



Ref: Syn/CS/SE/AGM/2026-27/Jul/04

Syngene International Limited
Biocon Park, SEZ,
Bommasandra Industrial Area – Phase IV
Bommasandra Jigani Link Road,
Bangalore 560099, India
T +91 80 6891 9191
CIN: L85110KA1993PLC014937
www.syngeneintl.com

July 02, 2026

| | |
|---|--|
| To, The Manager, BSE Limited Corporate Relationship Department Dalal Street, Mumbai – 400 001 | To, The Manager, National Stock Exchange of India Limited Corporate Communication Department Bandra (EAST), Mumbai – 400 051 |
| Scrip Code: 539268 | Scrip Symbol: SYNGENE |

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are hereby enclosing the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2025-26, along with Independent Assurance Statement on the BRSR Core Indicators (Reasonable level assurance), provided by Adwin Advisory Private Limited, which also forms part of the Annual Report for the Financial Year 2025-26.

Request you to kindly take this intimation on record.

Thanking You,

Yours faithfully,

For **SYNGENE INTERNATIONAL LIMITED**

Chethan Yogesh
Company Secretary & Compliance Officer

Encl.: BRSR for the Financial Year 2025-26

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|-----|---|--|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L85110KA1993PLC014937 |
| 2. | Name of the Listed Entity | Syngene International Limited |
| 3. | Year of incorporation | 1993 |
| 4. | Registered office address | Syngene International Limited Biocon SEZ, Biocon Park, Plot No. 2 & 3, Bommasandra Industrial Area IV Phase, Jigani Link Rd, Bommasandra Bengaluru- 560099, Karnataka, India |
| 5. | Corporate address | Syngene International Limited 'The Hub', Tower 8A, 360 Degree Business Park, Doddathoguru, Electronic City, Phase 1, Bengaluru, Karnataka 560100 |
| 6. | E-mail | investor@syngeneintl.com |
| 7. | Telephone | 080-6891 9191 |
| 8. | Website | www.syngeneintl.com |
| 9. | Financial year for which reporting is being done | 2025-26 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE Limited National Stock Exchange of India Limited |
| 11. | Paid-up Capital | ₹ 4,02,93,94,200 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Mr. Chethan Yogesh Tel.: 080-6891 8781 Email Id: investor@syngeneintl.com |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | Disclosures made in this report are on a consolidated basis covering wholly-owned subsidiaries. Certain restatements have been made to address changes in methodology while maintaining consistency and comparability. |
| 14. | Name of assurance provider | Adwin Advisory Private Limited |
| 15. | Type of assurance obtained | Reasonable Assurance for BRSR Core Indicators |

II. Products /Services

16. Details of business activities (accounting for 90% of the turnover):

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|---|---|-----------------------------|
| 1. | Contract research, development and manufacturing services | Provide scientific solutions through integrated research, development and manufacturing | 100% |

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

| S. No. | Product/Service | NIC Code* | % of Turnover of the entity |
|--------|---|--|-----------------------------|
| 1. | Contract research, development and manufacturing services | NIC Code: 72 (Scientific Research and Development) | 100% |

*As per National Industrial Classification – Ministry of Statistics and Programme Implementation

III. Operations**18. Number of locations where plants and/or operations/offices of the entity are situated:**

| Location | Number of plants | Number of offices | Total |
|-----------|------------------|-------------------|-------|
| Bangalore | 5 | 4 | 9 |
| Mangalore | 2 | 0 | 2 |
| Hyderabad | 2 | 0 | 2 |

19. Markets served by the entity:**a. Number of locations**

| Locations | Number |
|---|--|
| National (No. of States) | 1 (India, no bifurcation on No. of states) |
| International (No. of Countries) | 41 |

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports contribute to 95% of the revenue from operations for FY26.

c. A brief on types of customers:

- (i) Large Biopharma: Companies with R&D spends greater than \$1 Bn
- (ii) Mid-sized Biopharma: Companies with R&D spends less than \$1 Bn and greater than \$200 Mn
- (iii) Emerging Biopharma: Companies with R&D spends less than \$200 Mn
- (iv) Animal Health companies
- (v) Agrochemical: Companies focussed on largely agriculture and nutrition segments
- (vi) Chemical/Polymers: Performance and speciality materials and chemicals

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|--------------|--------------|--------------|--------------|--------------|
| | | | No.(B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 6,692 | 4,890 | 73.1% | 1,802 | 26.9% |
| 2. | Other than Permanent (E) | 518 | 420 | 81.1% | 98 | 18.9% |
| 3. | Total employees (D + E) | 7,210 | 5,310 | 73.7% | 1,900 | 26.4% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 5. | Other than Permanent (G) | 1,163 | 963 | 82.8% | 200 | 17.2% |
| 6. | Total workers (F + G) | 1,163 | 963 | 82.8% | 200 | 17.2% |

b. Differently abled Employees and workers*:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|----------|-------------|----------|-----------|
| | | | No.(B) | % (B / A) | No.(C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 3 | 3 | 100% | 0 | 0 |
| 2. | Other than Permanent (E) | - | - | - | - | - |
| 3. | Total differently-abled employees (D + E) | 3 | 3 | 100% | 0 | 0 |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | - | - | - | - | - |
| 5. | Other than Permanent (G) | - | - | - | - | - |
| 6. | Total differently-abled workers (F + G) | - | - | - | - | - |

Employees and workers have been categorised as follows:

Permanent employees: all permanent employees on the payroll (full-time and part-time)

Other than permanent employees: Contractual associates, interns, trainees, partners

Permanent Workers: (none)

Other than permanent workers: casual staff, administration, security, housekeeping

*Based on self-declaration at joining

21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No.(B) | % (B / A) |
| Board of Directors | 10 | 5 | 50% |
| Key Management Personnel | 3 | 0 | 0 |

The above is as on March 31, 2026.

22. Turnover rate for permanent employees and workers

| | FY26 (Turnover rate in current FY) | | | FY25 (Turnover rate in previous FY) | | | FY24 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---------------------------------------|--------|-------|--|--------|-------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 17.5% | 20.7% | 18.3% | 23.2% | 27.0% | 24.2% | 17.2% | 25.7% | 19.5% |
| Permanent Workers* | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil |

*The Company does not have any permanent workers. Provided Voluntary Turnover rate (Involuntary exit is not considered for calculation)

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding /subsidiary /associate companies /joint ventures:

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No) |
|--------|---|--|-----------------------------------|---|
| 1. | Biocon Limited | Holding | - | No |
| 2. | Syngene USA Inc. | Subsidiary | 100% | Yes |
| 3. | Syngene Scientific Solutions Limited | Subsidiary | 100% | Yes |
| 4. | Syngene Manufacturing Solutions Limited | Subsidiary | 100% | Yes |

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes

(ii) Turnover (in ₹ Mn): 34,907

(iii) Net worth (in ₹ Mn): 47,180

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)* | FY26 Current Financial Year | | | FY25 Previous Financial Year | | |
|---|--|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes | Nil | Nil | Nil | Nil | Nil | Nil |
| Investors (other than shareholders) | Yes | Nil | Nil | Nil | Nil | Nil | Nil |
| Shareholders | Yes | Nil | Nil | Nil | Nil | Nil | Nil |
| Employees and workers | Yes | 10 | 0 | Nil | 14 | 2 | NA |
| Customers | Yes | Nil | Nil | Nil | 4 | 1 | Nil |
| Value Chain Partners | Yes | 2 | 2 | Nil | 10 | 1 | Nil |
| Other (please specify) | NA | NA | NA | NA | NA | NA | NA |

*Some of the policies guiding the Company's conduct with its stakeholders, including grievance mechanisms are placed on the Company's website. The weblink is <https://www.syngeneintl.com/investors/corporate-governance/governance-reports-policies/> In addition, there are internal policies placed on the intranet of the Company.

Refer the supplier grievance portal in this link: <https://www.syngeneintl.com/suppliers-corner>.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications:

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---|--|---|--|--|
| 1 | Environment, Health, Safety and Sustainability controls | R | Any lapse in environmental, health, safety and sustainability controls can impact employee safety, environmental compliance, operational continuity and stakeholder trust | <ul style="list-style-type: none"> ISO 45001:2018-aligned occupational health and safety system implemented across facilities Lab Safety Manager Program in place to strengthen line ownership of safety SynZero digital platform in place for reporting safety concerns, incidents and near misses, with near-miss reporting increasing materially over time Incident review, training and continuous-improvement mechanisms are embedded to support the Company's Goal Zero approach | Negative: Control failures could result in injury-related costs, remediation expenditure, regulatory exposure and operational downtime |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|--|--|
| 2 | Human capital | R | Syngene's innovation-led business model depends on scientific talent, specialist capabilities and sustained employee engagement | <ul style="list-style-type: none"> Thrive360 wellbeing framework in place to support physical, mental, emotional, financial, social and professional wellbeing Structured learning (SynLearn), leadership development (Aspire) and performance-management initiatives, including My Future Plan, in place Diversity, equity and inclusion measures are embedded through inclusive policies and targeted representation goals Return-to-work support is demonstrated by a 100% return rate following parental leave for male employees and 99% return rate for female employees | Negative: Ineffective human-capital management could increase attrition, hiring and training costs, and may also affect productivity, innovation throughput and delivery performance |
| 3 | Responsible sourcing | R | Supplier practices can influence quality, compliance, human rights standards, climate performance and overall value-chain resilience, all of which are important for responsible and sustainable operations | <ul style="list-style-type: none"> Supplier expectations formalised through the Supplier Code of Conduct, Sustainable Procurement Policy and Anti-Bribery Anti-Corruption policy EcoElevate programs in place to train both sourcing employees and suppliers on ESG and sustainable-procurement practices Supplier ESG assessment, handholding and climate-readiness surveys to improve supplier maturity and performance Supplier decarbonization efforts have been initiated to align the value chain with Syngene's science-based targets | Negative: Weaknesses in supplier sustainability or conduct could lead to compliance issues, supply disruption, client concerns and remediation costs |
| 4 | Climate transition | R | Energy use, emissions intensity and resource efficiency are closely linked to Syngene's integrated research, development and manufacturing operations, making climate performance fundamental to resilient and sustainable growth | <ul style="list-style-type: none"> Defined decarbonisation pathway in place, supported by renewable energy adoption, energy-efficiency initiatives, evaluation of lower-carbon technologies and supplier engagement Bangalore and Mangalore sites are compliant with ISO 50001:2018 Energy Management Certification strengthening our commitment to long term sustainability Captive wind, solar, and rooftop solar infrastructure have been established to increase the share of renewable energy in operations, secure longterm renewable power (up to 15 years), and achieve lower energy tariffs Climate performance is monitored through the ESG governance framework | Negative: Delays in climate-transition execution could increase energy, compliance and abatement costs, and may also affect stakeholder confidence over time |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---|--|---|--|---|
| 5 | Water stewardship | R | Water is critical to operations and strategic management is required for long-term sustainability, particularly in the context of regional water challenges | <ul style="list-style-type: none"> Advanced water recycling, rainwater harvesting and on-site storage solutions have been implemented to reduce dependence on external water sources Water-efficiency measures, including reuse and conservation initiatives, are in place across campuses to improve resource productivity Zero-liquid discharge policy at Bangalore and Mangalore sites to strengthen responsible wastewater management Water audits and site-level improvement plan to support continuous improvement in water resilience | Negative: Water stress or inadequate stewardship could increase procurement, treatment and infrastructure costs and may affect operational continuity in water-sensitive locations |
| 6 | Digitization and Artificial Intelligence (AI) | O | Digitization and AI can improve operational efficiency, strengthen process controls, enhance data-driven decision-making and support scalable growth. | <ul style="list-style-type: none"> Not applicable | Positive: Digitization and AI improve productivity, process efficiency, scalability and control effectiveness, thereby supporting better cost management and improve margins over the medium to long term |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements. The NGRBC as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

