

Environmental

Social

Governance

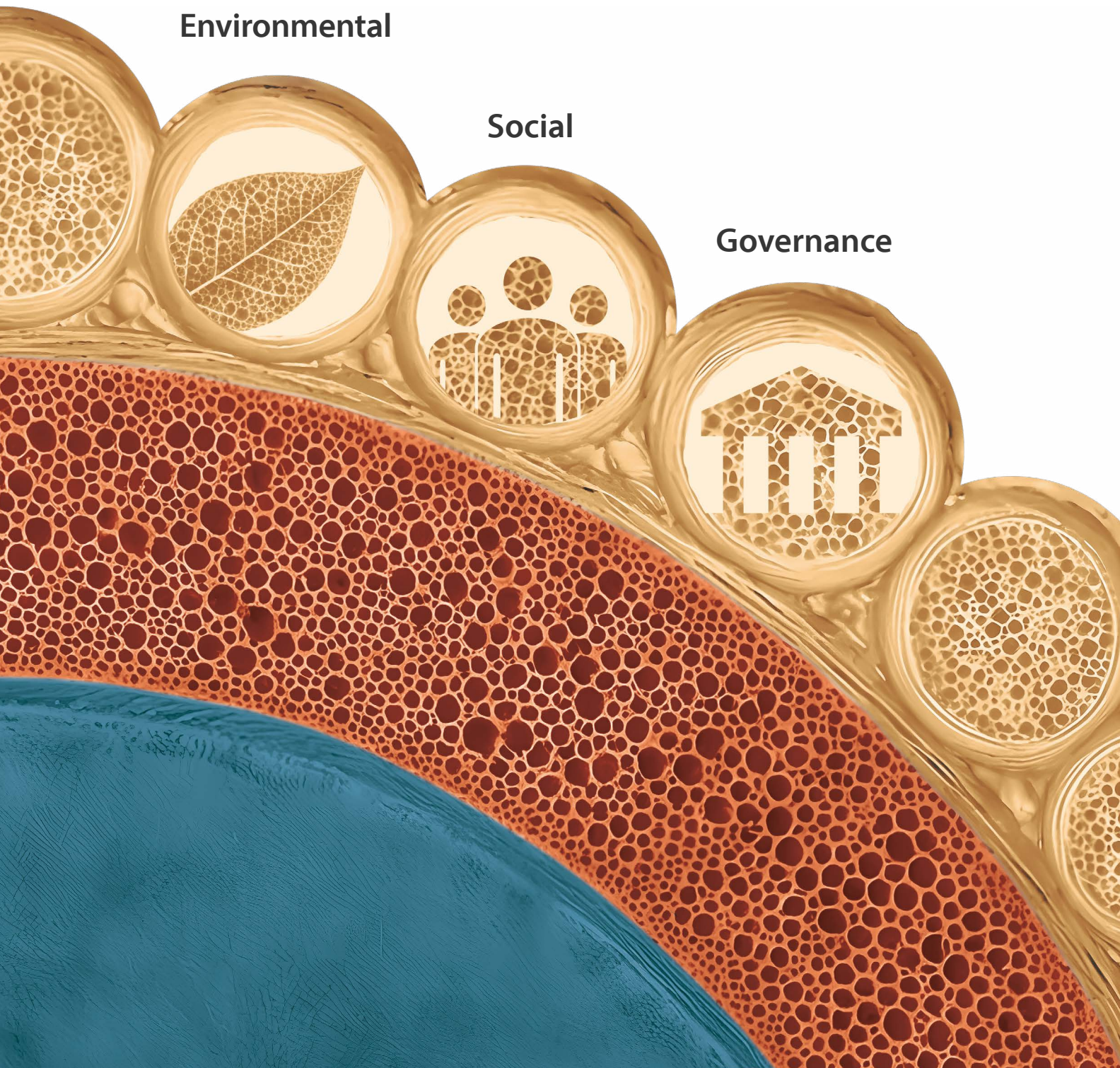




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About the Report

Overview of the Report

We are proud to share our sixth annual ESG Report for the financial year 2025-26 (FY26). This report outlines Syngene's sustainability journey for FY26, presenting our performance across key Environmental, Social, and Governance (ESG) parameters. It provides an overview of the Company's approach to managing material issues, driving continuous improvement, and creating long-term value for stakeholders.

The report reflects Syngene's commitment to responsible growth, operational excellence, and sustainable business practices, while aligning with global standards and stakeholder expectations.

Reporting Standards and Frameworks

This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards 2021. It also details our performance on the United Nations Sustainable Development Goals (UN SDGs) and incorporates applicable guidance from the Sustainability Accounting Standards Board (SASB).

In addition, Syngene's disclosures are aligned with regulatory requirements such as the Business Responsibility and Sustainability Report (BRSR) under SEBI (Listing Obligations and Disclosure Requirements) Regulations. For FY26, the Company's BRSR is available on pg. 126 of the [Annual Report FY26](#).

Reporting Scope and Boundary

The report covers Syngene's ESG performance for the period April 1, 2025 to March 31, 2026 (FY26)¹.

The reporting scope includes all major operational facilities and campuses in India, including locations in Bengaluru, Hyderabad, and Mangaluru, along with relevant research and manufacturing sites and our headquarters in Bengaluru². Our sustainability performance demonstrated in this Report is for our standalone operations only.

The report includes disclosures across Social and Governance topics, as well as our environmental performance. Environmental data encompasses key manufacturing and research operations, while social and governance disclosures extend to all relevant business functions. Any limitations or exclusions in the reporting scope are transparently indicated within the report. The publication date for our ESG Report for FY26 is August 21, 2026.

Approach to ESG Reporting

Syngene integrates sustainability principles into its business strategy and day-to-day operations. The ESG framework focuses on:

- Minimizing environmental impact through efficient resource use and emissions management
- Strengthening employee wellbeing, safety, and development
- Upholding strong governance practices, ethics, and compliance
- The report is based on a materiality-driven approach, ensuring that disclosures are focused on issues most relevant to stakeholders and business performance.

Responsibility Statement

The Board of Directors and senior management of Syngene confirm that this report provides a fair and balanced representation of the Company's ESG performance for FY26.

The report has been reviewed by the appropriate internal committees, and reflects the organization's commitment to transparency, accountability, and responsible business conduct. The Company continues to embed sustainability into its strategic priorities to create long-term value for stakeholders, including customers, employees, investors, partners, and communities³.

External Assurance

The ESG Report FY26 has undergone independent external assurance by DNV Business Assurance India Private Limited to enhance credibility and reliability. The assurance findings have been reviewed by the Company's senior management and are referenced in the relevant sections of this report⁴. The Assurance Statement can be found on page 116 of this Report.

Stakeholder Engagement and Feedback

Syngene values continuous engagement with its stakeholders and welcomes feedback to strengthen its sustainability practices and disclosures.

For queries, suggestions, or feedback related to this report, stakeholders may reach out via email: esg@syngeneintl.com⁵.

A portrait of Kiran Mazumdar-Shaw, the Executive Chairperson of Syngene. She is a woman with dark, shoulder-length hair, smiling at the camera. She is wearing a dark blue and white patterned blazer over a dark top. Her arms are crossed, and she is wearing a watch and a red thread on her left wrist. The background is a solid blue color with a large, light blue circular graphic element on the right side.

Message
from our
**Executive
Chairperson**

Kiran Mazumdar-Shaw



Against our commitment to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 54.6% by FY33, we have already achieved a 60.9% reduction from our FY23 baseline, surpassing our target well ahead of schedule.

Leading with Purpose in a Changing World

Science is entering a new era, shaped by breakthroughs in biology, digital technologies and artificial intelligence. At the same time, businesses are being called upon to create value in ways that are environmentally responsible, socially inclusive and economically sustainable. I believe these are not competing priorities; they are mutually reinforcing.

At Syngene, sustainability is integral to how we innovate and grow. As a science-led organization, we recognize that our responsibility extends beyond delivering business performance. It includes how we manage resources, reduce our environmental footprint, empower our people and create positive impact for the communities we serve.

I am particularly pleased that our near-term climate targets have been validated by the Science Based Targets initiative (SBTi), aligning our decarbonization pathway with the ambition of limiting global warming to 1.5°C. Even more encouraging is the progress we have made. Against our commitment to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 54.6% by FY33, we have already achieved a 60.9% reduction from our FY23 baseline, surpassing our target well ahead of schedule. This reflects sustained investments in renewable energy, improved energy efficiency and a disciplined approach to decarbonizing our operations.

Our ambition extends beyond our own facilities. We are working closely with suppliers and partners to encourage science-based climate action across our value chain, recognizing that meaningful progress requires collective effort. Sustainability is not achieved in isolation; it is built through collaboration.

Equally important is our commitment to our people. Syngene's culture is founded on scientific curiosity, collaboration and continuous learning. By investing in talent and creating opportunities for our people to grow, we strengthen our capacity to innovate while building an organization that is resilient, diverse and future-ready.

Looking ahead, advances in digital technologies and artificial intelligence will transform the way science is discovered, developed and delivered. These technologies will enable faster innovation, greater productivity and improved outcomes for our customers. As we embrace these opportunities, we remain committed to deploying them responsibly, guided by strong governance, scientific integrity and a clear sense of purpose.

On behalf of the Board, I thank our employees, customers, partners, investors and the communities we serve for their continued trust and support. Together, we will continue to advance science responsibly, grow sustainably and create enduring value for society.

Kiran Mazumdar-Shaw
Executive Chairperson



Message
from our
**Managing
Director
& CEO**

Siddharth Mittal



Sustainability is no longer a parallel agenda; it is becoming fundamental to how companies choose partners, how science is conducted and how long-term business value is created.

Advancing Science Responsibly, Creating Lasting Value⁶

At Syngene, we believe that scientific innovation and sustainable business practices go hand in hand. As the life sciences industry evolves, sustainability is no longer viewed simply as a corporate responsibility, it has become an essential driver of resilience, competitiveness and long-term value creation. Our customers expect partners who can combine scientific excellence with responsible operations, transparency and strong governance. We see this as both a responsibility and an opportunity.

FY26 marks another important milestone in Syngene's ESG journey. Over the years, we have steadily strengthened the way sustainability is embedded across our business, from our laboratories and manufacturing facilities to our supply chain, governance practices and people initiatives. While we are encouraged by the progress we have made, we also recognize that sustainability is a journey of continuous improvement, requiring innovation, collaboration and disciplined execution.

During FY26, we continued to make measurable progress against our sustainability agenda. Around 95% of the electricity procured across our campuses came from renewable sources, while our ongoing energy efficiency initiatives supported further progress towards our Scope 1 and Scope 2 emissions reduction goals. We also completed our first Double Materiality Assessment, strengthening the integration of ESG considerations into our strategy, enterprise risk management and long-term planning. Across our value chain, we expanded supplier engagement on decarbonization, with 46% of our Scope 3 supplier engagement target achieved during the year, reinforcing our commitment to collaborative climate action.

Equally important, we continued to embed sustainability more deeply into our scientific culture. We successfully completed the

'My Green Lab' assessment program, with all three pilot laboratories achieving the highest level of Green Certification, an important milestone as we embed sustainable laboratory practices more deeply across our scientific operations.

Beyond environmental stewardship, we remain equally committed to building a workplace that is safe, inclusive and empowering, while maintaining the highest standards of ethics, compliance and corporate governance. These principles are fundamental to the trust our customers, employees, investors and communities place in us.

As science continues to advance, new technologies, including artificial intelligence and digital solutions, are reshaping the future of research, development and manufacturing. At Syngene, we are leveraging these capabilities not only to accelerate scientific innovation and improve operational excellence, but also to enhance the efficiency and sustainability of the way we work.

Our progress continues to be recognized by leading global ESG benchmarks. During the year, Syngene was once again included in the TIME magazine's World's Most Sustainable Companies 2026. We also secured an S&P Global Corporate Sustainability Assessment (CSA) score of 76/100, earning recognition as an Industry Mover and a place in the 2026 S&P Global Sustainability Yearbook. In addition, we maintained our 'B' scores for Climate Change and Water Security in CDP's assessment, while achieving our first 'A-' rating in the Supplier Engagement Assessment.

As we look ahead, our focus remains clear: to advance science responsibly, strengthen our resilience, support our customers' success and create lasting value for all our stakeholders. Sustainability will continue to be central to that journey.

Siddharth Mittal

Managing Director and CEO

⁶GRI 2-22

At a Glance: Recognition & ESG Ratings

TIME and Statista: World's Most Sustainable Companies 2026

Syngene earned recognition for the second consecutive year from TIME and Statista as one of the World's Most Sustainable Companies 2026. The Company was ranked among the top three pharma and biotech companies in India and among the top 15 Indian companies across all industries, reflecting its commitment to sustainable business practices and creating long-term value for its stakeholders.

TIME and Statista: World's Best Companies in Sustainable Growth 2026

Syngene was ranked among TIME and Statista's World's Best Companies in Sustainable Growth 2026. The Company achieved the No. 1 position among Indian life sciences companies and was ranked among the top three companies globally in the Pharmaceuticals and Biotechnology category, recognizing its ability to deliver sustainable growth while creating positive environmental and social impact.

S&P Global Sustainability Yearbook 2026: Industry Mover

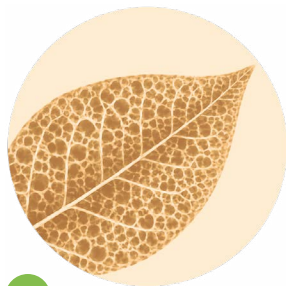
Syngene was included in the S&P Global Sustainability Yearbook 2026 and recognized as an Industry Mover in the Life Sciences sector. The recognition was driven by a significant improvement in the Company's Corporate Sustainability Assessment (CSA) score, which increased to 76 in 2025. Of more than 9,200 companies assessed globally, only 848 were included in the Yearbook, with just 9 of 64 companies qualifying in the Life Sciences sector.



ESG Rating Performance

ESG Rating Agency	FY26	FY25	FY24
EcoVadis	Silver (91 st percentile)	Silver (86 th percentile)	Bronze (65 th percentile)
CDP	A- (Supplier Engagement Assessment) B (Water Security) B (Climate Change)	B (Water Security) B (Climate Change)	D (Water Security) C (Climate Change)
S&P Global (CSA)	76	50	NA
MSCI	A	BB	BBB
Sustainalytics	14.7 Low Risk	15.6 Low Risk	12.4 Low Risk

FY26 Performance Snapshot



ENVIRONMENTAL

95%

Total power from renewable sources

97%

Waste recycled

Zero

Environmental violations

17.96%

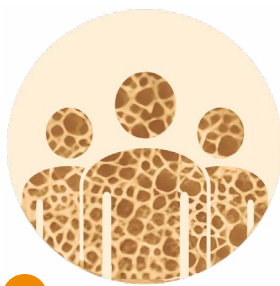
YoY reduction in non-renewable energy consumption

58%

Water recycled and reused

Zero

Waste to direct landfill



SOCIAL

89%

Employee engagement score

444,877

Hours of employee training delivered

99.13%

Mandatory compliance training completion

16%

Internal mobility rate (up from ~5% in FY25)

18.3%

Voluntary attrition rate (improved from 24.2% in FY25)

98% women

Return-to-work rate after parental leave



GOVERNANCE

100%

of our sites have been certified with ISO 27001:2022 ISMS

46%

Suppliers by emissions committed to SBTi

98.98%

Percentage of employees trained on Information Security programs

Zero

Data Breaches

Awards and Certifications



3rd CII Karnataka ESG Summit 2025: Winner

Syngene was recognized at the 3rd CII Karnataka ESG Summit 2025. The company won awards for two case studies: Sustainable Synthesis of the PEDS (Production Enhancer Drug Substance) Drug Substance under the Green Chemistry category, and Ventilation and Cooling Tower Upgrades Using Axial Fans and FRP (Fiber-Reinforced Polymer) Technology under the Energy Conservation and Efficiency category.



ELCITA Sustainability Awards 2024-25: Gold Award

Syngene received the Gold Award for Overall Excellence in Sustainability Management in the Healthcare and Pharmaceutical sector at the Electronics City Industrial Township Authority (ELCITA) Sustainability Awards in Bengaluru. This recognition highlights the company's commitment to integrating sustainable and responsible business practices across its operations.



Indian CSR Awards 2025: Best Public Healthcare Initiative of the Year

Syngene was awarded the Best Public Healthcare Initiative of the Year 2025 (Corporate) for eLAJ Smart Clinics, a decade-long public health initiative implemented in partnership with Biocon Foundation.



CII Quality Competition: Silver Award

Syngene's Mangaluru facility received a Silver Award at a Confederation of Indian Industry (CII) Quality Competition for its initiative focused on the principles of recycle, regenerate, and reuse, demonstrating its commitment to resource efficiency and circularity.



ISCM Supply Chain Rankings 2025: Top 15 Pharma Supply Chain Champions

Syngene was recognized among India's Top 15 Pharma Supply Chain Champions in 2025, reflecting the strength, resilience, and operational excellence of its supply chain practices.



IMC Ramkrishna Bajaj National Quality Award (RBNQA) 2025: Performance Excellence Trophy

Syngene's Biologics team received the Performance Excellence Trophy in the Manufacturing category at the IMC Ramkrishna Bajaj National Quality Award (RBNQA) 2025, recognizing its robust quality systems, governance maturity, and operational excellence.



CII EHS Excellence Awards: Gold Award and Special Award for EHS Innovation

Syngene's Hyderabad facility received both the Gold Award and the Special Award for EHS Innovation at the CII EHS Excellence Awards, recognizing its leadership in environmental, health, and safety performance.



CII Industrial Innovation Awards: Top 50 Innovative Companies

Syngene was ranked among India's Top 50 Innovative Companies at the CII Industrial Innovation Awards, underscoring its commitment to fostering innovation and advancing scientific excellence across the organization.

Certifications



ISO 50001:2018 Certification: Energy Management System

Syngene's Bengaluru Energy Management function achieved ISO 50001:2018 certification with zero non-conformities, demonstrating the effectiveness of its energy management practices and its commitment to energy efficiency, continual improvement, and sustainable operations.



Zero Waste to Landfill Certification: Platinum Diversion Rate

Syngene's Mangaluru site was awarded the Zero Waste to Landfill Platinum Diversion Rate certification by TÜV India, recognizing its robust waste management practices and commitment to maximizing resource recovery while minimizing waste sent to landfill.



My Green Lab: Green Level Certification

As part of a pilot initiative, three laboratories at Syngene, two within the Discovery division and one within the Chemical Development division, achieved the highest Green Level Certification from My Green Lab, a globally recognized laboratory sustainability certification body. The laboratories achieved an assessment score of over 94%, reflecting strong performance in sustainable laboratory operations and environmental stewardship.

About Syngene



Syngene International Limited, established in 1993, is a leading research, development, and manufacturing services organization delivering specialized scientific solutions to the pharmaceutical, biotechnology, nutrition, animal health, consumer goods, and specialty chemicals sectors. The Company has built a fully integrated platform supporting both small and large molecules, enabling customers to accelerate the development and commercialization of innovative products⁷.

With more than three decades of experience, Syngene provides end-to-end capabilities spanning discovery, development, and commercial manufacturing. Its flexible and scalable solutions are

tailored to the needs of a diverse customer base, including large global pharmaceutical companies, emerging biotechnology firms, research institutions, non-profit organizations, and government agencies.

Built on a foundation of scientific excellence, quality, and operational rigor, Syngene combines advanced scientific capabilities with deep domain expertise to address complex research and manufacturing challenges. Its long-standing focus on quality, reliability, and customer-centricity has helped establish enduring partnerships with clients across global markets while delivering innovative, high-quality outcomes.

⁷GRI 2-1

Business Divisions

Syngene operates across four key service segments:

Discovery Services

Focused on early-stage research, this segment supports target identification, assay development, medicinal chemistry, and biologics discovery. Services are designed to accelerate drug discovery through integrated scientific approaches.

Dedicated R&D Centers

Syngene partners with global clients to establish and operate captive research centers, enabling seamless collaboration and long-term innovation. These centers provide tailored scientific capabilities aligned with client-specific requirements.

Translational & Clinical Research (T&CR)

T&CR business offers integrated early-phase clinical research services, spanning studies in healthy volunteers and patients. These capabilities are complemented by Clinical translational science, regulated bioanalysis across small and large molecules, along with Central Lab, Clinical Data Management and Biostatistics as allied services.

Contract Development and Manufacturing Services (CDMO)

Our Small and Large Molecule CDMO businesses provide end-to-end development and cGMP-compliant manufacturing of clinical and commercial supplies, supported by process development and associated services to demonstrate the safety, tolerability, and efficacy of drug candidates.

Global Presence and Operations

Headquartered in Bengaluru, India, Syngene operates multiple state-of-the-art research and manufacturing facilities. Its footprint includes major campuses in Bengaluru, Hyderabad and Mangaluru in India, as well as a biologics manufacturing facility in Bayview, USA, supporting diverse scientific and production needs.

The Company also maintains an international presence with operations and customer engagement in the United States, Europe, Japan, and other global markets, strengthening its position as a global CRDMO (Contract Research, Development, and Manufacturing Organization)⁸.

Workforce

Syngene's workforce comprises over 8,373 employees, including permanent and non-permanent staff, who form the backbone of its scientific and operational excellence. The talent pool includes experts across research, manufacturing, quality assurance, and support functions.

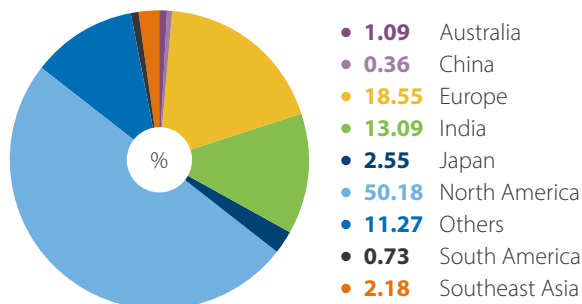
Client Base

The Company serves a diversified client base across industries such as:

- Pharmaceuticals and Biopharmaceuticals
- Animal Health
- Nutrition and Consumer Goods
- Specialty Chemicals

Its client portfolio includes leading global organizations, reflecting strong capabilities, trust, and long-term collaborations⁹.

Geographically, Syngene's revenue mix is distributed across regions such as:



Commitment to Excellence and Sustainability

Syngene continuously invests in advanced technologies, digital transformation, and infrastructure to enhance efficiency, productivity, and service delivery. The Company remains committed to operational excellence, high-quality standards, and regulatory compliance.

Beyond business performance, Syngene actively integrates sustainability into its strategy, focusing on:

- Reducing environmental impact
- Ensuring workplace safety and employee wellbeing
- Promoting ethical governance and transparency

Syngene upholds the highest standards of corporate governance while striving to generate long-term value for all stakeholders.

⁸GRI 2-1 | ⁹GRI 2-6

Our ESG Strategy



We are committed to building a resilient and sustainable business founded on responsible environmental stewardship, positive social impact, and robust corporate governance practices. Guided by our values of integrity, excellence and professionalism, we uphold the highest standards of ethical conduct across our operations and throughout our supply chain.

To promote transparency and accountability, we assess our ESG performance annually and openly report our progress through two key disclosures: the Business Responsibility and Sustainability Report (BRSR), included in our [Annual Report](#), and our standalone ESG Report. Both reports are available on our [corporate website](#) and provide stakeholders with insights into our ongoing sustainability journey and commitment to responsible business practices.

Stakeholder Engagement¹⁰

Our stakeholders are integral to our long-term success and sustainable growth. Through continuous dialogue and meaningful engagement, we strive to build strong, collaborative relationships that contribute to value creation and support our business objectives.

We actively engage with key stakeholder groups, including customers, employees, local communities, regulators, potential recruits, investors, and business partners, through a range of channels such as investor interactions, business review meetings, recruitment initiatives, and stakeholder consultations. These engagements enable us to understand stakeholder expectations and incorporate their perspectives into our decision-making processes.

¹⁰GRI 2-29

Our approach to stakeholder engagement is guided by principles of transparency, accountability, ethical conduct, and mutual trust. By fostering open communication and constructive collaboration, we aim to strengthen relationships and create shared value for all stakeholders.

Stakeholders can connect with us through various engagement platforms, including recruitment fairs, media interactions, investor forums, and stakeholder-specific meetings. Contact details for selected stakeholder groups are available on our website at Syngene [Contact Us](#).

For detailed information on our engagement approach across different stakeholder categories, please refer to [Page 150](#) of our Annual Report 2026.

Double Materiality Assessment

Integrating sustainability into core business strategy is central to how Syngene creates long-term value for its stakeholders. ESG considerations are embedded across operations, guiding decision-making, risk management, and performance outcomes.

In 2021, Syngene undertook a comprehensive materiality assessment to identify the ESG topics most relevant to its business and stakeholders. The outcomes of this exercise established a clear set of priority issues that have informed the company's sustainability strategy, goal setting, and disclosures over the past four years. These material topics have guided strategic investments, strengthened risk management practices, and enabled more focused stakeholder engagement.

As stakeholder expectations, regulatory requirements, and business complexities continue to evolve, Syngene recognized the need to deepen its understanding of sustainability-related impacts and financial implications. In FY26, the company undertook its first Double Materiality Assessment (DMA), marking a significant step forward in the maturity of its ESG approach.

The DMA builds on the earlier assessment by evaluating both:

- the impacts of Syngene's operations and value chain on the environment and society, and
- the financial risks and opportunities arising from sustainability matters that may influence business performance

By incorporating stakeholder perspectives and aligning with leading global frameworks, the DMA provides a structured and forward-looking basis to prioritize ESG issues, strengthen

resilience, and support informed decision-making. It also enhances transparency and prepares the organization for evolving regulatory requirements and global reporting expectations.

The DMA further strengthens Syngene's ability to allocate resources and investments to areas of highest impact, ensure regulatory compliance, and proactively manage emerging risks and opportunities.

Our DMA approach is aligned with the Corporate Sustainability Reporting Directive (CSRD), with methodology informed by the European Sustainability Reporting Standards (ESRS) 1 and the European Financial Reporting Advisory Group's (EFRAG) IG 1 guidance. This provides a robust and structured framework, adapted to reflect Syngene's specific business context and operational realities.

The assessment involved multiple stages of stakeholder engagement, data analysis, prioritization of material issues, and validation to ensure that the outcomes are comprehensive, evidence-based, and reflective of diverse stakeholder perspectives. Our step-by-step approach is outlined below.

Understanding the Context

Our long-standing commitment to sustainability provided a strong foundation for developing a robust understanding of the sustainability context across our business and value chain. Prior to identifying Impacts, Risks and Opportunities (IROs), we undertook a comprehensive contextual analysis in line with EFRAG IG 1 guidance. This involved developing a detailed understanding of our products and services, geographic footprint, value chain, and overall business strategy to ensure that our assessment was grounded in Syngene's operational realities.

