By developing a robust IT infrastructure and adopting Industry 4.0 principles, we meet the requirements of global clients using our advanced scientific and manufacturing capabilities. Integrating digital technologies and automation, we operate paperless laboratories, deliver an efficient manufacturing environment, facilitate data precision and boost overall efficiency.⁷⁸

Cybersecurity

The Company has a comprehensive information security policy aligned with the ISO 27001 ISMS framework including defined procedures for incident management ensuring thorough recording, analysis and response to data breaches or security incidents. It is ISO 27001:2013 certified and aligned with the NIST frameworks.⁷⁹

- Our 24/7 Security Operations Centre (SOC) continuously monitors and mitigates potential security threats.
- The Business Continuity Management Policy outlines the recovery or replacement of IT systems and data.
- In the event of a ransomware incident, our specialist playbook defines the prioritization and actions required to effectively manage the incident.
- Our Information Security Policy includes detailed documentation on access control and data classification, supported by a separate Access Control Procedure.
- Syngene conducts Vulnerability Assessment and Penetration Testing of all our IT systems twice a year with the help of third-party service providers to identify and remediate any vulnerabilities.
- We partner with a specialized firm for incident response and forensic services, helping us quickly isolate, eliminate, and recover from cyber incidents.

Training for employees:

Syngene mandates that all users participate in information security awareness sessions through the Learning Management System (LMS) and conducts quarterly phishing simulation exercises to reinforce best practices.

Initiatives undertaken to enhance our overall security:

- We have Forcepoint Data Leak Prevention (DLP) tool implemented to monitor and restrict the data movement at endpoint levels. In addition, we also have implemented Network (Email) DLP solution for monitoring and restricting of the sensitive data over emails outside of the Syngene network.
- From a data integrity point of view, the systems data is encrypted with AES-256 encryption and TLS 1.2 for transferring data in transit.
- Restricted access is being implemented for e-Rooms which are used for data sharing platforms to be stored externally. Access to the e-Rooms is governed by Syngene Portal.
- We have maintained documentation around the Access Control & Data Classification policy defined in the Information Security Policy along with a separate Access Control Procedure.
- Upgraded email and internet security gateways detect and prevent suspicious connections, successfully intercepting nearly all potential phishing emails.

⁷⁷ GRI 418-1 and SV-PS-230a.3

⁷⁸ GRI 3-3

⁷⁹ SV-PS-230a.1. and SV-PS-230a.2



- End devices, such as laptops and desktops, are secured by endpoint detection systems utilizing behavior analytics.
- A Data Leak Prevention solution monitors and prevents unauthorized transfer of sensitive information through emails, USB, and the internet.
- Micro-segmentation is implemented to contain ransomware, dividing the network into smaller sections to limit the spread of an attack.

Syngene has successfully maintained data security without any breaches and implemented robust security controls to protect organizational assets and data integrity. This includes the deployment of real-time surveillance of security logs and the monitoring of user endpoints through cutting-edge Endpoint Detection and Response (EDR) systems. Furthermore, an advanced email security gateway has been established to effectively manage and mitigate phishing and malware threats. Data Loss Prevention (DLP) strategies have been rigorously applied to prevent unauthorized data exfiltration. Additionally, we conduct regular phishing simulation exercises to maintain a high level of cyber resilience and ensure that our workforce is well-prepared to identify and respond to evolving cybersecurity challenges.



Digitization

The Company has strategically implemented digitization tools throughout its operations to minimize human error, enhance operational efficiency and improve traceability across various functions, including data collection, inventory management, engineering and maintenance.

Enterprise-wide digital initiatives

We have re-engineered our processes from lead identification to revenue collection, integrating intelligence to enable better

decision-making and stakeholder visibility. In HR, we transitioned to SAP SuccessFactors Employee Central to improve the employee experience with a more efficient platform. We also implemented the Emergency Headcount Management System for real-time employee tracking and emergency alerts.

On the client front, we launched the 'Lisying' platform to streamline customer complaint management.

Key initiatives across business



Initiatives

Digitization of operations through electronic laboratory notebooks (ELNs) and electronic batch records (eBMR)

ELN deployment

Extended to all science teams in Discovery, Development and Manufacturing services enabling real-time documentation, facilitating audits and strengthening compliance with GRP, GMP, and ALCOA+ principles.

eBMR solution

Launched for biologics and small molecule manufacturing digitizing batch management records. Phase-2 of the roll-out will further optimize operations.

Initiatives

Streamlining inventory management

Material requirement planning system (MRP)

Improved sales inventory and operations process, enabling efficient inventory planning, reducing working capital requirements and costs.

Real-time warehouse management system in the Chemical Development warehouse

Enhanced by transitioning to QR codes and handheld devices, reducing discrepancies and streamlining material storage with the 'Single Label' concept.

Synventory solution

Awarded Gold by the Quality Circle Forum of India (QCFI) for enhancing chemical inventory management, resulting in a 28% year-on-year reduction in inventory levels.





Initiatives

Automation and AI

Compound management system

Implemented a fully automated system for managing compounds with a storage capacity of 70,000 compounds and over 0.3 Mn tubes, integrated with Titian Mosaic application.

Xybion histology module

Launched in the Safety Assessment unit to digitally transform animal study management, minimizing data integrity risks and shortening study timelines.

Generative AI proofs of concept

Completed for various use cases including legal contracts, Quality SOPs, equipment validation documents and a GenAI-based lead generation tool. Some applications are implemented, others in progress.





Public recognition - Awards and accolades

Section
14

Environment, Health, Safety and Sustainability (EHSS)

- Best Overall Performance Award at the India Sustainability Conclave and Awards 2023.
- Silver Award in the Environmental Excellence category at the 7th Annual HSE Strategy Summit and Awards 2024 organized by Inventicon.
- Gold Award at the 32nd Chapter Convention on Quality Concepts by the Quality Circle Forum of India, Bengaluru Chapter, for effective waste management through co-processing.
- Recognition by the Department of Factories, Boilers, Industrial Safety and Health, Karnataka, on National Safety Day 2024.
- Awards received:
 - 2nd prize for Best Mega Scale Industries at Syngene BSEZ
 - 2nd prize for Medium category industry at Syngene MSEZ
 - 3rd prize for Best Boiler at Syngene MSEZ

Energy management

- Our Mangalore team won the 'Best Energy Efficiency' award in a national competition organized by The Confederation of Indian Industry (CII). The award recognized a 33% reduction in energy consumption in the chiller, achieved by optimizing chilled water flow through simple modifications to the hot and cold well separation in the circulation piping network.