P2 Businesses should provide goods and services in a manner that is sustainable and safe

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 Businesses should respect the interests of and be responsive towards all its stakeholders

P5 Businesses should respect and promote human rights

P6 Businesses should respect, protect and make efforts to restore the environment

P7 Businesses when engaging in influencing public and regulatory Policy, should do so in a manner that is responsible and transparent

P8 Businesses should promote inclusive growth and equitable development

P9 Businesses should engage with and provide value to their consumers in a responsible manner

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|----|----|----|----|----|----|----|----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y* | Y | Y |
| b. Has the Policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | Governance Reports & Policies - Syngene International Ltd (syngeneintl.com) | | | | | | | | |
| 2. Whether the entity has translated the Policy into procedures. (Yes / No) | Yes. The Company has translated the policies into procedures and practices, as applicable. | | | | | | | | |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes. The Supplier's Code of Conduct and Sustainable Procurement Policy covers the abovementioned principles, and the value chain partners are expected to adhere to the outlined requirements. | | | | | | | | |
| 4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <ul style="list-style-type: none"> • ICH Series guidelines • GxP standards (the global standard for documentation-ALCOA+) • Organization for Economic Co-operation and Development (OECD) guidelines • USFDA Good Manufacturing Practices • EU Good Manufacturing Practices • Japan Good Manufacturing Practices • Health Canada Good Manufacturing Practices • India Good Manufacturing Practices (as per Schedule – M of Drugs and Cosmetics Act) • OECD document No. 22 Advisory Document of the Working Party on Good Laboratory Practice on GLP Data Integrity GLP (Good Laboratory Practices) • Certification by the National GLP Compliance Monitoring Authority, Government of India • New Drugs and Clinical Trials Rules, 2019 and its amendments by Central Drugs Standard Control Organization, India • ISO Certificate for Quality Management System (ISO 9001:2015) • ISO Certificate of Registration for Medical Device Quality Management (ISO 13485:2016) • ISO IEC 17025:2017, National Accreditation Board for Testing and Calibration Laboratories (NABL) • ISO 15189:2012, NABL & College of American Pathologists (CAP) for Clinical and Molecular diagnostics • ISO Certificate for Information Security Management System (ISO/IEC 27001:2013) • ISO Certificate for Occupational Health and Safety Management System (ISO 45001:2018) • ISO Certificate for Environment Management System (ISO 14001:2015) • The clinical development operations and facilities are inspected for compliance with ICH GCP by the regulatory authority ANVISA - Brazil. • The Company has also committed to Science Based Targets initiatives (SBTi) | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|--|----|----|----|----|----|----|----|
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | a. | ESG assessments & awareness workshops for 80% suppliers, by spend, by FY 2027 | | | | | | | |
| | b. | We are committed that 81.6% of its suppliers by emissions covering purchased goods and services, capital goods, and upstream transportation and distribution will have science-based targets by FY 2028. | | | | | | | |
| | c. | Formulating a supplier diversity policy and increasing our spend on diverse suppliers. | | | | | | | |
| | d. | Anti Bribery Anti-Corruption compliance (ABAC) as a core requirement in sourcing decisions. | | | | | | | |
| | e. | 100% supplier to adhere to our Supplier Code of Conduct (SCOC) | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met. | 1) | 61% suppliers by spend are assessed on ESG parameters. | | | | | | | |
| | 2) | 46% of suppliers by emissions are committed to Science Based Target Initiative. | | | | | | | |
| | 3) | 90% of buyers are trained on ESG and Sustainable Procurement. | | | | | | | |
| | 4) | 100% suppliers have signed-off Supplier Code of Conduct(SCOC). The SCOC sign-off is a required step in the process of onboarding new suppliers. | | | | | | | |
| | 5) | 100% suppliers are ABAC compliant. | | | | | | | |
| | 6) | We conducted 12 safety training attended by 398 suppliers. | | | | | | | |
| | 7) | 12 safety audits were conducted for the suppliers. | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements | | | | | | | | | |
| <p><i>“At Syngene, our commitment to Environmental, Social, and Governance (ESG) principles continues to shape our strategy and operations. This year, we took a significant step forward by committing to science-based targets. While navigating challenges such as evolving regulatory expectations and climate-related risks, we remained focused on meeting our ESG goals through data-driven decision-making, stakeholder collaboration, and the promotion of responsible sustainability practices. Our aim is to build resilience and long-term value; not just within our operations, but across our entire ecosystem, thereby contributing meaningfully to a more sustainable and equitable future.”</i></p> <p>Peter Bains Managing Director & CEO</p> | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | The governance related to Business Responsibility policies is implemented and reviewed by the Executive Committee, with oversight from the Stakeholders Relationship and ESG Committee of the Board. | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes, the Stakeholders Relationship and ESG Committee is responsible for decision-making on sustainability-related issues. In addition, the Risk Management Committee also assesses risks pertaining to specific principles of business responsibility as identified by the Committee. | | | | | | | | |
| 10. Details of Review of NGRBCs by the Company: | | | | | | | | | |
| Performance against above policies and follow up action | The Stakeholders Relationship and ESG Committee of the Board assesses the Business Responsibility (BR) and ESG performance of the Company on a quarterly basis and reports to the Board. The Board assesses the report on BR on an annual basis based on the recommendation of the Stakeholders Relationship and ESG Committee. | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|----|----|----|----|----|----|----|----|
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | The Board reviews the status of compliance with all applicable statutory requirements on a half-yearly basis. | | | | | | | | |
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | Adwin Advisory Private Limited has carried out a reasonable assurance for BRSR Core Indicators. | | | | | | | | |

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----------------|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | Not Applicable | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

**Syngene is actively involved in influencing public policies by engaging with external stakeholders, regulatory authorities, and industrial associations. Although the company shares its expertise to aid in the formulation of public policy, it does not directly engage in lobbying or advocacy activities. Therefore, there is no specific policy for this purpose. However, the Business Responsibility Policy covering the nine NGRBC principles has been approved by the Board of Directors on the recommendation of the Stakeholders' Relationship and ESG Committee.*

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

| Essential Indicators | | | |
|---|--|---|---|
| 1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year: | | | |
| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes* |
| Board of Directors | 2 | Strategy | 100% |

| Essential Indicators | | | |
|---|--|--|---|
| 1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year: | | | |
| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes* |
| Key Managerial Personnel | 5 | 1. Code of Conduct 2. Information Security Awareness 3. Prevention of Sexual Harassment 4. Data Integrity 5. Client Confidentiality | Code of Conduct – 100% Information Security – 100% Prevention of Sexual Harassment –100% Data Integrity – 100% Client Confidentiality– 100% |
| Employees other than BoD and KMPs | 44 | All employees undergo various training programs throughout the year which includes behavioral, functional and technical courses. Training was undertaken on various topics under license to operate courses like code of ethics, POSH, data integrity, information security etc. | Code of Conduct – 99.7% Information Security – 99.6% Prevention of Sexual Harassment –99.7% Data Integrity – 99.6% Client Confidentiality– 99.5% Anti Bribery and Anti Corruption – 100% |

NOTE: As part of sustaining the license to operate, every employee must complete the eLearning modules on: Code of Ethics and Business Conduct, Prevention of Sexual Harassment (POSH), Information Security and Data Integrity. Any employee who joins the organization goes through the induction where these four topics are covered, and they are assigned these modules with a due date of 30 days. This is also an annual activity for all other employees.

Workers don't have access to LMS (Learning Management System), hence no trainings are reported here

*Indicates the percentage completion of the course.

2. **Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Refer to the Company's website for all disclosures made under Regulation 30 of SEBI(Listing Obligations and Disclosure Obligations) Regulations,2015 at <https://www.syngeneintl.com/investors/stock-exchange-disclosures/>

The above disclosure has been made in accordance with the Company's Policy for determination of materiality of events and information for disclosure to the Stock Exchanges.

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Refer to the Company's website for all disclosures made under Regulation 30 of SEBI(Listing Obligations and Disclosure Obligations) Regulations,2015 at <https://www.syngeneintl.com/investors/stock-exchange-disclosures/>

4. Does the entity have an anti-corruption or anti-bribery Policy? If yes, provide details in brief and if available, provide a web-link to the Policy.

Syngene is committed to conducting business in an honest and ethical manner and displays zero-tolerance towards bribery and corruption. Syngene has implemented anti bribery and anti-corruption governance framework, which includes the Anti-Bribery and Anti-Corruption Policy, Code of Conduct and Supplier Code of Conduct. In terms of the said Policy and Code, Syngene believes in upholding highest ethical standards, does not indulge in bribery or corruption and also sets out the same expectations with all of its suppliers. Syngene's Code of Conduct and Supplier Code of Conduct can be accessed on the Syngene's website at <https://www.syngeneintl.com/investors/corporate-governance/governance-reports-policies>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

| | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|-----------|-------------------------------|--------------------------------|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | 1 | Nil |
| Workers | Nil | Nil |

6. Details of complaints with regard to conflict of interest:

| | FY26 (Current Financial Year) | | FY25 (Previous Financial Year) | |
|--|-------------------------------|---------|--------------------------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | Nil | Nil | Nil |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | Nil | Nil | Nil |

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

| | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|------------------------------------|-------------------------------|--------------------------------|
| Number of days of accounts payable | 138 | 136 |

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

| Parameter | Metrics | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|----------------------------|--|----------------------------------|-----------------------------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 21% | 18% |
| | b. Number of trading houses where purchases are made from | 579 | 597 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 32% | 29% |
| Concentration of Sales | a. Sales to dealers/ distributors as % of total sales | Not Applicable | Not Applicable |
| | b. Number of dealers/ distributors to whom sales are made | Not Applicable | Not Applicable |
| | c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors | Not Applicable | Not Applicable |
| Share of RPTs in | a. Purchases from trading houses as % of total purchases | 3.4% | 1.8% |
| | b. Sales (Sales to related parties / Total Sales) | 6.9% | 2.6% |
| | c. Loans & advances (Loans & advances given to related parties/Total loans & advances) | Nil | Nil |
| | d. Investments (Investments in related parties/Total Investments made) | 3.3% | 4% |

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

| Total number of awareness programmes held* | Topics/ principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|--|---|--|
| 3 | 1. Syngene Science Based Target Initiative (SBTi) commitment 2. How to use the digital tool to calculate your GHG emissions 3. How to make an SBTi commitment | 39% |

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

The Company has put in place a robust framework to ensure ethical business practices and to manage any potential conflicts of interest. This framework consists of two key policies - the "Code of Ethics and Business Conduct" and the "Policy on Related Party Transactions". These policies are mandatory for all board members and are designed to provide a clear process to prevent, manage, and mitigate any conflicts of interest. Transactions with the board members or any entity in which such board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain from the discussions at the meeting.

Overall, these policies provide a comprehensive framework to ensure that the Company's board members maintain the highest ethical standards and conduct business in a transparent and fair manner. The web link of the above mentioned policies is mentioned below:

[Code of Conduct \(Board Approved July 2024\) FINAL](#)
[Syngene-Policy-on-dealing-with-RPT-Nov-2025.pdf](#)

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

| | FY26 Current Financial Year | FY25 Previous Financial Year | Details of improvements in environmental and social impacts |
|------------------|--------------------------------|---------------------------------|--|
| R&D [®] | Nil | Nil | NA |
| Capex | Nil | Nil | NA |

[®]Syngene is in the business of performing Research & Development activities on behalf of its clients on a contract basis. Syngene does not incur any Research & Development expenditure on its own.

