

Environmental, Social and Governance (ESG) Policy

September 2025

Syngene International Ltd.

The ESG policy has been prepared with reference to the material topics identified by Syngene, aligning with frameworks including, but not limited to, BRSR and GRI, while integrating relevant existing policies under Environmental (E), Social (S), and Governance (G) aspects and sectoral best practices as reference.

1. Our Statement

At Syngene, we are committed to conducting our business responsibly by integrating **Environmental, Social, and Governance (ESG) principles** into our operations, decision-making, and long-term strategy. Our ESG policy provides a unified framework that aligns all existing policies to provide a comprehensive overview of our approach to sustainability.

This policy applies to all employees, business units, suppliers, and stakeholders associated with Syngene and aligns with and not limited to GRI and BRSR standards or frameworks. The policy also reflects Syngene's key material topics, identified through published ESG report.

2. ESG Governance & Accountability

- The Board of Directors provides oversight and strategic direction on ESG matters. Board level accountability for ESG sits with the Stakeholders Relationship and ESG Committee.
- The ESG Council, led by the CEO, is responsible for the ESG strategy, operational implementation, monitoring, and reporting.
- Operating units and employees integrate ESG principles into their daily operations and decision-making.
- ESG risks and opportunities are assessed annually ensuring proactive compliance with regulatory and stakeholder expectations.

3. Environmental Commitments (E)

We strive to minimize our environmental impact through responsible resource management, emissions reduction, and sustainable operations.

◆ Energy Consumption & Efficiency

- Enhance energy efficiency through process improvements and technology adoption.
- Increase the use of renewable energy sources and transition towards low-carbon operations.

◆ **Water Consumption & Efficiency**

- Optimize water use through conservation, recycling, and responsible wastewater management.
- Implement water-efficient practices in operations and facilities.

◆ **Waste Management**

- Reduce waste generation and enhance recycling and circular economy initiatives.
- Implement responsible disposal of hazardous and non-hazardous waste.

◆ **Climate Change & GHG Emissions**

- Reduce Scope 1, Scope 2, and material Scope 3 emissions through efficiency improvements, renewable energy adoption, and sustainable procurement.
- Decarbonization aligning with the agreed SBTi goals.

Linkage to the Related Policies:

- Environment, Occupational Health, Safety & Sustainability Policy [Open](#)

4. Social Commitments (S)

We are dedicated to fostering an inclusive, ethical, and responsible workplace while promoting social well-being across our value chain.

◆ **Occupational Health & Safety (OHS)**

- Ensure a safe and healthy work environment through risk assessments, training, and compliance with OHS standards.
- Continuously improve workplace safety through monitoring and preventive measures.

◆ **Talent Acquisition & Retention**

- Attract, develop, and retain top talent by fostering a learning-driven and growth-oriented work culture.
- Offer competitive benefits, career development opportunities, and an inclusive workplace.

◆ **Diversity, Equity & Inclusion (DEI)**

- Promote an inclusive culture by ensuring equal opportunities and encouraging diverse leadership.
- Strengthen policies that support gender balance, accessibility, and underrepresented groups.

◆ **Community Engagement**

- Implement CSR initiatives focused on healthcare, education, and sustainability.
- Collaborate with local communities to create positive social and environmental impact.

◆ Human Rights & Labor Practices

- Uphold fair labor practices (Including but not limited to: equal opportunity employment, prohibition of forced/child labor, non-discrimination, fair wages, prevention of sexual harassment, compliance with working hours regulations), human rights, and workplace safety in line with global standards such as ILO and UNGC.
- Ensure ethical business conduct across operations and the supply chain.

Linkage to the Related Policies:

- Environment, Occupational Health, Safety and Sustainability Policy [Open](#)
- Corporate Social Responsibility (CSR) Policy [Open](#)
- Business Responsibility Policy [Open](#)
- Syngene Human Rights Policy [Open](#)
- Supplier Diversity Policy [Open](#)

5. Governance & Ethical Business Practices (G)

We maintain the highest standards of transparency, ethical conduct, and corporate governance.

◆ Corporate Governance & Business Ethics

- Enforce a zero-tolerance policy for corruption, bribery, and unethical practices.
- Maintain transparency in decision-making, reporting, and stakeholder engagement.