Corporate Social Responsibility (CSR)

- 10th National CSR Times (Gold) Award for Green and Environment Stewardship.
- Biocon Foundation was recognized for its work in the field of education by Karnataka State Government.

Responsible supply chain

- 'Supply Chain Champion in the Pharmaceutical Sector' award at the Institute of Supply Chain and Management (ISCM) Supply Chain Rankings 2023. This recognition from ISCM Forums highlights our efficient procurement, logistics, and raw material handling systems that ensure seamless operations for our clients.
- 'Top 10 Supply Chain Company (Southern India)' at the India Supply Chain Leaders Senate, Bangalore. This recognition was from ISCM for a strategically designed supply chain that establishes a resilient global network spanning across global, urban and rural markets, consistently preparing for future growth.

Operational excellence

Syngene won 21 awards in national and South Asia-level competitions organized by the American Society of Quality (ASQ), Confederation of Indian Industry (CII), and Quality Circle Forum of India (QCFI).

- At the National Competition of Six Sigma 2023 organized by CII, all four participating project teams were honored with 'Platinum' awards, the highest recognition.
- 2 bronze awards at the 'South Asia Team Excellence Awards 2023' by ASQ.
- Project 1 focused on designing a robust process with Quality by Design (QbD) integrated with Six Sigma principles.
- Project 2 aimed to enhance the strike rate in In-vivo Pharmacology (IVP) using Six Sigma principles.
- The Kaizen on 'Sustainable Hazardous Waste Management Through Co-processing' won the "Excellent" award in the National Convention on Quality Concepts – 2023 organized by QCFI (Quality Circle Forum of India).

Annexure I: SASB Index

SASB Code	Metric	Section/Subtitle Section	Page No.
RT-CH-110a.2.	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Environment	24-25
RT-CH-120a.1.	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Annual Report FY 2024	151-152
RT-CH-130a.1.	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, and (4) total self-generated energy.	Protecting the Environment	26
		GRI Data Sheet – 302-1	73
RT-CH-140a.1.	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Protecting the Environment	27
RT-CH-140a.3.	Description of water management risks and discussion of strategies and practices to mitigate those risks	Protecting the Environment	28
RT-CH-150a.1.	Amount of hazardous waste generated, percentage recycled	Protecting the Environment	28
RT-CH-320a.1.	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Safety at Work	37, 39
		GRI Data Sheet – 403-8	78
RT-CH-320a.2.	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Safety at Work	36
RT-CH-410b.2.	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Green Chemistry	30
SV-PS-230a.1.	Description of approach to identifying and addressing data security risks	Human Capital	42
		Cybersecurity and Digitalization	60
SV-PS-230a.2.	Description of policies and practices relating to collection, usage, and retention of customer information	Cybersecurity and Digitalization	60
SV-PS-230a.3.	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Cybersecurity and Digitalization	60
SV-PS-330a.1.	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	GRI Data Sheet – 405-1	80
SV-PS-330a.2.	(1) Voluntary and (2) involuntary turnover rate for employees	GRI Data Sheet – 401-1	77
SV-PS-510a.1.	Description of approach to ensuring professional integrity	Corporate Governance	14
SV-PS-510a.2.	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Corporate Governance	14

Annexure II: GRI Index

GRI Standard number	Disclosure number	Description	Section/ subsection title	Page no./ explanation
General Disclosures				
GRI 2: General Disclosures	2-1	Organizational details	About Syngene Annual Report FY 2024	6-7 82
	2-2	Entities included in the organization's sustainability reporting	About the Report	01
	2-3	Reporting period, frequency and contact point	About the Report	01
	2-4	Restatements of information	GRI Data Sheet	74
	2-5	External assurance	About the Report Assurance Statement	01
	2-6	Activities, value chain and other business relationships	About Syngene Responsible Supply Chain Annual Report FY 2024	6-8 56 04-07
	2-7	Employees	GRI Data Sheet	73
	2-8	Workers who are not employees	GRI Data Sheet	73
	2-9	Governance structure and composition	Corporate Governance Annual Report FY 2024	16 103-104
	2-10	Nomination and selection of the highest governance body	Corporate Governance Annual Report FY 2024	16, 18 105-106
	2-11	Chair of the highest governance body	Corporate Governance	16
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	18
	2-13	Delegation of responsibility for managing impacts	Corporate Governance Annual Report FY 2024	18 113-114
	2-14	Role of the highest governance body in sustainability reporting	About the Report	01
	2-15	Conflicts of interest	Annual Report FY 2024	138
	2-16	Communication of critical concerns	Annual Report FY 2024	146, 148
	2-17	Collective knowledge of the highest governance body	Annual Report FY 2024	136
	2-18	Evaluation of the performance of the highest governance body	Annual Report FY 2024	110
	2-19	Remuneration policies	Annual Report FY 2024	117-118

GRI Standard number	Disclosure number	Description	Section/ subsection title	Page no./ explanation
	2-20	Process to determine remuneration	Annual Report FY 2024	117-118
	2-21	Annual total compensation ratio	Annual Report FY 2024	92
	2-22	Statement on Sustainable Development Strategy	Message from Kiran Mazumdar-Shaw	02
			Message from Jonathan Hunt	03
	2-23	Policy commitments	Corporate Governance	19
			Empowering our Employees	45
			Operational Excellence	56
	2-24	Embedding policy commitments	Corporate Governance	19
			Empowering our Employees	45
			Operational Excellence	56
	2-25	Processes to remediate negative impacts	Corporate Governance	19
			Empowering our Employees	45
	2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance	19
			Empowering our employees	45
	2-27	Compliance with laws and regulations	Corporate Governance	14
	2-28	Membership associations	Corporate Governance	19
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	20
	2-30	Collective bargaining agreements	The Company does not have any employees covered by collective bargaining agreements	
Material Topics				
GRI 3: Material Topics	3-1	Process to determine material topics	ESG Strategy and Material Issues	12
	3-2	List of material topics	ESG Strategy and Material Issues	13
	3-3	Management of material topics	Details have been provided across the report for each relevant material topic	