2. **a. Does the entity have procedures in place for sustainable sourcing?**

Yes, the Company has implemented sustainable sourcing procedures in line with its [Sustainable Procurement Policy](#).

- b. If yes, what percentage of inputs were sourced sustainably?**

During the financial year 61% of the inputs were procured from sustainable sources.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Syngene is not a brand owner under plastic rules, thus reclaiming is not in scope. However, plastic waste generated in our operations is handed over to authorized plastic recycling partners. E-waste, other waste and hazardous waste are disposed through State Pollution Control Board authorized waste handling partners.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Syngene falls under the category of Importer under Producers, Importers and Brand Owners (PIBO) and we have obtained the registration from Karnataka State Pollution Control Board. Plastic waste generated in our operations is handed over to authorized plastic recycling partners and the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

No, the entity has not conducted Life Cycle Perspective / Assessments (LCA) for any of its products.

| NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/ No) | Results communicated in public domain (Yes/ No) If yes, provide the web-link. |
|----------|---------------------------|---------------------------------|--|--|---|
| NIL | NIL | NIL | NIL | NIL | NIL |

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable.

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| Not Applicable | | |

- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|---------------------------------|
| | FY26 Current Financial Year | FY25 Previous Financial Year |
| Not applicable | | |

The company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO) for large and small molecules

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

| | FY26 Current Financial Year | | | FY25 Previous Financial Year | | |
|--------------------------------|--------------------------------|----------|-----------------|---------------------------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | NIL | NIL | NIL | NIL | NIL | NIL |
| E-waste | NIL | NIL | NIL | NIL | NIL | NIL |
| Hazardous waste | NIL | NIL | NIL | NIL | NIL | NIL |
| Other waste | NIL | NIL | NIL | NIL | NIL | NIL |

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|--|---|
| Nil. The company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO) for large and small molecules | |

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|--|-------------------------------|-------------|--------------------|-------------|---------------------------------|-------------|--------------------|-------------|----------------------------------|-------------|
| | Total (A) | Health Insurance ¹ | | Accident Insurance | | Maternity benefits ² | | Paternity Benefits | | Day Care facilities ³ | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| Male | 4,890 | 4,890 | 100% | 4,890 | 100% | - | - | 4,890 | 100% | 4,890 | 100% |
| Female | 1,802 | 1,802 | 100% | 1,802 | 100% | 1,802 | 100% | - | - | 1,802 | 100% |
| Total | 6,692 | 6,692 | 100% | 6,692 | 100% | 1,802 | 100% | 4,890 | 100% | 6,692 | 100% |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | <i>Vendors and contractors are required to adhere to statutory compliances as per the respective rules of the state.</i> | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

b. Details of measures for the well-being of workers:

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|--|-------------------------------|---------|--------------------|---------|---------------------------------|---------|--------------------|---------|----------------------------------|---------|
| | Total (A) | Health insurance ¹ | | Accident insurance | | Maternity benefits ² | | Paternity Benefits | | Day Care facilities ³ | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent workers | | | | | | | | | | | |
| Male | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Total | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL | NIL |
| Other than Permanent workers | | | | | | | | | | | |
| Male | <i>Vendors and contractors are required to adhere to statutory compliances as per the respective rules of the state.</i> | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

1. Health Insurance, accidental insurance is provided to all full-time/permanent employees only.
2. Male employees can claim maternity related expenses (medical hospitalization) for their spouses.
3. Organization-wide we have a tie-up with day care facility providers, which our employees and workers can use as needed.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

| | FY26 Current Financial Year | FY25 Previous Financial Year |
|--|--|---|
| Cost incurred on well- being measures as a % of total revenue of the company | 0.36%* | 0.35% |

*Aside from this, the maternity bonus payment in FY 26 ₹ 3,50,000

2. Details of retirement benefits for Current FY26 and previous FY25.

| Benefits | FY26 Current Financial Year | | | FY25 Previous Financial Year | | |
|--|---|---|---|---|---|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| Provident Fund ¹ | 100% | 100% | Yes | 100% | 100% | Yes |
| Gratuity ^{1&2} | 100% | 100% | NA | 100% | 100% | NA |
| ESI | Vendors and contractors are required to adhere to statutory compliances as per the respective rules of the state. | | | | | |
| Others – please specify (National Pension Scheme) ^{3&4} | 5.4% | NA | Yes | 4.3% | NA | Yes |

1. All full-time employees are covered under Provident fund and Gratuity act as per appointment letters.
2. Gratuity is paid to eligible exiting employees through full and final settlements.
3. NPS is a long-term investment tool extended to corporate employees by the Government of India. Employees can make a voluntary contribution of up to 10% of basic salary. The total amount is eligible for tax exemption u/s 80CCD (2) of the Income Tax Act. The contributions cannot be withdrawn until retirement.
4. Only Eligible employees considered in % calculation and NRI not considered

3. Accessibility of workplaces

Are the premises/ offices of the entity accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company is committed to embracing inclusion and diversity in its campuses. To underpin inclusivity for employees with different abilities, an accessibility assessment of all our facilities was initiated in FY23 as the baseline for ensuring that differently-abled employees are not disadvantaged

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the Policy.

Syngene is an Equal Opportunity Employer and does not follow or support any discrimination based on race, colour, religion, age, gender, sexual orientation, nationality, disability, political opinion, and other factors. All employees are expected to be respectful towards each other and not promote or tolerate any form of discrimination. The Code of Conduct and the Human Rights Policy cover the aspects of fair employment, anti-harassment and non-discrimination, which are available at:

[Code of conduct](#)

[Syngene Human Rights Policy](#)

5. Return to work and Retention rates of permanent employees and workers* that took parental leave.

| Gender | Permanent employees | |
|--------------|-----------------------|--|
| | Return to work rate | Retention rate (base rate pertains to FY25) |
| Male | 100%(288/288) | 77.6%(236/304) |
| Female | 99%(91/92) | 73.6%(78/106) |
| Total | 99.7%(379/380) | 76.58(314/410) |

*Retention rate is number of active employees as on closing of financial year to employees who took parental leave. The Company doesn't have any permanent workers. Return to work is calculated as those who took paternity leave and return to work and still active under Paternity leave to the total number of employees took paternity leave

Retention Rate is calculated as sum of Total Number of Employees Active and exited after 12 months of parental leave/ Total number of employees opted for parental leave in that FY

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

| | |
|--------------------------------|--|
| Permanent Employees | Yes, Refer to Disciplinary and Grievance Policy. Grievance and Disciplinary Policy.pdf |
| Other than Permanent Employees | Yes, Refer to Disciplinary and Grievance Policy. Grievance and Disciplinary Policy.pdf |
| Permanent Workers | Not Applicable (The Company doesn't have any permanent workers) |
| Other than Permanent Workers | Yes, Refer to Disciplinary and Grievance Policy. Grievance and Disciplinary Policy.pdf |

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

None

8. Details of training given to employees and workers:

| Category | FY26 Current Financial Year | | | | | FY25 Previous Financial Year | | | | |
|------------------|--------------------------------|----------------------------------|---------------|-------------------------|---------------|---------------------------------|----------------------------------|--------------|--------------------------|------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | *On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | %(E/D) | No. (F) | %(F/D) |
| Employees | | | | | | | | | | |
| Male | 5,313 | 4,944 | 93.05% | 5,256 | 99% | 5,228 | 5,020 | 96% | 4,648 | 97% |
| Female | 1,900 | 1,775 | 93.42% | 1,899 | 99.9% | 1,824 | 1,801 | 98.7% | 1,625 | 94% |
| Total | 7,213 | 6,719 | 93.15% | 7,155 | 99.19% | 7,052 | 6,821 | 96.7% | 6,273 | 96% |

| Category | FY26 Current Financial Year | | | | | FY25 Previous Financial Year | | | | |
|----------------|--------------------------------|----------------------------------|---------------|-------------------------|---------------|---------------------------------|----------------------------------|------------|--------------------------|------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | *On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | %(E/D) | No. (F) | %(F/D) |
| Workers | | | | | | | | | | |
| Male | 963 | 690 | 91.51% | 710 | 94.16% | 980 | 929 | 94.8% | 929 | 94.8% |
| Female | 200 | 175 | 96.15% | 170 | 93.41% | 203 | 194 | 95.6% | 194 | 95.6% |
| Total | 1,163 | 865 | 92.41% | 880 | 94.02% | 1,183 | 1,123 | 95% | 1,123 | 95% |

*Employee includes Permanent & Other than Permanent employees

* Non-permanent employees are not covered under skill upgradation.

9. Details of performance and career development reviews of employees and workers:

| Category | FY26 Current Financial Year | | | FY25 Previous Financial Year | | |
|------------------|--------------------------------|--------------|-------------|---------------------------------|--------------|-------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 3,904 | 3,904 | 100% | 4,180 | 4,180 | 100% |
| Female | 1,402 | 1,402 | 100% | 1,493 | 1,493 | 100% |
| Total | 5,306 | 5,306 | 100% | 5,673 | 5,673 | 100% |
| Workers | | | | | | |
| Male | NIL | NIL | NIL | NIL | NIL | NIL |
| Female | NIL | NIL | NIL | NIL | NIL | NIL |
| Total | NIL | NIL | NIL | NIL | NIL | NIL |

Note: Only permanent employees are considered for performance review. The figures in B and D indicate the persons eligible for review in the relevant years (which doesn't include the persons who joined the Company within six months of the closure of the financial year and persons serving notice period).

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes, the Company has a well-established occupational health and safety management system across all the facilities. The Environment, Health, Safety and Sustainability (EHSS) Policy applies to all operations. The operating facilities are certified for ISO 14001:2015 - Environmental management systems (EMS) and ISO 45001: 2018 - Occupational Health and Safety System (OH&S). Syngene's Environmental Management System and Occupational Health and Safety objectives are aligned with the EHSS Policy and the risk management process. The Company has an established risk management and prevention system using the principles of Aspect Impact Management (AIM) and Hazard Identification and Risk Assessment (HIRA).