Identifying the Universe of Material Issues

Extensive desk-based research was conducted to identify the universe of sustainability issues relevant to Syngene. This included peer benchmarking against seven industry peers, as well as a review of industry-specific material topics highlighted under leading frameworks and standards such as Morgan Stanley Capital International, Sustainability Accounting Standards Board, and European Sustainability Reporting Standards.

Through this structured process, we identified 55 sustainability topics that formed the initial universe of potential material issues for further evaluation.

Stakeholder Outreach¹¹

To ensure that the assessment reflected diverse stakeholder perspectives, we designed and deployed stakeholder-specific questionnaires tailored to different groups. We engaged both internal and external stakeholders and identified our key affected stakeholders for engagement through this assessment process. To ensure that we effectively captured insights from all stakeholders, our engagement purview included investors, employees, customers, suppliers, NGOs, and media. Insights were gathered through an online questionnaire on the identified material issues. In total, we received 528 responses, providing a robust evidence base to understand stakeholder priorities, expectations, and concerns.

Identification of Key Material Issues

Stakeholder responses were analyzed using a weighted aggregate methodology. A materiality score was calculated for each issue based on the average of stakeholder responses, taking into account the relative importance assigned by different stakeholder groups.

Based on this assessment, 12 key material issues were prioritized for detailed IRO identification and evaluation. This was further presented to and approved by our Senior Management and Board Members.

Our Material Issues



Climate Action



Data Privacy and Cybersecurity



Human Capital Management



Responsible Supply Chain



Innovation, Research and Development



Sustainable Process Design



Water Management



Quality Management



Occupational Health and Safety



Corporate Governance and Business Ethics



Waste Management



Social Impact and Community Welfare

¹¹GRI 3-1

Identification and Assessment of Impacts, Risks and Opportunities (IROs)

The 12 material topics were further assessed for their associated impacts, risks, and opportunities through a structured and evidence-based analysis.

This process included detailed research, review of prior internal assessments, peer screening, analysis of applicable industry standards, and regulatory landscape reviews, among other sources. In line with European Sustainability Reporting Standards guidance, we also evaluated the interlinkages between topics (for example, the connections between climate action and water management, or data privacy and corporate governance) to ensure a holistic and systems-level understanding of sustainability impacts across our operations and value chain.

An IRO Assessment Framework was developed to guide this evaluation. This was followed by an in-person workshop with the ESG Working Group to deliberate on the actual and potential impacts, risks, and opportunities relevant to Syngene under each material topic. The identified IROs were assessed and scored using a pre-defined methodology aligned with ESRS principles, ensuring consistency, traceability, and objectivity.

The preliminary prioritization of material issues and associated IROs underwent validation with the leadership team to confirm alignment with Syngene's strategic objectives, risk management processes, and stakeholder expectations.

Assessment Parameters

- **Impact Materiality:** Each material issue was reviewed for its potential or actual impact on the environment or society. This was further classified as a negative or positive impact. Each impact was evaluated for its scale (intensity), scope (geographical) and likelihood (potential of occurrence). Negative impacts were additionally assessed for their irremediability (extent of resolution). We also assessed the time horizon of each impact.
- **Financial Materiality:** Each material issue was assessed for any risks or opportunities it may present to our business growth and financial performance, and the time horizon these may materialize in. Further, we also assessed the magnitude (intensity of impact) and likelihood (potential of occurrence) of each risk or opportunity, to gauge its ability to preserve or erode our efforts for value creation.

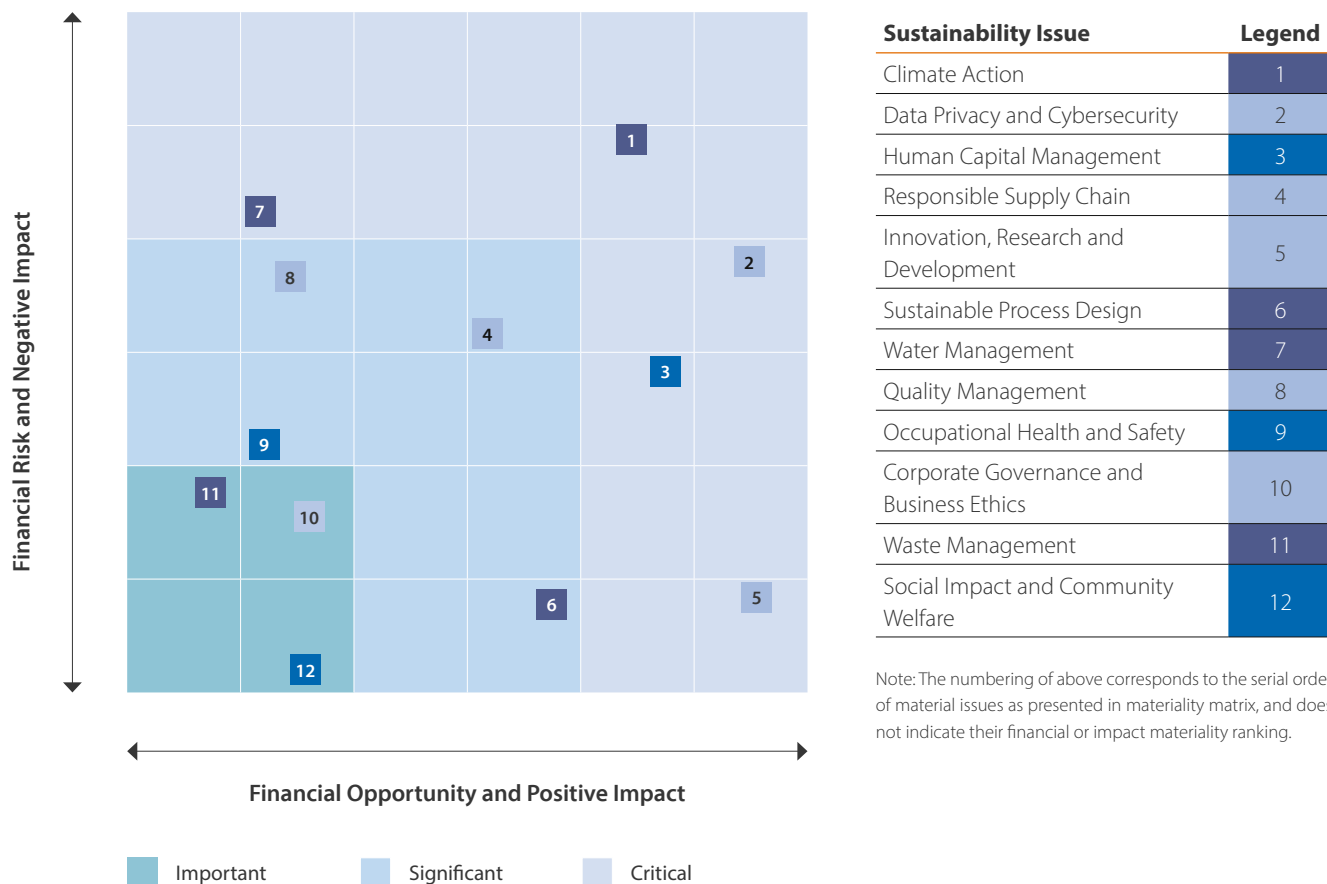
For each identified IRO, we further assessed where, in the value chain, it occurs and whether it affects the Company's operations, upstream, or downstream value chain. An impact can occur at several levels for the same IRO.



Alignment with the Enterprise Risk Management Framework

We also engaged with our Enterprise Risk Management Team to ensure alignment of the potential financial risks identified with the internal risk register and overall risk ratings as identified by the Company. Each IRO was reviewed independently to check for consistency, and any misalignment was further discussed and recalibrated.

Our priority material issues have been depicted below¹²:



Material Impacts, Risks and Opportunities

The following tables present the results of the Double Materiality Assessment (DMA) we conducted in the reporting year. It describes the material impacts, risks and opportunities we have identified and the financial implication of the risk or opportunity.*

Material Issue	ESG Dimension	Rationale for Identification	Identified Risk and Opportunity	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Mitigation Measures in case of Risk
Climate Action	Environment	GHG emissions (Scope 1 & 2) from energy use and operations contribute to climate change; energy-intensive labs/manufacturing increase carbon intensity; extreme weather poses operational continuity risks; energy efficiency and renewable reduce emissions (92% renewable energy).	Risks: Carbon pricing/taxes, mandatory disclosures (CBAM, SEBI BRSR Core); loss of business if decarbonization expectations unmet; rising energy costs; regulatory penalties; extreme weather disruptions. Opportunities: Switch to renewables (solar, green PPAs); green building certifications; voluntary carbon markets; enhanced disclosure to attract ESG investors; fleet electrification/clean mobility.	Negative Positive	Continue transitioning to renewable energy (rooftop solar, green PPAs, green fuel) to reduce Scope 1&2 emissions. Invest in energy-efficiency measures and green building certifications/retrofits. Conduct climate scenario analysis and enhance climate disclosure. Build resilience against extreme weather through business continuity planning. Explore sustainable transport options for logistics/employees.
Data Privacy and Cybersecurity	Governance	Compliance failures lead to regulatory scrutiny and loss of client trust; robust cybersecurity (ISO 27001:2022, NIST (National Institute of Standards and Technology) framework) fosters stakeholder confidence and protects IP/client data.	Risks: Breach response costs (legal, forensic, communication); unauthorized data sharing risking business continuity; higher insurance premiums; GDPR/Indian data protection penalties. Opportunities: Best-in-class security attracts investors/clients; monetizing data security as value-add; AI for leak detection; proprietary secure storage reducing third-party dependence.	Negative Positive	Multi-layered approach across technology, process, and people: Technology: Deploy best-in-class cybersecurity solutions within a framework that is constantly reviewed and upgraded to address emerging threats. Process: Govern cybersecurity via international standards (ISO 27001 / NIST), with regular vulnerability assessments to stress-test systems and monitoring for confidential data leakage. People: Provide employees with continuous education and awareness training on cyber threats and phishing risks.

*In line with information required by Question 23 of Section A of the BRSR

Material Issue	ESG Dimension	Rationale for Identification	Identified Risk and Opportunity	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Mitigation Measures in case of Risk
Human Capital Management	Social	Diversity/ transparency in hiring, attrition, pay equity, mental health, learning & development, and inclusive culture affect talent attraction, retention, and innovation (Thrive360 program).	Risks: High attrition causing loss of knowledge capital, rehiring/training costs, low morale, client/ revenue loss; labor law changes/policy instability; ineffective performance management reducing productivity. Opportunities: Employer branding, transparent hiring, competitive pay; diverse skilled workforce boosting innovation; mental health/wellbeing programs (Thrive360).	Negative Positive	Invest in employer branding, transparent hiring, and competitive/equitable pay structures. Embed holistic wellbeing through Thrive360 (EAP, health screenings, mental health support, parental wellbeing). Deliver structured training, leadership development, and financial literacy programs. Maintain transparent communication, regular feedback, and engagement initiatives. Foster a diverse and inclusive workplace to drive retention and innovation.
Responsible Supply Chain	Governance	Supply chain visibility, vendor ESG compliance, dependence on critical suppliers, raw material disruptions, and supplier non-compliance can impact business continuity, stakeholder trust, and operational performance.	Risks: Reputational Risk: Non-compliance with ESG standards within the supply chain could expose Syngene to reputational damage, negative stakeholder perception, and increased scrutiny from customers, investors, and regulators. Transition Risk: The shift toward a low-carbon economy, driven by customer commitments and market expectations, may increase the need for Syngene to accelerate Scope 3 emissions reduction initiatives across the value chain.	Negative	Conduct supplier ESG due diligence through ESG assessment. Handholding low-scoring suppliers through targeted improvement programs to strengthen their ESG performance and alignment with sustainability expectations. Enhance supplier engagement on decarbonization and regulatory compliance requirements. Prioritize partnerships with ESG-compliant and SBTi-aligned suppliers.

Material Issue	ESG Dimension	Rationale for Identification	Identified Risk and Opportunity	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Mitigation Measures in case of Risk
			Regulatory Risk: Evolving ESG regulations, due diligence requirements, and sustainability reporting obligations may increase compliance requirements for Syngene Opportunities: Collaboration with SBTi-aligned suppliers and ESG-compliant suppliers can strengthen supply chain resilience, improve brand value, enhance investor confidence, and support sustainable growth.	Positive	Build a resilient and diversified raw material ecosystem. Develop category management and supplier risk management capabilities.
Innovation, Research and Development	Governance	Innovation drives long-term growth, sustainable product/process design, talent attraction, and improved health outcomes/market expansion.	Risks: Stagnation from inconsistent R&D investment/direction; client confidentiality concerns in AI/ML research; lack of investment in advanced technologies causing obsolescence and reduced efficiency. Opportunities: AI/ML for faster, cost-efficient R&D cycles; strategic partnerships with academia and startups.	Negative Positive	Maintain consistent, strategic R&D investment and clear direction to avoid stagnation. Establish client-specific data-lakes for AI/ML-driven research. Continuously invest in advanced/cost-effective technologies to avoid infrastructure obsolescence. Pursue strategic partnerships with academia and startups to sustain innovation.
Sustainable Process Design	Environment	Eco-efficient process design minimizes embedded emissions, reduces GHG, improves health/biodiversity/livelihoods (biocatalytic hydrogenation, green solvents, solvent recovery; 50% cycle time reduction, 26% yield improvement).	Risks: Dependence on scarce/non-renewable resources (price volatility, supply shocks); stricter regulations causing compliance costs/redesign; negative publicity; technology lag/obsolescence; higher operational costs; non-availability of green raw materials.	Negative	Adopt green chemistry, biocatalytic methods, and greener solvent alternatives. Apply green chemistry to reduce upstream waste. Diversify away from scarce/non-renewable resources to reduce price-volatility exposure.

Material Issue	ESG Dimension	Rationale for Identification	Identified Risk and Opportunity	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Mitigation Measures in case of Risk
			Opportunities: Resource-efficient processes reduce costs; green chemistry innovations; improved safety/scalability; enhanced brand reputation; replicable green frameworks; ESG investor preference.	Positive	Develop replicable green process frameworks deployable across projects/geographies. Embed sustainable practices across all labs.
Water Management	Environment	Water resource depletion and effluent discharge/pollution affect communities, ecosystems, and operations (11% YoY freshwater reduction, 104,000+ KL conserved, 11,433 KL rainwater harvested).	Risks: Dependency on municipal/groundwater supply; shutdowns during peak summer scarcity; increased water procurement costs in drought-prone regions; uncertain availability complicating planning; fines for breaching discharge norms; regulatory tightening requiring retrofits.	Negative	Measures to ensure operations never run out of water: Establish and secure both primary and backup water sources. Implement measures to optimize and reduce water consumption. Consider water availability as a key factor when selecting new facility locations.
			Opportunities: Zero liquid discharge (ZLD); water recycling/reuse; rainwater harvesting; client preference for certified water stewardship (AWS).	Positive	Enhance water resilience through recycling, rainwater harvesting, and on-site water storage solutions.
Quality Management	Governance	Raw material quality/SOP adherence, employee training, data/result deviations, and equipment calibration, affect product safety, regulatory compliance, and customer satisfaction.	Risks: Inadequate audit-readiness/documentation leading to scrutiny, legal action, revenue loss, penalties; insufficient data traceability, increasing errors/recalls; client QOTIF penalties for delayed/non-compliant delivery.	Negative	Enforce strict SOP adherence and rigorous raw material quality checks. Maintain audit-readiness with robust documentation for regulatory inspections. Ensure data traceability through digital quality management systems.
			Opportunities: Productivity in continuous improvement initiatives in QC and QA towards lowering operational costs, enhancing accuracy, reducing human error.	Positive	Conduct regular equipment calibration and preventive maintenance. Provide continuous employee training; deploy automation/AI in QC/QA to reduce human error. Conduct internal audits and proactive self-inspections.

Material Issue	ESG Dimension	Rationale for Identification	Identified Risk and Opportunity	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Mitigation Measures in case of Risk
Waste Management	Environment	Raw material waste, hazardous/ biomedical waste contamination, and VOC emissions from incineration impact costs, environment, and health (95% hazardous waste recycled, 42% non-hazardous).	Risks: Non-compliance with waste rules (Biomedical/Hazardous Waste Rules) causing penalties; treatment costs; spills/leakages causing reputational/legal damage; underutilized recyclables (lost revenue). Opportunities: Sustainable landfilling strategy; onsite segregation/digitized tracking; certified waste partners; revenue from non-hazardous waste sales.	Negative Positive	Maximize recycling of hazardous (95%) and non-hazardous (42%) waste; minimize incineration. Implement onsite waste segregation and digitized tracking for traceability. Partner with certified waste treatment providers; ensure compliance with Biomedical/Hazardous Waste Rules.
Social Impact and Community Welfare	Social	Corporate volunteering, environmental programs, healthcare delivery, gender equity interventions, and STEM initiatives benefit communities and employee morale (via Biocon Foundation/Biocon Academy).	Opportunities: Enhanced morale/organizational culture; eco-literacy; improved health outcomes/public trust; gender equity; improved academic performance in underserved groups.	Positive	Not Applicable

Integration with Business Model and Strategy

The outcomes of our DMA are closely integrated with our business model and strategic priorities. As a CRDMO, our mission is to harness scientific expertise and innovation to address complex global challenges while creating long-term value through responsible business practices, strong governance and ethical conduct. The assessment reinforces the importance of our people, their wellbeing and capabilities in delivering on this commitment, while also highlighting the environmental aspects of our operations where robust management practices and controls are essential to minimize impacts. The insights from the DMA help guide our strategic priorities, risk management approach and sustainability initiatives, ensuring that we focus on the issues that matter most to both our stakeholders and the business.

Way Forward

The Double Materiality Assessment has enabled us to identify and prioritize the ESG topics that are most significant from both impact and financial perspectives. While all identified material topics will continue to remain integral to our sustainability strategy and governance processes, we recognize that certain areas present greater opportunities for strengthening capabilities and advancing organizational maturity.

In the coming years, we will place increased strategic focus on Climate Action, Human Capital Management, Responsible Supply Chain, Innovation, Research and Development, Sustainable Process Design, and Water Management. These areas represent key opportunities to further embed sustainability into operations, enhance resilience, and drive long-term value creation for stakeholders.

For the remaining material topics: Data Privacy and Cybersecurity, Quality Management, Occupational Health and Safety, Corporate Governance and Business Ethics, Waste Management, and Social Impact and Community Welfare, we have established robust systems, policies and performance management mechanisms. We will continue to maintain its strong performance in these areas while closely monitoring evolving regulatory requirements, stakeholder expectations and industry best practices to ensure continued alignment and improvement where necessary.

Through this focused yet comprehensive approach, we aim to strengthen our sustainability performance while ensuring that all material ESG topics remain effectively governed and integrated into business decision-making.





Principles

The Governance That Guides Us



At Syngene, inclusive and resilient governance is the guiding force behind our business, championed at every level, from the oversight of our Board of Directors and the stewardship of executive leadership to the everyday conduct of our workforce.

Our governance philosophy is rooted in the belief that ethical leadership and transparency are catalysts for sustainable value creation. By holding ourselves to unwavering standards of accountability, we protect the interests of our shareholders and stakeholders alike, while laying the groundwork for enduring trust and long-term reliability.

Strict adherence to all applicable laws, regulations, and governance standards, including those prescribed by the Securities and Exchange Board of India (SEBI), is a principle we uphold without exception. In FY26, there were no instances of regulatory non-compliance, neither were there any penalties nor any non-monetary sanctions¹³.

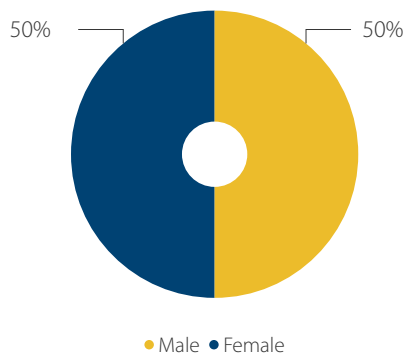
¹³GRI 2-27, SV-PS-510a.2

Our Governance Framework

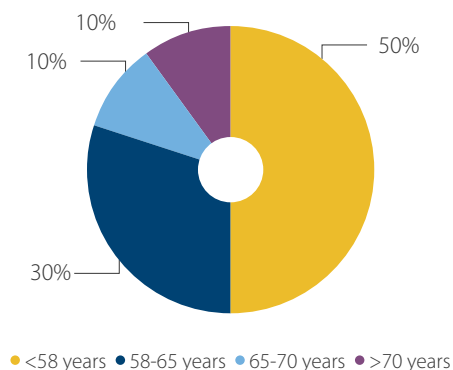
Our governance approach bolsters business resilience and underpins sustainability objectives. Policies are regularly refreshed to maintain relevance and are publicly accessible on our website. Our executive management team drives operational strategies and enhances performance across all functions, while dedicated Board-level Committees provide thorough oversight and assurance over specific domains. Regular internal and external audits deliver critical insights to management, with audit findings driving continuous improvement¹⁴.

Board Demographics

Gender Diversity



Age

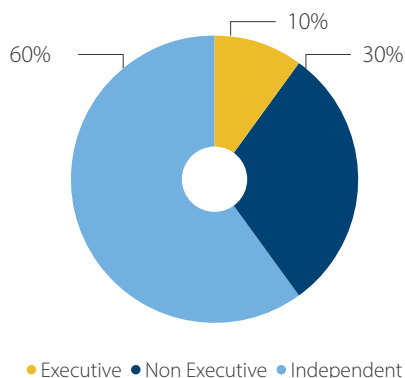


I Board Composition and Oversight¹⁵

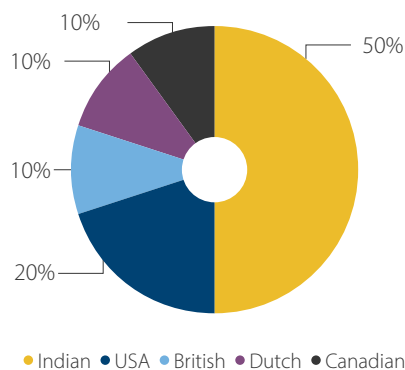
Our Board of Directors

The diverse expertise and varied backgrounds of our Board members ensure independent, objective, and effective oversight. As on March 31, 2026, the Board comprised 10 Directors, consisting of 03 Non-Executive Non-Independent Directors, 01 Executive Director and 06 Independent Directors. There are 05 Women Directors on the Board, of which 02 are Independent. The Board is led by our Executive Chairperson. Board selection and performance evaluation are carried out by the Nomination and Remuneration Committee¹⁶. All Directors are appointed in line with our policy on Directors Appointment and Remuneration¹⁷. The Board's primary responsibility is to provide strategic direction, guidance, and supervision over the Company's performance and long-term success.

Board Composition



Nationality



¹⁴SV-PS-510a.1 | ¹⁵GRI 2-9 | ¹⁶GRI 2-10, 2-11 | ¹⁷GRI 2-19, 2-20

Board Diversity

We believe that a diversity of thought strengthens the quality of governance. Our Board Diversity Policy reflects this conviction, championing a composition of individuals whose varied expertise, professional journeys, and industry insights collectively elevate decision-making. Appointments are grounded in merit, calibrated against the competencies essential for navigating business operations, financial stewardship, general management, and sector-specific complexities¹⁸.

Board Expertise

Our Directors collectively represent a powerful cross-section of industries contributing proficiencies in business strategy, innovation, finance, market intelligence, and risk governance. This breadth of knowledge equips the Board to respond with agility and foresight to the evolving demands of our sector¹⁹.

60%

of Board members bring sector expertise in science and technology

40%

possess experience in Biologics and Biosimilars

40%

hold deep proficiency in life sciences

II Ethics, Compliance, and Good Conduct

Our ethics framework weaves together policies, procedures, internal controls, reporting mechanisms, and a fair system of investigation and resolution. In FY23, a thorough assessment of risk exposure and organizational impact was undertaken. The findings across areas of vulnerability and enhancement opportunities were discussed with the Risk Committee, supporting our continued efforts to further strengthen our ethics culture.

Code of Conduct Training

Annual certification of Code compliance with Code of Conduct is mandatory for all employees, accompanied by training in conflict of interest anti-bribery, prevention of sexual harassment, data privacy, and professional integrity²⁰. New joiners are required to complete this training within the first 30 days of their appointment. Board performance undergoes external evaluation every three years, supplemented by internal discussions in intervening periods aimed at Board effectiveness and efficiency²¹.

Anti-Bribery and Anti-Corruption Policy

Our [Anti-Bribery and Anti-Corruption Policy](#) enforces zero tolerance for bribery in any form. We mandate training, conduct

robust due diligence on high-risk transactions²², and provide transparent reporting mechanisms free from retaliation. Strict enforcement and disciplinary action for violations safeguard our reputation, strengthen stakeholder trust, and ensure long-term sustainability. In FY26, three cases were reported as incidents of corruption, of which two were not sustained and actions were taken on one case²³.

Whistleblower Policy

At Syngene, employees are empowered to voice concerns in a safe and respectful environment. We provide multiple channels, including a round-the-clock anonymous reporting service, for stakeholders to raise concerns about non-compliance²⁴. Our integrity policy ensures confidential and anonymous reporting, free from retaliation. In FY26, five complaints were received and each was fairly investigated. All complaints were resolved as per stipulated timelines and required processes.

Every employee has direct access to the Audit Committee Chairperson. Confidentiality and impartial investigation remain non-negotiable commitments under our policy and applicable law.

Training Category	Training Name	Rate of Completion
Business Ethics	Code of Conduct	99.7%
	Anti-Bribery and Anti-Corruption (ABAC)	99.4%
	Prevention of Sexual Harassment	99.7%

¹⁸GRI 2-10 | ¹⁹GRI 2-17 | ²⁰GRI 2-15, 2-23, 2-24 | ²¹GRI 2-18 | ²²GRI 2-23, 2-24, 205-1, 205-2 | ²³GRI 205-3 | ²⁴GRI 2-25, GRI 2-26

Anti-Competitive Policy

We maintain strict compliance with antitrust legislation, fostering an environment where market competition and innovation thrive. This commitment protects not only our reputation and stakeholder trust, but the broader integrity of the marketplace. Non-compliance may risk severe penalties, legal costs, and damaged relationships, emphasizing the importance of adhering to fair competition laws. In FY26, zero cases of anti-competitive behavior were recorded²⁵.

III ESG Governance Architecture

The Stakeholders Relationship & ESG Committee serves as the Board's lens for supervising progress toward ESG goals and stewarding sustainability-related matters²⁶.

Since its inception in 2021, the Executive ESG Council has been instrumental in shaping and driving our ESG strategy. The Council is chaired by the Managing Director & Chief Executive Officer, who also serves as a Board member, ensuring direct linkage between ESG ambition and boardroom accountability.