◆ Cybersecurity & Data Privacy

- Protect confidential information and comply with global data protection laws.
- Implement robust cybersecurity measures to safeguard business and stakeholder data.

◆ Supply Chain Management

- Strengthen ESG due diligence for suppliers to ensure compliance with ethical, environmental, and labor standards.
- Enhance supply chain transparency and resilience through digitization and sustainable procurement.

◆ Sustainable Procurement

- Engage suppliers who adhere to **Sustainable Procurement Policy** and environmental best practices (Including but not limited to: GHG Emissions monitoring and decarbonization, Waste Management including circular economy practices, Sustainable use of materials and resources, Climate change adoption and resilience etc.)
- Embed ESG criteria into procurement decisions and supply chain assessments.

◆ **Regulatory Compliance & Risk Management**

- Adhere to local and international ESG regulations, ensuring regulatory compliance.
- Regularly review governance policies to align with global best practices.

◆ **Digitization & Innovation**

- Leverage technology to drive efficiency, transparency, and sustainable business practices.
- Invest in ESG-driven digital solutions to improve reporting, supply chain traceability, and environmental impact tracking.

◆ **Board Diversity & ESG Oversight**

- Maintain a diverse and skilled **Board of Directors**, ensuring ESG accountability at the highest level.
- Align executive compensation with ESG performance metrics, as defined by the Nomination committee year on year.

◆ **Compliance & ESG Reporting**

- Adhere to ESG disclosure frameworks but not limited to **BRSR, and GRI**.
- Regularly review and improve ESG policies to meet evolving regulations and stakeholder expectations.

Linkage to the Related Policies:

- Whistleblower Policy [Open](#)
- Code of Conduct for Prevention of Insider Trading [Open](#)
- Policy document on Board Diversity [Open](#)
- Policy on Director's Appointment and Remuneration [Open](#)
- Policy for Determining Materiality for Disclosures [Open](#)
- Policy for Preservation of Documents [Open](#)
- Sustainable Procurement Policy [Open](#)
- Anti-Bribery and Corruption Policy [Open](#)

6. ESG Performance Monitoring & Reporting

- ESG targets are defined, tracked, and reviewed periodically to ensure progress.
- ESG metrics and reports are disclosed transparently to stakeholders, investors, and regulatory authorities.
- External assessments and third-party audits validate Syngene's ESG commitments and progress.

7. Implementation & Continuous Improvement

- The ESG Committee ensures policy implementation across all functions.
- Employees and suppliers receive training on ESG-related responsibilities.
- ESG performance is periodically assessed, and policies are updated to reflect emerging best practices and regulatory developments.

8. Policy Applicability and Communication

This policy applies to all employees, business units, suppliers, and stakeholders associated with Syngene and aligns with and not limited to GRI and BRSR standards or frameworks. Syngene shall allocate appropriate resources and conduct in-house training to ensure the effective implementation of the ESG policy.

The policy shall be communicated to vendors and customers of the company. Disclosure of this policy shall be maintained on Syngene's website for general viewing.

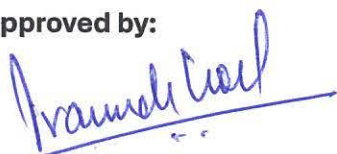
9. Applicable Reference Frameworks

While we ensure compliance with applicable local and national regulations in the countries where we operate, this ESG Policy and its principles are also aligned with leading global ESG standards and frameworks, such as (i) UN Sustainable Development Goals (SDGs), (ii) Global Reporting Initiative (GRI), (iii) Sustainability Accounting Standards Board (SASB), and Business responsibility and sustainability reporting (BRSR) by SEBI.

10. Policy Review and Approval

Syngene is committed to integrating ESG principles into its core business strategy, ensuring long-term value creation, stakeholder trust, and sustainability leadership. This overarching ESG policy connects all existing policies into a structured, transparent, and actionable framework. This policy shall be reviewed at opportune time, but not later than once in two years. The ESG Council owns the policy and will propose all updated versions for approval by the Stakeholders Relations and ESG Committee.

Approved by:



Pramuch Goel

Head of Corporate Affairs

Effective Date: 5th September 2025