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has an established process for identifying work-related hazards from routine and non-routine activities. Risk assessments such as lab hazard analysis and process risk assessment are undertaken for routine activities in both laboratory applications and manufacturing operations. This ensures that hazards are identified, and adequate controls are put in place. For non-routine activities, job safety analyses are carried out to assess the risk before undertaking

any activities. The hazard analysis tool for both routine and non-routine risks works on the systematic approach of identifying, evaluating and controlling hazards:

- Physical (e.g. slips, trips and falls, entanglement, noise, vibration, harmful energy sources);
- Chemical (e.g. inhalation, contact with or ingestion of chemicals);
- Biological (e.g. contact with allergens or pathogens such as bacteria or viruses);

The following processes are used to identify the hazards in the workplace:

- Safety interactions and safety walks in the workplace to identify potential hazards.
- Employee participation during weekly safety hours
- Comparison of Standard Operating Procedure (SOP) with current practice.
- Reviews of incident management reports
- Reviews of safety data sheets
- Reviews of first aid/injury records
- After identifying a hazard, controls are put in place to bring the Hazard to ALARP (As low as reasonably practical) state.

c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)

Yes, Syngene has a well-established system to report any incident, unsafe condition, unsafe acts or work-related hazards. All employees must report any incident, near miss or unsafe act through a company-wide portal, 'SynZero'. All incidents reported in the portal are investigated, root cause analysis is undertaken, corrective and preventive actions (CAPA) are put in place. Workers may also raise their concerns at the periodic departmental-level safety meetings or during Gemba walks.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, Employees and contractors are covered by medical insurance for occupational as well as non-occupational healthcare services. For eligible contractors provided with ESI benefits per the Employees State Insurance Act. All employees and contractors are required to undergo an annual health check-up and healthcare advice is provided annually. Medical insurance facilities are provided to employees and their dependents. Employees are also covered under group personal accident insurance

11. Details of safety related incidents:

| Safety Incident/Number | Category | FY26 | FY25 |
|---|-----------|------------------------|-------------------------|
| | | Current Financial Year | Previous Financial Year |
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.00 | 0.00 |
| | Workers | 0.00 | 0.00 |
| Total recordable work-related injuries | Employees | 7 | 5 |
| | Workers | 5 | 4 |

| Safety Incident/Number | Category | FY26 Current Financial Year | FY25 Previous Financial Year |
|---|-----------|--------------------------------|---------------------------------|
| No. of fatalities | Employees | Nil | Nil |
| | Workers | Nil | Nil |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | Nil | Nil |
| | Workers | Nil | Nil |

**Injury Frequency Rate is taken as 12-month rolling average.*

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company has established measures to ensure a safe and healthy workplace by proactively identifying, evaluating, and mitigating or preventing any hazard/releases that could occur.

Safety systems at work include:

- a) Permit to Work
- b) Job Hazard Analysis
- c) Process Safety Information
- d) Management of Change
- e) Process Hazard Analysis
- f) Process Risk Assessment
- g) Pre-Start up Safety Review
- h) Incident Management
- i) Contractor Management
- j) Emergency Management
- k) Hazard identification and risk assessment
- l) Aspect and impact identification

Considering the significant on-site workforce, a safe and efficient building evacuation protocol is a priority. The emergency management system includes weekly mock drills for each building. The drill performance is evaluated, and corrective actions are put in place accordingly.

13. Number of Complaints on the Working conditions and Health & Safety made by employees and workers during:

| | FY26 Current Financial Year | | | FY25 Previous Financial Year | | |
|--------------------|--------------------------------|---------------------------------------|---------|---------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | NIL | NIL | NA | NIL | NIL | NA |
| Health & Safety | NIL | NIL | NA | NIL | NIL | NA |

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 100% |
| Working Conditions | 100% |

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

All employees have access to the companywide portal, SynZero, to report safety incidents, near misses, unsafe acts, hazardous conditions and improvement opportunities, reinforcing an open, transparent and proactive reporting culture. Each report is reviewed, categorized and riskranked to prioritize timely and effective action. Investigations are conducted using structured methodologies (e.g., 5-Why, Fishbone Analysis, and other rootcause tools as applicable), with a strong focus on identifying systemic causes and preventing recurrence.

Investigation outcomes are translated into Corrective and Preventive Actions (CAPA) with clearly defined ownership, timelines, and measurable success criteria. CAPA progress is monitored through system-based tracking, automated reminders, and periodic governance reviews. Closure is validated through effectiveness verification, including Gemba (shop-floor) walks, audit confirmation, and post-closure learning reviews to ensure controls are sustained.

To strengthen frontline engagement and reinforce safe behaviors, a structured Safety Interaction program was implemented. Leaders and supervisors routinely conduct safety interactions during shop-floor and field engagements, focusing on observing critical tasks, reinforcing desired behaviors, identifying at-risk practices, and having constructive safety conversations with employees and contractors. Insights and trends from these interactions are analyzed and used to refine training, procedures, and engineering controls, thereby strengthening behavioral ownership of safety.

In parallel, a focused Serious Injury and Fatality (SIF) Prevention Program was deployed to proactively manage high-risk exposures. The program emphasizes identification and verification of critical risks, definition of Life-Saving Controls, Rule and assurance through field verification, audits, and leadership reviews. High-severity scenarios are screened using SIF potential criteria, and targeted interventions—such as critical control monitoring, permit-to-work strengthening, and escalation protocols—are applied to prevent catastrophic outcomes.

Examples of CAPA implemented during the year included enhancements in chemical and solvent handling, strengthening of engineering controls and interlocks, improved equipment safeguarding and access control, upgrades to material storage, segregation and ventilation systems, improvements in lifting operations and traffic management, tighter contractor safety governance, and increased automation and error-proofing to reduce reliance on administrative controls.

Targeted learning interventions—such as role-based training, task-specific refreshers, critical risk awareness modules, and visual learning tools—were deployed to improve competency in higher-risk activities. Key learnings from incidents, safety interactions, and SIF reviews were systematically communicated through KAVACH communications across teams to embed preventive controls, reinforce critical behaviors, and continuously strengthen overall safety performance.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Worker?

Yes, the Company provides the employees Group Term Life Insurance and other applicable benefits. Casual workers (Other than Permanent workers) are covered under Employee's State Insurance Act.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company has adequate mechanisms to ensure that requisite statutory dues, as applicable to the transactions of the Company with its value chain partners, are deducted and deposited in accordance with the applicable regulations and reviewed as per regular audit processes. The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, etc. relating to contractual employees and workers. The Company also sets clear expectations with its value chain partners to abide by labour laws, human rights, and regulations based on the nature of the business.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|--|------|---|------|
| | FY26 | FY25 | FY26 | FY25 |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Nil

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|---|
| Sexual Harassment | 61% |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | |
| Wages | |

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The following measures have been implemented or are in progress to address the significant risks and concerns identified in response to Question 4:

- a. We have implemented a **Supplier Code of Conduct** to ensure alignment with our standards, covering environmental, labor, human rights, and ethics requirements in all contracts.
- b. The Supplier Code of Conduct includes provisions that allow us to terminate agreements with suppliers who fail to meet our standards.
- c. We have conducted **training sessions** for our suppliers on social responsibility to ensure they are informed of and aligned with our expectations.
- d. We are rolling out a **sustainable procurement management system** across our supplier network to ensure compliance with our sustainability criteria.
- e. We are evaluating the **operational sites** of our suppliers, including manufacturing plants, offices, and other facilities, to assess their adherence to our standards.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders
Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company has identified key stakeholders based on their level of interest, involvement, and impact on the Company's operations and engagement with sustainability issues. In 2021, a comprehensive stakeholder engagement exercise was conducted to evaluate the critical concerns and material issues that affect Syngene's value creation process for all stakeholders. As a result of this assessment, eleven key stakeholder groups were identified, which include a diverse range of external and internal stakeholders such as clients, vendors, regulators, investors, media channels, and employees.

Contact details for selected stakeholder groups to connect with the Company are publicised on the Company's website: <https://www.syngeneintl.com/contact-us/>

In addition, stakeholders such as clients, local authorities, new recruits and employees are invited to engage face-to-face with the Company in dedicated sessions ranging from recruitment fairs to media and investor meetings.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

| Stakeholder | Whether identified as Vulnerable & Marginalized Group (Yes/ No) | Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement (Annually/Half yearly/quarterly/ others– please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--------------------|--|---|--|--|
| CSR Partners | No | The CSR arm of the Biocon Group, Biocon Foundation along with Biocon Academy, operates and implements most of the Company's CSR programs. The Company also directly engages with agencies/ institutions for CSR activities. | Regular engagement (fortnightly/ monthly) led by the Biocon Foundation and Biocon Academy | Building community equity among program beneficiaries with a focus on science education, community healthcare, safety of women and children, protection of the natural environment. CSR programs primarily target the communities adjacent to Syngene campuses. Certain programs also offer employee volunteering opportunities. |
| Communities | Yes | Community meetings; complaint and suggestion boxes; health risk assessments; satisfaction (quality improvement tool) and quality-of-life surveys; website; annual reports; and social media | Periodic, and on an as-needed basis. | Engagements are undertaken to understand community needs and concerns, gather feedback, and enable effective implementation of CSR programs. Key topics are centred around health, education, environmental sustainability, women's safety, rural infrastructure, and overall community awareness and wellness. |
| Media | No | Corporate Communications handles all communication with the media directly or through a specialist consultancy. | Quarterly business briefings are undertaken for business media wanting to cover the financial results. Individual engagement with trade media provides an opportunity to showcase scientific achievements. | Communications are scheduled to underpin statutory requirements to publish performance for the benefit of investors and other financial stakeholders. Other media engagement allows the company to enhance its reputation and promote new products and services. |

| Stakeholder | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement (Annually/Half yearly/quarterly/others– please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|--|---|---|--|
| Government & NGOs | No | Email, phone calls, presentations, review meetings, and stakeholder meetings | Periodic and as required (including monthly reviews with NGOs and periodic meetings with government stakeholders) | Engagements are undertaken to review project progress, ensure alignment with CSR objectives, and strengthen implementation effectiveness. Key areas of discussion include project performance, beneficiary outreach, fund utilization, compliance requirements, and impact assessment. Feedback from stakeholders focuses on improving delivery, addressing on-ground challenges, enhancing community participation, and ensuring timely reporting and accountability. |
| Vendors | Yes | Email, Website , Newsletter, Online meetings, In-person meeting, Phone calls | Monthly | Syngene engages with its vendors to ensure adherence to ethical business practices and alignment with the organization's core values. The company emphasizes strict compliance with quality standards for all materials procured, thereby safeguarding operational excellence. Additionally, Syngene integrates sustainability principles into its procurement processes, encouraging vendors to adopt environmentally responsible and socially conscious practices across their operations. |

| Stakeholder | Whether identified as Vulnerable & Marginalized Group (Yes/ No) | Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement (Annually/Half yearly/quarterly/ others– please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------------|---|---|--|---|
| Investors/ shareholders | No | The Investor Relations team conducts a series of meetings with analysts and investors throughout the year. Shareholders can engage with the Company through the Company Secretary at any time and at the Annual General Meeting. | Quarterly briefings are held for analysts and investors, hosted by the MD&CEO and the CFO. Aside from these meetings, investors can request meetings with the Company. The Annual General Meeting during July 2025 was held virtually. Nonetheless, shareholders were able to ask questions directly to the Chairperson and other members of the Board. | The purpose of engagement is to discuss business performance and strategy. Details of the announced events and individual investor meetings are published on the website to ensure transparency and accountability |
| Employees | No | Employees have various options for engaging with each other and the management, including town halls, team meetings, individual meetings and scientific engagements. Employees can approach the Human Resources (HR) team for support or use the HR chatbot for personal matters. A formal grievance process exists to handle employee complaints and an independently run whistleblower line is also provided. | Employees are invited to submit questions before town halls which are answered in person or on the intranet. Managers engage with their team members regularly. They also conduct performance reviews for each team member as well as regular coaching conversations. The HR team provides support where needed to resolve personal difficulties in the workplace. | Engagement is designed to: provide employees with adequate training and development for career progression; ensure employees are aligned with organizational values and code of conduct; provide information about the Company's future plans; and resolve employee complaints in a fairly with strong institutional oversight. |

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

Quarterly updates and relevant feedback is provided to the Board and/or its committees based on respective operational/functional head led stakeholder interactions. Additionally, these operational/functional heads also provide updates to the Chairperson through monthly business review meetings. Engagement with stakeholders includes: meetings with investors and potential investors; employee engagement in quarterly townhalls; community engagement through CSR programs; Client engagement in the course of projects and also through an annual survey; and regular meetings with local authorities for environment, health and safety.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Stakeholder consultation is integral to the Company's approach to identifying and managing environmental and social priorities. An initial materiality assessment was undertaken in FY 2021 to identify key ESG topics based on inputs from diverse stakeholder groups, forming the basis for Board-endorsed priorities embedded in the Company's strategy.