The Council further comprises the Chief Financial Officer, the Chief Human Resources Officer, and the Head of Corporate Affairs. Together, this leadership team is responsible for strategy

Supplier Ethics & Due Diligence

Suppliers, contractors, and business partners are required to adhere to a [Supplier Code of Conduct](#) mirroring our ethical standards, spanning across anti-bribery, corruption, embezzlement, labor rights, human rights, and environmental stewardship. Rigorous due diligence screenings are conducted for corruption risk and legal exposure before any onboarding. High-risk vendors face elevated scrutiny and are required to submit triennial compliance declarations, reinforcing alignment with our integrity standards.

execution, guiding the ESG working group, delivering accurate stakeholder reporting, and presenting quarterly progress updates to the Stakeholders Relationship and ESG Committee. The ESG working group, led by the Head of Corporate Affairs, translates Council directives into on-the-ground initiatives across operations.

The Stakeholders Relationship & ESG Committee played a pivotal role in the double materiality assessment process, providing strategic oversight on both the impacts our business has on the environment and society, and the sustainability-related risks and opportunities that affect our financial performance. Additionally, no critical concerns were raised to the Board in FY26²⁷.

Governance Structure	Members	Roles and Responsibilities
Board-level Committee	Stakeholders Relationship and ESG Committee	- Formulating and guiding the overarching strategy for the organization - Overseeing and tracking organizational progress - Evaluating and assessing the objectives and targets related to ESG
ESG Council	- Chief Financial Officer - Chief Human Resources Officer - Chief Commercial Officer - Chief Scientific Officer - Heads of Business Divisions - Head of Corporate Affairs	- Crafting the plan for ESG implementation - Facilitating execution through collaboration with working groups - Routinely reporting developments to the Board
ESG Working Group	Representatives from: - ESG Strategy and Reporting - Legal and Compliance - Engineering & Maintenance - Strategic Sourcing - Human Resources - Environment and Waste - IT & Cybersecurity - Health & Safety - Green Chemistry - Quality Management - Corporate Social Responsibility	- Implementing the ESG strategy throughout the organization - Engaging in comparative analysis and identifying best practices - Carrying out projects and keeping records of advancements - Regularly reporting to C-suite leadership on progress on ESG aspects - Develop and facilitate training programs to raise awareness and educate employees about ESG principles and practices
Rest of the Workforce	Syngene Employees	Supporting ESG efforts, promoting Syngene's values, and adhering to processes individually

*No critical concerns were raised to the Board in FY26.

²⁵GRI 206-1 | ²⁶GRI 2-12, GRI 2-13 | ²⁷GRI 2-16

Public Policy Advocacy, Memberships & Trade Associations

We actively engage with 10 industry associations, membership organizations, and advocacy groups across national and international platforms, lending our expertise and perspective to drive meaningful collective advancement. A comprehensive listing of our affiliations is available on Page 165, Principle 7 of the Business Responsibility and Sustainability Report FY26²⁸.

United Nations Global Compact Membership

As a proud signatory to the Ten Principles of the United Nations Global Compact (UNGC), we have woven its tenets on human rights, labor, environment, and anti-corruption into the fabric of our operations. Our annual Communication on Progress reaffirms this commitment and tracks our advancement toward sustainable and ethical business practices.

IV Embedding Risk Management as a Governance Principle

Syngene's Enterprise Risk Management (ERM) framework provides a structured, company-wide approach to the identification, assessment, monitoring and mitigation of risks that could affect the Company's strategic objectives. This framework also incorporates Business Continuity Planning (BCP), a key element in strengthening organizational resilience.

Risk Governance & Oversight

Risk governance is supported through a clear structure involving the Board, the Risk Management Committee (RMC) and the Executive Committee (EC). Key risk information is reported quarterly to the EC and the RMC, ensuring focused oversight on risks that could materially affect business performance or strategic progress.



In addition to the oversight provided by the Risk Management Committee, the Audit Committee periodically reviews all financial risks. The Audit Committee chairperson summarizes the results and presents the same to the Risk Management Committee.

²⁸GRI 2-28



Risk Management Approach

Syngene's ERM Framework is compliant with the guidelines established by the Securities and Exchange Board of India (SEBI) and aligned to global industry standards issued by the Institute of Risk Management (IRM), the International Organization for Standardization (ISO) and the Committee of Sponsoring Organizations of the Treadway Commission (COSO), and has adopted the following approach:



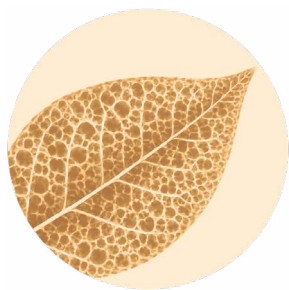
The Board defines the risk appetite, and risks are evaluated based on impact, likelihood and velocity, to support prioritization and determine appropriate management response. Mitigation plans are developed and monitored through a structured process to ensure timely progress. Emerging risks are continuously identified, tracked and escalated where necessary.

Disclosure of Key Risks

We maintain a formal risk register that identifies and tracks major risks across different risk categories. Further details on the Company's major risks and mitigation actions are provided in the Annual Report FY26 on page 197.

Business Continuity Preparedness

Business Continuity Planning (BCP) is a vital pillar of our risk framework, ensuring operational resilience and minimal disruption. Each Operating Unit and Essential Function has developed detailed response and recovery plans that are refined through periodic tabletop exercises and simulation testing, enabling them to maintain or swiftly resume critical functions during unforeseen events. These plans safeguard stakeholder interests, protect business operations, and ensure we continue to deliver on our commitments. This integrated approach fortifies organizational resilience and supports sustainable value creation for all stakeholders.



Planet

Science in Service of Nature



Purpose-Driven Innovation for Sustainable Growth²⁹

At Syngene, environmental stewardship is integral to how we conduct our business. Guided by a science-based approach, we are embedding resource efficiency, low-carbon practices, and circularity across our value chain.

We continue to make progress across three material environmental priorities: Climate Action, Water Management, and Waste Management, while broadening our focus on biodiversity, environmental awareness, and community impact. We advanced our commitment to environmental protection through focused investments in waste, water, and energy management, supported by robust monitoring and compliance systems.

²⁹GRI 3-3

Our Commitment to Environmental Stewardship



Sustainability in Action: From Campuses to Communities

Creating a more sustainable future is a shared responsibility. Throughout FY26, employees came together to support environmental initiatives across our campuses and surrounding communities, turning awareness into action through volunteering and everyday practices.

Employee volunteering strengthens the reach of our CSR programs. During the year, many employees contributed their time and expertise across environmental awareness and engagement activities, including:

World Environment Day

Eco-Club activities in Anekal schools promoted waste segregation and environmental responsibility among students.

Mangrove Restoration

Employees participated in plantation drives along the Netravathi riverbank in Mangaluru, helping restore a degraded ecosystem, protect the coastline and enhance local biodiversity. Ten volunteers dedicated 40 hours towards tree plantation.

Together, these initiatives demonstrate how sustainability is integrated into our culture and strengthened through consistent, collective action.

Celebrating World Environment Day at Syngene: Inspiring Collective Environmental Action



World Environment Day 2025 was celebrated as a catalyst for action, innovation, and environmental stewardship. The company-wide campaign featured several interactive programs for employees to learn, engage and explore practical ways of advancing sustainability. The Eco Treasure Hunt helped employees locate green zones across the campus while learning about recycling, energy conservation, and biodiversity. An e-waste collection drive enabled employees to responsibly dispose of used electronic devices through certified recyclers, supporting responsible waste management practices.

In laboratories, the 'Clean Lab - Green Lab' challenge engaged teams in identifying opportunities to reduce water, energy, and chemical consumption while promoting resource efficiency and environmental stewardship. The campaign also introduced site-specific initiatives, including a Green Birthday Initiative in Mangaluru that celebrated employee birthdays with sapling planting, and a 3K wellness run in Hyderabad that highlighted the link between personal wellbeing and environmental sustainability.

A key highlight of the celebration was the Green Idea Pitch Contest, which provided employees with a platform to propose innovative solutions that could enhance resource efficiency, reduce environmental impact, and accelerate Syngene's sustainability journey. The contest attracted ideas spanning green chemistry, renewable energy, circular economy practices, digital transformation, and carbon reduction.

Notable employee-generated concepts included:

- AI-driven green chemistry and process optimization tools to reduce experimentation, minimize waste generation, and improve resource efficiency in pharmaceutical development
- Algae-based carbon capture systems designed to improve indoor air quality while capturing carbon dioxide in workplace environments
- QR-code enabled digital warehouse labeling, reducing paper and plastic consumption while improving traceability and operational efficiency
- Reusable stainless-steel containers to replace single-use HDPE (High-Density Polyethylene) containers and support circular material management practices
- Volatile Organic Compounds (VOC) emission reduction initiatives through Back Pressure Return Valve (BPRV) installations to prevent solvent evaporation losses and improve environmental performance
- Ideas focused on renewable energy generation, waste recycling, biodiversity enhancement, biogas generation
- Among the ideas presented, Syngene is further evaluating the concept of eco-friendly teacups as a practical employee-generated solution to reduce single-use plastic and non-compostable waste. The proposal explores two potential alternatives: eatable teacups that can be consumed after use, and plant-based biodegradable teacups made from materials such as bamboo, coconut shells, or corn-based plastics. By replacing conventional plastic or paper cups, the initiative has the potential to reduce landfill waste, support safer consumption practices, and promote circular material management within everyday workplace operations. The proposal also highlights that such alternatives could enhance the tea-drinking experience while advancing the company's broader sustainability objectives through waste reduction, responsible material use, and biodegradable product innovation

Environmental Governance and Management

Our sustainability strategy rests on a strong foundation of robust certifications, comprehensive policies, and continuous evaluation and improvement, ensuring that environmental responsibility and operational excellence go hand in hand.

We have put in place clear policies that embed environmental responsibility across both our operations and our supply chain. Our [Sustainable Procurement Policy](#) integrates ESG criteria into sourcing and vendor management, promoting ethical business conduct, environmental stewardship, and social inclusion, particularly through support for local and MSME suppliers. Grounded in lifecycle thinking, resource efficiency, and total cost of ownership, the policy is designed to drive long-term value creation. Complementing this, our [Environment, Health, Safety and Sustainability \(EHSS\) Policy](#) reflects a firm "Goal Zero" commitment, aiming for zero harm to people, the planet, and physical assets. Anchored in international standards such as ISO 14001 and ISO 45001, it is actively implemented through regular risk assessments, internal audits, employee training, and multilingual awareness campaigns.

In FY25, we developed our first comprehensive [Environmental, Social, and Governance \(ESG\) Policy](#), approved by the Board, which is publicly available. Aligned with leading reporting frameworks including the BRSR and GRI, the policy consolidates our existing commitments under the core ESG pillars and integrates ESG considerations into our operations,

governance, and long-term strategy. It applies to all employees, business units, suppliers, and stakeholders, reinforcing a unified approach to sustainable and ethical growth.



For more information on our policies, visit:
[Governance Reports and Policies](#)

Enhancing awareness among our workforce:

Building environmental awareness and accountability across our workforce remains a key pillar of our sustainability strategy. During FY26, 99% of employees participated in training and awareness programs covering energy and water efficiency, waste segregation and disposal, and broader environmental stewardship practices. Through mandatory training, onboarding programs, targeted awareness campaigns, and regular engagement initiatives, we equip employees with the knowledge and tools needed to support responsible resource use, reduce environmental impacts, and contribute to our sustainability objectives.

Environmental certifications cover 100% of Syngene's operational footprint, reflecting our commitment to robust environmental governance, continuous improvement, and sustainable operations across all facilities. Our operations are certified by ISO 14001:2015 for Environmental Management Systems (EMS), reflecting our commitment to structured, continuously improving systems that help us manage our

environmental footprint. We undergo regular internal and third-party audits to ensure compliance and uphold the highest standards across all facilities. Our Bengaluru and Mangaluru sites have obtained ISO 50001 Energy Management System certification, with certification for our remaining sites progressing on schedule. We are proud to have maintained 100% compliance with all applicable environmental regulations and standards.

Regular internal audits assess our performance against environmental, health, and safety standards, evaluating how effectively we manage emissions, waste, energy, water, and laboratory safety. A dedicated Standard Operating Procedure (SOP) guides our operations team in assessing environmental aspects through a risk-based approach, while periodic reviews ensure that changes in work practices or incidents are addressed promptly. Findings are resolved through a structured corrective-action process, with the resulting insights feeding into updated SOPs, employee training, and operational improvements, helping us stay ahead of risks and continuously raise the bar.

Climate Action & SBTi Targets

We are committed to playing a meaningful role in addressing climate change by aligning our greenhouse gas (GHG) emissions reduction efforts with the latest climate science. In FY23, we achieved a significant milestone with the validation of our near-term science-based targets by the Science Based Targets initiative (SBTi), aligning our emissions trajectory with the Paris Agreement's ambition of limiting global warming to 1.5°C³⁰.

Our ten-year near-term commitment is to reduce absolute Scope 1 and 2 GHG emissions by 54.6% by FY33, against an FY23 baseline. These emissions arise from our direct operations, including fuel combustion and purchased electricity. To achieve this reduction, we are adopting a multi-pronged approach, expanding the use of renewable energy across our sites, implementing energy-saving technologies, and improving operational efficiency throughout our facilities, guided by our ten-year, SBTi-aligned decarbonization roadmap.

We are pleased to report strong progress toward our FY33 target, having achieved 60.9% of our overall reduction goal of 54.6% to date, exceeding the pace required to meet our target.

Closing the Gap: Where Our Emissions Stand (Scope 1 and 2)

Our progress so far has been driven primarily by renewable energy procurement, along with targeted energy conservation efforts. The largest share of our remaining emissions stems from Scope 1 sources, particularly fossil fuels combusted in boilers at our Mangaluru site.

To address this, we have shifted from LPG and Light Diesel Oil (LDO) to Piped Natural Gas (PNG). Looking ahead, we plan to install biomass boilers to enable a full fossil-fuel phase-out at Mangaluru, and are exploring emerging low-carbon technologies, including green hydrogen and biogas.

Scope 3 and Supplier Engagement

Recognizing that our value chain represents a significant share of our overall carbon footprint, we have committed to ensuring that 81.6% of supplier emissions are covered by suppliers with science-based targets by FY28 across purchased goods and services, capital goods, and upstream transportation and distribution. As of March 31, 2026, 102 suppliers had committed to science-based targets, representing 46% of relevant Scope 3 emissions, exceeding our FY26 milestone of 40% emissions coverage and putting us ahead of our planned trajectory.

To achieve our FY27 target of 140 suppliers covering 60% of relevant Scope 3 emissions, we are restarting and expanding our Supplier Decarbonization Program to engage a broader supplier base. Through the EcoElevate Supplier Chapter, we are introducing an AI-enabled ESG assessment platform that will help suppliers identify gaps following ESG self-assessments and receive tailored recommendations to strengthen their sustainability performance.

To accelerate supplier participation and recognize leadership across our value chain, we are launching Rewards and Recognition programs for suppliers participating in the Supplier Decarbonization Program and EcoElevate initiatives. We have also introduced a recognition program for buyers who demonstrate exceptional commitment to advancing ESG priorities through procurement decisions. These initiatives are expected to support our pathway towards achieving 82.6% emissions coverage by FY28, strengthening supplier engagement while driving measurable reductions across our Scope 3 emissions footprint.

³⁰RT-CH-110a.2

Climate Resilience

We are pleased to report that no climate-related operational disruptions, such as flooding, heatwaves, or water shortages, were experienced across our campuses in FY26.

Status on Scope 1 & 2 targets

1.45 tCO₂e

Total Scope 1 and Scope 2 emissions intensity in terms of physical output

73,741 tCO₂e

Total GHG savings as a result of efficiency measures

SBTi progress on Scope 1 and Scope 2 targets

9,680.7 MtCO₂e

Achieved annual emission reduction in FY26

Achieved a 60.9% reduction in Scope 1 and 2 emissions against the FY23 baseline, exceeding the target reduction of 54.6% by 6.3 percentage points.



Energy Management & Renewables

Efficient energy use and renewable integration remain central to our decarbonization strategy. We have increased our renewable electricity consumption from 75% in FY23 to 95% as of March 2026. We now expect to achieve our target of 96% renewable electricity by FY28 well ahead of schedule, with an ambition to reach ~98% by FY30.

During FY26, renewable sourcing and energy efficiency together enabled us to avoid approximately 73,741 tCO₂e of emissions and reduce reliance on non-renewable power across our operations³¹.

Renewable Energy Portfolio

The Company's renewable strategy is anchored in a group captive wind and solar facility commissioned in 2021 to supply our main Bengaluru campus, supplemented by on-site rooftop solar across locations. These investments support cost optimization, manage future energy cost exposure as our business grows, and advance our science-based commitment to a 54.6% absolute emissions reduction.

Source	Capacity	Ownership / Share
Wind Power Plant	10.4 MW	26%
Solar Power Plant	27.45 MWp	26%
Rooftop Solar	691.7 kWp	100% (in-house)

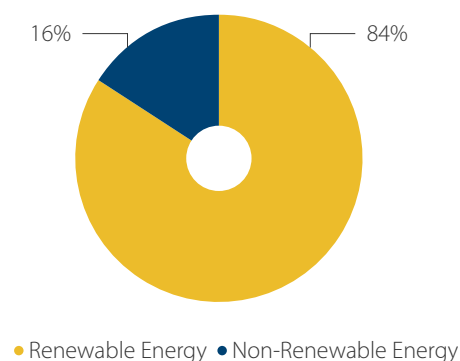
Expanding Renewable Capacity

In FY26, we invested ₹3.5 crore to expand our renewable energy capacity, primarily to facilitate a group captive renewable energy model at Mangaluru, which is set to generate power from Q2 FY27 onwards. A favorable Karnataka Electricity Regulatory Commission (KERC) ruling, permitting lower contract demand consumers (<1,000 KVA) to participate in non-captive green power procurement, increased Mangaluru's renewable share from 90% to 95%. Overall, 95% of our electricity was sourced from renewable energy, and our energy conservation initiatives led to a total savings of 6.59 million units of energy, and cost savings of ₹2.43 million, leading to a reduction of 1,796 metric tons of CO₂ emissions³². We plan to extend non-captive green power purchasing to additional Bengaluru facilities, with commissioning expected early in FY27.

Understanding the Remaining Gap

The remaining gap to 100% renewable electricity is shaped by site-specific contractual limitations, backup and emergency power requirements, and certain equipment and process constraints. Through new Power Purchase Agreements (PPAs), rooftop solar expansion, and battery storage solutions currently under consideration, we expect to increase our renewable share to ~98% by the end of FY30.

Energy Mix (In %)



ISO 50001 Certification Progress

Our Bengaluru facilities have now obtained ISO 50001 Energy Management certification in full, joining Mangaluru, our first certified site. Hyderabad remains on schedule to complete certification by FY27. At Mangaluru, certification has institutionalized a systematic, strategic approach, moving the team from ad-hoc conservation efforts to a consistent, operation-wide energy culture that shapes daily activities.

³¹RT-CH-130a.1. and SDG 7 | ³²GRI 302-1

Energy Conservation in Action

In FY26, 40 energy conservation programs were documented through our KAIZEN portal. A standout initiative was the conversion of steam-based heating to heat pump technology at Mangaluru, delivering approximately ₹1 crore in annual fuel cost savings. We also adopted technologies such as the conversion from centrifugal to electronically commutated (EC) blower fans, initiatives with short payback periods of approximately one year.

Collectively, our conservation initiatives in FY26 delivered:

ENERGY SAVINGS

6.59
million units (kWh)
(FY25: ₹1.8 million)

EMISSIONS REDUCTION

1,796
MtCO₂e
(FY25: 1,296)

CAPITAL INVESTMENT IN CONSERVATION EQUIPMENT

7.91
million
(FY25: ₹7 million)

Energy performance is tracked across all operating units through a dedicated energy management system and internal energy index. Our fortnightly energy review meetings engage energy champions across every block and site, with inputs logged in a centralized tracker and progress reviewed by the management on a monthly and quarterly basis. We remain fully compliant with statutory emission limits and maintain rigorous monitoring of our air emissions.

Energy Conservation Initiatives

Improving energy efficiency remained a key focus during the year, with a range of initiatives implemented across utilities, HVAC systems, compressed air and lighting to optimize energy use and reduce environmental impact, as given below³³

- Belt-driven scrubber blower motors were converted to direct-drive motors at S14 at the Bengaluru SEZ campus to eliminate friction and slip losses, resulting in energy savings
- An automated fume hood exhaust system was implemented at S2 at the Bengaluru SEZ campus. Whenever all laboratory fume hood sash doors are closed and after office hours, the exhaust blower frequency is reduced by 5 Hz, while the required velocity of 80 FPM is automatically maintained
- A heat load study was conducted at S20A at the Bengaluru SEZ campus for two independent chillers, cooling towers, and circulation pumps. Based on the study, one set of chillers and its associated pumps was switched off, and the HVAC load was optimized
- Energy savings were optimized at the Bengaluru SEZ campus by enabling the DPP1 production line AHU to automatically switch to Off mode whenever it is not in use
- Time-based operation with reduced frequency was implemented at the Bengaluru SEZ campus. 3rd-floor corridor ventilation supply and exhaust units to optimize energy usage
- Motion sensors were implemented in the laboratory and office areas at S18 at the Bengaluru SEZ campus to optimize lighting power consumption
- Occupancy sensors were implemented in the office areas of the Hyderabad campus to automatically switch off lighting when no personnel are present
- AC capacity was reduced from 7.5 TR to 4 TR based on heat load requirements at Semicon Park in Bengaluru
- Scrubber circulation pumps were optimized during non-operational hours, and an auto-timer was implemented to reduce energy consumption at the Hyderabad facilities

³³GRI 302-4 and GRI 305-5

Energy Management Training and Awareness

Our energy policy and energy management approach focus on systematic monitoring, control and conservation of energy across our buildings and facilities. The objective is to optimize energy use, reduce wastage and improve efficiency.

Key components of our energy management program

Energy audits

Assessing current energy consumption patterns and identifying efficiency opportunities.

Target setting

Defining year-on-year reduction targets, with a minimum 3% annual reduction.

Management systems

Implementing structured processes and controls, including alignment with ISO 50001.

Performance monitoring

Tracking energy use and savings over time to evaluate outcomes and drive continuous improvement.

Training and engagement

Our training and engagement program builds employee and stakeholder capability to understand, monitor and reduce energy consumption, while supporting regulatory compliance. 100% of our Engineering and Maintenance (E&M) employees are trained through the Learning Management System (LMS) and internal energy auditors are trained by a third party consultant. Key focus areas include:

Energy-efficient technologies

ISO 50001 awareness

Renewable energy integration

Energy conservation Kaizens

Energy monitoring and measurement

Energy audits

Awareness campaigns (visual aids and signage)

Rewards and recognition programs



Water Stewardship

Water is vital to our operations, and managing it strategically is essential to ensuring business continuity and long-term sustainability. Our approach combines advanced recycling, rainwater harvesting, on-site storage, and geographic diversification to strengthen resilience, reduce dependence on external sources, and address location-specific risks.

FY26 Highlights

58%

Year-on-Year freshwater savings

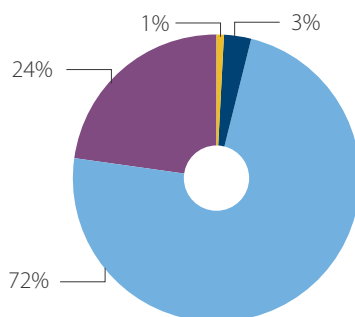
114,633 KL

Fresh water saved through rainwater harvesting and water recycling

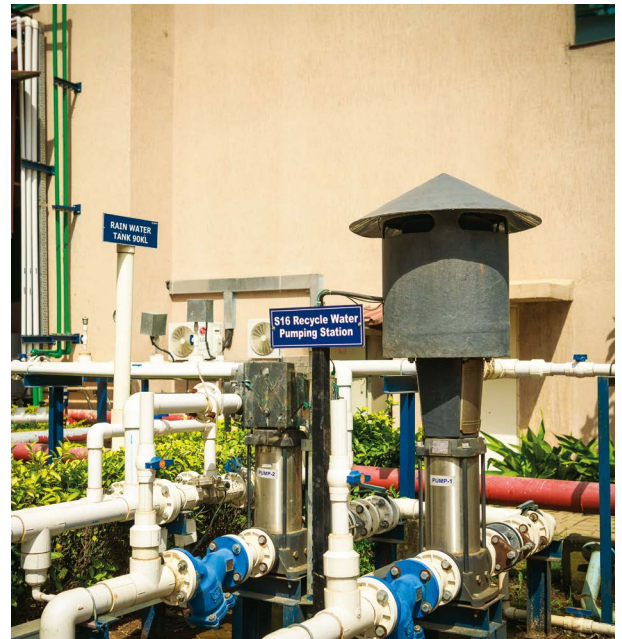
2,231 KL

Rainwater harvested³⁴

Total Water Withdrawal by Source³⁵



- Surface Water
- Ground Water
- Third-Party Water
- Others - Tanker, Clean utility



Water Management

Effective water management is integral to our environmental strategy. While freshwater consumption remains a key focus, we also actively monitor and utilize alternative sources such as treated wastewater and harvested rainwater. Our water management program is designed to maximize efficiency, reducing freshwater demand through recycling and reuse, and supplementing supply through rainwater harvesting³⁶.

Wastewater is treated at our Bengaluru and Mangaluru campuses using conventional effluent treatment plants combined with reverse osmosis systems. At our Hyderabad campus, wastewater is pre-treated by an authorized third party through a dedicated effluent treatment plant.

All our water management practices are undertaken in strict compliance with State and Central Pollution Control Board regulations. Through this proactive approach to conservation, we have achieved a significant reduction in freshwater consumption.

Rainwater Harvesting

Syngene's rainwater harvesting capacity increased significantly, supported by the installation of new infrastructure. Existing tanks at Biocon Park in Bengaluru and Mangaluru are significant contributors, with expansion underway at other sites. Rainwater harvesting is a core component of our freshwater reduction strategy. The high-quality water captured is prioritized for cooling tower make-up during monsoon months, while recycled effluent water is prioritized outside this season.

³⁴GRI 303-1 and GRI 303-2 | ³⁵GRI 303-3 | ³⁶RT-CH-140a.3

Rainwater Harvesting Capacity

Bengaluru Special Economic Zone (BSEZ) - 100 KL tank capacity

Mangaluru Special Economic Zone (MSEZ) - Roof top water collection & utilization tanks leading to freshwater savings of 1,824 KL/Year

A Historic Milestone: Cauvery Municipal Water Supply at BSEZ

In a landmark achievement, we successfully commenced direct Cauvery municipal water supply from February 19, 2026. This milestone secures a reliable, sustainable water source, reducing dependence on alternative supplies and strengthening operational resilience, particularly at our Bengaluru operations.

Progress Toward Our Targets

We are on track to meet our target of a 70% reduction in freshwater consumption by FY28, against a FY23 baseline. As of March 2026, we had achieved a 58% reduction, against an annual target of 62%, which we expect to meet by year-end. The slight stabilization reflects commissioning and validation activities associated with new water treatment plant installations.