GRI Standard number	Disclosure number	Description	Section/ subsection title	Page no./ explanation
Economic				
GRI 201 - Economic performance	201-1	Direct economic value generated and distributed	Annual Report FY 2024	247-253
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report FY 2024	140, 197-198
GRI 203- Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Annual Report FY 2024	100-102
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	Operating Responsibly	56
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	Corporate Governance	19
	205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance	19
	205-3	Confirmed incidents of corruption and actions taken	Annual Report FY 2024	137
GRI 206: Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Annual Report FY 2024	155-156
Environmental				
GRI 302 - Energy	302-1	Energy consumption within the organization	GRI Data Sheet	73
	302-3	Energy intensity	GRI Data Sheet	74
	302-4	Reduction of energy consumption	Protecting the Environment GRI Data Sheet	26 74
GRI 303 - Water and Effluents	303-1	Interactions with water as a shared resource	Protecting the Environment	28
	303-2	Management of water discharge-related impacts	Protecting the Environment	28
	303-3	Total water withdrawal by source	GRI Data Sheet	74
	303-4	Water discharge	GRI Data Sheet	74
	303-5	Water consumption	GRI Data Sheet	74

GRI Standard number	Disclosure number	Description	Section/ subsection title	Page no./ explanation
GRI 305 - Emissions	305-1	Direct (Scope 1) GHG emissions	GRI Data Sheet	74
	305-2	Energy indirect (Scope 2) GHG emissions	GRI Data Sheet	74
	305-3	Other indirect (Scope 3) GHG emissions	GRI Data Sheet	74
	305-4	GHG emissions intensity	GRI Data Sheet	75
	305-5	Reduction of GHG emissions	Protecting the Environment	26
			GRI Data Sheet	75
	305-7	Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and other significant air emissions	GRI Data Sheet	75
GRI 306 - Waste	306-1	Waste generation and significant waste related impacts	Protecting the Environment	28
	306-2	Management of significant waste-related impact	Protecting the Environment	28
	306-3	Waste generated	GRI Data Sheet	76
	306-4	Waste diverted from disposal	GRI Data Sheet	76
	306-5	Waste directed to disposal	GRI Data Sheet	76
GRI 308 - Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	GRI Data Sheet	76
	308-2	Negative environmental impacts in the supply chain and actions taken	GRI Data Sheet	76
Social				
GRI 401 Employment	401-1	New employee hires and employee turnover	GRI Data Sheet	77
	401-2	Benefits provided to full-time employees	Empowering our employees	43
	401-3	Parental leave	GRI Data Sheet	77

GRI Standard number	Disclosure number	Description	Section/ subsection title	Page no./ explanation
GRI 403 - Occupational health and safety	403-1	Occupational health and safety management system	Safety at Work	36
	403-2	Hazard identification, risk assessment, and incident investigation	Safety at Work	36
	403-3	Occupational health and services	Safety at Work	36
	403-4	Worker participation, consultation and communication on occupational health and safety	Safety at Work	36
	403-5	Worker training on occupational health and safety	Safety at Work	36
	403-6	Promotion of worker health	Safety at Work	36
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety at Work	36
	403-8	Workers covered by an occupational health and safety management system	GRI Data Sheet	78
	403-9	Work-related injuries	GRI Data Sheet	78
	403-10	Work-related health	GRI Data Sheet	79
GRI 404- Training and education	404-1	Average hours of training per year per employee	GRI Data Sheet	79
	404-2	Programs for upgrading employee skills and transition assistance programs	Empowering our Employees	42
	404-3	Percentage of employees receiving regular performance and career development reviews	GRI Data Sheet	79
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	GRI Data Sheet	80
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Empowering our Employees	45
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Empowering our Employees	45
			GRI Data Sheet	80

GRI Standard number	Disclosure number	Description	Section/ subsection title	Page no./ explanation
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Empowering our Employees	45
			GRI Data Sheet	80
GRI 413 - Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement	46
	413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement	46
GRI 414 - Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	GRI Data Sheet	81
	414-2	Negative social impacts in the supply chain and actions taken	GRI Data Sheet	81
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and Digitalization	60

Annexure III: GRI Data Sheet

Details	Unit	FY 2024	FY 2023	FY 2022
GRI 2: General Disclosures				
GRI 2-6 Activities, value chain and other business relationships				
Total suppliers	Numbers	2,824	2,921	2,819
Total tier-1 suppliers	Numbers	2,824	2,921	2,819
Critical tier-1 suppliers	Numbers	303*	856	899
Critical non-tier-1 suppliers	Numbers	0	0	0
MSMEs/small producers	Numbers	1,430	1,387	1,248
Within the district and neighboring districts	Numbers	1,481	1,032 (within Bangalore) and 135 (rest of Karnataka)	953 (within Bangalore) and 129 (rest of Karnataka)
Marginalized/vulnerable groups	Numbers	21	7	12
<p>Note: *In FY 2024, we have implemented the Supplier Relationship Management (SRM) framework which segregates our suppliers into 4 categories: Strategic, Bottleneck, Leverage and Non-Critical. For purposes of reporting, Strategic and Bottleneck suppliers are considered as "Critical Suppliers".</p>				
GRI 2-7 Employees				
Permanent Employees (Total)	Numbers	6,510	6,847	5,975
Permanent Employees (Male)	Numbers	4,791	4,965	4,348
Permanent Employees (Female)	Numbers	1,719	1,882	1,627
Non-Permanent Employees (Total)	Numbers	456	313	336
Non-Permanent Employees (Male)	Numbers	360	211	226
Non-Permanent Employees (Female)	Numbers	96	102	110
GRI 2-8 Workers who are not employees				
Workers (Total)	Numbers	1,180	1,454	862
Total Workers (Male)	Numbers	973	1,243	692
Total Workers (Female)	Numbers	207	211	170
GRI 302 Energy 2016				
GRI 302-1 Energy consumption within the Organization				
Renewable energy consumption	KWh	90,556,730	73,893,760	66,206,995
Non-renewable energy consumption	KWh	28,971,346	41,735,859	39,002,406
Total energy consumed	KWh	119,528,076	115,629,619	105,209,401