Building on this, the Company completed a Double Materiality Assessment in FY 2026 as a comprehensive stakeholder engagement exercise. Through structured consultations with internal and external stakeholders, the assessment evaluated both the impact of the Company's operations on the environment and society, as well as the financial risks and opportunities arising from ESG factors. The exercise enabled a refinement of the Company's material ESG topics, ensuring alignment with evolving stakeholder expectations and regulatory trends, and facilitated a systematic mapping of key topics across Impact, Risk and Opportunity dimensions. The outcomes have been integrated into the Company's ESG strategy, risk management processes, and disclosures.

These priorities are embedded into the Company's governance framework through the Code of Ethics and Business Conduct, Supplier Code of Conduct, and other thematic policies, all of which are publicly disclosed to ensure transparency and accountability.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

Engagement with vulnerable/marginalised groups occurs through Company funded CSR programs, including a mental health program, health clinics for the elderly, a program to rehabilitate vulnerable women and their children, and access to high-quality science education for economically disadvantaged children. In all cases, the engagement is led by the Biocon Foundation, the charitable arm of the Biocon group of companies and programs are carried out in partnership with a not-for-profit or specialist agency

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and Policy (ies) of the entity:

| Category | FY26 Current Financial Year | | | FY25 Previous Financial Year | | |
|------------------------|--------------------------------|--------------------------------------|---------------|---------------------------------|--------------------------------------|---------------|
| | Total (A) | No. of employees/workers covered (B) | % (B / A) | Total (C) | No. of employees/workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 6,692 | 6,692 | 100% | 6,533 | 6,533 | 100% |
| Other than permanent | 518 | 518 | 100% | 519 | 519 | 100% |
| Total Employees | 7,210 | 7,210 | 100% | 7,052 | 7,052 | 100% |
| Workers | | | | | | |
| Permanent | Nil | Nil | Nil | Nil | Nil | Nil |
| Other than permanent | 936 | 880 | 94.02% | 1,183 | 1,123 | 94.93% |
| Total Workers | 936 | 880 | 94.02% | 1,183 | 1,123 | 94.93% |

Note: Training is provided through the completion of specific license to operate mandatory modules, which includes Prevention of Sexual Harassment, Code of Conduct, Data Integrity, Information Security Awareness and Client Confidentiality. New joiners are assigned with all the License to Operate modules as and when joining and also as an annual refresher it is assigned to all the employees including permanent and other than permanent and are required to complete the training which was in the month of May 2026

2. Details of minimum wages paid to employees and workers:

The company is dedicated to ensuring that all of its employees and workers receive wages that not only meet but exceed the minimum requirement set by law. Furthermore, the company diligently follows all relevant rules and regulations to guarantee fair and lawful employment practices

3. Details of remuneration/salary/wages:

a. Median remunerations/ wages:

| | Male | | Female | |
|---|--------|--|--------|--|
| | Number | Median remuneration/ salary/ wages of respective category (₹ In million) | Number | Median remuneration/ salary/ wages of respective category (₹ In million) |
| Board of Directors (BoD) (other than executive directors) | 4 | 3.59 | 5 | 4.82 |
| Key Managerial Personnel (other than Executive Directors) | 2 | 21.30 | - | - |
| Employees other than BoD and KMP | 4,890 | 1.00 | 1,802 | 0.70 |
| Workers | 1,163 | 0.025 | 200 | 0.023 |

Note: No prorata adjustment has been done. This considers only actual payments made. This includes board positions as of March 31, 2026. Expenses towards gratuity and leave encashment provisions are determined actuarially on an overall basis at the end of each year and accordingly, have not been considered in the above information. Perquisite value of stock options is excluded.

b. Gross wages paid to females as % of total wages paid by the Company:

| | FY26 Current Financial Year | FY25 Previous Financial Year |
|---|--------------------------------|---------------------------------|
| Gross wages paid to females as % of total wages | 19.90% | 18.99% |

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

At Syngene, we have Employee Relations (ER) Team. We understand the importance of protecting human rights, and we have established a rigorous process to prevent and address any instances of abuse or violation. Our policies and procedures are designed to ensure that all stakeholders, including community members, suppliers, customers, and others, are treated fairly and with respect. We take any allegations of violations of our policies, including the Code of Conduct, regulations,

and laws, very seriously. If any individual or group believes that there has been a breach of our policies or an action that may harm our company's reputation and its employees, we encourage them to speak up and report their concerns. Our process of handling such reports is thorough and transparent. We investigate all reports promptly and impartially, and we take appropriate corrective measures to prevent any further violations. We are committed to ensuring that any concerns raised are addressed effectively and that our reputation as a responsible and ethical company is upheld. The Company's Human Rights Policy aligns with international standards and guidelines on human rights. You can find it on our website: [Human Rights Policy](#) The Integrity & Whistle-blower Policy lays out the mechanism for any individual to raise a concern about suspected unethical/non-compliant activities and is available at: [Whistleblower Policy](#)

5. Describe the internal mechanisms in place to redress grievances related to human rights issues?

| | |
|--------------------------------|--|
| Permanent employees | Yes, Refer to Disciplinary and Grievance Policy. Grievance and Disciplinary Policy.pdf |
| Other than permanent employees | Yes, Refer to Disciplinary and Grievance Policy Grievance and Disciplinary Policy.pdf |
| Permanent Workers | Not Applicable (The Company doesn't have any permanent workers) |
| Other than Permanent Workers | Yes, Refer to Disciplinary and Grievance Policy Grievance and Disciplinary Policy.pdf |

6. Number of Complaints on the following made by employees and workers:

| | FY26 Current Financial Year | | | FY25 Previous Financial Year | | |
|-----------------------------------|--------------------------------|---------------------------------------|---------|---------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 3 | 1* | Nil | 5 | 0 | Nil |
| Discrimination at workplace | 0 | 0 | Nil | Nil | Nil | Nil |
| Child Labour | 0 | 0 | Nil | Nil | Nil | Nil |
| Forced Labour/Involuntary Labour | 0 | 0 | Nil | Nil | Nil | Nil |
| Wages | 0 | 0 | Nil | Nil | Nil | Nil |
| Other human rights related issues | 0 | 0 | Nil | Nil | Nil | Nil |

*Pending resolution at the end of the year

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

| | FY26 Current Financial Year | FY25 Previous Financial Year |
|--|--------------------------------|---------------------------------|
| Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 3 | 5 |
| Complaints on POSH as a % of female employees / workers | $3/2,100 = 0.14\%$ | $5/(1,729+95)=0.27\%$ |
| Complaints on POSH upheld | 100 | 100 |

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company condemns any discrimination, harassment, victimisation, or other unfair employment practices being adopted against a complainant. If any complainant feels that they are experiencing any reprisal or retaliation, victimisation or discrimination in nature of intimidation, pressure to withdraw the complaint, or threats for reporting, testifying or otherwise participating in the investigation proceedings, they can report the matter to the Integrity Committee. The Committee will take appropriate measures to address the situation. As per the Whistle-blower policy, the complainant will not risk losing their job or suffering a loss in any manner to obstruct the Whistle-blower's right to continue to perform their duties/functions. Syngene has zero tolerance for retaliation against whistle-blower or any employee who reports any complaint in good faith. Complete confidentiality of the complainant or the whistle-blower is ensured. A participant assisting in the investigation, or furnishing evidence, is protected to the same extent as the whistleblower and is also entitled to the same degree of protection from retaliation for participating in an investigation. All complaints reported through any channels are confidential and will be shared strictly on a 'need to know' basis.

Please refer to Disciplinary and Grievance Policy [Grievance and Disciplinary Policy.pdf](#)

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments for the year: % of your plants and offices that were assessed (by entity or statutory authorities or third parties) on Child labour, Forced/involuntary labour, Sexual harassment, Discrimination at workplace, wages or any other such issue

Internal assessments were conducted seeking 100% compliance

11. Details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

No significant risks or concerns were highlighted

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

Syngene has structured grievance redressal mechanisms for employees, contract workers and other stakeholders, supported by defined reporting channels, investigation protocols and escalation governance. Grievance trends are periodically reviewed to identify potential systemic risks.

Where required, corrective actions include limited refinements to internal procedures, strengthening of SOPs, focused sensitisation and updates to policy communication. During the reporting period, there were no human rights complaints / grievances and no material changes to core business processes were required.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Human rights due diligence at Syngene is embedded within its governance, risk and compliance framework and applies across operations. Coverage includes employees, contract workers and third-party workforce deployed at Syngene locations, as well as workplace practices related to conduct, health and safety, inclusion and labour standards.

Due diligence is undertaken through policy frameworks, internal audits and compliance reviews, statutory inspections and certifications, and periodic risk assessments of workforce practices. These mechanisms are supported by training and leadership oversight to ensure alignment with applicable laws and ethical standards.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of

Persons with Disabilities Act, 2016?

Syngene's offices and facilities are being progressively aligned with the requirements of the Rights of Persons with Disabilities Act, 2016. Accessibility considerations are integrated into facility planning, new infrastructure development and major refurbishment activities, with a focus on improving usability, safety and inclusion for employees, visitors and other stakeholders.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business donewith such partners) that were assessed |
|--|--|
| Health and safety practices Working Conditions Sexual Harassment Discrimination at workplace Child Labour Forced Labour/Involuntary Labour Wages Others – please specify | 61% |

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

No significant risks or concerns were highlighted during the assessment.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

| Parameter | FY26 (Current Financial Year) | FY25 (Previous Financial Year) | Remarks |
|--|--|--|--------------------|
| From renewable sources | | | |
| Total electricity consumption (A) | 3,70,280 | 3,61,046 | Unit (Giga Joules) |
| Total fuel consumption (B) | 5,814 | 4,851 | |
| Energy consumption through other sources (C) | 0 | 0 | |
| Total energy consumed from renewable sources (A+B+C) | 3,76,094 | 3,65,897 | Unit (Giga Joules) |
| From non-renewable sources | | | |
| Total electricity consumption (D) | 32,271 | 30,319 | Unit (Giga Joules) |
| Total fuel consumption (E) | 81,784 | 62,962 | |
| Energy consumption through other sources (F) | 0 | 0 | |
| Total energy consumed from non-renewable sources (D+E+F) | 1,14,055 | 93,281 | |
| Total energy consumed (A+B+C+D+E+F) | 4,90,149 | 4,59,178 | |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | 0.0000131 | 0.0000134 | |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP) | ≈ 0.000267 GJ/ international dollar | ≈ 0.000282 GJ/ international dollar | |
| Energy intensity in terms of physical output | 61.72 | 61.76 | |

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor. As of the April 2026 IMF World Economic Outlook, India's implied PPP conversion rate for 2026 is projected to be 20.34 national currency per international dollar.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

Yes, Adwin Advisory Private Limited

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

| Parameter | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|--|--|---|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 2,231 | 11,433 |
| (ii) Groundwater | 5,258 | 4,874 |
| (iii) Third party water | 1,50,821 | 1,24,359 |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | 46,214 | 34,875 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 2,04,524 | 1,75,540 |
| Total volume of water consumption (in kilolitres) | 2,04,524 | 1,75,540 |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | 0.00000547 | 0.000004820 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP) | ≈ 0.000111 kilolitres per international dollar | ≈ 0.0000995 kilolitres per international dollar |
| Water intensity in terms of physical output | 31.31 | 26.87 |

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor. As of the April 2026 IMF World Economic Outlook, India's implied PPP conversion rate for 2026 is projected to be 20.34 national currency per international dollar.*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

Yes, Adwin Advisory Private Limited

4. Details related to water discharged:

| Parameter | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|--|----------------------------------|---|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | NA | NA |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) To Groundwater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) To Seawater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties* | | |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | 5,231 KL | 5,817 KL (After pH and Ammonia correction) |
| (v) Others | NA | NA |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | 5,231 KL | 5,817 KL |

*The following information pertains to the Hyderabad location wherein the Company's Subsidiary is located.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, Adwin Advisory Private Limited

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Syngene has zero-liquid discharge treatment systems at its Bangalore and Mangalore facilities, while in Hyderabad effluent is pretreated for pH and ammonia correction before being sent to Jedimetla Effluent Treatment Limited (JETL) for further treatment.