Our MSEZ unit continues to lead, with over 78% reduction achieved through dedicated water conservation programs. Additional initiatives are planned through FY28 to sustain this trajectory across all sites.

Managing Water Risk

No water supply disruptions or critical shortages occurred at any site during FY26. We recognize Bengaluru as our most vulnerable location given city-wide water concerns. This risk has been mitigated through contingency planning, including emergency tanker supply agreements. Looking ahead, we have developed a strategic plan to achieve water neutrality and positivity.

Acting on Our Water Audit

Following the FY25 third-party water audit at Bengaluru, we have implemented several recommendations:

- Milli-Q laboratory reject water is now collected via interconnected piping across 17 blocks, enabling significant reuse
- Recycled water for restroom flushing, paired with contactless fixtures, has been extended across all campuses

The audit's identification of data gaps has driven improvements in metering and centralized water data management. Audit findings and recommendations are regularly shared across all sites during our water and energy review meetings to enable cross-site implementation. In FY26, water efficiency initiatives emerged across Mangaluru, alongside targeted projects in specific Bengaluru blocks leading to savings of 114,633 KL of freshwater.

Zero Liquid Discharge & Compliance³⁷

We continue to maintain a Zero Liquid Discharge (ZLD) policy at Mangaluru and Bengaluru. At Hyderabad, wastewater is pre-treated by an authorized third party. All practices remain fully compliant with State and Central Pollution Control Board regulations.

Water Treatment Infrastructure

In FY26, we dedicated a water treatment plant to reduce our dependency on Biocon's treated water supply. The plant employs self-cleaning filters to capture reject and backwash water to reduce our dependency on Biocon's treated water supply. The plant employs self-cleaning filters to capture reject and backwash water, which is then treated and reused for Syngene's domestic applications. Furthermore, we have also established a plant at our BSEZ unit that provides for a total water capacity of 2,600 KL, supporting a backup availability of approximately nine days of water. This plant serves a dual purpose of storage and wastewater treatment.

Water Management Training and Awareness

To strengthen internal capability and embed a culture of water conservation, we have incorporated water-saving objectives into individual and team scorecards, with performance reviewed fortnightly. Ongoing engagement is supported through weekly awareness newsletters and on-site visual communication that reinforces best practices in water conservation, health and safety, and waste management.

Our training programs are structured around the 5Rs: Reduce, Reuse, Recycle, Regenerate and Recharge, and are aligned with GRI reporting metrics. We conduct regular water audits through external experts and undertake internal leak detection and corrective actions as required. Awareness is further reinforced through practical exposure to water-efficient technologies, including low-flow taps and spray guns used in cleaning operations. 100% of our E&M employees are trained in water conservation measures and building efficiency.

Employees across Syngene are encouraged to reduce consumption and identify and implement water conservation Kaizens. These initiatives are recognized and rewarded to reinforce positive behaviors and support continuous improvement in water use efficiency, contributing to long-term sustainability.

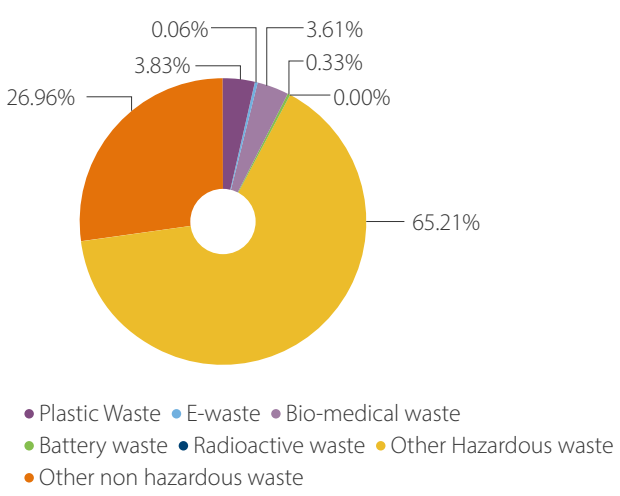
³⁷GRI 303-2

Waste Management & Circular Economy

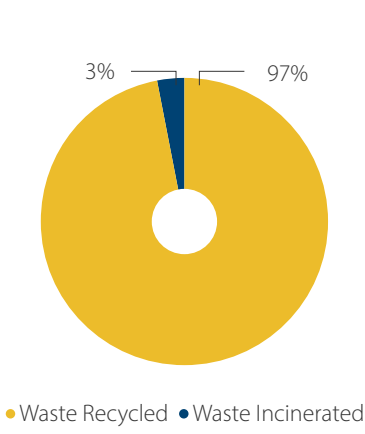
Our waste management strategy is built on a clear hierarchy: Reduce and Segregate → Recover (recycle/co-process) → Dispose (only when required)³⁸. We comply with all applicable environmental regulations, and our campuses hold ISO 14001:2015 certification, ensuring safe and efficient segregation, storage, and disposal of hazardous and non-hazardous waste across all campuses.



Waste Generation³⁹



Waste Disposal



³⁸GRI 3-3 | ³⁹GRI 306-1, and GRI 306-2, and RT-CH-150a.1

FY26 Highlights

In FY26, 97% of total hazardous and non-hazardous waste was recovered through recycling and co-processing.

Our Mangaluru campus achieved Platinum-level Zero Waste to Landfill (ZWL) certification across both hazardous and non-hazardous categories, reinforcing our commitment to zero direct waste to landfill across operational control sites.

A defining shift this year was the scaling of co-processing: 692.96 MT was routed through co-processing (versus zero in FY25), reducing reliance on incineration, which fell to 141.46 MT (from 197.14 MT in FY25).

Total waste generation remained broadly stable at 4,190.26 MT (FY25: 4,214.85 MT), while 'other non-hazardous waste' reduced from 1,385.69 MT to 1,129.78 MT, reflecting both lower generation and improved segregation and routing.

Waste Management Process and Infrastructure

Each campus operates dedicated, regulation-compliant storage and handling infrastructure:

Bengaluru: A dedicated 4,000 sq. ft. facility stores non-hazardous, hazardous and biomedical waste. Hazardous waste is collected in leak-proof containers and handled by classification and compatibility; non-recyclable hazardous waste is incinerated, while recyclable waste is segregated and stored in purpose-built facilities.

Hyderabad: Secure, designated storage zones for each waste category prevent cross-contamination, with all activities governed by standard operating procedures.

Mangaluru: Hazardous waste is managed through onsite and offsite storage facilities, categorized by material compatibility and characteristics.

We maintain a strict zero liquid discharge (ZLD) policy across our campuses in Bangalore and Mangaluru. In Hyderabad, laboratory and manufacturing wastewater is treated in an effluent treatment plant (ETP) and recycled for utility use⁴⁰.

Hazardous Waste and Spent Solvents

Our hazardous waste management fully complies with regulations at all campus. Hazardous waste streams include distillation and process residues, spent solvents, catalysts, oil-containing waste, used oil, empty containers, off-spec and expired products, ETP sludge, evaporation residues, used PPE and other incinerable materials. These are collected in leak-proof containers and handled by classification and chemical compatibility.

We manage the full lifecycle of hazardous waste from generation and storage through transportation to disposal directing each stream to the most appropriate authorized route: recycling (e.g., spent solvents), co-processing (e.g., general waste), or incineration where required for safety or regulatory reasons. In FY26, spent solvent recovery via recycling through authorized handlers strengthened further, supported by improved segregation, quality control at collection, and consistent routing to recycling pathways. Rigorous procedures for classification, labeling and recordkeeping are maintained and regularly updated to ensure compliance.

Non-Hazardous Waste

Non-hazardous waste is managed primarily through recovery routes. Cartons, glass, plastic and paper are routed to recycling, while general waste is directed towards energy recovery through co-processing across multiple units. In line with our sustainability commitments, we prioritize reductions at source and reuse them wherever possible. Total other non-hazardous waste decreased from 1,385.69 MT (FY25) to 1,127.42 MT (FY26), reflecting reduced generation and improved segregation and routing.

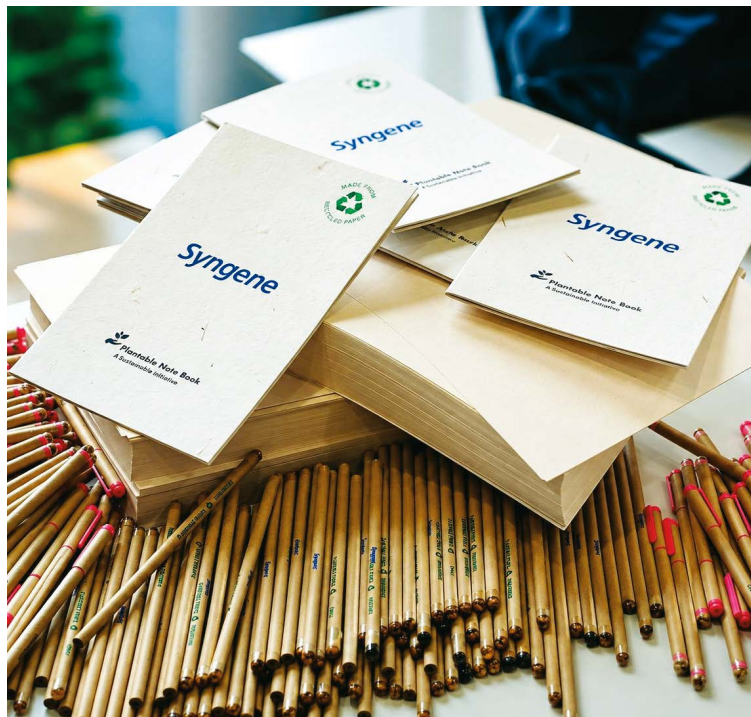
Digitizing Waste Management

In April 2025, we transitioned from manual logbooks to an online waste declaration system, strengthening traceability through standardized, stream-wise and unit-wise reporting. This enables faster consolidation and review of waste by month, category and disposal route, improves reconciliation with vendor documentation, and supports quicker operational decisions such as pickup planning, storage capacity management, and identifying streams suited to recovery routes.

⁴⁰GRI 306-1 and 306-2

Embedding Sustainable Materials

To embed sustainability into daily operations, we rolled out plantable stationery (notebooks, pens and pencils that grow into plants after use) across all Syngene campuses. Our Hyderabad campus fully transitioned to 100% recycled, FSC-certified A4 paper, meeting strict environmental and social standards and marking significant progress in reducing virgin paper use. As we extend this transition across other operations, we will track the resulting resource savings and emissions reductions. These visible, practical changes have strengthened employee participation and linked individual choices to broader waste minimization outcomes.



CASE STUDY 1

Scaling Recovery Through Co-processing

In FY26, Syngene significantly expanded its waste recovery efforts through co-processing, diverting 692.96 MT of waste for co-processing, compared with zero in FY25. By recovering value from waste streams that would otherwise require disposal, co-processing helped reduce dependence on traditional disposal routes while supporting circular economy principles and resource recovery.

FY26 Impact

- 692.96 MT waste recovered through co-processing
- Reduced reliance on landfill and other disposal pathways
- Enhanced circular resource recovery

CASE STUDY 2

High-Volume Solvent Recovery Through Recycling

As part of our commitment to circular resource management, significant quantities of spent solvents generated during operations were routed to authorized recycling partners for recovery and reuse. Working with approved recyclers, including Banashankari Industries and other authorized handlers, enabled the recovery of valuable materials while reducing the environmental burden associated with waste disposal.

FY26 Impact

- Large volumes of spent solvents diverted for recycling
- Improved resource recovery and material circularity
- Reduced waste disposal burden through authorized recycling channels

Audits, Training and Behavior Change

Audits and self-assessments are central to sustaining compliance and driving continuous improvement, validating adherence to segregation, labeling, storage, manifest controls and vendor documentation requirements. Findings are converted into time-bound corrective and preventive actions (CAPA), with accountability and closure tracking.

We deliver role-based training across two key groups:

- Waste-handling personnel and Risk Management teams (including contractors): 100% training coverage, covering proper waste management, correct PPE use, the risks of unsegregated waste, and safe handling and segregation practices. Specialized sessions are also conducted on the safe management of spent solvents
- Office-based personnel (waste generators): 100% of our employees are covered through formal training via the Learning Management System (LMS). All-new employees complete a waste management module during onboarding, and R&D personnel receive additional role-specific training on waste classification and handling

Behavior-change initiatives focus on practical actions at the point of generation, correct segregation, contamination avoidance and reduced single-use consumption, supported by toolbox talks, posters, digital nudges, green-champion networks and department-level challenges.

We measure training effectiveness through knowledge checks, on-ground observations, segregation, audit scores and tracking

of recurring non-conformities. For waste handlers, competency is assessed through supervised demonstrations and periodic refreshers, with audit and near-miss learnings used to refine content and target high-risk areas.

Challenges and Lessons Learned

Key challenges in FY26 included maintaining segregation quality across diverse operations, managing variable waste volumes, and ensuring consistent contractor compliance. These were addressed through strengthened supervision, clearer labeling and collection infrastructure, targeted refresher training, and closer engagement with authorized vendors. Our key lesson was reaffirmed: strong segregation at source and consistent documentation are the biggest enablers of safe, compliant and circular waste outcomes.

Looking Ahead

For FY27 and beyond, we aim to expand waste minimization, increase reuse and recycling pathways, and enhance circularity through procurement and vendor collaboration. Specific goals include:

- Maintain a waste recovery rate exceeding 95%, supported by ongoing optimization of co-processing and recycling opportunities across specific waste streams
- Reducing residual waste (FY26 residual: ~338.38 MT) through targeted stream interventions
- Further digitizing controls and analytics for timely decision-making



Environmental Resilience and Business Continuity

Integration of Adaptive Practices into Operations to Withstand Environmental Disruptions

Syngene has established a comprehensive Business Continuity Management framework to enhance operational resilience against environmental and infrastructure-related disruptions. We maintain dedicated Business Continuity Plans (BCPs) and response playbooks covering critical scenarios such as water shortages, prolonged power outages, natural disasters, flooding, severe weather events and other emergency situations. These plans define roles and responsibilities, incident escalation procedures, communication protocols, recovery strategies and continuity measures to minimize operational impacts and safeguard business-critical activities.

To strengthen preparedness, we conduct periodic risk assessments and business impact analyses to identify vulnerabilities and prioritize critical operations. During resource-constrained situations, such as water shortages, we adopt predefined prioritization mechanisms to ensure continuity of essential manufacturing, laboratory, quality and client-related operations. The water shortage playbook establishes procedures for monitoring water availability, identifying alternative supply sources, managing backup storage and implementing operational controls to minimize disruption.

Similarly, the power outage continuity framework provides structured response measures including activation of backup power systems, deployment of diesel generators, utilization of UPS-supported critical equipment, prioritization of essential loads and implementation of alternative working arrangements where appropriate. We also conduct periodic drills and tabletop exercises to test readiness, validate response protocols and identify opportunities for continuous improvement in emergency preparedness and recovery processes.

Establishment of Emergency Reserves and Safety Nets for Environmental Disruptions

At Syngene, we have established multiple operational safeguards and contingency measures to maintain business continuity during environmental disruptions and utility-related emergencies. We maintain emergency preparedness systems supported by dedicated

emergency response teams, structured crisis management processes and documented recovery plans designed to ensure rapid response and operational resilience.

To mitigate the risk of prolonged power disruptions, we operate a resilient backup power system comprising diesel generator sets, standby electrical infrastructure and UPS-supported critical assets. The power continuity framework includes backup fuel storage, redundant equipment and predefined fuel replenishment arrangements, enabling continuity of essential operations during extended outages.

We have also implemented contingency measures to address water scarcity risks, including identification of alternative water sources, emergency suppliers, backup storage facilities and prioritized allocation of available water resources to critical operations. These measures help reduce the likelihood of production interruptions and support continued operation of essential business functions during periods of water stress.

In addition, we maintain emergency response infrastructure and trained personnel capable of managing a range of operational disruptions. Regular preparedness drills, emergency response training and business continuity exercises help ensure that employees and response teams remain equipped to respond effectively and support recovery from adverse events.

Resilient Facility Infrastructure to withstand Environmental Hazards

We continue to strengthen resilience through investment in infrastructure designed to support continuity of operations during utility failures and emergency situations. We have deployed redundant electrical systems, standby transformers, backup power generation assets, UPS-supported critical equipment and automated monitoring systems to mitigate the impact of power interruptions on key operations. These measures provide multiple layers of redundancy and enhance the reliability of essential infrastructure supporting manufacturing, laboratory and business operations.

Complementing these systems, our emergency preparedness framework includes facility-level emergency response capabilities, evacuation procedures, emergency communication mechanisms and regular readiness assessments that support a coordinated response to severe weather events, flooding, natural disasters and other emergencies.

Biodiversity

As our understanding of environmental interdependence deepens, we are expanding our sustainability efforts beyond resource efficiency to include biodiversity conservation and ecosystem restoration.

Restoring Coastal Ecosystems at the Netravati Riverbank

In August 2025, Syngene in partnership with Biocon Foundation joined hands with Vana Charitable Trust, the Centre for Advanced Learning (CFAL), and relevant government departments to launch a three-year mangrove restoration initiative along the Netravati Riverbank in coastal Mangaluru. The program aims to restore and protect 54 acres of ecologically significant mangrove habitat while strengthening climate resilience and supporting biodiversity conservation.

Mangrove ecosystems play a critical role in safeguarding coastlines, enhancing carbon sequestration, and providing habitats for diverse aquatic and terrestrial species. Through this initiative, we seek to restore degraded mangrove areas, improve biodiversity, protect shorelines from erosion and extreme weather events, and contribute to long-term climate change mitigation efforts.

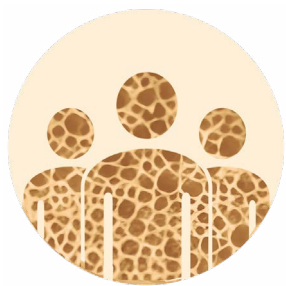
The project combines ecological restoration with community participation. Local students and fishing communities are being trained as Mangrove Guardians, fostering environmental stewardship and supporting the

long-term protection of restored habitats. To ensure effective monitoring and management, the program also employs technology-driven conservation approaches, including Geographical Information System (GIS) mapping, drone-based surveillance, and biodiversity tracking.

As part of our commitment, we will support the plantation of 100,000 mangrove saplings over the project period. In the first year alone, 40,000 saplings were planted, with the remaining 60,000 scheduled to be planted during 2026 and 2027.

By 2028, the initiative is expected to restore 54 acres of mangrove ecosystem, establish over 100,000 mangrove trees, enhance biodiversity and ecological health along the Netravati Riverbank, increase carbon capture capacity, and create a community-led conservation model that supports the long-term sustainability of these vital coastal habitats.

~500
saplings planted across campuses



People

Empowering Lives, Enabling Excellence



Empowering Our Employees

Syngene's approach to employee relations is rooted in a people-first philosophy, reinforced by robust governance frameworks, clear and transparent policies, and a strong commitment to ethical business conduct. We foster an equitable work culture grounded in dignity, where employees are treated with dignity and respect, free from bullying, harassment, and discrimination.

At Syngene, our people are the driving force behind our scientific excellence, innovation-led growth, and operational success. With a highly skilled and diverse workforce spanning research, development, manufacturing, and corporate functions, we continue to build a culture rooted in collaboration, integrity, customer-centricity, and continuous learning. Over the years, our workforce has expanded significantly to support growing global operations and strengthening strategic capabilities⁴¹.

⁴¹GRI 3-3

Workforce Highlights

8,373

Total workforce

99.13%

Employees completed mandatory compliance training

5,778

Scientists

25%

Women in overall workforce

~422

PhD scientists

98%

Return-to-work rate (women) post parental leave

444,877

Hours of training delivered

16%

internal mobility rate across the organization

Talent Attraction, Hiring and Retention

At Syngene, talent acquisition is designed to be both a strategic enabler of business growth and a reflection of our commitment to fairness, transparency, and inclusion. As an equal opportunity employer, we actively seek professionals from diverse academic, geographic, and cultural backgrounds to strengthen our innovation capabilities and business performance.

Our People Strategy is designed to support employees throughout their entire lifecycle, from onboarding to career growth. It includes structured induction programs, continuous learning opportunities, leadership development initiatives, and transparent performance management practices, ensuring consistent and enriching employee experience.

Our hiring process is structured, transparent, and anchored in clearly defined evaluation criteria. Through thoughtful workforce planning, the company regularly assesses its hiring requirements, pinpoints skill gaps, and anticipates future recruitment needs to strengthen and diversify its talent pool. We proactively access diverse talent pools through a calibrated mix of digital platforms, campus engagements, and referral networks, ensuring broad and equitable outreach. A total of 1,492 new hires onboarded during FY26, 69.5% of which were men and 30.5% were women⁴².

At 30.5%, the share of women among the FY26 new hires, exceeded their 25% representation in the overall workforce, reflecting the impact of inclusive hiring practices on the gender composition of our talent pipeline.

We deploy standardized, skill and value-based assessment frameworks, supported by cross-functional and diverse interview panels, to ensure objectivity and minimize bias in decision-making. This enables us to make merit-based hiring decisions aligned with both capability requirements and our collaborative, innovation-driven culture.

Hiring, Onboarding and Employee Retention

To support smooth integration into the organization, all new hires participate in our enhanced onboarding program, transforming the first 60 days into a journey of belonging and orientation across three phases: Pre-joining (30 days, tech-enabled), Day-of-Joining (in-person & immersive), and Post-joining (30 days, tech-enabled). All new hires complete mandatory online modules within 30 days covering Data Integrity, Code of Conduct, Prevention of Sexual Harassment, and Information Security Awareness.

Our flagship induction program continues to play a central role in familiarizing employees with Syngene's culture, values, compliance expectations, and organizational priorities. The program includes campus tours, peer networking opportunities, and dedicated engagement forums to help employees integrate seamlessly into the organization.

Retention efforts are equally focused on long-term career growth and internal mobility. Through individual development plans, coaching, stretch assignments, and leadership development pathways, employees are encouraged to build fulfilling careers within the organization.

The organization has also made significant progress in strengthening internal talent pipelines, with internal mobility increasing from approximately 5% to 16% from FY25 to FY26. During FY26, internal mobility reached approximately 16%, reflecting the organization's commitment to providing employees with diverse career pathways, cross-functional exposure, and opportunities for professional growth within the organization. Voluntary attrition reduced from 24.2% in FY25 to 18.3% in FY26.

Workforce Tenure (Full-Time Employees)

During FY26, we tracked workforce tenure as an additional indicator of employee retention, engagement, and organizational stability. Of our total full-time workforce of 6,692 employees, 28.68% have completed more than five years of service with Syngene. This means that more than one in four employees have chosen to build long-term careers with us, contributing to the preservation of institutional knowledge, operational continuity, and a strong organizational culture. Our tenure profile reflects our ability to attract, develop, and retain talent over the long term, helping us build a resilient, experienced workforce and a sustainable talent pipeline to support future growth.

⁴²GRI 401-1

Performance Management and Career Growth

Employee Development Programs

Continuous learning remains at the heart of our workforce strategy. We believe that investing in employee capability development strengthens organizational resilience, scientific excellence, and future readiness.

Our learning ecosystem combines digital learning platforms, instructor-led sessions, leadership development programs, external certifications, coaching, and scientific training modules tailored to employees across levels and functions.

Focus Area	Program	FY26 Highlights
Executive Development	Leadership Assessments & Coaching (Hogan Framework)	~135 leaders assessed; executive coaching piloted for 9 leaders
High-Potential Talent Development	Core Skills for Customers (CSC)	535 employees certified on CSC
Scientific Capability Building	Science Certification Program (SCP) 2.0	333 employees trained; advanced scientific learning modules expanded
Performance & Career Development	My Future Plans (MFP) Enablement	MFP enabled for 100% of the employee base; internal mobility increased significantly through structured career pathways and development opportunities
HR Capability Building	HR Functional Excellence Program	50+ HR professionals trained in consulting skills; 58 hiring managers trained in hiring manager capability programs/BEI
Professional Skills Development	Enterprise Learning Program	94% employees assessed for English proficiency



Key Learning Initiatives

Learning Area	Program	FY26 Highlights
Onboarding Excellence	Lateral Immersive Onboarding (60-Day Journey)	1,631 employees covered
Early Career Development	Graduate Accelerator Program (GAP)	98 trainees completed the program
Senior Leadership Integration	Catalyst++ Onboarding Experience	14 leaders onboarded
Leadership Development	Aspire — Grow & Aspire — Lead	132 ASPIRE Grow and 72 ASPIRE Lead participants certified
Leadership Pipeline	Accelerated Leadership Program (ALP)	11 management trainees successfully trained and 10 placed
Professional Skills Development	Enterprise Learning Program	94% employees assessed for English proficiency

Functional and Professional Skills Development

We also continued to support eligible employees pursuing higher education and professional certifications through financial assistance, flexible work arrangements, and study leave provisions. Our performance philosophy focuses on continuous development, meaningful feedback, and future-oriented career conversations.

The My Future Plan (MFP) framework remains central to our approach, replacing traditional appraisal-only models with ongoing discussions around goals, development priorities, strengths, career aspirations, and leadership readiness.

Key highlights include:

During FY26, 99.7% of employees have formal Individual Development Plans (IDPs) integrated into the My Future Plan (MFP) framework, with 89% completed or on track

SMART goal-setting integrated across teams

Leadership coaching and feedback capability enhancement

Differentiated recognition practices to reward high performance

We continue to strengthen internal career pathways to ensure employees experience clear growth opportunities across the organization.

Metric	Value
Employees Covered Through Leadership Development Programs	ASPIRE GROW – 132 mid managers (5 cohorts); ASPIRE LEAD – 72 top leaders (3 cohorts)
Employees Trained Through Science Certification Programs	333
Employees Supported Through Higher Education Programs	47
Employees Covered Under Individual Development Plans	99.7%

Annual License to Operate (LTO) Mandatory Training Framework

All employees are required to complete the following mandatory courses annually to ensure compliance with regulatory requirements, ethical standards, information security obligations, and responsible business conduct:

Metric	Performance
Total Training Hours (LMS + Classroom/Instructor-Led/Behavioral)	444,877 hours
Average Training Hours per Permanent Employee	66.5 hours
Mandatory LTO Training Completion	99.13%

Training Program Completion

Training Program	Completion %
Code of Conduct/Integrity/Whistleblower Policy	99.7%
Client Confidentiality	99.5%
Data Integrity	99.6%
Information Security Awareness	99.6%
Prevention of Sexual Harassment – POSH	99.7%
Data Protection and Privacy	96.5%
Anti-Bribery and Anti-Corruption – ABAC	99.4%

Higher Education Support, External Collaboration & Digital Learning

- Higher Education Support: 47 employees supported; USD 58,000 invested over the last three years
- External Collaboration & Ecosystem Development: 8 partnerships and initiatives, 1 Digital Ecosystem Development partner (Skillsoft Percipio), plus 7 additional partners for core curriculum development and deployment scaling (e.g., BTS, Hay Consultants/Korn Ferry, Franklin Covey, Growth Source)
- Digital Learning Transformation: Skillsoft pilot completed; LXP deployment completed for 72.6% of unique users
- Onboarding Excellence: 100% of new hires covered through the onboarding program
- Leadership Development (ASPIRE Connect & Learn Series): 8 sessions conducted; 750+ employees participated⁴³

Employee Engagement and Culture – Thrive360

We believe that an engaged workforce is fundamental to innovation and long-term success. Throughout the year, we conducted several cultural, scientific, and recreational initiatives to strengthen collaboration, belonging, and employee morale.