Details	Unit	FY 2024	FY 2023	FY 2022
GRI 302-3 Energy intensity				
Energy Intensity	Ratio	0.0037	0.0036	0.0040
GRI 302-4 Reduction of energy consumption				
Energy savings as a result of efficiency measures	KWh	3,153,891	3,752,500	1,990,000
GRI 303 Water and Effluents 2018				
GRI 303-3 Water withdrawal				
Surface Water*	KL	2,140	1,021	152
Ground Water*	KL	5,911	6,624	5,242
Third Party Water*	KL	147,897	172,711	165,792
Sea Water/Desalinated Water	KL	0	0	0
Others - Tanker, Clean Utility	KL	31,542	0	0
Total water withdrawal	KL	187,490	180,356	171,186
Total water recycled and reused	KL	78,225	68,205	34,119
% of water recycled and reused	%	42%	38%	20%
Note: Surface water* - Rainwater; Ground water* - Borewell water; Third-party water* - Municipal water/Developers				
GRI 303-4 Water discharge				
Water Discharge	KL	6,883.72	4,641	3,056.05
Note: The Company has a Zero Liquid Discharge Policy at its sites in Mangalore and Bangalore. However, in Hyderabad, wastewater is treated through a third party effluent treatment plant and hence we are issuing a restatement of our water discharge data for FY 2023 and FY 2022.				
GRI 303-5 Water consumption				
Water consumption	KL	1,80,606	1,75,715	1,68,130
GRI 305 Emissions 2016				
GRI 305-1 Direct GHG emissions				
Scope 1	tCO ₂ e	6,653	6,003	6,265
GRI 305-2 Energy indirect GHG emissions				
Scope 2 (Market-based)	tCO ₂ e	12,961	18,765	15,776
Scope 2 (Location-based)	tCO ₂ e	73,850	71,170	63,007
GRI 305-3 Other indirect GHG emissions				
Upstream Emissions				
Purchased Goods and Services	MTCO ₂ e	33,028	64,238	65,924
Capital Goods	MTCO ₂ e	2,169	7,978	12,708
Fuel and Energy Related	MTCO ₂ e	3,333	4,323	3,786
Transportation	MTCO ₂ e	3,016	2,627	2,290

Details	Unit	FY 2024	FY 2023	FY 2022								
Waste in operations	MTCO ₂ e	1,771	1,654	866								
Business Travel	MTCO ₂ e	892	808	107								
Employee Commute	MTCO ₂ e	3,535	5,356	3,612								
Downstream Emissions												
Transportation	MTCO ₂ e	1,024	2,434	1,004								
Total Gross Scope 3 Emissions	MTCO ₂ e	48,768	89,418	90,297								
GRI 305-4 GHG emissions intensity												
Scope 1 and 2 emissions intensity	Ratio	0.0000006	0.0000078	0.0000008								
Scope 3 emissions intensity	Ratio	0.0000015	0.0000028	0.0000035								
Note: Aligned to GRI Standards 2021, we are reporting Scope 1 + 2 emissions intensity and Scope 3 emissions intensity separately from FY 2024.												
GRI 305-5 Reduction of GHG emissions												
GHG savings as a result of efficiency measures	tCO ₂ e	62,415	52,834	47,338								
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions												
Details	Unit	FY 2024					FY 2023					
		Bangalore		Hyderabad			Bangalore			Mangalore	Hyderabad	
		Biocon Park	CLD	Unit 2	Neovantage	Innopolis	Biocon Park	CLD	Unit 2		Neovantage	Innopolis
NOx	µg/m ³	21.44	20.43	20.82	20.41	20.19	17.97	17.75	16.80	16.28	17.10	20.38
SOx	µg/m ³	10.38	9.35	8.99	14.58	14.13	7.83	7.81	8.04	14.77	13.90	13.04
Persistent Organic Pollutants	µg/m ³	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Volatile Organic Compounds	µg/m ³	BDL	BDL	BDL	NA	NA	BDL	BDL	BDL	BDL	BDL	BDL
Hazardous Air Pollutants	µg/m ³	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Particulate Matter (PM10)	µg/m ³	68.92	68.99	68.81	61.57	61.92	70.85	66.60	67.82	45.91	55.90	57.81
Particulate Matter (PM2.5)	µg/m ³	26.11	25.22	28.07	23.37	23.30	23.08	23.80	24.05	26.99	22.80	21.72
Ozone	µg/m ³	4.99	5.39	5.30	16.33	15.73	4.47	4.51	4.39	BDL	13.20	12.49
Ammonia	µg/m ³	6.54	6.52	6.53	26.07	26.68	5.78	5.83	5.40	BDL	18.80	24.48

NA: Not Applicable, BDL: Below Detection Limit

Details	Unit	FY 2024	FY 2023	FY 2022
GRI 306 Waste 2020				
GRI 306-1 Waste generated				
Plastic waste	MT	147.94	230	217.08
E-waste	MT	3.38	3.82	0
Bio-medical waste	MT	127.16	109.51	98.77
Battery waste	MT	32	3.7	4.3
Radioactive waste	MT	0.006	0.03	0.024
Other hazardous waste	MT	2,585.14	2,310.74	2,116.48
Other non-hazardous waste	MT	1,315.24	1,226.47	597.9
Total waste generated	MT	4,210.87	3,884.27	3,034.55
GRI 306-2 Waste diverted from disposal				
Total waste recycled	MT	4,038.64	3,524.97	2,805.38
% of waste recycled	%	96%	91%	92%
GRI 306-5 Waste diverted to disposal				
Total waste incinerated	MT	172.22	329.94	146.4
Total waste landfilled	MT	0	29.33	82.38
GRI 308 Supplier Environmental Assessment 2016				
GRI 308-1 New suppliers that were screened using environmental criteria				
New suppliers	Number	3	3	24
GRI 308-2 Negative environmental impacts in the supply chain and actions taken				
Number of existing suppliers that were assessed using environmental criteria	Number	129	76	276
Number of suppliers identified as having significant actual and potential negative environmental impacts within their supply chain	Number	13 (Score <=30)*	5 (Score <30)*	19 (Score <=23)*
Number of suppliers with who mutually agreed on corrective actions/improvements were agreed upon due to their significant actual and potential negative environmental impacts	Number	7	9	10
Number of suppliers whose contracts were terminated due to significant actual and potential negative environmental impacts	Number	0	0	0
Note: *Syngene uses the Ecovadis Supplier ESG Assessment Framework to identify high risk suppliers. All suppliers who scored less than threshold score defined in our Sustainable Procurement policy have been identified as high risk suppliers.				