6. Details of air emissions (other than GHG emissions) by the entity, in the following format:

| FY 2026 | | | |
|---------|---------------------|------|-------|
| Sl No | Other air emissions | UoM | Value |
| 1 | Particulate matter | MT/A | 1.39 |
| 2 | SO2 | MT/A | 2.68 |
| 3 | NOX | MT/A | 18.83 |
| 4 | CO | MT/A | 2.54 |
| 5 | NHMC | MT/A | 0 |
| 6 | Acid mist | MT/A | 13.01 |

| FY 2025 | | | |
|---------|---------------------|------|-------|
| SI No | Other air emissions | UoM | Value |
| 1 | Particulate matter | MT/A | 3.14 |
| 2 | SO2 | MT/A | 5.63 |
| 3 | NOX | MT/A | 41.22 |
| 4 | CO | MT/A | 5.76 |
| 5 | NHMC | MT/A | 0 |
| 6 | Acid mist | MT/A | 95.86 |

Note: The above values of the other air emissions for FY25 are in terms of Mass units per annum and it is reported organization wide. Restatements to be made to address changes in methodology, to maintain consistency and comparability, - Air pollution sources section – method of reporting changed from reporting ambient air quality to source emissions in mass/ annum.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

Yes, Adwin Advisory Private Limited

7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

| Parameter | Unit | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|--|--|----------------------------------|-----------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 6201 MT | 6,637 MT |
| Total Scope 2 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 6455 MT | 7562 MT |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | tCO2 e/ Revenue from operations | 0.0000003 | 0.0000004 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP@) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | tCO2 e/ Revenue from operations adjusted for PPP | 0.00000688 | 0.00000771 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | tCO2 e/ Permanent employee | 1.85 | 2.08 |

*The data for FY25 is being reaffirmed based on the findings of the assurance of the Company's ESG report undertaken by DNV.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor. As of the April 2026 IMF World Economic Outlook, India's implied PPP conversion rate for 2026 is projected to be 20.34 national currency per international dollar.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

Yes, Adwin Advisory Private Limited

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, the following projects have been undertaken related to reducing Green House Gas emission:

1. Signed the PPA (Power purchase agreement) for hybrid group captive Model (2.2MW Wind and 3.125MW (Solar) for the renewable power generation 14 Mn Units/Annum for 15 years contract for BSEZ and SU-3 facility.
2. Signed the short term PPA with green power generator for MSEZ unit to meet the energy requirement from renewable sources, 17Mn Units/Annum
3. Signed the green tariff agreement with Telangana Electricity Board for Hyderabad facility to meet the energy requirement from renewable sources, 14Mn Units/Annum

9. Details related to waste management by the entity:

| Parameter | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 160.61 | 181.98 |
| E-waste (B) | 2.34 | 3.74 |
| Bio-medical waste (C) | 151.39 | 128.48 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 4.76 | 73.99 |
| Radioactive waste (F) | 0.008 | 0.01 |
| Other Hazardous waste. Please specify, if any. (G) – Process residue, spent solvent, off-specification products, date-expired products, spent carbon, spent catalyst, distillation residue, discarded container, process sludge, used oil, waste/residue containing oil, spent liners, concentration & evaporation residues. | 2,741.45 | 2,440.99 |
| Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) – (Aluminium waste, SS waste, MS waste, GI waste, GI with Puff waste, FRP waste, Paper Waste, Used Carton/ Corrugated Box, Glass waste, Wood Waste, Tissue-paper waste.) | 1,127.42 | 1,385.69 |
| Total (A+B + C + D + E + F + G + H) | 4,187.97 | 4,214.88 |
| Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) | 0.0000001120 | 0.0000001157 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total waste generated / Revenue from operations adjusted for PPP) | 0.00000228 | 0.00000233 |

| Parameter | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
| Waste intensity in terms of physical output | 0.58 | 0.64 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 3,159.00 | 4,018.59 |
| (ii) Re-used | 690.60 | Nil |
| (iii) Other recovery operations | 0 | Nil |
| Total | 3,849.60 | 4,018.59 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 135.68 | 190.60 |
| (ii) Landfilling | 0 | Nil |
| (iii) Other disposal operations | 0 | Nil |
| Total | 135.68 | 190.60 |

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor. As of the April 2026 IMF World Economic Outlook, India's implied PPP conversion rate for 2026 is projected to be 20.34 national currency per international dollar.*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

Yes, Adwin Advisory Private Limited

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

While overall waste generation has stabilized, further improvements in waste intensity and material efficiency are required. Focus areas for the coming year include:

- Reduction of plastic waste through packaging optimisation and supplier engagement
- Minimisation of processrelated hazardous waste via yield improvement and solvent recovery initiatives
- Expansion of coprocessing and recycling pathways to further strengthen circular economy outcomes
- Through these measures, Syngene aims to transition from waste stabilization to measurable waste efficiency improvements

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals / clearances are required, please specify details in the following format:

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? If no, the reasons thereof and corrective action taken, if any. |
|--|--------------------------------|--------------------|---|
| None of the Syngene operations are in ecologically sensitive areas | | | |

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year.

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|--|----------------------|------|---|--|-------------------|
| No such projects were undertaken by the Company. | | | | | |

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances.

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--|---|---------------------------------------|---|---------------------------------|
| The Company is in compliance with applicable environmental norms, environmental law/ regulations/ guidelines in India. | | | | |

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: Bangalore
- Nature of operations: The company is largely a Contract Research Organisation (CRO) and is gradually expanding its services to become a Contract Development and Manufacturing Organisation (CDMO) for large and small molecules
- Water withdrawal, consumption and discharge in the following format:

| Parameter | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 2,231 | 11,433 |
| (ii) Groundwater | 5,258 | 4,874 |
| (iii) Third party water | 1,50,821 | 1,24,359 |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | 46,214 | 34,875 |

| Parameter | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
| Total volume of water withdrawal (in kilolitres) | 2,04,524 | 1,75,540 |
| Total volume of water consumption (in kilolitres) | 2,04,524 | 1,75,540 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.00000547 | 0.00000364 |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | NA | NA |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) Into Seawater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | | |

Syngene has zero-liquid discharge treatment systems at its Bangalore and Mangalore facilities.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

None of the Syngene sites are operational in ecologically sensitive areas. However, an assurance on certain parameters was done by Adwin Advisory Private Limited.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

| Parameter | Unit | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|---|---------------------------------|----------------------------------|-----------------------------------|
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 62,451 | 57,505 |
| Total Scope 3 emissions per rupee of turnover | MTCO2 e/Rs Mn | 1.64 | 1.55 |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

Certain assurance aspects have been assessed by Adwin Advisory Private Limited

- 3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

None of the Syngene sites are operational in ecologically sensitive areas.

- 4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

The following projects have been undertaken related to reducing Green House Gas emission:

1. Signed the PPA (Power purchase agreement) for hybrid group captive Model (2.2MW Wind and 3.125MW(Solar) for the renewable power generation 14 Mn Units/Annum for 15 years contract for BSEZ and SU-3 facility.
2. Signed the short term PPA with green power generator for MSEZ unit to meet the energy requirement from renewable sources, 17Mn Units/Annum
3. Signed the green tariff agreement with Telangana Electricity Board for Hyderabad facility to meet the energy requirement from renewable sources, 14Mn Units/Annum

- 5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Syngene's Business Continuity Planning is integrated with its Risk Management framework, which is essential for organizational resilience. This framework encompasses proactive identification, assessment, mitigation, and monitoring of risks and disruptive events across all business operations minimizing the impact on business and stakeholders. Alignment of the risk management framework and business continuity planning fosters a culture of preparedness, enhances decision-making during crises, and safeguards continuity of critical business functions. The plan includes a simplified playbook from each operating unit and essential functions to be able to resume the most critical functions and return to typical business operations as quickly as possible.

- 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

We assess our value chain partners on environmental parameters through third party assurance providers to evaluate the impact of their operations on the environment. No significant adverse environmental impacts from our value chain have been reported during FY2026.

- 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

61%

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory Policy, should do so in a manner that is responsible and transparent

Essential Indicators

- 1. a. Number of affiliations with trade and industry chambers/ associations.**

Syngene is affiliated with 13 trade and industry chambers/associations.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|--|---|
| 1. | Confederation of Indian Industry (CII) | National |
| 2. | Global Compact Network-UNGC | International |
| 3. | Association for Assessment and Accreditation of Laboratory Animal Care (AAALC) | International |
| 4. | International Society for Pharmaceutical Engineering (ISPE) | International |
| 5. | Indian Society for Clinical Research (ISCR) | National |
| 6. | Association of Biotechnology Led Enterprises (ABLE) | National |
| 7. | Society of Toxicology (SOT) | International |
| 8. | International Society for Study of Xenobiotics (ISSX) | International |
| 9. | Karnataka Employers Association (KEA) | State |
| 10. | Center for Chemical Process Safety (CCPS) | International |

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| NA | NA | NA |

Leadership Indicators

1. Details of public policy positions advocated by the entity:

The company actively engages with external stakeholders, such as industry associations, government entities, and regulatory bodies. It remains compliant while also advocating for public policy initiatives across the following key areas:

- Regulatory Streamlining:** Syngene advocates for policies that simplify regulatory processes related to drug development, clinical research, and manufacturing. This includes promoting clear guidelines, efficient approval mechanisms, and harmonized regulations to reduce time-to-market for innovative medicines—benefiting both manufacturers and end consumers.
- Innovation Support:** Syngene supports policies that foster and incentivize innovation in the pharmaceutical and biotechnology sectors. This includes advocating for greater visibility on international platforms, funding support for research and development (R&D), tax incentives for investments in innovative technologies, and policies that promote collaboration between industry and academia for breakthrough discoveries.
- Data Protection and Privacy:** Recognizing the importance of data in drug development and clinical research, Syngene advocates for strong data protection and privacy regulations. This includes pushing for robust data security standards to safeguard critical information.
- Talent Development:** Syngene promotes policies that encourage talent development and retention in the life sciences sector. This involves support for STEM education initiatives, research programs for biotech professionals, and policies that aid in attracting and retaining a highly skilled workforce in India's biopharmaceutical and specialty chemicals industries.