- Regular townhall sessions with senior leadership enabled transparent communication and provided employees opportunities to ask questions, share feedback, and engage in organizational discussions
- Scientific engagement initiatives including science festivals, innovation talks, quizzes, and expert-led sessions promoted knowledge sharing and reinforced our scientific culture
- Employees participated in sports tournaments, cultural celebrations, and team-building activities

Our employee wellbeing is viewed as a key enabler of engagement, retention, productivity, and organizational sustainability. Our integrated wellbeing framework, Thrive360, adopts a holistic approach encompassing physical, mental, emotional, financial, social, and professional wellbeing⁴⁴.

Targets

Increase the representation of women in the total workforce to 30% by FY28

Increase the representation of women in management positions to 20% by FY28

Achieve 45% women representation among new hires by FY28

Ensure 100% of employees receive an annual performance and career development review by FY27

Ensure at least 95% of employees have an Individual Development Plan (IDP) in place and reviewed annually by FY27

Ensure 100% of eligible employees have access to flexible working arrangements by FY27

⁴³GRI 3-3, GRI 404-1, GRI 404-2 | ⁴⁴GRI 401-2

Physical Wellbeing

We promote preventive healthcare and healthy lifestyles through annual health screenings, health awareness campaigns, nutrition support initiatives, subsidized wellness benefits, hospital partnerships, and workplace fitness initiatives. Additional wellbeing support includes comprehensive medical, accident, and life insurance coverage for employees and eligible dependents.

During FY26, we strengthened our employee health and wellbeing ecosystem through a range of enhanced healthcare and wellness initiatives. Strategic partnerships were established with Manipal and Apollo Hospitals, while the Group Mediclaim program was renewed with improved coverage benefits and reduced premium costs. To support our employees' family wellbeing, optional health insurance coverage was extended to parents and parents-in-law. We also introduced access to MediBuddy services, offering a comprehensive suite of healthcare solutions, including teleconsultations, diagnostic services, medicine delivery, dental care, and vision care. In addition, employees were provided with access to Cult.fit memberships to encourage physical fitness and holistic wellness. Further initiatives included cervical cancer awareness programs and the introduction of menstrual leave provisions, reinforcing our commitment to inclusive and preventive healthcare. Existing benefits such as annual health check-ups and diet and nutrition counseling continued to be offered as part of the Company's ongoing employee wellbeing framework.

Mental and Emotional Wellbeing

Recognizing the importance of emotional wellness, we strengthened mental health support systems through Employee Assistance Program (EAP) services, confidential counseling support, awareness and sensitization campaigns, and emotional wellbeing resources for employees and families.

The launch of "Nurture," an early parental wellbeing program supporting employees and their partners through pregnancy, postpartum, and return-to-work transitions; a NIMHANS partnership to conduct a Psychological First Aid workshop; expert-led sessions on parenting, emotional wellbeing, invisible mental load, and LGBTQIAA+ inclusion; and EAP services were extended to employee family members.

During the year, mental health awareness and utilization of support systems strengthened significantly. Employee Assistance Program (EAP) counseling utilization increased from 10.45% in FY25 to 22.4% in FY26, while digital platform utilization increased from 11.82% to 37.4%, reflecting increasing openness toward mental health support.

Financial Wellbeing

To support our employees' long-term financial wellbeing, we continued to strengthen access to financial literacy and planning resources through workshops and awareness sessions

on personal finance, tax optimization, investment management, and retirement preparedness. We also facilitated access to banking and insurance partnerships that offered convenient and value-added financial solutions. During FY26, we expanded our financial wellness portfolio by introducing Voluntary Provident Fund (VPF) participation and smartphone corporate lease options, providing employees with greater flexibility in managing their financial goals and benefits. In addition, we continued to offer support mechanisms such as school fee reimbursement, crèche assistance, and financial counseling through our Employee Assistance Program (EAP) partner, reinforcing our commitment to the holistic wellbeing of our workforce.

Social Wellbeing & Community

We strengthened our opportunities for employee connection and community through initiatives such as the People Pavilion, creating spaces for interaction, collaboration, and belonging. Through CSR volunteering initiatives, we encouraged employees to contribute meaningfully to the community, with over 480 volunteers participating across Bengaluru, Mangaluru, and Hyderabad.

Family-Friendly Benefits

Our parental leave program continued to support employees through important life stages. During FY26, 288 male employees and 92 female employees availed parental leave. We recorded a 100% return-to-work rate among male employees, while 98% of female employees whose maternity leave ended during the reporting period returned to work (43 out of 44 employees). As of the reporting date, 48 female employees remained on maternity leave and are expected to return upon completion of their leave entitlement.



CASE STUDY

Career Development & Internal Mobility

"Building Careers Through Opportunity and Support."

When a Senior Lead Scientist in Assay Biology joined Syngene in 2024, he had a clear aspiration: to broaden his impact and take on greater leadership responsibility. Through career conversations as part of Syngene's My Future Plan process, he was able to openly discuss his ambitions with his managers, helping them understand where he wanted his career to go and how they could support that journey. As he explored opportunities across the organization, an opening for a Principal Scientist role in Translational and Clinical Research caught his attention on Syngene's Internal Job Posting platform.

Pursuing the move meant stepping outside a familiar domain and into a role that required new capabilities, relationships, and ways of working. Learning and development opportunities helped him strengthen skills relevant to the role, while career guidance from his outgoing and incoming managers gave him the confidence to navigate the interview and selection process. He successfully moved into the Principal Scientist role and, within 18 months of joining Syngene, stepped into a position with expanded responsibilities and leadership opportunities, accompanied by a promotion and an increase in total compensation.

Today, he is part of the team establishing a new Translational Science laboratory. In his words: "The biggest lesson for me is to stay curious and speak up about your aspirations. When opportunities align with your skills and you have leaders who genuinely support your growth, you can achieve more than you imagined."



Diversity, Equity and Inclusion (DEI)

As a research-driven and innovation-focused organization, Syngene recognizes that diversity, equity, and inclusion are critical enablers of creativity, collaboration, and sustained business success. The company is committed to fostering a workplace where every individual feels respected, valued, and empowered, regardless of gender, background, ethnicity, disability, or personal identity.

Syngene's approach to inclusive hiring ensures that recruitment practices are structured to attract talent from diverse backgrounds while minimizing bias and promoting fairness at every stage of

the talent acquisition process. This is complemented by gender-neutral policies that ensure equal access to opportunities, benefits, and workplace resources for all employees, helping create a level playing field across the organization.

The Hiring Policy was updated in FY26 to explicitly include provisions supporting the hiring of persons with disabilities. Syngene promotes fairness and equal opportunity through structured practices in hiring, employee development, and career advancement⁴⁵.



⁴⁵GRI 3-3, GRI 405-1, GRI 406-1

Inclusive Employment and Accessibility for Persons with Disabilities

We are committed to fostering a diverse, equitable, and inclusive workplace where all individuals have access to meaningful opportunities to contribute and grow. During FY26, we strengthened our approach to the inclusion of Persons with Disabilities by embedding accessibility and equal opportunity considerations across our recruitment processes. We actively encourage applications from underrepresented groups, including PwD, and ensure that candidates are evaluated solely on their qualifications, skills, experience, and suitability for the role through a fair, transparent, and unbiased selection process.

- **Inclusive Talent Sourcing Through Strategic Partnerships:** To broaden access to diverse talent pools, we collaborate with specialist organizations that support disability employment and inclusion. During FY26, we partnered with Enable India to identify suitable candidates for opportunities across the organization. Through this collaboration, profiles were sourced and evaluated for roles such as Indirect Tax Specialist and Quality Analyst, while an additional PwD candidate was interviewed for an HR Business Partner position. Beyond talent sourcing, Enable India also offered support in sensitizing managers and team members to help create an enabling and inclusive environment for colleagues with disabilities, reinforcing our commitment to workplace inclusion as we continue to advance our accessibility journey
- **Accessible and Accommodation-Friendly Recruitment Processes:** Our commitment to accessibility is embedded within our Equal Employment Opportunity framework, which prohibits discrimination on the basis of physical or mental disability and affirms our commitment to providing reasonable accommodation for qualified individuals with disabilities. This commitment is further reinforced through our recruitment policy, which provides for accessibility measures such as assistive technologies, flexible interview formats, and other reasonable accommodation based on individual needs
- **Fair, Bias-Free and Equitable Hiring Practices:** Our recruitment practices are aligned with the Rights of Persons

with Disabilities Act, 2016, and are guided by the principles of merit, inclusion, transparency, fairness, and respect for individual dignity. Candidate screening and shortlisting processes are designed to minimize bias and ensure that PwD candidates are assessed objectively based on merit and role suitability. To further reduce barriers to participation, we also provide support measures such as reimbursement of caregiver travel expenses, where applicable, during the recruitment process. Through these efforts, we continue to strengthen a culture that values diverse perspectives and strives to provide equitable access to employment opportunities for all.

Listening and Acting: Employee Experience

Listening to our people continues to be fundamental to shaping our priorities and driving meaningful action. In FY26, our Employee Experience (EX) survey achieved an exceptional participation rate of 92%, with overall engagement reaching 89%, surpassing the global Life Sciences benchmark of 82% reported by Willis Towers Watson. The most significant improvements were seen in Learning and Development, reflecting the positive impact of the broader learning ecosystem (SynLearn, My Future Plan, ASPIRE, etc.).

In addition, we use feedback from the AceNgage exit platform to better understand employee attrition, uncover recurring themes, and identify areas requiring attention. These insights enable us to strengthen retention strategies, enhance managerial effectiveness, and continuously improve the overall employee experience.

Human Rights

At Syngene, respect for human rights, ethical conduct, workplace inclusion, employee wellbeing, and responsible business practices are embedded within our governance framework. Our approach is guided by a comprehensive set of policies, management systems, and oversight mechanisms that promote a safe, equitable, and inclusive workplace while ensuring compliance with applicable laws, regulations, and global standards.

Policy Area	Description
Human Rights Policy ⁴⁶	Outlines Syngene's commitment to respecting and upholding fundamental human rights across its operations and value chain, including zero tolerance for child labor, forced labor, discrimination, and harassment ⁴⁷ .
Diversity, Equity & Inclusion (DEI) Policy	Reinforces a commitment to creating an inclusive, fair, and equitable workplace by promoting diversity, eliminating bias, and ensuring equal access to opportunities across the employee lifecycle.
Code of Conduct and Business Ethics Policy	Establishes the standards of ethical behavior expected from all employees, covering integrity, anti-bribery and anti-corruption, conflicts of interest, responsible business conduct, confidentiality, non-discrimination, equal employment, health and safety, respect in the workplace, whistleblower channels and non-retaliation.
Social Dialogue Policy	Encourages open communication, employee participation, and constructive engagement through forums, feedback mechanisms, and transparent dialogue between employees and leadership.

⁴⁶GRI 3-3 | ⁴⁷GRI 409-1, GRI 408-1

Governance and Oversight

Human rights, ethics, diversity, wellbeing, and people-related risks are governed through a multi-layered oversight structure. The Board of Directors and senior leadership provide strategic direction and oversight on culture, human capital management, employee wellbeing, ethics, compliance, diversity and inclusion, and workplace conduct.

The Human Resources function, in collaboration with Legal, Compliance, Ethics, and Business Leadership teams, is responsible for implementing policies, monitoring compliance, driving employee awareness, and ensuring alignment with evolving regulatory and stakeholder expectations. Dedicated committees, including the Prevention of Sexual Harassment (POSH) Committee, Grievance Committee, and Integrity Committee, support effective implementation, investigation, remediation, and continuous improvement.

Social Dialogue and Employee Engagement

Syngene's [Social Dialogue Policy](#) provides a structured framework to promote open, transparent, and inclusive communication across the organization. It applies to all employees, including full-time, part-time, temporary, and contractual staff across locations.

To enable effective communication, Syngene has established multiple formal and informal dialogue channels, including daily stand-up meetings and team discussions, quarterly town halls and employee forums, People Pavilion sessions, employee resource groups (ERGs), and structured conversations under the My Future Plan (MFP) framework. Regular employee surveys, an open-door policy, and anonymous ethics helplines ensure safe escalation of sensitive issues.

Syngene promotes respectful workplace behavior and ethical conduct through clearly defined standards. The organization mandates annual training programs on Code of Conduct, anti-bribery and anti-corruption practices, Prevention of Sexual Harassment (POSH), data privacy, and information security.

Governance and Grievance Redressal

Syngene has established a robust governance framework that enables employees to raise concerns, seek support, and report misconduct through formal, confidential, and secure channels without fear of retaliation. The Grievance Redressal Committee serves as an accessible platform for employees to raise workplace-related concerns, while the Integrity Committee provides a formal channel for reporting more serious matters such as ethical violations, fraud, and breaches of the Code of Conduct, including senior leadership representatives such as the CHRO, Head of Ethics and Head of Legal.

Prevention of Sexual Harassment (POSH) Committee

To promote a safe, inclusive, and respectful workplace, Syngene has established a dedicated Prevention of Sexual Harassment (POSH) Committee responsible for addressing complaints in line with the POSH Act, 2013. The committee comprises a presiding officer, ten internal members from diverse functions and locations and one independent external expert, ensuring objectivity, compliance with legal standards, and sensitivity in handling cases.

All employees, including contractual staff, can approach the committee with the assurance of confidentiality, impartial review, and timely resolution. In addition to grievance handling, the committee conducts regular awareness programs and training sessions to strengthen a culture grounded in dignity, respect, and prevention.

During FY26, three complaints were received under the Prevention of Sexual Harassment (POSH) framework. All were investigated and resolved in accordance with the POSH Act, 2013, with confidentiality maintained throughout. Appropriate action was taken in each case, and no instances of retaliation were reported.

Remediation and Resolution Approach

For all reported cases, the committee follows a structured and fair process that includes prompt acknowledgment of complaints, thorough and unbiased investigation, and adherence to defined timelines. Based on the findings, appropriate corrective actions are implemented, which may include disciplinary measures, counseling, or workplace adjustments to safeguard affected individuals. The organization also ensures protection against retaliation and takes steps to restore a safe working environment, including follow-up monitoring where required.

Commitment to Continuous Improvement

Syngene remains committed to strengthening its Social pillar year over year, refining policies, deepening manager and employee capability, and investing in the systems and culture that allow every employee to build a meaningful career grounded in fairness, wellbeing, and growth.

Occupational Health and Safety



A Culture Anchored in Safety and Wellbeing

Safety is a deeply embedded organizational value that shapes how we operate, innovate, and grow. Syngene is committed to fostering a workplace that prioritizes the health, safety, and wellbeing of every individual; employees, contractors, and partners across all our campuses. This commitment is guided by our overarching aspiration to achieve 'Goal Zero', which reflects our ambition of zero harm to people and the environment.

Guided by ISO 45001 and applicable regulatory requirements, our Occupational Health and Safety framework is designed to proactively manage risks and promote a strong culture of safety across our operations. We continuously engage in regular training, while embedding preventive measures, emergency

preparedness and stakeholder engagement, in order to strengthen our safety practices and embed health and wellbeing into the way we operate, ensuring a safe and resilient workplace.

During FY26, our operations accounted for over 17.7 million hours worked, during which we maintained zero fatalities demonstrating the resilience and maturity of our safety systems⁴⁸. While 12 recordable injuries were reported, the overall injury frequency remained low, with minimal disruption reflected in just three lost workdays and no reported cases of work-related ill-health⁴⁹. These outcomes underscore the effectiveness of our preventive approach and the collective responsibility shared across the organization to uphold safe practices⁵⁰.

⁴⁸GRI 403-1 | ⁴⁹GRI 403-9, GRI 403-10 | ⁵⁰GRI 403-1

12

Total recordable injuries

0.14

Total Recordable Case Frequency (TRCFR)

0.03

Lost Time Injury Incidence Rate (LTIR)

35,365 hours

EHSS Training Hours (online and classroom)

Zero

Serious (>48 hour) lost time cases

3

Lost workdays

0

Work-related ill health cases

84%

Employee participation in safety observations

Targets

Maintain a Lost Time Injury Frequency Rate (LTIFR) below 0.15 per 200,000 hours worked by FY27

Achieve zero work-related fatalities by FY27

Ensure all employees receive a minimum of 8 hours of health and safety training annually by FY27

Understanding of the Material Topic

Occupational health and safety is a material topic for Syngene, given the nature of its research, development and manufacturing operations involving chemical, biological and engineering hazards. The Company focuses on protecting employees, contractors and partners through a systematic OHS management framework covering all operational sites.

Coverage Insights:

ISO 45001-certified management system

8,373 employees and workers covered

100% operations audited and certified

Coverage of employees, contractors and partners

Contractors are integrated into our EHSS framework and are required to comply with the same health and safety expectations applicable to employees. EHSS requirements are communicated through contractor agreements, work orders, site induction programs, and contractor management processes.

Integrated OHS Management System

Our Occupational Health and Safety Management System is certified as per the requirements of ISO 45001:2018 and is implemented uniformly across all operational sites.

Our approach emphasizes not only the identification of hazards but also the reduction of risks to levels that are as low as reasonably practicable. Across our facilities, this is supported by a combination of advanced engineering controls and operational safeguards, including automated process controls, specialized ventilation systems, and robust chemical handling infrastructure. These measures ensure that potential risks are systematically managed while maintaining high standards of operational efficiency.

The system incorporates internationally recognized methodologies, including:

- Hazard Identification and Risk Assessment (HIRA)⁵¹
- Aspect and Impact Management (AIM)
- Process Safety Management (PSM)

Risks across physical, chemical, and biological domains are systematically identified, evaluated, and mitigated to levels that are As Low As Reasonably Practicable (ALARP).

In addition to Hazard Identification and Risk Assessments (HIRA), we conduct workplace and laboratory safety assessments, Job Safety Analyses (JSA), facility inspections, and fire safety reviews.

Safety Infrastructure and Controls

We maintain advanced engineering and administrative controls across facilities, including:

- Earth Rite systems to prevent static discharge
- Distributed control systems for process monitoring
- Safe chemical storage with dyke walls, breather valves, and hazardous zoning
- On-site occupational health centers for immediate medical support

⁵¹GRI 403-2

Key Initiatives: Embedding Safety into Scientific and Operational Processes

We recognize that safety must be seamlessly integrated into scientific workflows. Our process safety framework is therefore designed to proactively manage risks associated with complex operations without compromising innovation or speed.

A key enabler in this regard is the use of structured digital tools that guide teams through every stage of risk assessment, from early hazard identification and risk evaluation to safety reviews and operational readiness checks. These tools ensure that safety considerations are embedded into decision-making processes, enabling teams to systematically evaluate and mitigate risks before work is initiated.

Strengthening Risk Management and Incident Learning

Our risk management philosophy is rooted in anticipation and prevention. By continuously identifying potential hazards and strengthening controls, we aim to mitigate risks before they materialize into incidents.

A critical component of this approach is our digital incident management platform, SynZero, which enables employees to report safety observations, near misses, and incidents in real time. This system promotes transparency and accountability while enabling detailed analysis of underlying causes. Over time, the increasing adoption of such tools has significantly strengthened our ability to identify patterns, address systemic issues, and enhance overall safety performance.

Serious Injury & Fatality (SIF) Prevention: A structured prevention framework was introduced targeting high risk activities, supported by clearly defined protective layers and rapid escalation protocols

Importantly, we continue to encourage a culture where every employee actively participates in safety reporting, reinforcing the principle that safety is a shared responsibility⁵².

SynZero: Digital Safety Reporting

All incidents, near misses, and observations are recorded through the SynZero platform.

Employees are encouraged to report safety observations regularly to promote vigilance.

This digital-first approach enables:

- Transparent reporting
- Root cause analysis
- Continuous learning and system-level improvements

Audits, Compliance and Continuous Improvement

Our OHS systems are reinforced through a structured audit framework aligned with ISO 45001:

- Internal audits conducted regularly across all operational units
- External audits ensure certification and compliance
- Actions are tracked through corrective and preventive action (CAPA) systems

Audit findings are systematically reviewed to strengthen controls, improve processes, and enhance safety maturity⁵³.

100% of our operational sites were covered by health and safety risk assessments during FY26.

Training and Building Capability

At Syngene, we invest significantly in training and awareness initiatives that are tailored to the diverse needs of our workforce.

In FY26, our training efforts included over 424,000 hours of training for permanent employees, complemented by dedicated training for non-permanent staff. These programs are designed to build both technical competence and behavioral awareness, covering areas such as equipment handling, emergency response, chemical safety, and regulatory compliance⁵⁴.

Training begins with comprehensive site inductions and extends to role-specific modules that equip individuals with the knowledge required to safely perform their tasks. Contractors are similarly trained through structured digital modules, ensuring consistent understanding of safety expectations across all workgroups.

Beyond formal training, we place strong emphasis on continuous engagement through weekly safety discussions, awareness campaigns, and simulated drills. These initiatives help reinforce learning, encourage open dialogue around risks, and build confidence in responding to emergency situations.

An important pillar of our behavioral approach is the Lab Safety Manager Program, which empowers employees to take ownership of safety within their respective workspaces. By developing internal safety champions, this program strengthens accountability at the grassroots level and embeds safety into everyday operational practices.

Preparedness, Prevention, and Emergency Response

Ensuring readiness for unforeseen events/emergencies is a critical aspect of our OHS strategy. Each of our campuses is equipped with well-defined emergency response plans supported by trained teams capable of responding to a wide range of scenarios, including fire incidents, chemical spills, and process disruptions.

⁵²GRI 403-7 | ⁵³GRI 403-1 | ⁵⁴GRI 403-5



Regular mock drills and simulation exercises are conducted to test preparedness and improve response effectiveness. These drills not only validate the robustness of our emergency systems but also enhance coordination among teams during critical situations.

Our infrastructure further supports emergency preparedness through advanced fire safety systems, real-time monitoring of environmental controls, and fail-safe mechanisms designed to minimize risk in the event of system failures⁵⁵.

Advancing Occupational Health and Wellbeing

In addition to physical safety, we place a strong emphasis on occupational health and overall employee wellbeing. Our on-site occupational health centers provide immediate medical assistance and support when needed, while regular health check-ups help monitor employees' health status and identify potential concerns at an early stage. Through proactive health surveillance, preventive care initiatives, and wellness programs, we strive to promote a healthier workforce, enhance wellbeing, and support long-term employee health⁵⁶.

The absence of any reported cases of work-related ill health in FY26 reflects the effectiveness of our preventive approach and the strength of our health management systems. By integrating health considerations into workplace design and operations, we aim to create an environment that supports both short-term safety and long-term wellbeing.

At Syngene, occupational health and safety is viewed as a journey of continuous improvement. Our approach combines strong governance, advanced systems, digital innovation, and active employee participation to drive sustained performance improvements.

As we continue to grow, we remain focused on strengthening our safety culture, enhancing risk management capabilities, and leveraging data-driven insights to anticipate and mitigate emerging risks. Through these efforts, we aim to not only maintain high safety standards but also set new benchmarks for excellence in occupational health and safety within the industry.

⁵⁵GRI 403-2 | ⁵⁶GRI 3-3, GRI 403-6

Looking Ahead

FY27–FY30 Focus Areas

- Enterprise rollout of Level 2 Field Verification, Lifesaving Rules (Turning rules to habits)
- Full digitization of training and competency records
- Implementation of a unified enterprise EHSS digital ecosystem by FY30

Over the next five years, Syngene will continue to strengthen its occupational health, safety, and environmental performance through a focused roadmap centered on risk prevention,

workforce capability building. Key priorities include piloting the enterprise-wide implementation of Lifesaving Rules to reinforce critical risk controls and empower employees to intervene when unsafe conditions are identified. These objectives encompass the prevention of fatalities and serious injuries, continuous reduction in recordable incident rates, timely closure of corrective and preventive actions (CAPAs), compliance with statutory and management system requirements, build enhancement of contractor safety performance, workforce competency development, and achievement of environmental sustainability targets related to energy, water, waste, and emissions.

Targets for FY27

KPI	FY27 Target
Serious Injury or Fatality (SIF)	0
Lost Time Event Potential SIF	0
Total Recordable Case Rate (TRCR)	≤ 0.35
Near Miss / Unsafe Act / Unsafe Condition Reporting	500
EHSS Training	8 man-hours per employee/year





Leadership-Driven Governance and Accountability

Our approach to occupational health and safety is anchored in strong governance and visible leadership commitment. Safety oversight is embedded at multiple levels of the organization, ensuring that risks are proactively identified, addressed, and escalated where necessary.

At the highest level, the Board-level Risk Management Committee integrates occupational health and safety into enterprise risk management, while the Executive Safety

Committee regularly reviews performance trends and strategic priorities. Complementing this, the KAVACH Operating Unit ensures alignment between corporate safety objectives and on-ground execution, bringing together operational leaders, safety professionals, and employee representatives⁵⁷.

At the operational level, Operational Unit Safety Leadership Teams (OSLTs) conduct monthly reviews to identify risks and implement corrective actions, with insights reported to and discussed with senior leadership.



Executive Safety Committee

Provides strategic oversight, reviews safety performance quarterly, and sets company-wide priorities.



OLSLT Committee

Comprising EHSS professionals, employee representatives, and operating unit leaders, it drives implementation and ensures alignment with corporate safety goals.



Risk Committee of the Board

Reviews risk exposure and mitigation strategies, embedding safety into enterprise risk management.

⁵⁷GRI 403-4

Community Engagement



As we continue to grow our business, we remain equally committed to the wellbeing of the communities around us. We believe that meaningful and lasting progress begins at the grassroots level, and that empowering communities is fundamental to creating positive change across the broader ecosystem⁵⁸.

Through the Biocon Foundation and the Biocon Academy, we advance our Corporate Social Responsibility (CSR) initiatives across key areas including healthcare, science education, research and scholarships, environmental sustainability, and women and child welfare. These initiatives are designed to strengthen underserved communities and create sustainable, long-term impact in the regions where we operate.