Details	Unit	FY 2024	FY 2023	FY 2022
GRI 401 Employment 2016				
GRI 401-1 New employee hires				
Total new hires	Numbers	1,047	2,557	2,097
Rate of new hires	%	16%	37%	35%
New hires (male)	Numbers	721	1,736	1,376
Rate of new hires (male)	%	15%	35%	32%
New hires (female)	Numbers	326	821	721
Rate of new hires (female)	%	18%	44%	44%
New hires (<30 years)	Numbers	598	1,588	1,280
Rate of new hires (<30 years)	%	25%	55%	55%
New hires (30-50 years)	Numbers	435	953	800
Rate of new hires (30-50 years)	%	11%	25%	23%
New hires (>50 years)	Numbers	14	16	17
Rate of new hires (>50 years)	%	9%	12%	14%
GRI 401-1 Employee turnover				
Total employee turnover	Numbers	1,384	1,685	1,557
Total turnover rate	%	21%	26%	27%
Employee turnover (male)	Numbers	898	1,119	1,119
Turnover rate (male)	%	18%	24%	27%
Employee turnover (female)	Numbers	486	566	438
Turnover rate (female)	%	27%	32%	29%
Employee turnover (<30 years)	Numbers	710	779	623
Turnover rate (<30 years)	%	29%	32%	31%
Employee turnover (30-50 years)	Numbers	645	871	906
Turnover rate (30-50 years)	%	16%	23%	25%
Employee turnover (>50 years)	Numbers	29	35	28
Turnover rate (>50 years)	%	18%	24%	22%
GRI 401-3 Parental leave				
Male employees entitled for parental leave	Numbers	4,791	4,965	4,348
Male employees that took parental leave	Numbers	334	286	191
Male employees that returned to work in the reporting period after parental leave ended	Numbers	334	286	191

Details	Unit	FY 2024	FY 2023	FY 2022
Male employees that returned to work after parental leave ended that were still employed 12 months after their return to work (who took parental leave last year and came back to the company this year)	Numbers	289	238	173
Return to work rate (male)	%	100%	100%	100%
Retention rate (male)	%	85%	83%	91%
Female employees entitled for parental leave	Numbers	1,719	1,882	1,627
Female employees that took parental leave	Numbers	147	58	93
Female employees that returned to work in the reporting period after parental leave ended	Numbers	146	49	73
Female employees that returned to work after parental leave ended that were still employed 12 months after their return to work (who took parental leave last year and came back to the company this year)	Numbers	74	42	67
Return to work rate (female)	%	99%	100%	78%
Retention rate (female)	%	69%	86%	72%
GRI 403 Occupational Health and Safety 2018				
GRI 403-8 Workers covered by an occupational health and safety management system				
Covered by occupational health and safety management system	Numbers	8,146	8,614	6,837
Covered by occupational health and safety management system that is internally audited	Numbers	8,146	8,614	6,837
Covered by occupational health and safety management system that has been audited or certified by an external party	Numbers	814	862	598
GRI 403-9 Work-related injuries				
Number of hours worked (Employees & workers)	Numbers	26,741,231	16,204,011	14,210,480
Fatalities (Employees & workers)	Numbers	0	0	0
Rate of fatalities (Employees & workers)	Ratio	0	0	0

Details	Unit	FY 2024	FY 2023	FY 2022
High-consequence work-related injuries (excluding fatalities) (Employees & workers)	Numbers	0	1	1
Rate of high-consequence work-related injuries (excluding fatalities)	Ratio	0.00	0.01	0.01
Recordable work-related injuries (Employees & workers)	Numbers	4	6	3
Rate of recordable work related injuries	Ratio	0.03	0.07	0.04
Lost days (Employees & workers)	Numbers	1	168	1
GRI 403-10 Work-related ill health				
Fatalities as a result of work-related ill health	Numbers	0	0	0
Cases of recordable work-related ill health	Numbers	0	0	0
GRI 404 Training and Education 2016				
GRI 404-1 Average hours of training per year per employee				
Total training hours for permanent employees	Hours	304,611	820,259	716,129
Average training hours for permanent employees	Hours	47	120	120
Total training hours for non-permanent employees	Hours	26,517	26,483	33,192
Average training hours for non-permanent employees	Hours	58	85	99
Total training hours for male employees	Hours	260,187	657,706	546,807
Average training hours for male employees	Hours	51	127	120
Total training hours for female employees	Hours	70,942	189,036	169,322
Average training hours for female employees	Hours	39	95	97

Note: Total and average hours of training per employee has reduced in FY 2024 as compared to the previous two financial years due to Training SoP revision and redesigning and integration of similar courses under one comprehensive module. These new modules will be implemented from FY 2025.

Details	Unit	FY 2024	FY 2023	FY 2022
GRI 404-3 Percentage of employees receiving regular performance and career development reviews				
Permanent Employees	%	83%	82%	81%
Senior Management	%	100%	100%	100%
Middle Management	%	76%	87%	86%
General Staff	%	84%	82%	80%
Male	%	83%	83%	82%
Female	%	84%	81%	77%

GRI 405 Diversity and Equal Opportunity 2016

GRI 405-1 Diversity of governance bodies and employees

Gender Diversity	Unit	FY 2024		FY 2023		FY 2022	
		Male	Female	Male	Female	Male	Female
Board of Directors	%	50%	50%	56%	44%	56%	44%
Permanent Employees	%	74%	26%	73%	27%	73%	27%
Senior Management	%	88%	12%	89%	11%	89%	11%
Middle Management	%	86%	14%	85%	14%	86%	14%
General Staff	%	72%	28%	71%	29%	71%	29%
Non-Permanent Employees	%	79%	21%	67%	32%	68%	32%

Age Diversity	Unit	FY 2024			FY 2023		FY 2022		
		<30 years	30-50 years	>50 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Board of Directors	%	0%	0%	100%	0%	100%	0%	0%	100%
Permanent Employees	%	37%	60%	2%	56%	2%	39%	59%	2%
Senior Management	%	0%	12%	88%	11%	89%	0%	28%	72%
Middle Management	%	1%	84%	15%	85%	14%	1%	85%	14%
General Staff	%	42.15%	57.43%	0.42%	52.80%	0.40%	44.10%	55.60%	0.30%
Non-Permanent Employees	%	51%	42%	7%	37%	11%	59%	33%	8%

Details	Unit	FY 2024	FY 2023	FY 2022
GRI 408 Child Labor 2016				
GRI 408-1 Operations and suppliers at significant risks for incidents of child labor				
Number of operations/suppliers at risk	%	0	0	0
GRI 409 Forced or Compulsory Labor 2016				
GRI 409-1 Operations and suppliers at significant risks for incidents of forced or compulsory labor				
Number of operations/suppliers at risk	%	0	0	0

Details	Unit	FY 2024	FY 2023	FY 2022
GRI 414 Supplier Social Assessment 2016				
GRI 414-1 New suppliers that were screened using social criteria				
New suppliers	Number	3	3	24
GRI 414-2 Negative social impacts in the supply chain and actions taken				
Number of existing suppliers that were assessed using social criteria	Number	129	76	276
Number of suppliers identified as having significant actual and potential negative social impacts within their supply chain	Number	22 (Score <30)*	2 (Score <30)*	6 (Score <=23)*
Number of suppliers with who mutually agreed on corrective actions/improvements were agreed upon due to their significant actual and potential negative social impacts	Number	6	7	10
Number of suppliers whose contracts were terminated due to significant actual and potential negative social impacts	Number	0	0	0

Note: *Syngene uses the Ecovadis Supplier ESG Assessment Framework to identify high risk suppliers. All suppliers who scored less than threshold score defined in our Sustainable Procurement policy have been identified as high risk suppliers.