By advocating in these areas, Syngene, as a CRDMO, continues to contribute to a supportive regulatory environment that encourages innovation, strengthens the healthcare and allied sectors, ensures data privacy, and advances talent development in the life sciences ecosystem.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| NIL | | | | | |

An impact assessment of the eLAJ Smart Clinics initiative was conducted in FY26 for the programme implemented during FY24 under the Syngene CSR programme by Biocon Foundation. The assessment highlighted the programme's contribution towards improving access to affordable and quality primary healthcare for underserved communities, particularly elderly populations, women, and patients with chronic diseases. The initiative provides integrated healthcare services including consultations, diagnostics, medicines, and referral support, resulting in improved disease management, increased preventive healthcare practices, better treatment adherence, and reduced healthcare expenditure among beneficiaries. The assessment also reported high beneficiary satisfaction and reinforced the programme's effectiveness as a scalable and sustainable primary healthcare model.

Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|----------------|--|-------|----------|---|--------------------------|---|
| Not Applicable | | | | | | |

2. Describe the mechanisms to receive and redress grievances of the community.

Grievance redress mechanisms have been tailored to suit the specific needs of each program. The core strategy involves structured monitoring and evaluation, including regular assessments of stakeholder perceptions through surveys and third-party impact evaluations.

Community members can raise concerns through various accessible channels such as community meetings, outpatient exit surveys, and suggestion or complaint boxes placed at our health centres. Once received, grievances are systematically reviewed and addressed in a timely and appropriate manner, with all actions taken carefully documented.

Transparent and effective communication with communities, beneficiaries, public officials, and partners remains central to this approach, ensuring that all stakeholders are informed and engaged throughout the process.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

| | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
| Directly sourced from MSMEs/ small producers | 46% | 46% |
| Directly from within India | 71% | 70% |

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

| Location | FY26 (Current Financial Year) | FY25 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
| Rural | 0 | 0 |
| Semi-urban | 0 | 0 |
| Urban (Mangalore) | 1.59% | 1.44% |
| Metropolitan (Bangalore and Hyderabad) | 98.41% | 97.95% |

Leadership Indicators

1. Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above).

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not Applicable | |

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

| S. No. | State | Aspirational District | Amount spent (in INR) |
|--------|-----------|-----------------------|-----------------------|
| 1. | Karnataka | Yadgiri | 33.78 lakhs |

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

The Company follows an unbiased approach in the selection of its suppliers and its procurement processes, which are driven by the Company’s Sustainable Procurement Policy and Supplier Code of Conduct.

(b) From which marginalized /vulnerable groups do you procure?

The Company does not consider the criteria for marginalised / vulnerable groups during the selection of its suppliers.

(c) What percentage of total procurement (by value) does it constitute?

NIL

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|----------------|--|--------------------------|---------------------------|------------------------------------|
| Not Applicable | | | | |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not Applicable | | |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR project | No. of persons benefitted from CSR programs | %age of beneficiaries from vulnerable and marginalized groups |
|--------|--|--|---|
| 1. | Development of Biocon–Hebbagodi Metro Station on Namma Metro’s Yellow Line | Average Daily Footfall at Biocon–Hebbagodi Metro Station: ~2,500 passengers Average Daily Ridership (Yellow Line): ~60,000 passengers | 100% |
| 2. | Rainwater Harvesting Infrastructure at Government Schools, Bengaluru | 1,300 | 100% |
| 3. | Solid Waste Management Initiative in Hebbagodi and Bommasandra, Bengaluru | 15,200 | 100% |
| 4. | Say No to Single-Use Plastics Campaign, Karnataka | 25,000 | 100% |
| 5. | Syngene Research In Science Excellence (SynRISE) at Institute of Bioinformatics and Applied Biotechnology (IBAB) | 03 | 100% |
| 6. | Mobile Science Labs – Experiential Learning for Government School Students | 4,900 | 100% |
| 7. | Lab on Bikes – Experiential Learning for Government School Students | 2,200 | 100% |
| 8. | Synquizitive – Inter-School Science Quiz Competition and Infrastructure Support for Winning Government Schools | 11,300 | 100% |
| 9. | Scholarships, Mentorship & Industry-Orientation for Women in STEM | 40 | 100% |
| 10. | RO Facility for Potable Water at Government School, Byrapatna | 200 | 100% |
| 11. | eLAJ Smart Clinics – Outpatient Care | 45,700 | 100% |
| 12. | eLAJ Smart Clinics – Specialist Clinics | 1,100 | 100% |
| 13. | eLAJ Smart Clinics – Third-Party Impact Assessment | N/A | N/A |
| 14. | Community Health Outreach in Anekal, Bengaluru | 11,100 | 100% |

| S. No. | CSR project | No. of persons benefitted from CSR programs | %age of beneficiaries from vulnerable and marginalized groups |
|--------|---|---|---|
| 15. | Rural Preventive Healthcare Program in Shamirpet, Medchal-Malkajgiri, Telangana | 6,300 | 100% |
| 16. | Tribal Health Outreach (Odisha) - Mayurbhanj, Keonjhar, and other districts | 16,900 | 100% |
| 17. | Parihar | 5,200 | 100% |

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Not Applicable. The Company offers contract research, development and manufacturing services to other businesses. It does not provide services directly to consumers.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

| | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters product | Not Applicable |
| Safe and responsible usage | |
| Recycling and/or safe disposal | |

3. Number of consumer complaints in respect of Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, Other complaints during FY26 and FY25:

| | FY26 (Current Financial Year) | | Remarks | FY25 (Previous Financial Year) | | Remarks |
|--------------------------------|----------------------------------|-----------------------------------|---|-----------------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | | | Nil, The company specializes in contract research services and its primary focus is on providing research services to other businesses, rather than directly to consumers. | | | |
| Advertising | | | | | | |
| Cyber-security | | | | | | |
| Delivery of essential services | | | | | | |
| Restrictive Trade Practices | | | | | | |
| Unfair Trade Practices | | | | | | |
| Other | | | | | | |

- 4. Details of instances of product recalls on account of safety issues:** Not Applicable
- 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the Policy.**

Yes, Syngene has extensive cyber security and data privacy, and data breach & privacy incident management policies.

Additionally, the privacy notice pertaining to Syngene's personal data processing is available on the website. Syngene ensures that its employees are trained in the areas of cyber security and data privacy. This is done through focussed learning modules on Data Privacy, Personal Data Breach and Cyber Security, which is mandatory for the entire organisation.

Syngene has a designated Data Privacy Officer, whose key responsibility is to ensure data privacy guidelines are followed and all grievances related to data privacy are addressed. Syngene's DPO email address (DPO@syngeneintl.com) are also disclosed in the privacy notices on Syngene's website to which all data privacy related grievances can be addressed.

- 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

No penalties/regulatory action has been levied or taken with respect to the above listed matters.

- 7. Provide the following information relating to data breaches:**

- **Number of instances of data breaches along with impact** - Nil
- **Percentage of data breaches involving personally identifiable information of customers** – Nil
- **Impact, if any, of the data breaches** – NIL

Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Following are the platforms where information on services of the Company can be accessed:

LinkedIn: <https://www.linkedin.com/company/syngene-international-limited/>

X (Twitter): <https://twitter.com/SyngeneIntl>

Facebook: <https://www.facebook.com/syngeneintl>

Website: <https://www.syngeneintl.com/>

YouTube: <https://www.youtube.com/@Syngene>

Instagram: <https://www.instagram.com/syngeneintl>

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Not applicable

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Not applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not applicable

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

Not applicable

Independent Assurance Statement

Independent Assurance Statement to Syngene International Limited on its BRSR Core Report for FY 2025–26

1. TO THE BOARD OF DIRECTORS OF SYNGENE INTERNATIONAL LIMITED

We, Adwin Advisory Private Limited (“Adwin”), have undertaken a reasonable assurance engagement for SYNGENE INTERNATIONAL LIMITED (the “Company”), pursuant to our engagement letter dated January 06, 2026, in respect of the selected sustainability information comprising the nine BRSR Core indicators (the “Identified Sustainability Information”) for the period April 1, 2025 to March 31, 2026 (full financial year FY 2025–26).

The Identified Sustainability Information forms part of the Business Responsibility and Sustainability Report (“BRSR”) prepared by the Company for the above-mentioned period. This engagement was conducted by our multidisciplinary team, including assurance practitioners, environmental engineers, and sustainability specialists.

2. Identified Sustainability Information

The scope of our reasonable assurance engagement is limited to the nine BRSR Core indicators, as detailed in Appendix I of this report (the “Identified Sustainability Information”). The reporting boundary for these disclosures is in accordance with Question 13 of Section A: General Disclosures (other than foreign operations) of the BRSR. Any specific exclusions or deviations from this boundary, where applicable, have been appropriately disclosed by the Company through notes under the respective questions in the BRSR.

3. Criteria

The Identified Sustainability Information has been prepared by the Company in accordance with the following criteria:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the “SEBI”) (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 (the “SEBI Master Circular”);
- SEBI Press Release PR No.36/2024 dated December 18, 2024 – Industry Standards on Reporting of BRSR Core as per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024; and

- SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025.

4. Management’s Responsibility

- The preparation, content, and presentation of the information included in the Report are the sole responsibility of the Company’s management. Adwin has not participated in the preparation or development of any of the underlying information contained in the Report.
- The Company’s management is also responsible for the preparation and presentation of the other information included in the BRSR, excluding the Identified Sustainability Information and our independent assurance report thereon.
- Our responsibility is limited to expressing an independent, reasonable assurance opinion on the text, data, and statements falling within the defined scope of this engagement, in accordance with the agreed terms of reference, and for the purpose of informing the Company’s management. We do not accept or assume any responsibility beyond the scope of this engagement.
- This assurance statement should not be relied upon for assessing or interpreting the overall performance of the Company, except in relation to the specific matters covered within the defined scope of assurance.

5. Inherent Limitations

The limited availability of well-established frameworks and practices for evaluating and measuring non-financial information may result in the use of varied, yet acceptable, measurement approaches and techniques. Consequently, this may impact the comparability of such information across different companies.

6. Our Independence and Quality Control

We, Adwin Advisory Pvt. Ltd., have maintained our independence throughout this engagement and have complied with applicable ethical principles, including integrity, objectivity, professional competence and due care, confidentiality, and professional behavior, in accordance with relevant regulatory requirements and internationally accepted assurance practices. We confirm

that our team possesses the necessary competencies, capabilities, and experience to perform this reasonable assurance engagement.

Further, we have established and maintain a quality management system designed to ensure compliance with applicable professional standards and regulatory requirements, including documented policies and procedures governing ethical conduct, engagement performance, and quality control.

7. Our Responsibility

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information set out in Appendix I, based on the procedures performed and the evidence obtained during the course of our engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, and, where relevant, ISAE 3410, Assurance Engagements on Greenhouse Gas Statements (collectively referred to as the "Standards").

These Standards require that we plan and perform the engagement to obtain reasonable assurance as to whether the Identified Sustainability Information included in the Report has been prepared, in all material respects, in accordance with the defined criteria.

8. Reasonable Assurance

A reasonable assurance engagement entails the identification and assessment of risks that could lead to material misstatement in the Identified Sustainability Information, whether arising from fraud or error, and the design and execution of procedures to address such risks in the given context. The nature and extent of procedures performed were determined based on our professional judgment and included, among others, making inquiries, observing key processes, reviewing relevant documentation, assessing the suitability of measurement and reporting methodologies, performing analytical procedures, and verifying information through reconciliation with underlying records.

The assurance procedures are performed at the corporate level and for plants and locations listed in the reporting boundaries of BRSR under Section A of the BRSR Report (other than foreign operations).