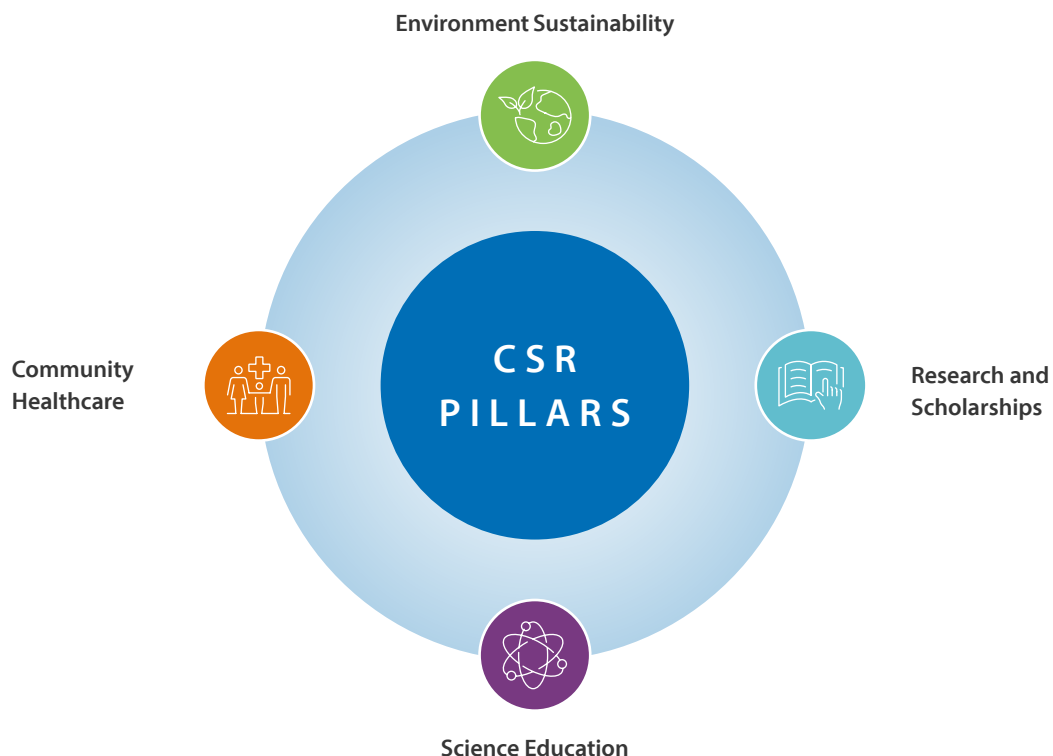
The Biocon Foundation directly implements programs and also works closely with specialist NGO partners to deliver impactful, community-centric solutions that address critical needs in healthcare access, environmental stewardship, and social wellbeing. Complementing this, the Biocon Academy advances learning by providing specialized training in applied biosciences, thereby nurturing future talent and supporting scientific progress.

Through this integrated approach, our CSR programs strive to empower communities, enhance quality of life, and ensure that our operations do not have any significant adverse impact on the local communities we serve⁵⁹.

Year Expenditure (in ₹ million)



No significant negative or adverse impacts on local communities have been identified as a result of our operations⁶⁰.



⁵⁸GRI 3-3 | ⁵⁹GRI 413-1 | ⁶⁰GRI 413-2

Environmental Sustainability

We continue to invest in initiatives that address climate resilience, resource conservation, and sustainable urban development.



Mass Transit Infrastructure

Program

We invested in urban mass transit infrastructure, including support for the Biocon–Hebbagodi Metro Station, to promote sustainable mobility and reduce traffic congestion and emissions.

Outcome:

Our investment of over ₹13 crore since 2020 supported the development of the Metro Station as part of the Yellow Line project. The Yellow Line was inaugurated in August 2025 and serves 50,000–60,000 passengers daily, with monthly ridership reaching approximately 1.8–1.9 million commuters. The Biocon–Hebbagodi Metro Station alone serves more than 2,500 daily commuters, while the broader corridor extending to Bommasandra Metro Station, the terminal station, supports over 10,000 commuters each day. By improving access to public transport, the line helps reduce traffic congestion and promotes lower-emission mobility. Internal adoption is encouraged through flexible work schedules and last-mile connectivity.

Impact Assessment

To understand and quantify the long-term societal benefits of sustainable mobility investments, an independent impact

assessment of the Namma Metro Yellow Line was undertaken by the Indian Institute of Science (IISc), Bengaluru, in collaboration with the Isaac Centre of Public Health, with support from the Biocon Foundation. The study evaluated the impact of the Yellow Line corridor on public health, quality of life, accessibility, and commuter wellbeing through a baseline survey of approximately 600 respondents and a post-implementation assessment conducted after the metro became operational. The Impact Assessment Report can be found [here](#).

The assessment found that the metro has contributed to a meaningful shift from private vehicles to public transport, resulting in improved commuting experiences and broader social benefits. Commuters reported reduced travel time, lower travel-related stress, improved journey predictability, and better work-life balance. The study also highlighted increased physical activity through walking associated with metro access and egress, alongside reduced exposure to air pollution and heat stress compared to private vehicle commuting.

BEFORE METRO

- 58% of respondents reported no physical activity
- Commuters were primarily dependent on:
 - Private cars/cabs: 46%
 - Two-wheelers: 38%
- Peak congestion around Hosur Road/Silk Board with average commute times frequently exceeding 60 minutes.
- Walking and two-wheeler commuters experienced the highest exposure to heat and air pollution.

AFTER METRO

- Metro users gained 10–15 minutes of additional walking per commute day
- Equivalent to 50–75 minutes of additional moderate physical activity per week
- Some users reported commute reductions from 2 hours to 30 minutes
- Metro users recorded the lowest Particulate Matter 2.5 (PM 2.5) exposure among all transport modes
- Respondents reported: Lower fatigue, Better travel predictability, More family/personal time, Improved comfort and accessibility

The analysis demonstrated a strong relationship between improved accessibility, travel satisfaction, and mental wellbeing. Respondents noted that shorter and more reliable journeys helped reduce fatigue and provided additional time for family, leisure, and personal activities, contributing positively to their overall quality of life. The findings further reinforced the role of mass transit infrastructure as a public health and sustainable urban development intervention, generating benefits that extend beyond mobility to include environmental, social, and economic outcomes.

Mangrove Restoration

Program Description

An ecological restoration initiative along the Netravati River focused on planting mangroves to enhance biodiversity and climate resilience.

Outcome:

The plantation of 40,000 saplings contributed to ecosystem restoration, shoreline protection, and increased carbon sequestration potential.

Solid Waste Management

Program Description

A community-based initiative in Anekal to strengthen waste management by promoting household-level waste segregation, improving collection efficiency through awareness and capacity building, and enhancing local systems.

Outcome:

The program strengthened waste management planning through baseline assessments, stakeholder engagement, and systems improvements. It identified opportunities to enhance waste segregation, collection efficiency, processing infrastructure, and citizen participation, while informing a long-term circular economy roadmap for Anekal Taluk to sustainably manage approximately 40 metric tons of waste generated daily.



Baseline Assessment

In FY26, a multi-stakeholder baseline assessment was conducted to understand the solid waste management ecosystem in Anekal Taluk. Undertaken in collaboration with local urban bodies, civil society organizations, industry representatives, and waste management experts, the assessment mapped existing waste flows, evaluated current waste management practices, and identified key challenges and opportunities within the ecosystem. The exercise provided the foundation for the development of a shared Vision 2030 for strategic planning and a roadmap for strengthening sustainable waste management systems in the region.



CASE STUDY

Strengthening Solid Waste Management in Peri-Urban Communities

Challenge

Rapid urbanization in Bommasandra and Hebbagodi had outpaced civic systems, resulting in poor source segregation, low household participation, and significant volumes of waste not entering formal collection pathways.

Intervention

In partnership with Saahas Zero Waste, Biocon Foundation conducted a baseline assessment and implemented community engagement, capacity-building, route optimization, frontline worker training, and monitoring systems to improve waste segregation and collection efficiency.

Results

- In Bommasandra, only 20% of households handed over waste despite 70.5% collection coverage
- 86% of households were not segregating waste at source
- More than 55% of waste generated daily remained outside formal collection systems
- Segregation in a demonstration community increased from 12.6% to 86.7%
- Collection efficiency improved by approximately 35%

Impact

The program demonstrated that improving community participation, accountability, and service reliability can significantly strengthen waste management outcomes without requiring additional infrastructure investments.



Water Security

Program Description

Installation of rainwater harvesting systems in Anekal, across five government schools and hostels to improve water availability and promote sustainable water management.

Outcome:

The systems benefited over 1,000 students and helped meet 10%–76% of annual water requirements, enhancing water security and promoting conservation practices.

Say No to Single-Use Plastics

Our “Say No to Single-Use Plastics” initiative is an awareness and behavior-change program across Karnataka, promoting sustainable alternatives and the phased distribution of approximately 25,000 reusable items, such as cloth bags and bottles.

Community Healthcare

Our healthcare interventions aim to strengthen public health systems and improve access to quality care through prevention, early detection, and disease management.

eLAJ Smart Clinics

Program Description

A network of primary healthcare clinics supported by an electronic medical records platform, aimed at improving healthcare access and continuity of care for underserved communities, including outreach in remote tribal regions.

Outcome:

The program established 11 clinics and extended services in unserved regions including tribal areas, improving access to primary healthcare and ensuring continuity of treatment through digitized patient records.

eLAJ Program creating better outcomes

- Expanded access to healthcare: eLAJ Smart Clinics improved access to affordable, quality primary healthcare services for underserved and vulnerable communities
- Strengthened chronic disease management: The initiative enabled early diagnosis, regular monitoring, improved treatment adherence, and continuity of care for patients with diabetes, hypertension, and other NCDs
- Reduced financial burden on patients: By offering consultations, diagnostics, and medicines through a single platform, the program helped lower out-of-pocket healthcare expenses

- Leveraged digital health solutions: Electronic medical records and patient-tracking systems improved clinical decision-making, follow-up care, and overall service efficiency
- Enhanced health and wellbeing: Beneficiaries reported better health outcomes, increased healthcare-seeking behavior, and improved quality of life, particularly among elderly and economically vulnerable populations

Program Highlights	Quantitative
Total beneficiaries	46,753
Laboratory tests conducted	42,275
Specialist clinic visits	4,107
Total individuals screened for NCDs using CBAC	8628

Community Outreach and Screening

Program Description

Regular health awareness and screening initiatives focused on early detection and prevention of non-communicable diseases (NCDs), including diagnostic services and school-based health programs.

Outcome:

The initiative enabled early identification of health conditions such as diabetes, hypertension, anemia, and common cancers, while school programs improved student health awareness and ensured follow-up care through public health systems. The CHAMPS program further strengthened community outreach by training students as health ambassadors.

CASE STUDY

NCD Screening for Industrial Workers

Challenge

Factory workers are at increased risk of non-communicable diseases (NCDs) due to long working hours, sedentary lifestyles, irregular diets, and high stress. Most workers seek medical care only after symptoms appear, leaving conditions such as hypertension and diabetes undetected for years.

Intervention

Biocon Foundation conducted workplace health screening camps across small and medium-scale factories in Bengaluru, providing screening for blood pressure, blood sugar, BMI, and oral cancer risk. Health awareness sessions on nutrition, physical activity, mental wellbeing, and tobacco cessation

were also conducted, with referrals to eLAJ Smart Clinics and government hospitals for follow-up care.

Results

- 28% of workers had elevated blood pressure
- 36% were overweight or obese
- 12% showed raised blood sugar levels
- 7% had pre-cancerous oral lesions

Impact

The initiative enabled early identification of silent health risks, improved awareness of preventive healthcare, and connected at-risk workers to timely treatment and follow-up services, helping reduce the long-term burden of NCDs.

Preventive Healthcare in Telangana

Program Description

A community-focused healthcare program combining digital health profiling, mobile medical services, diagnostic screenings, and referral systems in Shamirpet and surrounding villages.

Outcome:

The program reached approximately 4,900 individuals through household surveys, identifying 1,126 non-communicable disease (NCD) cases and enabling timely follow-up and linkage to care. In addition, 1,227 patients received healthcare services through 16 medical camps conducted in Shamirpet and surrounding villages, improving early diagnosis, access to treatment, and preventive healthcare outcomes.

Mobile Healthcare (Odisha)

Program Description

Deployment of mobile medical units to deliver healthcare services in remote regions of Mayurbhanj district, ensuring access to basic diagnostics and treatment.

Outcome:

A total of 91 medical camps reached approximately 17,000 individuals, significantly improving healthcare access in geographically underserved areas.

Programme Area	Indicator	Impact
NCD Screening through 63 NCD Camps	Individuals screened for diabetes, hypertension & anemia	3,130
	Suspected diabetes	113 (3.6%)
	Possible hypertension	297 (9.5%)
	Women identified with anemia	46.50%
	AI-enabled ECGs completed	~3,000
Cancer Screening	Breast examinations conducted	2,698
	Referred for further evaluation	112 (4.1%)
	Oral cancer screenings	3,337
	Individuals reporting high-risk habits	691 (20.7%)
Health Education	Students reached through health education sessions	2,939
School Health Programme across 22 schools	Students screened	2,659
	Students identified with anemia	768
	Students with dental concerns	837
	Students with vision impairment	46
	Undernourished students identified	1,790
CHAMPS Programme	Student health ambassadors trained	100
	Adults screened	1,208
	Individuals with elevated blood pressure identified	323

Education

Science Education

We continue to strengthen science education in underserved government schools by promoting experiential learning, building aspirations, and improving learning outcomes.

CASE STUDY

Anekal 2030 – Building a Collective Vision for Education

Challenge

Anekal's rapidly evolving education ecosystem was characterized by multiple stakeholders working independently, creating fragmented interventions, duplication of efforts, and limited visibility of collective outcomes.

Intervention

Biocon Foundation convened the Anekal Education Summit, bringing together government agencies, schools, NGOs, communities, and CSR partners to co-create a shared vision for educational transformation. The initiative established a framework for coordinated action, common outcome indicators, and a government-facing dashboard for tracking progress.

Results

- 90% grade-level learning achievement in foundational education
- The program established a shared vision for improving education outcomes by 2030, with stakeholders agreeing on the following targets:
- 75% grade-level proficiency in higher primary grades
- 95% student attendance
- 90% transition rate from Grade 8 to Grade 11
- 100% functional School Development and Monitoring Committees (SDMCs)

Impact

Anekal 2030 has laid the foundation for a coordinated, outcome-driven education ecosystem that aligns government, civil society, and private sector efforts around shared goals, creating a scalable model for systemic education reform.

Science on Wheels and Labs on Bikes

Program Description

Mobile science initiatives designed to deliver hands-on science education directly to students in underserved government schools across Bengaluru Urban (Anekal), Yadgir (Shorapur), Mangaluru, and Medchal–Malkajgiri (suburb of Hyderabad). The program focuses on experiential learning through practical demonstrations, experiments, and interactive sessions, supported by a structured impact measurement framework including baseline and endline assessments, classroom evaluations, and behavioral tracking.

Outcome

In the year under evaluation, the program reached over 7,000 students across 70+ schools, significantly improving learning outcomes, with 82.6% of students showing enhanced subject knowledge and measurable progress in assessment scores. Students demonstrated increased curiosity, improved confidence, and a stronger inclination toward STEM careers, while also identifying areas for improvement to inform ongoing program refinement.

Women in STEM

Program Description

A targeted initiative implemented in partnership with the Research and Innovation Circle of Hyderabad (RICH), the nodal agency for Hyderabad Science & Technology Cluster to support female students from Tier II and III cities. The program provides scholarships, mentorship, and industry exposure to encourage participation and retention of women in STEM fields.

Outcome

During the year, 40 scholars (20 undergraduate and 20 postgraduate) were supported, bringing the total beneficiaries to 91 since inception in the year 2022. The program enhanced access to higher education opportunities, strengthened career pathways in STEM, and contributed to improving gender diversity in science and technology domains.

Synquizitive

Program Description

A large-scale science quiz initiative aimed at fostering scientific curiosity and learning among school students. The program engages participants through competitive and collaborative formats, supported by employee volunteers who contribute to execution, mentoring, and outreach.

Outcome

The fourth edition engaged approximately 10,000 students from 200 government schools across multiple cities, supported by 400+ employee volunteers. The initiative strengthened student engagement in science education, while infrastructure support to winning schools contributed to improving institutional learning environments.

Research and Skill Development

SynRISE Fellowships

Program Description

A research-focused initiative under Syngene Research in Science Excellence (SynRISE) at Institute of Bioinformatics and Applied Biotechnology (IBAB), aimed at supporting advanced scientific research and promoting diversity in STEM by providing doctoral fellowships.

Outcome

Three women scholars continue to be supported through PhD fellowships, contributing their advanced research capabilities while strengthening gender representation in high-end scientific research.



System Strengthening

Program Description

A comprehensive effort to strengthen education systems through multi-stakeholder collaboration, infrastructure development, and strategic planning. This includes convening education summits and building physical school infrastructure to improve access to quality learning environments.

Outcome

An education summit with 200+ participants from 60+ organizations established a shared vision to transform Anekal into a model education block by 2030. Ongoing infrastructure investments, including a new academic facility with 10 classrooms in Kodamballi, Ramanagara District, are expected to benefit approximately 250 students annually, improving access to quality education.

Biocon Academy Programs

Program Description

Through strategic industry-academia partnerships, Syngene supports specialized certification programs that bridge the gap between academic learning and industry requirements.

Key Programs:

- Biocon KGI Certificate Program in Biosciences
- Syngene Ramaiah Certificate Program in Sterile Manufacturing
- Syngene JSS AHER (Academy of Higher Education & Research) Certificate Program in Drug Metabolism and Pharmacokinetics (DMPK)
- Syngene IBAB Certificate Program in Artificial Intelligence in Life Sciences

Outcome

Multiple ongoing and upcoming certification programs enhanced employability and industry-readiness of participants by providing hands-on training and domain-specific expertise, thereby strengthening the biosciences talent pipeline.

Women's Safety and Welfare

Parihar Initiative

Program Description

An integrated support system implemented in collaboration with the Bengaluru City Police to assist women, children, and families in distress, while also raising awareness about rights, safety, and available support mechanisms.

Outcome

The program strengthened support services for vulnerable populations and enhanced community awareness on safety

and access to institutional assistance. During FY26, the initiative supported the registration and handling of 5,202 cases, including 5,052 women-related cases and 150 child-related cases. Of these, 4,811 cases (92.5%) were successfully reconciled, amicably settled, or closed, demonstrating the program's effectiveness in facilitating access to support and resolution mechanisms.



Employee Volunteering

Employee volunteering continues to play a pivotal role in strengthening the Company's Corporate Social Responsibility (CSR) initiatives by extending outreach, enhancing community engagement, and creating meaningful on-ground impact. Through structured programs and employee-led initiatives, Syngene fosters a culture of social responsibility and active citizenship across its workforce.

Program		Activities
Awareness and outreach	31 May: World No Tobacco Day	54 volunteers dedicated 216 hours in awareness campaigns aligned with global observance days. These initiatives were designed to educate school students and community members on critical issues including public health, environmental conservation, and sustainable living practices. Interactive sessions, workshops, and experiential learning activities helped drive behavioral awareness and long-term impact
	5 June: World Environment Day	
Synquizitive	Employee Participation in Synquizitive	- More than 400 employees contributed 2,736 hours towards interschool science quiz platform - Volunteers supported mentoring, quiz facilitation, and outreach activities - The initiative promoted scientific curiosity and encouraged students to pursue STEM education
Biocon Academy	Capacity Building through Biocon Academy	- Subject-matter experts dedicated 85+ hours towards delivering training sessions, guest lectures, and technical workshops - Programs focused on building industry-relevant skills and strengthening academic-industry linkages - Engagements enhanced employability among students and early-career professionals in the life sciences sector
School and Science Engagement	School and Science Engagement Initiatives	- Employees engaged with schools across multiple locations through classroom interactions and lab demonstrations - Activities included mentoring sessions and career guidance programs - Efforts aimed to make science more accessible, encourage critical thinking, and nurture future researchers and innovators

Through these integrated efforts, Syngene continues to drive meaningful change by combining science, innovation, and community partnerships to create a more inclusive and sustainable future.

Innovation

Responsible Science, Meaningful Impact



For a contract research, development, and manufacturing organization (CRDMO), innovation is not an isolated activity, it is the operating system of the business. At Syngene, responsible science means continually asking a simple question: *How can we do more, with less?* This year, our scientists have pursued that question through a focused strategy of reducing wastage and easing the financial burden of research, turning sustainability from cost into a competitive advantage. From greener chemistry and resource-smart laboratories to a fully digital quality ecosystem and an expanding drug-discovery platform, every initiative in this chapter advances the same goal: meaningful scientific impact delivered through more efficient, lower-footprint processes.

R&D and Drug Development

With a team of over 8,373 employees, including 5,778 scientists, and more than 3 million sq. ft of specialized discovery, development, and manufacturing facilities across India and the U.S., we work with 400 global customers, including multinationals such as BMS, GSK, Zoetis, and Merck KGaA. Our scale and expertise allow us to deliver scientific excellence at speed, improving time-to-market and lowering the cost of innovation for our clients.

Collaborations to Advance Responsible Science

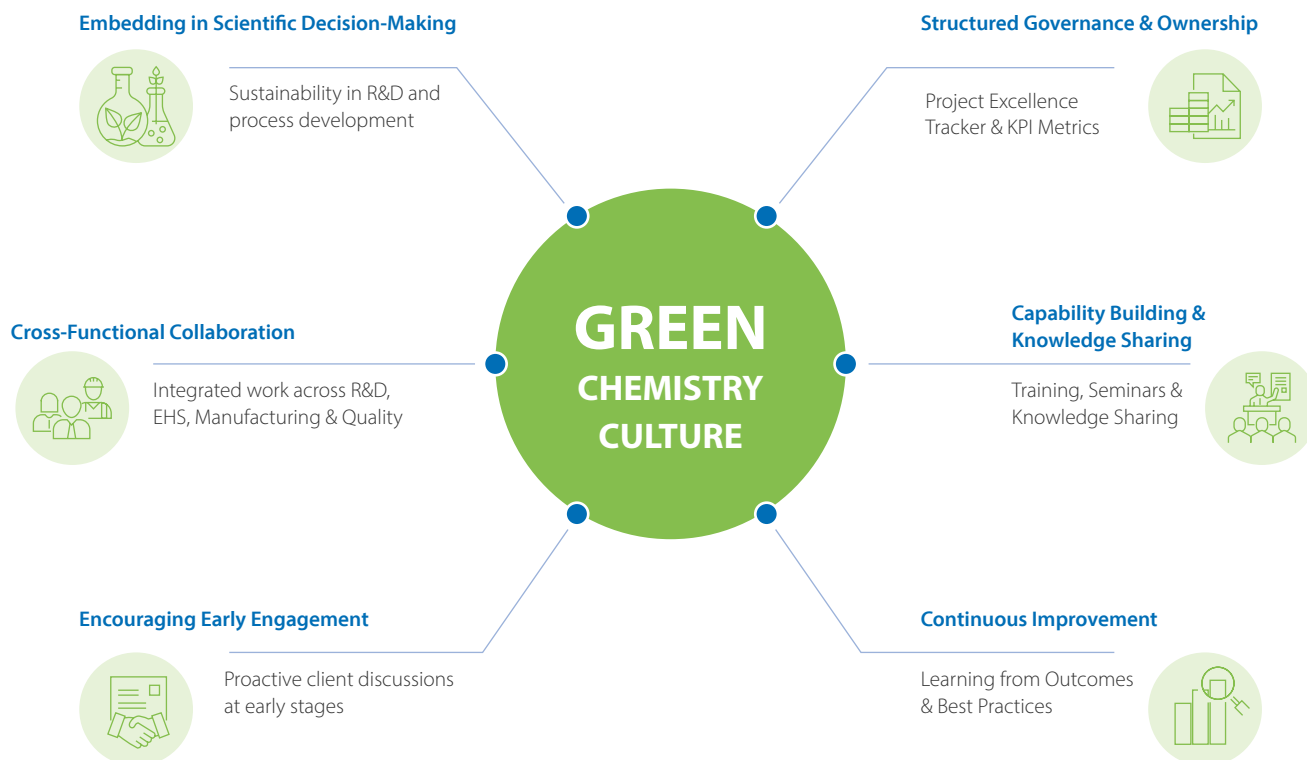
Syngene Accelerator Award: As a key initiative in 2025, Syngene launched the Syngene Accelerator Award to extend its integrated drug discovery capabilities to emerging biotech innovators. Following a competitive selection process involving more than 38 applicants, IMMvention Therapeutix was selected

to receive six months of dedicated support from five full-time-equivalent scientists. Through Syngene's integrated drug discovery platform, the company will provide expertise across biology, medicinal chemistry, DMPK, and translational sciences to help advance the program. IMMvention Therapeutix is developing novel therapies for high unmet need CNS disorders, including Friedreich's Ataxia, Parkinson's disease, Alzheimer's disease, and ALS.

Green Chemistry & Sustainable Process Design

Green chemistry is integral to our sustainability strategy, shaping how we design, develop, and manufacture. By embedding its principles across R&D and manufacturing, we reduce waste, improve resource efficiency, strengthen regulatory compliance, lower manufacturing costs, and create lasting value for customers and the business.

Fostering a Culture of Innovation & Accountability Around Green Chemistry at Syngene



How Our Approach has Evolved

Over the past year, our green chemistry program has continued to mature and expand across development and manufacturing activities. We strengthened solvent selection through established classification frameworks and enhanced reagent selection using hazard-based assessments. Process intensification initiatives helped improve efficiency while reducing the cost of goods, and the implementation of a Project Excellence

Tracker enabled systematic evaluation of process modifications against sustainability, cost, quality, and operational performance objectives.

Alongside these technical initiatives, we continued investing in capability building through awareness sessions and technical seminars designed to embed sustainability thinking into everyday scientific decision-making.

Strategic Pillars

Pillar	What it delivers
Strategic ESG integration	Green chemistry is embedded into process design as a mechanism to deliver our environmental, social, and governance commitments.
Environmental stewardship	Proactive waste reduction, safer solvent/reagent selection, and improved material and energy efficiency.
Operational excellence & cost efficiency	Lower Process Mass Intensity (PMI), process intensification, reduced cost of goods, and improved scalability.
Regulatory & EHS readiness	Early sustainability integration strengthens compliance and reduces long-term operational risk.
Social & governance impact	A culture of scientific rigor, accountability, and cross-functional collaboration across R&D, EHS, Manufacturing, and Quality.

Sustainable Process Design through Scientific Excellence

Sustainability is increasingly embedded into process development through established scientific methodologies such as Quality by Design (QbD), Design of Experiments (DoE), and Process Analytical Technology (PAT). These approaches enable a deeper understanding of process parameters and their impact on product quality, helping scientists design robust, efficient, and resource-conscious manufacturing processes from the outset.

Quality by Design (QbD) provides a systematic framework for identifying critical process parameters and understanding their relationship with quality attributes. By building quality into the process rather than relying solely on end-product testing, QbD supports improved yields, reduced variability, and more efficient use of materials and resources.