Annexure IV: UN Sustainable Development Goals

SDG	Name of Goal	ESG Report chapter reference	Page no.
	Good Health & Well Being 3.2 3.3 3.4	Community Engagement	48, 51
	Quality Education 4.3 4.4 4.5 4.6	Community Engagement	50-51
	Gender Equality 5.1 5.2 5.5	Corporate Governance Empowering our Employees Community Engagement	18 42 52
	Clean Water 6.3 6.4	Protecting the Environment: Water	27
	Affordable & Clean Energy 7.1 7.2	Protecting the Environment: Energy & Emission	26
	Decent Work & Economic Growth 8.2 8.4 8.5 8.7 8.8	Empowering our Employees	40-46
	Industry Innovation and Infrastructure 9.2 9.4 9.5	Protecting the Environment: Energy and Emission & Environmental Governance	22-27
	Responsible Production & Consumption 12.4 12.5 12.6	Protecting the Environment Operational Excellence	22-33 54-58
	Peace, Justice & Strong Institution 16.2 16.5 16.6 16.9	Corporate Governance	14-19

*THE 17 GOALS | Sustainable Development <https://sdgs.un.org/goals>

Glossary

Abbreviations

- **Active Pharmaceutical Ingredient (API):** Any substance or combination of substances used in a finished pharmaceutical product, intended to furnish pharmacological activity or to otherwise have direct effect in the diagnosis, cure, mitigation, treatment or prevention of disease, or to have direct effect in restoring, correcting or modifying physiological functions in human beings.
- **Contract Research Organization (CRO):** These organizations provide support to the pharmaceutical, biotech and medical industries.
- **Current Good Manufacturing Practices (cGMP):** The regulations enforced by the FDA to assure the quality of pharmaceuticals.
- **Double Materiality:** The concept of double materiality acknowledges that a company should report simultaneously on sustainability matters that are: 1) financially material in influencing business value; and 2) material to the market, the environment, and people. This is a key concept and basis within both the GRI Standards and the new Corporate Sustainability Reporting Directive (CSRD) framework
- **European Medicines Agency (EMA):** The European Medicines Agency (EMA) is an agency of the European Union (EU) in charge of the evaluation and supervision of medicines for human and veterinary use.
- **Global Reporting Initiative (GRI):** GRI helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues such as climate change, human rights, governance and social well-being.
- **Good Laboratory Practice (GLP):** Set of rules and criteria for a quality system concerned with the organizational process and the conditions under which non-clinical health and environmental safety studies are planned, performed, monitored, recorded, reported and archived.
- **Good Manufacturing Processes (GMP):** Good manufacturing practice is a system for ensuring that products are consistently produced and controlled according to quality standards. GMP covers all aspects of production; from the starting materials, premises and equipment to the training and personal hygiene of staff.
- **Gross Rating Point (GRP):** A standard measure in advertising that reflects the percentage of the target audience reached by an advertisement, multiplied by the frequency they see it in a given campaign.
- **National Accreditation Board for Testing and Calibration Laboratories (NABL):** It is a constituent board of quality council of India. The objective of NABL is to provide third party assessment of the quality and technical competence of testing and calibration laboratories. Government of India has authorized NABL as the accreditation body for Testing and Calibration Laboratories.
- **National GLP Compliance Monitoring Authority (NGCMA):** Industries/test/facilities/laboratories dealing with above chemicals and looking for approval from regulatory authorities before marketing them, may apply – for obtaining GLP Certification.
- **SQDECC:** An acronym representing the six elements of operational excellence: safety, quality, delivery, engagement, compliance and cost.
- **Sustainability Accounting Standards Board (SASB):** The organization that develops and maintains robust reporting standards that enable businesses around the world to identify, manage and communicate financially material sustainability information to their investors.
- **Sustainable Development Goals (SDGs):** The United Nations created 17 interlinked objectives designed to serve as a shared blueprint for peace and prosperity for people and the planet, now and into the future.
- **Science-Based Targets initiative (SBTi):** The SBTi help companies to set emission reduction targets in line with climate sciences and Paris Agreement goals. The SBTi provides framework and tools for companies to set science-based net zero targets and limit global temperature rise above pre-industrial levels to 1.5°C.
- **The Pharmaceuticals and Medical Devices Agency (PMDA):** It is an Independent Administrative Institution responsible for ensuring the safety, efficacy and quality of pharmaceuticals and medical devices in Japan.
- **United States Food and Drug Administration (US FDA or FDA):** Federal agency of the United States Department of Health and Human Services. FDA is responsible for protecting the public health by assuring the safety, efficacy, and security of human and veterinary drugs, biological products, medical devices, our nation's food supply, cosmetics, and products that emit radiation.