Considering the nature and scope of this engagement, our procedures included the following:

- Gaining an understanding of the Identified Sustainability Information and the related disclosures presented in the Report;
- Obtaining an understanding of the assessment criteria and their suitability for the evaluation and / or measurement of the Identified Sustainability Information;
- Conducting discussions with relevant personnel, including members of management and teams such as environment, energy, sustainability, compliance, and human resources, as well as individuals responsible for the preparation of the Report;
- Understanding and assessing the design of key systems, processes, and internal controls established for capturing, processing, and reporting the Identified Sustainability Information across the corporate office and plants on a sample basis. This also involved determining whether such controls have been implemented through procedures performed beyond inquiries;
- Based on the above understanding and risk assessment, determining the appropriate nature, timing, and extent of further assurance procedures;
- Reviewing key assumptions, emission factors, and methodologies adopted for the quantification of greenhouse gas (GHG) emissions;
- Assessing the processes followed by the Company for compiling sustainability data, including verification through sample-based reconciliation with underlying records; and
- Evaluating, on a sample basis, the consolidation of data from various plants and offices within the defined reporting boundary to assess completeness of the information reported.

Based on the procedures performed and the evidence obtained, we believe that the evidence is sufficient and appropriate to provide a reasonable basis for our assurance opinion.

9. Exclusions

Our assurance engagement was limited to the Identified Sustainability Information set out in Appendix I, and

accordingly, our opinion does not extend to the following:

- Any operations of the Company that fall outside the reporting boundary defined for the Identified Sustainability Information;
- Any sections, disclosures, or data (whether qualitative or quantitative) within the Report other than the Identified Sustainability Information; and
- Statements that describe the Company's views, beliefs, aspirations, expectations, or forward-looking statements.

10. Reasonable Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, in our opinion, the Identified Sustainability Information listed in Appendix I

and presented in the Report for the period April 1, 2025 to March 31, 2026 (full financial year FY 2025–26) is prepared, in all material respects, in accordance with the Criteria as stated in point 3 above.

11. Restriction on Use

Our Reasonable Assurance Report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

Appendix – I
BRSR Core Parameters

| P6 E7 – GHG Footprints | | | | |
|-------------------------------|--|---|---|--------------------------|
| S . No. | Parameter | Unit | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 1.1 | Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 6201 MT | Reasonable |
| 1.2 | Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 6455 MT | Reasonable |
| 1.3 | Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | tCO ₂ e / Revenue from operations (INR) | 0.0000003 | Reasonable |
| 1.4 | Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | tCO ₂ e / Revenue from operations adjusted for PPP | 0.00000688 | Reasonable |
| 1.5 | Total Scope 1 and Scope 2 emission intensity in terms of physical output | tCO ₂ e / Permanent employee | 1.85 | Reasonable |

| P6 E3 – Water Footprint – Water Withdrawal and Consumption | | | | |
|---|---|-------------------------------------|---|--------------------------|
| S . No. | Parameter | Unit | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 2.1 | Water withdrawal by source (in kilolitres) | | | Reasonable |
| | (i) Surface water | kL | 2231 | |
| | (ii) Groundwater | kL | 5258 | |
| | (iii) Third party water | kL | 1,50,821 | |
| | (iv) Seawater / desalinated water | kL | NA | |
| | (v) Others (please specify) | kL | 46,214 | |
| | Total volume of water withdrawal (i + ii + iii + iv + v) | kL | 2,04,524 | |
| | Total volume of water consumption | kL | 2,04,524 | |
| 2.2 | Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | kL / ₹ Crore | 0.00000547 | Reasonable |
| 2.3 | Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | kilolitres per international dollar | 0.000111 | Reasonable |
| 2.4 | Water intensity in terms of physical output | — | 31.31 | Reasonable |

| P6 E4 – Water Discharge – Water Discharge by Destination and Level of Treatment | | | | |
|--|---|-------------|---|--------------------------|
| S. No. | Parameter | Unit | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 2.5 | Water discharge by destination and level of treatment (in kilolitres) | | | Reasonable |
| | (i) To Surface water – No treatment | kL | NA | |
| | (i) To Surface water – With treatment (please specify level of treatment) | kL | NA | |
| | (ii) To Groundwater – No treatment | kL | NA | |
| | (ii) To Groundwater – With treatment (please specify level of treatment) | kL | NA | |
| | (iii) To Seawater – No treatment | kL | NA | |
| | (iii) To Seawater – With treatment (please specify level of treatment) | kL | NA | |
| | (iv) Sent to third parties – No treatment | kL | NA | |
| | (iv) Sent to third parties – With treatment (please specify level of treatment) | kL | 5231 KL | |
| | (v) Others – No treatment | kL | NA | |
| | (v) Others – With treatment (please specify level of treatment) | kL | NA | |
| | Total water discharged (in kilolitres) | kL | 5231 KL | |

| P6 E1 – Energy Footprint | | | | |
|---------------------------------|--|--------------------------|---|--------------------------|
| S. No. | Parameter | Unit | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 3 | From renewable sources | | | Reasonable |
| | Total electricity consumption (A) | GJ | 3,70,280 | |
| | Total fuel consumption (B) | GJ | 5,814 | |
| | Energy consumption through other sources (C) | GJ | 0 | |
| | Total energy consumed from renewable sources (A+B+C) | GJ | 3,76,094 | |
| 3.1 | From non-renewable sources | | | Reasonable |
| | Total electricity consumption (D) | GJ | 32,271 | |
| | Total fuel consumption (E) | GJ | 81,784 | |
| | Energy consumption through other sources (F) | GJ | 0 | |
| 3.2 | Total energy consumed from non-renewable sources (D+E+F) | GJ | 1,14,055 | |
| 3.3 | Total energy consumed (A+B+C+D+E+F) | GJ | 4,90,149 | Reasonable |
| 3.4 | Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | GJ / ₹ Crore | 0.0000131 | Reasonable |
| 3.5 | Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | GJ/ international dollar | 0.000267 | Reasonable |
| 3.6 | Energy intensity in terms of physical output | GJ / Permanent employee | 61.72 | Reasonable |

| P6 E9 – Embracing Circularity – Details related to waste management by the entity | | | | |
|--|---|---------------------------|---|--------------------------|
| S. No. | Parameter | Unit | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 4.1 | Total waste generated (in metric tonnes) | | | Reasonable |
| | Plastic waste (A) | MT | 160.61 | |
| | E-waste (B) | MT | 2.34 | |
| | Bio-medical waste (C) | MT | 151.39 | |
| | Construction and demolition waste (D) | MT | 0 | |
| | Battery waste (E) | MT | 4.76 | |
| | Radioactive waste (F) | MT | 0.008 | |
| | Other Hazardous waste – please specify, if any. (G) | MT | 2741.45 | |
| | Other Non-hazardous waste generated – please specify, if any. (H) | MT | 1127.42 | |
| | Total (A+B+C+D+E+F+G+H) | MT | 4187.97 | |
| 4.2 | Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | MT / ₹ Crore | 0.0000001120 | Reasonable |
| 4.3 | Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | MT / international dollar | 0.00000228 | Reasonable |
| 4.4 | Waste intensity in terms of physical output | MT / Permanent employee | 0.58 | Reasonable |
| 4.5 | For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | | Reasonable |
| | (i) Recycled | MT | 3159.00 | |
| | (ii) Re-used | MT | 690.60 | |
| | (iii) Other recovery operations | MT | 0 | |
| | Total | MT | 3849.60 | |
| 4.6 | For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | | Reasonable |
| | (i) Incineration | MT | 135.68 | |
| | (ii) Landfilling | MT | 0 | |
| | (iii) Other disposal operations | MT | 0 | |
| | Total | MT | 135.68 | |

| P3 E1(c) – Enhancing Employee Wellbeing and Safety – Spending on measures towards well-being of employees and workers | | | | |
|--|---|---|--------------------------|--|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance | |
| 5.1 | Cost incurred on well-being measures as a % of total revenue of the company | 0.36% | Reasonable | |

| P3 Q11 – Enhancing Employee Wellbeing and Safety – Details of safety-related incidents for employees and workers | | | | |
|---|---|-----------------|---|--------------------------|
| | Safety Incident / Number | Category | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 5.2 | Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.00 | Reasonable |
| | | Workers | 0.00 | Reasonable |
| 5.3 | Total recordable work-related injuries | Employees | 7 | Reasonable |
| | | Workers | 5 | Reasonable |
| 5.4 | No. of fatalities | Employees | Nil | Reasonable |
| | | Workers | Nil | Reasonable |
| 5.5 | High consequence work-related injury or ill-health (excluding fatalities) | Employees | Nil | Reasonable |
| | | Workers | Nil | Reasonable |

| P5 E3(b) – Enabling Gender Diversity in Business – Gross wages paid to females as % of total wages | | | |
|---|--|---|--------------------------|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 6.1 | Gross wages paid to females as % of total wages paid by the entity | 19.9% | Reasonable |

| P5 E7 – Enabling Gender Diversity in Business – Complaints filed under the POSH Act, 2013 | | | |
|--|--|---|--------------------------|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 6.2 | Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 3 | Reasonable |
| 6.3 | Complaints on POSH as a % of female employees / workers | 0.14% | Reasonable |
| 6.4 | Complaints on POSH upheld | 100 | Reasonable |

| P8 E4 – Enabling Inclusive Development – Input material sourced from suppliers (as % of total inputs by value) | | | |
|---|---|---|--------------------------|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 7.1 | Directly sourced from MSMEs / small producers | 46% | Reasonable |
| 7.2 | Directly from within India | 71% | Reasonable |

| P8 E5 – Enabling Inclusive Development – Job creation in smaller towns (wages as % of total wage cost) | | | |
|---|------------------|---|--------------------------|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 7.3 | Rural | 0 | Reasonable |
| 7.4 | Semi-urban | 0 | Reasonable |
| 7.5 | Urban | 1.59 % | Reasonable |
| 7.6 | Metropolitan | 98.41 % | Reasonable |

| P9 E7 – Fairness in Engaging with Customers and Suppliers – Instances involving loss / breach of data of customers | | | |
|---|--|---|--------------------------|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 8.1 | Number of instances of data breaches along with impact | Nil | Reasonable |
| 8.2 | Percentage of data breaches involving personally identifiable information of customers | Nil | Reasonable |
| 8.3 | Impact, if any, of the data breaches | Nil | Reasonable |

| P1 E8 – Fairness in Engaging with Customers and Suppliers – Number of days of accounts payable | | | |
|---|---|---|--------------------------|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 9.1 | Number of days of accounts payable ((Accounts payable × 365) / Cost of goods / services procured) | 138 | Reasonable |

| P1 E9 – Openness of Business – Concentration of purchases and sales; loans, advances and investments with related parties | | | |
|--|--|---|--------------------------|
| S. No. | Parameter | FY 2025–26 (Apr 2025 – Mar 2026) | Type of Assurance |
| 9.2 | Concentration of Purchases | | Reasonable |
| | (a) Purchases from trading houses as % of total purchases | 21% | |
| | (b) Number of trading houses where purchases are made from | 579 | |
| | (c) Purchases from top 10 trading houses as % of total purchases from trading houses | 32% | |
| 9.3 | Concentration of Sales | | Reasonable |
| | (a) Sales to dealers / distributors as % of total sales | Not Applicable | |
| | (b) Number of dealers / distributors to whom sales are made | Not Applicable | |
| | (c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | Not Applicable | |
| 9.4 | Share of Related Party Transactions (RPTs) | | Reasonable |
| | Purchases (Purchases from related parties / Total purchases) | 3.4 % | |
| | Sales (Sales to related parties / Total sales) | 6.9 % | |
| | Loans & advances (Loans & advances given to related parties / Total loans & advances) | Nil | |
| | Investments (Investments in related parties / Total investments made) | 3.3 % | |