Design of Experiments (DoE) enables structured evaluation of multiple process variables simultaneously, helping teams identify optimal operating conditions while minimizing the number of experimental trials required. This approach accelerates development, improves process robustness, and reduces the consumption of raw materials, solvents, and laboratory resources.

Process Analytical Technology (PAT) strengthens process understanding through real-time monitoring and control of critical process parameters. By enabling early intervention, it improves efficiency, reduces waste and rework, and delivers consistent product quality, supporting scalable manufacturing with a lower environmental footprint.

Driving Sustainable Innovation - Advanced Technologies

To translate green chemistry principles into practical outcomes, Syngene continues to expand its application of advanced technology platforms that improve process safety, efficiency, and sustainability.

Flow Chemistry has enabled the successful translation of highly reactive intermediates from batch to continuous processing, allowing controlled generation and immediate consumption of reactive species. This improves safety, reduces solvent usage, enhances process efficiency, and minimizes the risk of failed batches.

Electrochemistry has opened alternative reaction pathways for challenging transformations, enabling cleaner and more sustainable synthesis routes while reducing dependency on conventional stoichiometric reagents.

In addition, biocatalysis, photocatalysis, and catalytic screening continue to expand our toolkit for greener transformations by enabling selective reactions under milder conditions and reducing resource intensity.

Looking ahead, we are exploring emerging technologies such as Direct-to-Biology and Mechanochemistry, reinforcing our commitment to sustainable scientific innovation and next-generation process development.

Navigating Real-World Challenges

As a CRDMO, we operate in an environment where speed, quality, regulatory compliance, and cost competitiveness are critical. Integrating green chemistry principles can sometimes be challenging when processes are already committed to regulatory submissions, development timelines are compressed, or greener alternatives are not commercially viable at scale.

To address these constraints, sustainability considerations are integrated as early as possible in development programs, where flexibility is greatest and opportunities for improvement are most impactful. We use objective metrics such as PMI, solvent intensity, yield, safety risk, and scalability to support data-driven discussions with clients and identify sustainable solutions that also create business value.

Where major process modifications are not feasible, we focus on practical improvements such as solvent recovery, waste reduction, and energy optimization. For late-stage programs, a risk-based approach ensures that only scientifically robust changes are pursued, while higher-risk opportunities are incorporated into future development programs.



CASE STUDY

Green Chemistry Driven Process Optimization

As part of our commitment to sustainable innovation, a process development initiative applied green chemistry principles to redesign an early-stage manufacturing route. The objective was to improve environmental performance while enhancing operational efficiency and process robustness.

Through a structured review and optimization program, the team identified opportunities to reduce resource consumption, simplify operations, minimize waste generation, and improve manufacturing efficiency. The redesigned process enabled more efficient use of materials, lower solvent and energy requirements, reduced wastewater generation, and improved process reliability.

The initiative demonstrates how sustainability considerations, when integrated into process development, can deliver meaningful environmental and business benefits simultaneously. By reducing resource intensity and improving productivity, the program strengthened both the environmental footprint and commercial competitiveness of the manufacturing process.

Key Outcomes

The process optimization resulted in a nearly twofold increase in overall yield, while cycle time was reduced by approximately 40% and PMI was lowered by nearly 50%. These improvements contributed significantly to a greener and more sustainable manufacturing process through enhanced resource efficiency and reduced environmental impact.

Significant Reduction

Solvent Consumption, Energy Demand, and Waste Generation

By reducing resource intensity and improving productivity, the program strengthened both the environmental performance and commercial competitiveness of the manufacturing process.

Enabling Sustainable Innovation Through People and Governance

At Syngene, green chemistry is enabled not only through scientific innovation but also through a culture of continuous learning, accountability, and collaboration.

During FY26, employee engagement was strengthened through initiatives such as the Green Pitch Contest, which encouraged teams to propose innovative ideas for improving environmental performance across processes and operations. By recognizing and rewarding implementable ideas, the program is fostered greater ownership of sustainability objectives and accelerated the translation of innovative thinking into measurable improvements.

Regular awareness sessions, technical training programs, and participation in external learning opportunities, including American Chemical Society (ACS) Green Chemistry webinars, helped build technical capability and strengthen understanding of sustainable chemistry principles. Scientific journals, technical publications, and case studies were actively shared across teams to promote knowledge exchange and encourage the adoption of best practices.

Accountability is reinforced through governance mechanisms such as the Project Excellence Tracker, which enables the systematic evaluation of sustainability opportunities alongside

quality, safety, cost, and compliance considerations. Cross-functional collaboration among R&D, Manufacturing, MSAT, EHS, and Quality teams ensures that sustainability improvements are evaluated holistically and translated effectively from development to commercial operations.

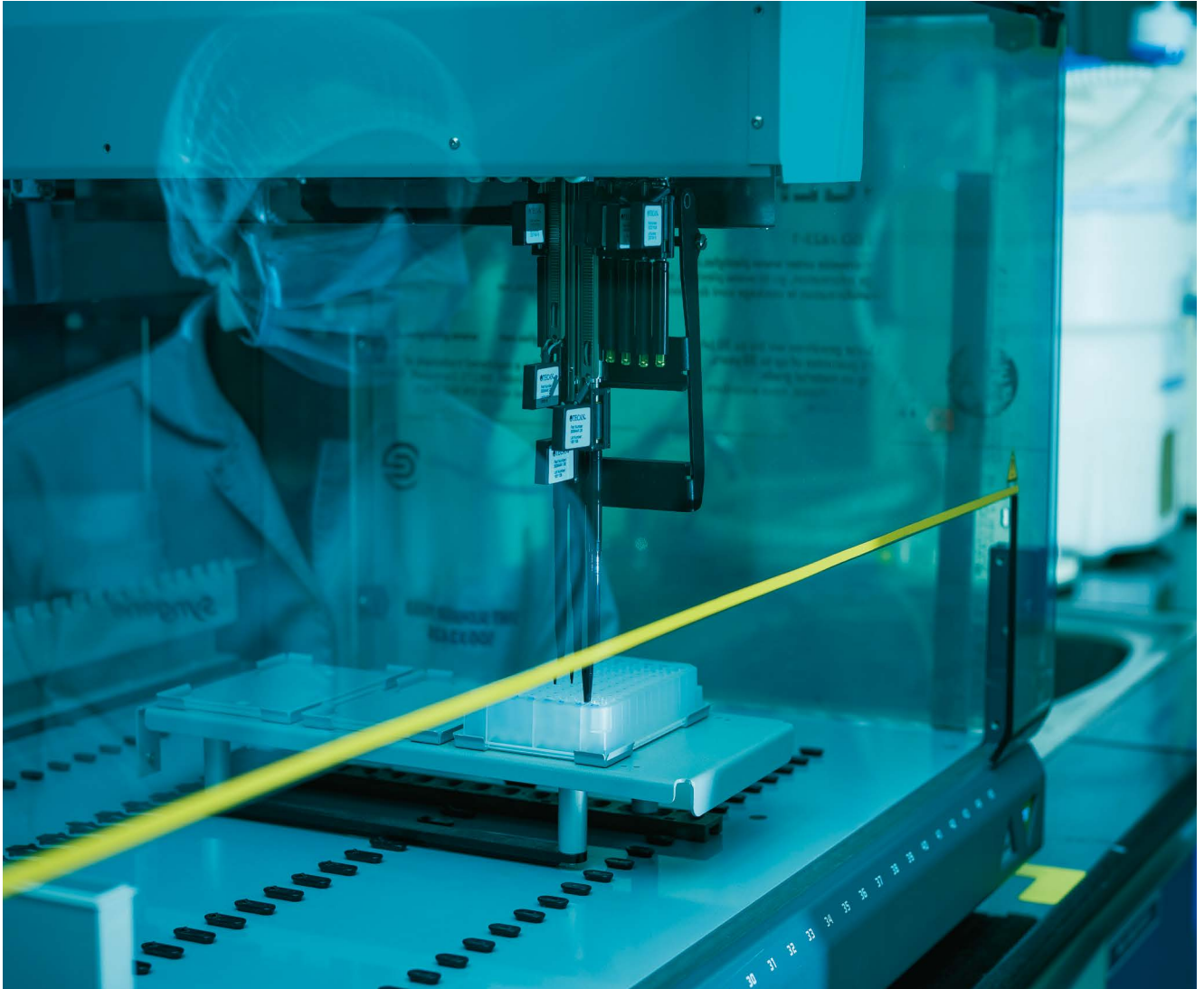
Our green chemistry efforts are further strengthened through engagement with customers, suppliers, and industry partners. Early route-selection discussions supported by sustainability metrics such as PMI and waste intensity help customers evaluate greener alternatives, while supplier engagement promotes responsible sourcing of safer solvents and reagents. Participation in scientific forums and industry platforms enables continuous learning and alignment with evolving best practices, reinforcing transparency, shared accountability, and long-term value creation across the value chain.

Stakeholder Engagement

Green chemistry is advanced collaboratively with customers (early route-selection discussions backed by PMI and waste data), suppliers (responsible sourcing of safer solvents and reagents), and industry partners (scientific forums and ACS Green Chemistry webinars). This integrated model reinforces transparency, shared accountability, and continuous improvement across the value chain.

SynGREEN Lab Certification: Building a Culture of Sustainability in Laboratories

This year's defining innovation story is how our scientists themselves are reimagining the laboratory, looking at every experiment, every consumable, and every piece of equipment through the lens of efficiency and waste reduction. That insight, proven in three pilot labs, is now being scaled across the organization.



From Pilot to Movement - My Green Lab Foundation

In FY25, in a step forward to embed sustainability into the core of our operations, we engaged with My Green Lab (MGL), a globally recognized non-profit dedicated to making scientific research more sustainable, in a pilot project to assess and

enhance environmental resilience in three of its laboratories. We successfully achieved the highest Green Level Certification across all three labs. Globally, more than 5,000+ labs use MGL certification to drive measurable improvements, placing us among a leading cohort of responsible research organizations.

Understanding My Green Lab Certification

The certification is a comprehensive and rigorous assessment that evaluates laboratories across multiple dimensions of sustainability:

Dimension	Focus
Energy & Water Efficiency	Reducing consumption across lab systems
Plug Load & Large Equipment Management	Optimizing equipment usage and shutdown
Cold Storage Optimization	Efficient sample and reagent storage
Fume Hood Usage	Safe, energy-conscious operation
Waste Reduction & Recycling	Minimizing waste, including single-use plastics
Green Chemistry & Chemical Management	Safer reagents and responsible inventories
Sustainable Procurement	Responsible sourcing
Travel, Community Engagement & Resource Management	Broader sustainability behaviors

The MGL process is structured and collaborative. It begins with a baseline survey of lab members to assess behaviors and resource use, followed by tailored recommendations, a 3–6 month implementation phase to embed changes, and a reassessment to determine the certification level. To ensure continued progress, labs undergo re-certification every two years, aligning with evolving best practices.

Our Pilot Project and Certification Milestone

In March 2025, we launched a pilot project involving three laboratories, two from the Discovery division and one from the Chemical Development division, to pursue My Green Lab certification. Over eight months, our teams undertook a collaborative journey, embedding changes in lab behavior, resource usage, and infrastructure.

In July 2025, all three labs achieved Green Level Certification, the highest rating awarded by MGL, with outstanding scores:

Score	Laboratory
98%	Synopolis-FC-Lab
95%	Cell Culture TC-1
94%	S1 SF Chemical Development Lab

These achievements reflect not just compliance, but a shift in mindset. The certification journey encouraged our scientists to re-evaluate daily routines from turning off unused equipment and minimizing single-use plastics, to managing chemical inventories and optimizing cold storage. One notable insight emerged: many sustainable behaviors were already in practice informally but the My Green Lab framework provided the structure and validation to scale these efforts systematically and meaningfully.

ESG Integration and Long-Term Impact

Scaling the Insight - Launching SynGREEN

Building on this success, we are launching ‘SynGREEN Lab Certification’, an internal, science-based standard modeled on the principles of My Green Lab (MGL). SynGREEN will embed sustainable practices across our laboratories, reducing energy, water, chemical use, and waste while advancing green chemistry, responsible procurement, and digital efficiency. Our ambition is to make every laboratory a SynGREEN laboratory.

Recognizing a Culture of Innovation and Continuous Improvement

Our commitment to responsible science extends beyond laboratories and manufacturing facilities into a culture of continuous improvement, problem-solving, and operational excellence. At the 34th Chapter Convention on Quality Concepts (CCQC) 2025, organized by the Quality Circle Forum of India (QCFI), Bangalore Chapter, Syngene's commitment to innovation and continuous improvement was recognized with six teams receiving the Highest Gold Award for their innovative projects.

The award-winning projects reflected the breadth of innovation taking place across the organization from sustainability and carbon-footprint reduction to process automation, digitalization, simulation-driven development, resource conservation, and workplace excellence. Notably, projects such as 'Next-Gen CDMO Strategies: Reducing Carbon Footprint, Driving a Greener Pharma Future' and 'Utilizing Advanced Simulation Methodologies to Streamline Development Timelines and Improve Economic Efficiency' demonstrated how environmental stewardship and digital innovation can work together to improve both sustainability performance and business outcomes.

The recognition reflects our culture of empowering employees to challenge conventional thinking, improve efficiency, reduce waste, and develop innovative solutions that deliver operational and environmental value. It also highlights the strength of cross-functional collaboration, bringing together scientists, engineers, manufacturing specialists, and corporate teams to advance our ESG commitments through continuous improvement.

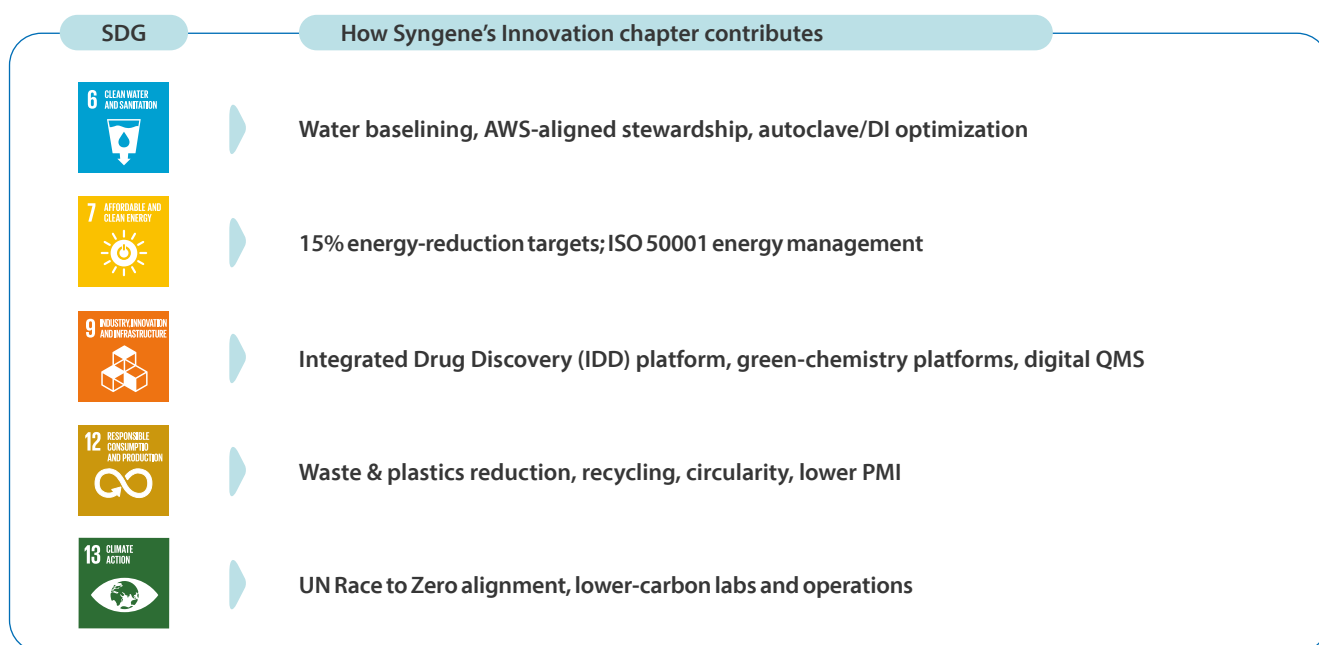
Future Innovation Pipeline

Building on these successes, we continue to evaluate emerging opportunities such as AI-enabled process optimization, digital twins, predictive quality assurance, advanced process analytical technologies, flow chemistry, electrochemistry, biocatalysis, and other next-generation green chemistry platforms. These capabilities have the potential to further reduce waste, improve resource efficiency, accelerate development timelines, and strengthen alignment with ESG objectives and global sustainability frameworks.

Aligning with Global Goals

Our innovation and sustainable-process initiatives are deliberately aligned with the world's most ambitious climate and development frameworks, contributing to the global effort to drive industry to net zero and limit global temperature rise to 1.5°C.

These efforts directly advance multiple UN Sustainable Development Goals (SDGs):



Prosperity

Resilient Growth & Digital Trust



Cybersecurity & Data Privacy⁶¹

As we expand our digital ecosystem and adopt Industry 4.0 technologies, cybersecurity remains a critical enabler of innovation. We understand that securing digital infrastructure is just as important as safeguarding physical assets. Our cybersecurity program is anchored in globally recognized standards, including the ISO 27001:2022 Information Security Management System (ISMS) and the NIST Cybersecurity Framework (CSF). 100% of our campuses have been certified with ISO 27001:2022 ISMS. This alignment helps us strengthen our security defenses continuously and respond effectively to any potential risks. By embedding cybersecurity into our scientific and business operations, we work to protect both client data and our intellectual property in a highly connected landscape.

⁶¹GRI 418-1

Strong Governance for Accountability

Our cybersecurity governance follows a top-down structure. At the Board level, oversight rests with the Risk Committee, who looks after the integrity and protection of information processes across the organization. At the management level, the Chief Technology Officer and the Chief Information Security Officer lead the design and implementation of cybersecurity controls, oversee compliance with policies and procedures, allocate the annual cybersecurity budget, and direct the response to major threats and incidents. The Chief Technology Officer also reports to the Board on all matters of Information Technology and Cybersecurity.

In FY26, we enhanced cybersecurity governance by implementing a comprehensive scorecard to measure, monitor, and continuously improve Syngene's security posture. Serving as a centralized governance tool, it helps track key metrics, identify emerging risks, and support strategic improvements across the organization. Benchmarked against Security Scorecard's industry risk ratings, the scorecard provides visibility into vulnerability aging, patch compliance across IT environments, and privileged access governance. It also strengthens oversight of effectiveness by tracking key indicators, enabling more informed and timely cybersecurity decision-making.

Our Information Security Policy defines clear requirements for access management, data handling, and risk mitigation, supported by enterprise-wide documentation and standard operating procedures.

In FY26, we instituted the Information Security Working Group (ISWG). The ISWG conducts monthly sessions to discuss critical and emerging information security topics, helping strengthen organizational awareness and governance. These regular meetings provide a platform to review evolving risks, and drive continuous improvement in cybersecurity practices.

Strengthening Our Cyber Defenses

Our 24/7 Security Operations Centre (SOC) continuously monitors logs from Security Information and Event Management (SIEM), Endpoint Detection and Response (EDR), firewalls, cloud, and identity systems to enable real-time detection and mitigation of cyber risks. Supported by use-cases for data exfiltration, abnormal access, and privilege escalation, along with User and Entity Behavior Analytics (UEBA) and regular threat hunting exercises, this capability enables early identification of threats, rapid incident response, and stronger organizational resilience.

Our Business Continuity Management Policy sets out the process for restoring critical IT systems promptly during disruptions. To further strengthen preparedness, our ransomware playbook provides structured guidance for detecting, containing, and recovering from incidents while minimizing disruption to operations.

We apply a layered security model to protect IT systems and data assets, including:

- Endpoint security for laptops and desktops using behavior analytics-based detection
- Advanced email and web security gateways to prevent phishing and malware attacks
- Data Loss Prevention (DLP) tools to monitor and control data transfers via USB, email, and the internet
- AES-256 encryption for stored data and TLS 1.2 for data in transit
- Network micro-segmentation to limit the spread of ransomware threats

Access to sensitive information is managed through a stringent Access Control Policy, reinforced by a Data Classification Procedure. External sharing of data is tightly governed through e-Rooms, with access administered via the Syngene Portal.

To strengthen cyber resilience, we conduct independent Vulnerability Assessments and Penetration Testing, twice each year across internal and external systems. These reviews help to validate the effectiveness of our security controls and identify areas requiring remediation. All identified vulnerabilities are tracked and addressed in line with timelines defined in our vulnerability management policy⁶².

We also engage a specialized incident response and forensic partner to support rapid containment, investigation, and recovery in the event of a cybersecurity incident. In parallel, our incident management process ensures that all security events are formally logged, assessed, investigated, and resolved through a structured and consistent approach. Together, these measures help us maintain a proactive security posture, strengthen control effectiveness, and improve readiness to respond to evolving cyber threats.

There were no data breaches involving personally identifiable customer information and information security incidents in FY26.

Third-Party Risk Management

Given our close engagement with pharmaceutical and life sciences partners, we maintain a strong third-party cybersecurity risk management program. This includes:

- Cybersecurity due diligence for all vendors
- Assessment of controls against standards such as ISO 27001 and related frameworks
- Mandatory data protection agreements and access control reviews for vendors handling sensitive or regulated information

⁶²SV-PS-230a.1. | SV-PS-230a.2.



Business Continuity and Incident Management

To maintain resilience during cyber-related disruptions, we have established clear continuity and response measures:

- A Business Continuity Management Policy that defines IT recovery processes
- A dedicated ransomware playbook covering detection, containment, and restoration
- A retainer-based incident response partner for forensic investigation and crisis support
- Incident documentation, analysis, and review processes to drive ongoing control improvements

Employee Awareness and Capability Building

Building a cyber-aware workforce is central to our security strategy. All employees complete mandatory cybersecurity awareness training through our Learning Management System (LMS), equipping them to identify and respond to potential threats. This learning is reinforced through regular phishing simulations conducted quarterly to improve vigilance and encourage secure behavior.

Our awareness program also includes continuous communication on emerging threats, scenario-based learning modules, and self-paced resources focused on cyber hygiene. We also conduct workshops on Digital AI and Innovation.

In addition, phishing simulation exercises are conducted every month, and employees who do not perform adequately are required to repeat the training to strengthen their understanding. The LMS enables effective tracking and timely completion of all assigned modules, with a consistent 100% completion rate. Together, these initiatives reflect our ongoing commitment to strengthening cybersecurity awareness and maintaining a resilient security culture.

Topics covered	Percentage of employees covered by the awareness programs
Data Integrity	99.60%
Information Security	98.98%
Data Privacy	96.50%

Digital Transformation

In FY26, we focused on further strengthening the digital backbone supporting our scientific and manufacturing operations. Through continued adoption of Industry 4.0 technologies, we enabled more data-driven, automated, and secure operations across the organization.

We reduced paper usage through digitization, and enhanced monitoring and management of energy, utilities, emissions, and equipment performance, through our centralized IIOT Command Center, and strengthened responsible disposal of end-of-life IT assets. A structured program for obsolete laptops and desktops ensured compliant data sanitization, certified recycling, residual value recovery, and environmentally sound disposal, supporting our circularity objectives.

CASE STUDY

Responsible Disposal of End-of-Life IT Assets

Overview

We identified 350–400 laptops and desktops (average age: 11.5 years) across Bengaluru, Hyderabad, and Mangaluru campuses that had exceeded economic refurbishment viability. We implemented a structured “Sell-as-Scrap” program through CPCB-authorized recyclers.

Approach

The initiative followed a rigorous methodology: assets were identified via the Information Technology Service Management (ITSM) register, physically audited, and sanitized using data-wiping procedures aligned with NIST SP 800-88 standards. A transparent, competitive bidding process among certified e-waste vendors ensured optimal recovery value for recoverable materials (copper, aluminum, circuit components), while Certificates of Destruction (CoD) were secured for 100% of disposed assets.

Impact

Environmental: The program prevented hazardous landfill contamination from lead, cadmium, and mercury, diverted materials from India’s informal e-waste sector, advancing Syngene’s zero-landfill IT disposal commitment.

Business: Beyond scrap revenue offsetting refresh costs, the initiative strengthened ESG compliance under India’s E-Waste Rules 2022, reduced asset carrying costs, and enhanced investor confidence.

Key Takeaway

We have adopted a 7-year refresh trigger, centralized e-waste tracking, employee buy-back schemes, and NGO donation partnerships to further extend asset lifecycle value and social impact.



We expanded digital capability through SynInnovate, our program for AI literacy, innovation, and cross-functional transformation. Through workshops, innovation sprints, and targeted sessions, employees built practical skills in analytics, automation, generative AI, Internet of Things, and cybersecurity, fostering a culture of innovation, inclusion, and future-readiness.

From a governance perspective, we initiated the enterprise Data Lake on Microsoft Azure to unify fragmented data across business, laboratory, quality, HR, environmental, and commercial systems. This will strengthen data governance, improved transparency, enhanced audit readiness, and enabled use cases such as predictive maintenance and regulatory document support.

Igniting Ideas AI Innovation in Every Function

We launched the Digital & AI Innovation Idea Incubation Program to build AI capability and foster a culture of innovation across the organization. Through structured workshops, we engaged employees in identifying real-world pain points and shaping practical AI-enabled solutions tailored to their functions.

Beginning with Discovery Chemistry, the program rapidly scaled across multiple operating units, including EHSS, Strategic Sourcing, and Translational & Clinical Research.

Each session followed a clear value-creation journey, from idea identification and feasibility assessment to implementation, demonstration, and measurable business impact. The workshops surfaced opportunities across

functions such as strategic sourcing, EHSS, discovery chemistry and resulted in deriving benefits such as:

- accelerating discovery through data-driven insights
- strengthening safety and compliance through smart automation, and
- enabling smarter sourcing with improved material visibility

This initiative was complemented by targeted enablement sessions on enterprise AI tools, which drove a significant increase in adoption and everyday use of AI across teams. Together, these efforts strengthened digital literacy, encouraged paperless and collaborative ways of working, and built a sustainable pipeline of innovation. The program reflects our commitment to inclusive capability building and to embedding AI responsibly into how we work.

Together, these initiatives improved operational efficiency, compliance, and reporting accuracy, while supporting more transparent and data-driven sustainability management across the Firm. Digital transformation remains a key enabler of resilient operations and our long-term sustainability progress.



Responsible Supply Chain

A responsible and resilient supply chain is fundamental to Syngene's ability to deliver consistent quality, manage risk, and support long-term business growth. As the majority of our environmental impact lies upstream, meaningful progress on climate, depends on active and sustained supplier participation.

As a global organization, Syngene operates a broad and complex supply network spanning 2,800+ suppliers across 30+ countries, each held to stringent quality, regulatory, and ethical standards. Responsible sourcing therefore plays a central role in strengthening trust and enabling resilient growth across this value chain.