Definitions

- **ALCOA:** attributable, legible, contemporaneous, original and accurate.
- **ALCOA+:** has four additions: complete, consistent, enduring and available.
- **Antibody:** An antibody is a large, Y-shaped protein used by the immune system to identify and neutralize foreign objects such as pathogenic bacteria and viruses known as antigen.
- **Antiviral:** Viruses are tiny (microscopic) infectious agents that grow and multiply only inside living cells of an organism.
- **Anti-inflammatory agents:** A drug or substance that reduces inflammation (redness, swelling, and pain) in the body. Anti-inflammatory agents block certain substances in the body that cause inflammation.
- **Biologics:** A biologic drug (biologics) is a product that is produced from living organisms or contain components of living organisms. Biologic drugs include a wide variety of products derived from human, animal, or microorganisms by using biotechnology.
- **Cancer:** A term for diseases in which abnormal cells divide without control and can invade nearby tissues.
- **Chromatography:** Chromatography is the physical process of separating or analyzing complex mixtures. Chromatography is used in industrial processes to purify materials, test trace amounts of contaminants, isolate chiral compounds and quality control test products.
- **Drug:** A substance intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease.
- **Drug substance (DS):** Also called as active pharmaceutical ingredient, API or pharmacologic substance. It is the main ingredient in a medicine that causes the desired effect of the medicine.
- **Drug Product (DP):** The drug substance together with added agents is called the drug product and within its packaging "finished product".
- **Electronic Laboratory Notebook (ELN):** A computer program designed to replace paper laboratory notebooks. They are used by scientists and technicians to document research, experiments, and procedures performed in a laboratory.
- **In Vivo:** In vivo refers to when research or work is done with or within an entire, living organism.
- **GEMBA walks:** Gemba walks denote the action of managers going to see the actual process, understand the work, ask questions and learn.
- **Lean Six Sigma:** A process improvement approach that uses a collaborative team effort to improve performance by systematically removing operational waste and reducing process variation.
- **Kaizen:** A Japanese business philosophy of continuous improvement of working practices, personal efficiency.
- **Large molecule:** These are therapeutic proteins and known as biologics are therapeutic proteins. They are also known as biologics.
- **Small molecule:** Any organic compound that can be administered orally with low molecular weight hence, they can pass through cell membranes to reach intracellular targets.
- **Natural language processing (NLP):** A branch of artificial intelligence that focuses on the interaction between computers and humans through natural language. NLP involves enabling machines to understand, interpret, and produce human language in a way that is both valuable and meaningful.
- **Green Chemistry:** Green chemistry, similar to sustainable chemistry, is an area of chemistry and chemical engineering focused on the design of products and processes that minimize or eliminate the use and generation of hazardous substances.
- **Synpliance:** A proprietary compliance tool used to monitor and track compliance with all applicable standards and regulations governing our activities.
- **SynZero:** A safety incident and near-miss reporting portal.
- **Chemwatch:** A digital safety data sheet, to ensure the safe use of chemicals.
- **Environmental Management System (EMS):** Ensures coordination across the company's plans for overall resource conservation and waste reduction.
- **Hazard identification and risk assessment (HIRA):** The process necessary for maintaining a high level of safety and efficiency in the workplace.
- **Process safety management (PSM):** A practice to manage business operations critical to process safety.

Units of measurement

- tCO₂ – Total carbon dioxide
- tCO₂e – Total carbon dioxide equivalent
- W – Watt
- KW – Kilo Watt
- KWh – Kilo Watt Hour
- KW (DC) – Kilo Watt (Direct Current)
- KL – Kilo Liter (1 KL = 1,000 liters)
- KLD – Kilo liters per day
- MT – Metric Ton
- MTCO₂e – Metric tons of carbon dioxide equivalent
- MW – Mega Watt
- MW (DC) – Megawatt (Direct Current)
- g – gram

Independent Assurance Statement



INDEPENDENT ASSURANCE STATEMENT

Introduction

DNV Business Assurance India Private Limited ('DNV'), has been commissioned by Syngene International Limited (Corporate Identity Number L85110KA1993PLC014937, hereafter referred to as 'Syngene' or 'the Company') to undertake an independent assurance of the selected GRI sustainability indicators / non-financial disclosures in its ESG Report (hereafter referred to as 'Report') for the FY 2023-24.

The disclosures have been prepared by Syngene:

- "in reference" to requirements of Global Reporting Initiative (GRI) sustainability reporting standards 2021
- United Nations Global Compact (UNGC) Principles
- United Nations Sustainable Development Goals (SDGs)
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.

DNV carried out the assurance engagement in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements ISAE 3000 (revised) - *Assurance Engagements other than Audits or Reviews of Historical Financial Information*. DNV's VeriSustain™ Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol, DNV team has also followed ISO 14064-3 - *Specification with guidance for the verification and validation of greenhouse gas statements*; ISO 14046 - *Environmental management - Water footprint - Principles, requirements and guidelines*, to evaluate indicators wrt Greenhouse gases and water disclosures respectively.

The intended user of this assurance statement is the Management of Syngene ('the Management').

As per the agreed scope of work, DNV performed a limited level of assurance for the GRI disclosures in the ESG report. Details of the Scope are mentioned in the section 'Scope, Boundary and Limitations'.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

Responsibilities of the Management of Syngene and of the Assurance Provider

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

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

The agreed scope of work included independent assessment of information on non- financial performance indicators which were disclosed in the Report prepared by Syngene based on GRI Topic-specific Standards for the identified material topics (listed in Annex 1 of the statement) for the activities undertaken by the Company during the reporting period 01/04/2023 to 31/03/2024. The reported topic boundaries of non-financial performance indicators are based on the internal and external materiality assessment covering the Company's operations as brought out in the sections 'About the Report' and 'Reporting Scope and Boundary' section of the report.

- Boundary covers the performance of Syngene operations in India that fall under the direct operational control of the Company's Legal structure and as stated below. (HO) Syngene International Ltd. SEZ- Plot 2, 3, 4 Bommasandra Jigani Link Road, Bommasandra Link Road, Biocon Park, Bangaluru - 560 099; Activity: Research and Development
- Syngene International Ltd. No. 43, Velankani Information Systems, Hosur Main Road, Electronic City Phase 1, Bangaluru - 560 100; Activity: Sourcing, HR

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- Syngene International Ltd. Unit II, Plot No. 113-C2, Bommasandra Industrial Area, Anekal Taluk, Bangalore; Activity: Research and Development
- Syngene International Ltd. Clinical Development, Plot No. 29(P1) and 31(P1) Electronic City Phase 2, Bangalore - 560 100; Activity: Research and Development
- Syngene International Ltd. Mangalore, Plot No. IP-39, IP-46, IP-60, IP-25 (Part) and IP-61 (Part), Kalavar Village & Post, Mangalore; Activity: Contract manufacturing
- Syngene International Ltd. Hyderabad - Plot no. 7, Phase-II part of Sy No. 542, Genome Valley, Kothur (V), Shameerpet (M), Medchal, Malkajgiri (D), Hyderabad-500015; Activity: Research and Development
- Syngene International Ltd. Malkajgiri - addition of sixth site - 2727, GC Research Centers Pvt. Ltd., Plot no. 3, Sy No. 542/P, Phase II, Genome Valley, Kothur (V), Shameerpet (M), Medchal, Malkajgiri (Dt); Activity: Research and Development

Inherent Limitation(s):

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and free from material misstatements. Because of the selected nature (sampling) and other inherent limitations of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on financial disclosures relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined reporting period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy, or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Assurance process

As part of the Limited level of assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Syngene. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities:

1. Reviewed the disclosures in the report. Our focus included general disclosures, management processes, principle wise performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework.
2. Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in report.

3. Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting principles.
4. Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles.
5. Interviews with the senior managers responsible for management of disclosures. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected GRI disclosures.
6. DNV audit team conducted on-site audits for corporate offices and sites (mentioned in Annexure II). Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
7. Reviewed the process of reporting as defined in the assessment criteria.

Conclusion

Limited Level of Assurance

On the basis of the assessment undertaken, nothing has come to our attention to suggest that the disclosures are not fairly stated and are not prepared, in all material aspects, in accordance with the reporting criteria.

1. Materiality

The process of determining the issues that are most relevant to an organization and its stakeholders.

The Report explains out the materiality assessment process carried out by the Company which has considered concerns of internal and external stakeholders, and inputs from peers and the industry, as well as issues of relevance in terms of impact for Syngene's business. The list of topics has been prioritized, reviewed and validated, and the Company has indicated that there is no significant change in material topics from the previous reporting period.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

2. Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report adequately brings out the Company's policies, strategies, management systems and governance mechanisms in place to respond to topics identified as material and significant concerns of key stakeholder groups. However, going forward Syngene may, based on its strategic priorities, identify and articulate its medium and long-term sustainability targets and report its performance against these targets.

Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

3. Reliability/Accuracy

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The Report brings out the systems and processes that the Company has set in place to capture and report its performance related to identified material topics across its reporting boundary. The majority of information mapped with data verified through our assessments with Syngene's management teams and process owners at the Corporate Office and sampled sites within the boundary of the Report were found to be fairly accurate and reliable. Some of the data inaccuracies identified in the report during the verification process were found to be attributable to transcription, interpretation, and aggregation errors. These data inaccuracies have been communicated for correction and the related disclosures were reviewed post correction.

Nothing has come to our attention to believe that the Report does not meet the principle of Reliability and Accuracy.

4. Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported?

The Report brings out the Company's performance, strategies and approaches related to the environmental, social and governance issues that it has identified as material for its operational locations coming under the boundary of the report, for the chosen reporting period while applying and considering the requirements of Principle of Completeness.

Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

5. Neutrality/Balance

The extent to which a report provides a balanced account of an organization’s performance, delivered in a neutral tone. The Report brings out the disclosures related to Syngene’s performance during the reporting period in a neutral tone in terms of content and presentation, while considering the overall macroeconomic and industry environment. Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

Statement of Competence and Independence


DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 - *Conformity assessment - General principles are requirements for validation and verification bodies*, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the assurance engagement. DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of Syngene.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this report.

For DNV Business Assurance India Private Limited

 <p>Date: 2024.08.27 15:22:35 +05'30'</p>	<p>Kakaraparthi Venkata Raman</p> <p>Digitally signed by Kakaraparthi Venkata Raman Date: 2024.08.27 15:27:04 +05'30'</p>
<p>Anjana Sharma Lead Verifier, Sustainability Services, DNV Business Assurance India Private Limited, India.</p>	<p>Kakaraparthi Venkata Raman Assurance Reviewer, Sustainability Services, DNV Business Assurance India Private Limited, India.</p>
<p>Assurance Team: Tushar Chaudhari, Shilpa Swarnim, Varsha Bohiya</p>	

27/08/2024, Mumbai, India.

DNV Business Assurance India Private Limited is part of DNV - Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

Annex I

Verified disclosures

- GRI 201 Economic Performance: 201-1*, 201-3
- GRI 203 Indirect Economic Impacts 2016: 203-1
- GRI 204 Procurement Practices 2016: 204-1
- GRI 205 Anti-corruption 2016: 205-1, 205-2, 205-3
- GRI 206 Anti-competitive Behavior 2016: 206-1
- GRI 302 Energy 2016: 302-1, 302-3, 302-4
- GRI 303 Water and Effluents 2018: 303-1, 303-2, 303-3, 303-4, 303-5
- GRI 305 Emissions 2016: 305-1, 305-2, 305-3, 305-4, 305-5, 305-7
- GRI 306 Waste 2020: 306-1, 306-2, 306-3, 306-4, 306-5
- GRI 308 Supplier Environmental Assessment: 308-1, 308-2
- GRI 401 Employment 2016: 401-1, 401-2, 401-3
- GRI 403 Occupational Health and Safety: 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10
- GRI 404 Training and Education 2016: 404-1, 404-2, 404-3
- GRI 405 Diversity and Equal Opportunity: 405-1
- GRI 406 Non-discrimination 2016: 406-1
- GRI 408 Child Labor 2016: 408-1
- GRI 409 Forced or compulsory labor 2016: 409-1
- GRI 413 Local Communities 2016: 413-1, 413-2
- GRI 414 Supplier Social Assessment 2016: 414-1, 414-2
- GRI 418 Substantiated complaints concerning breaches of customer privacy and losses of customer data: 418-1

* - The 201-1 indicator has been verified based on the audited figures presented in the Annual Report of Syngene.

Syngene has disclosed Scope 3 emissions under 8 categories out of 15 categories (as listed in the GHG protocol).

- Category 1: Purchased Goods and Services
- Category 2: Capital Goods
- Category 3: Fuel-and-energy-related activities
- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 9: Downstream transportation and distribution

Annex II

Sites selected for On-site/Remote audits

S.no	Site	Location	Mode of Audit
1.	Corporate office	Syngene International Ltd. SEZ- Plot 2, 3, 4, Biocon park, Bangaluru	Onsite
2.	locations	Syngene International Ltd. No. 43, Velankani Information Systems, Hosur Main Road, Electronic City Phase 1, Bangaluru -560 100	Onsite
		Syngene International Ltd. Hyderabad – Plot no. 7, Phase-II part of Sy No. 542, Genome Valley, Kothur (V), Shameerpet (M), Medchal, Malkajgiri (D), Hyderabad-500015; Activity: Research and Development	Remote
		Syngene International Ltd. Malkajgiri – addition of sixth site - 2727, GC Research Centers Pvt. Ltd., Plot no. 3, Sy No. 542/P, Phase II, Genome Valley, Kothur (V), Shameerpet (M), Medchal, Malkajgiri (Dt); Activity: Research and Development	Remote

Syngene

SYNGENE INTERNATIONAL LIMITED

Biocon SEZ, Biocon Park, Plot No. 2 & 3, Bommasandra Industrial Area, IV Phase,
Jigani Link Road, Bangalore - 560 099, Karnataka, India.

www.syngeneintl.com