We are actively reshaping our supply chain to be more resilient, transparent, and aligned with a low-carbon future, while positioning client expectations on sustainability as a source of competitive advantage rather than a compliance

requirement. Our approach integrates environmental, social, and governance (ESG) considerations into supplier engagement, risk management, and procurement practices, supported by structured programs, clear policy frameworks, and ongoing collaboration with suppliers.

In this context, responsible sourcing is a strategic lever to:

- Advance our climate commitments, including our Scope 3 ambition backed by SBTi validation
- Enhance risk management and resilience across a complex global supply base
- Meet evolving client expectations on transparency, ethics, and sustainability
- Drive measurable performance improvement through supplier engagement and capability-building

Highlights FY26

The progress made in FY26 reflects a step-change in maturity, moving from frameworks and intent to measurable outcomes in supplier engagement, ESG visibility, and climate action. Together, these efforts position our supply chain not just as compliant, but as an active contributor to Syngene's sustainability performance and long-term value creation.



ISO 20400:2017

Sustainable Procurement certification

46%

Suppliers by emissions committed to SBTi

A-

CDP Supplier Engagement Assessment

100%

Supplier Code of Conduct (SCOC) sign-off

200%

Average ESG score improvement via handholding

100%

ABAC compliance

61%

Suppliers by spend with ESG scorecards

71%

Sourcing localized within India⁶³

PSCI membership

Supplier Partner

⁶³GRI 204-1

1

Enhancing local sourcing through supplier partnerships

2

Optimizing the supply chain for cost competitiveness

3

Responsible sourcing

Our Strategic Focus Areas

Our strategic priorities continue to provide a stable, focused roadmap for building a resilient and responsible supply chain. This consistency year-on-year reflects a long-term commitment to disciplined execution rather than shifting direction. Together, these six focus areas balance commercial resilience with sustainability and digital advancement assuring our supply chain remains agile, cost-competitive, and future-ready.

4

Diversifying supply chain networks

5

Streamlined logistics

6

Supply chain digitization

Our Policies

Our policy framework forms the bedrock of accountability across our supplier relationships, setting clear, non-negotiable standards for conduct, ethics, and environmental stewardship. Collectively, these policies ensure that every supplier we engage operates within a framework that upholds integrity, protects human rights, and advances environmental responsibility across our value chain.

Supplier Code of Conduct

Our Supplier Code of Conduct sets out the mandatory standards every supplier is expected to uphold, with a strong focus on ethical business conduct, the protection of human rights, fair labor practices, and environmental stewardship

Anti-Bribery and Anti-Corruption Policy (ABAC)

All suppliers are required to complete an ABAC due diligence process at onboarding, comprising a detailed questionnaire and a signed declaration. Suppliers must also maintain audit-readiness to demonstrate ongoing compliance with our Supplier Code of Conduct.

Sustainable Procurement Policy

Our Sustainable Procurement Policy establishes clear environmental, social, and governance (ESG) expectations for both internal teams and external partners, ensuring sustainability is embedded across our value chain.

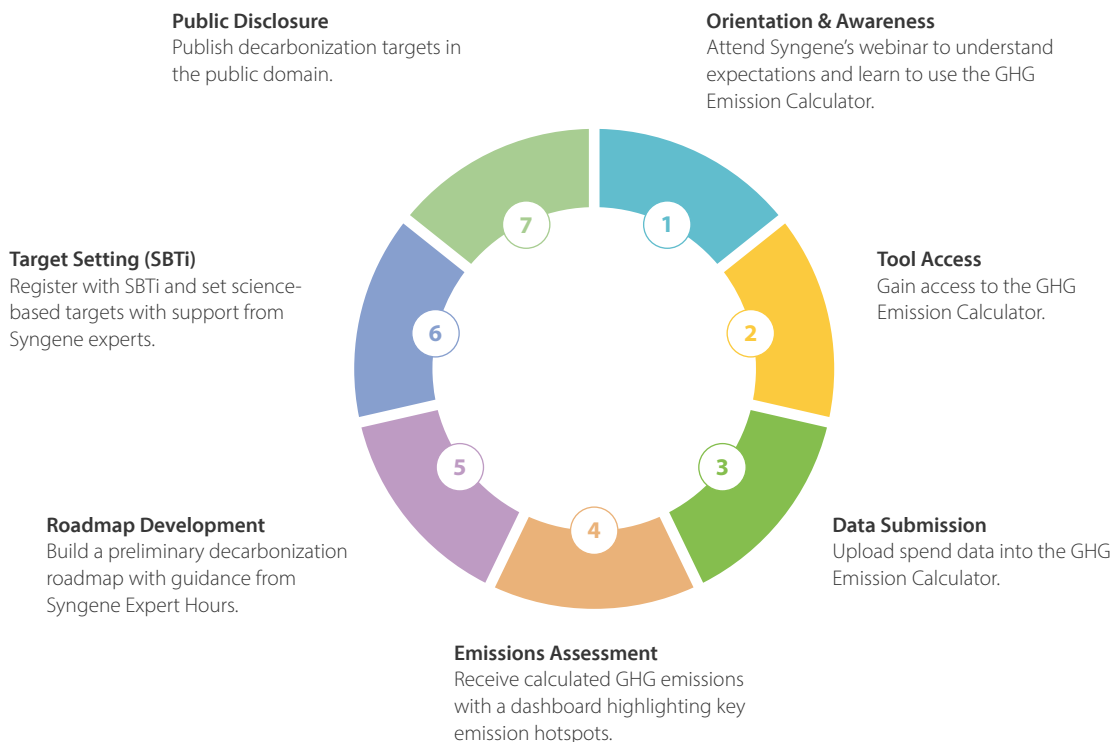
Supplier Diversity Policy

Approved by senior management, our Supplier Diversity Policy reflects our commitment to actively identifying and engaging qualified suppliers from diverse backgrounds. Applied across all Syngene subsidiaries worldwide and reviewed periodically, this policy provides the foundation for our dedicated Supplier Diversity Program.

Decarbonizing Our Supply Chain⁶⁴

Decarbonization sits at the heart of our resilient growth agenda. Our Scope 3 target is validated by the Science Based Targets initiative (SBTi), with the ambition that 81.6% of suppliers (by emissions) will have science-based targets by FY28.

Partners for Net Zero: The Supplier Decarbonization Journey



Since the majority of our value-chain emissions reside upstream, meaningful climate progress is impossible without the active participation of our suppliers. FY26 was therefore a pivotal year, as our Supplier Decarbonization Program transitioned from launch into complete execution, moving from intent to measurable action and laying the groundwork for the steep trajectory required to meet our FY28 ambition.

Key milestones this year included:

- 180+ suppliers responded to the Climate Maturity Survey, giving us a clear, data-driven baseline of where our partners stand on their decarbonization journeys and enabling us to tailor support to varying levels of readiness
- 39% of suppliers by spend participated in our dedicated Supplier Decarbonization Program Webinar, where we shared practical guidance on emissions measurement
- Suppliers were equipped with an emissions calculation tool for estimating Scope 1 and 2 emissions, complemented by one-on-one expert consultations on decarbonization pathways and the practical steps to commit to SBTi

- We launched a Supplier Decarbonization Program Newsletter that recognizes suppliers demonstrating steady advancement toward their SBTi commitments, helping to sustain momentum and celebrate progress

Key Challenges:

- Limited ESG Maturity and Resource Constraints: Many suppliers in India, particularly small and medium-sized organizations, are at an early stage of their ESG journey and often lack dedicated resources to support sustainability initiatives. This makes it challenging for them to understand, prioritize, and effectively participate in the program.
- Geopolitical Uncertainties: The current geopolitical environment has increased business uncertainties, making it more difficult to encourage supplier participation and commitment to the program.

⁶⁴GRI 308-2, GRI 414-2

Building a Culture of Responsible Sourcing

We recognize that responsible sourcing begins from within. Our buyers sit at the critical intersection between Syngene's sustainability ambitions and the actions of our suppliers. Through EcoElevate: Employees' Chapter, we continue to build ESG fluency across our Strategic Sourcing team, ensuring that sustainability considerations are woven into everyday procurement decisions rather than treated as an afterthought. In FY26, 126 procurement professionals within Syngene were trained on ESG strategy, sustainability priorities, decarbonization pathways, and the buyer's role in driving change. By empowering and incentivizing our buyers in this way, we are transforming routine sourcing interactions into powerful levers for value-chain decarbonization.

Driving Supplier Sustainability: From Assessment to Action

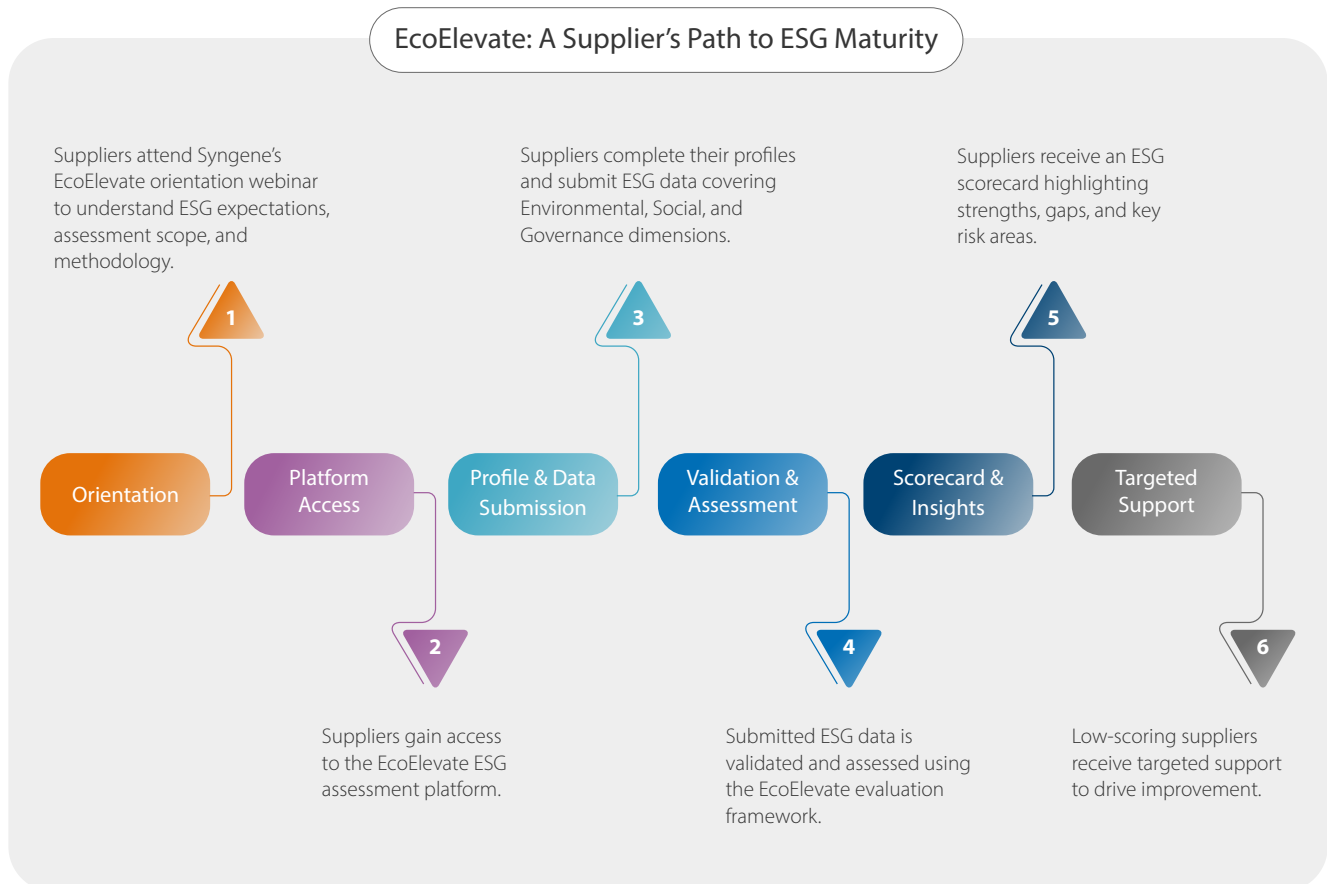
Our structured assessment process remains the backbone of supplier engagement, providing a consistent, transparent methodology for evaluating and improving ESG performance. Having reached a strong level of maturity, the framework required no new stages this year, allowing us to focus instead on deepening rigor and follow-through within the existing structure.

In FY26, we conducted 88 assessments, maintained on-site audits for 7% of our highest-priority suppliers, and expanded our supplier handholding cohort to 27. This increased focus on hands-on engagement reflects our commitment to moving beyond

identifying gaps to actively building supplier capabilities through targeted support and collaboration.

New initiatives introduced in FY26

- Focused training on Syngene's SBTi expectations, equipping buyers to clearly articulate how suppliers can commit to and act on science-based targets, and how to decarbonize their operations
- Spot awards for buyers who successfully influence their suppliers to commit to SBTi – a deliberate move to reward proactive climate advocacy and embed accountability for decarbonization directly into the buyer's role



Engaging our suppliers as our partners is central to driving lasting change. Through EcoElevate: Suppliers' Chapter, we guide suppliers along a structured improvement journey, providing not just assessment but the tools, knowledge, and ongoing support needed to elevate their performance. This year, we assessed and trained 256 suppliers, representing ~61%⁶⁵ of spend, a significant increase that reflects both broader participation and deeper engagement across our most material suppliers.

A key enhancement in FY26 was the introduction of recognition certificates for high-scoring suppliers, formally celebrating those demonstrating sustainability leadership. Beyond acknowledging achievement, these certificates create positive momentum and healthy aspiration across the supplier base, encouraging others to strengthen their own ESG performance.



Our Supplier Engagement Case Study, in partnership with the Sustainable Procurement Pledge, was featured on The Climate Drive, where we highlighted the key outcomes of our programs.



Impact

- Enables systematic ESG and emissions data collection
- Consolidates supplier-led decarbonization initiatives
- Develops adaptable decarbonization strategy templates
- Strengthens EcoVadis and DJSI ratings
- Cost-efficient and scalable for broad supplier engagement

Outcome

The initiative lays groundwork for measurable Scope 3 emission reductions, enhances competitive positioning, and strengthens supplier relationships while advancing Syngene's decarbonization journey.



More details can be found [here](#)

Supplier Diversity Program

A diverse supplier base is both a social imperative and a driver of resilience, innovation, and local economic empowerment. We remain firmly committed to broadening opportunities for MSMEs and businesses owned by underrepresented groups, including women, minorities, veterans, persons with disabilities, the LGBTQ+ community, and HUBZone enterprises.

By directing 46% of our total domestic spend toward MSMEs and small producers, and by formally tracking spend on diverse suppliers (1%) as a dedicated KPI, we are embedding inclusion into the measurable fabric of our procurement strategy, strengthening both our supply chain and the communities in which we operate.

⁶⁵GRI 204-1

Additional Sustainable Sourcing KPIs

KEY INDICATOR	PERFORMANCE
Percentage of targeted key suppliers that have signed our supplier code of conduct	100% of our targeted key suppliers have signed the Syngene Supplier Code of Conduct.
Percentage of targeted suppliers with contracts that include clauses on environment, labor, and human rights	100% of supplier contracts have clauses on the environment, labor, and human rights.
Percentage of targeted suppliers that have thoroughly undergone sustainability assessments	100% of our targeted suppliers have undergone sustainability assessment. We have done 88 assessments during the year. Currently, 61% of our suppliers by spend have valid score cards.
Percentage of targeted suppliers that have been assessed on-site	We assessed 7% of the suppliers' on-site audits.
Percentage of buyers across all locations who have received training on sustainable procurement	Training on sustainability, decarbonization, and sustainable procurement were conducted for all our sourcing employees in the Syngene procurement team (buyers) participated in the training. A total of 126 buyers participated in these sessions.
Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	After the assessments, we conduct capacity building programs and handholds suppliers. This helps them improve their ESG performance. 27 (4%) of the targeted suppliers were engaged in hand-holding exercises.
Percentage of suppliers that have signed the Anti-Bribery Anti-Corruption policy	100% of our targeted suppliers are compliant with our Anti-Bribery Anti-Corruption policy.
Percentage of business done with MSMEs/ small producers	46% of the total domestic spend (with 1% on Diverse Suppliers)
Number of grievances received from suppliers within the district and neighboring districts and resolved	2 grievances were received and 2 were resolved.

At Syngene, our sustainable supply chain is steadily evolving from a system of oversight to a platform for value creation, strengthening delivery excellence while enabling measurable ESG outcomes across our value chain. By combining rigorous frameworks with deep supplier collaboration and capability-building, we are translating sustainability intent into operational impact. This approach not only enhances the quality and resilience of our services but also supports our clients' evolving expectations and long-term sustainability goals. Looking ahead, we will continue to deepen supplier partnerships, scale impact through innovation and data-led insights, and build a more transparent, low-carbon, and future-ready supply chain – one that delivers shared value for our business, our partners, and the communities we serve.

Our Other Achievements

PSCI Decarbonization Summit, October 2025

Syngene participated as a panelist at the PSCI Decarbonization Summit, discussing **“Suppliers Leading the Charge: Embedding Sustainability into Operations and Partnerships.”**

The company’s insights on Scope 3 emissions, supplier collaboration, and ESG advancement were positively received, establishing Syngene as a credible partner in supply-chain sustainability transformation.

Execution Excellence

Execution excellence at Syngene reflects our ability to deliver consistent and predictable outcomes at scale while enhancing customer value. We advance this through disciplined project execution, responsive service management, and a deeply embedded culture of operational excellence. Together, these capabilities support dependable delivery, and enduring customer partnerships, while reinforcing our commitment to quality, resilience, and sustainability.

FY26 Highlights

25 external awards and recognitions

Across Lean Six Sigma, Kaizen, process innovation, Poka-Yoke, and operational excellence

12 Master Black Belts

trained and anchoring enterprise-level transformation

~30% implementation rate

Reflecting strong conversion of ideas into action

39 Yellow Belts | 36 Green Belts | 23 Black Belts

Employees certified under Lean Six Sigma

2,000+ ideas

Generated through the iConnect Kaizen program

1,000+ participants

Employees engaged in Kaizen initiatives

197 basic | 79 intermediate 8 advanced

Employees trained through SynPro Academy

Recognition

In FY26, Syngene's execution and continuous improvement efforts received significant external recognition.

IMC Ramkrishna Bajaj National Quality Award (RBNQA):

The company was awarded the IMC Ramkrishna Bajaj National Quality Award (RBNQA) – Performance Excellence Trophy 2025 in the Manufacturing category, one of India's most respected recognitions for organizational excellence established by the Indian Merchants' Chamber. This achievement reflects the strength of Syngene's integrated execution framework and its sustained commitment to performance excellence.

National Awards for Manufacturing Competitiveness (NAMC):

Syngene also secured Gold Awards at the National Awards for Manufacturing Competitiveness (NAMC) by IRIM, and Silver Awards at ASQ South Asia Team Excellence Award 2025. In addition, a continuous improvement project aimed at lowering the cost of poor quality won a Gold Award at ICQCC 2025 in Taipei, Taiwan.

Altogether, Syngene earned 25 external awards and recognitions across Lean Six Sigma, Kaizen, process innovation, Poka-Yoke, and operational excellence

Tracking Performance

We track delivery reliability through Quality On-Time In-Full (QUOTIF), which helps us measure performance against customer commitments. This is complemented by the Net Promoter Score of Syngene (npS), a structured feedback mechanism that captures customer sentiment across the project lifecycle. Together, these measures provide a balanced view of execution performance by combining operational discipline with the customer's perspective.

Navigating Complexity

Project management is central to execution excellence, serving as a critical link between customers, scientific teams, and operations. This helps ensure that project delivery remains aligned with customer expectations, even across complex, long-duration, and cross-functional programs. Our project managers combine scientific and technical expertise with formal project management credentials and a customer-centric mindset to anticipate risks, manage interdependencies, and maintain transparency throughout the engagement lifecycle.

This capability is further strengthened by SynPro, our proprietary digital project management platform. SynPro supports proactive risk identification, cross-functional coordination, and transparent performance tracking across each stage of a project, helping us deliver a more consistent and reliable customer experience.

Acting on Feedback

Customer feedback is systematically captured and addressed through **Lisying**, our proprietary service management platform, enabling timely issue resolution and implementation

of targeted corrective and preventive actions. This closed-loop approach strengthens responsiveness, enhances service delivery, and fosters long-term customer trust.

Operational excellence remains a core focus across our laboratories and operations. During the year, we became the first pharmaceutical and biotechnology organization to receive the prestigious **JUSE-QCFI 5S Certification**, a globally recognized workplace management standard. Two additional units achieved certification, while two previously certified units successfully completed surveillance audits, reinforcing sustained compliance.

Our culture of continuous improvement is driven by methodologies such as Lean Six Sigma, 5S, Daily Work Management (DWM), and Kaizen, empowering employees to improve processes, efficiency, and quality. These efforts contribute to faster turnaround times, greater schedule reliability, and consistently high standards of quality and delivery, creating lasting value for customers.

A key driver of this culture is our Kaizen program, supported by the iConnect portal. The platform enables employees across the company to identify improvement opportunities, contribute ideas, and support implementation. The breadth of participation reflects a widespread culture of learning and improvement. In FY26, employees contributed over 2,000 improvement ideas, with participation from more than 1,000 employees. The strong level of engagement and an implementation rate of approximately 30% reflects a culture of continuous learning and improvement, where incremental enhancements are encouraged and translated into meaningful operational and business outcomes.

Strengthening Capability

Sustaining execution excellence requires continued investment in capability building, which we view as a strategic priority. We support this through structured programs that strengthen problem-solving, project execution, and improvement capabilities across functions.

In FY26, Syngene strengthened its capability-building ecosystem through continued expansion of its Lean Six Sigma (LSS) framework and advancements in project management development. A key milestone was the launch of the Master Black Belt (MBB) program in collaboration with the Indian Statistical Institute (ISI), with 12 employees inducted to build deep internal expertise in leading complex enterprise-wide transformation initiatives, mentoring Black Belts, and applying rigorous statistical and analytical methods. This marks an important step in embedding technical excellence and sustaining long-term continuous improvement across the organization. At the same time, project management maturity continued to advance through SynPro Academy, which supports capability development across multiple levels of project leadership and strengthens disciplined execution.

During the year, 250+ employees were trained across various project management proficiency levels, reinforcing delivery consistency and execution rigor across programs.

Integrating Sustainability into Delivery

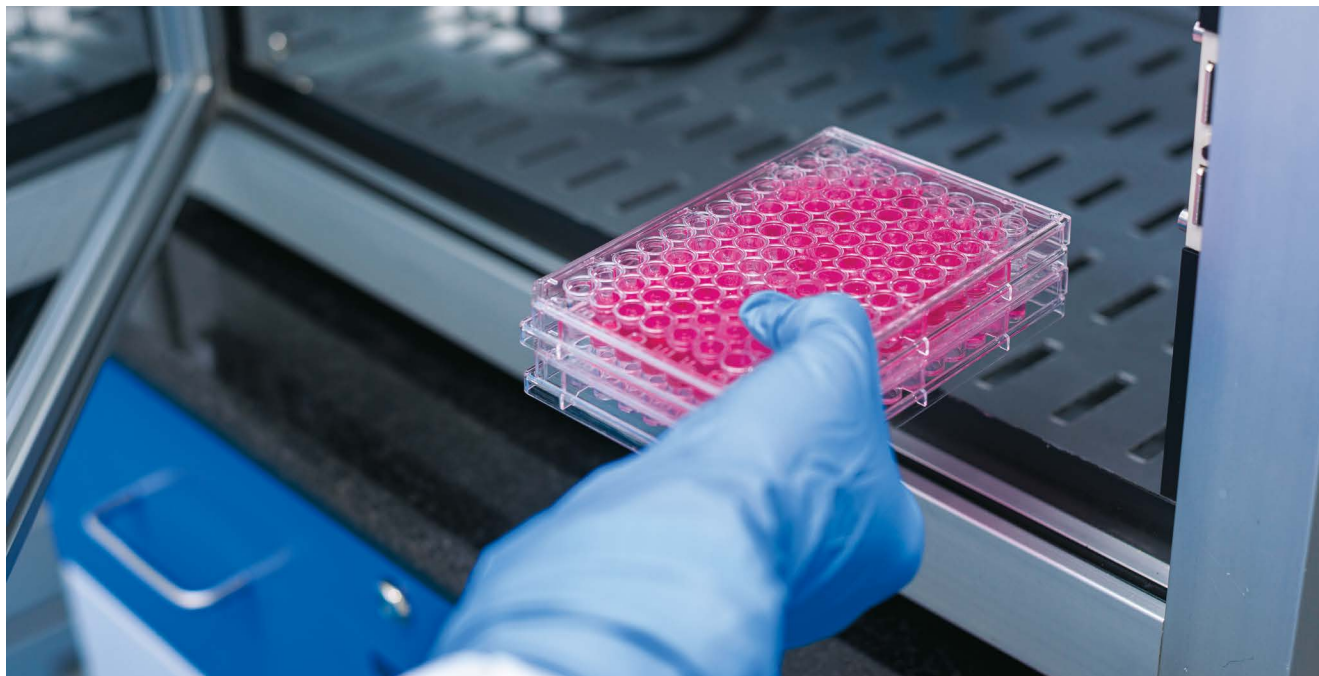
Sustainability is embedded in our execution model, shaping how we design, develop, and scale processes for our clients. Through Green Chemistry and sustainable process development, we improve resource efficiency, reduce environmental impact, and deliver high-quality scientific outcomes.

Sustainability considerations are integrated from the earliest stages of Process Research and Development alongside safety, quality, scalability, and commercial viability. Supported by advanced technologies and specialized capabilities, our teams identify opportunities to improve material efficiency, minimize waste, and optimize energy use. These principles continue to guide decision-making as projects progress to commercial-scale manufacturing, enabling efficient, cost-effective solutions across the product lifecycle.

This approach is reinforced through initiatives such as enhanced solvent management and water recirculation systems at our Hyderabad facility, helping create long-term value for our customers while advancing more sustainable manufacturing.



Quality Management Systems & Digital Transformation



Our Quality Management approach continues to strengthen regulatory compliance through paperless, digitally enabled Quality Control (QC) operations, robust inspection outcomes, and a prevention-focused culture that embeds quality into everyday activities. By reinforcing line ownership of quality and emphasizing proactive risk management, we continue to enhance operational excellence across our manufacturing and testing network.

Digitization and automation expanded significantly across QC functions during the year. Paperless execution is now established across GMP QC operations, while digitization for commercial products has been completed in Biologics QC and Microbiology laboratories. These advancements have improved productivity, data integrity, consistency, and process robustness, while enabling more efficient and reliable quality oversight. Complementing these efforts, the organization sharpened its focus on leading quality indicators, including right-first-time analysis and right-first-time documentation, to drive continuous improvement and reduce deviations.

Quality delivery capabilities were further enhanced through disciplined execution and structured process improvements. In Small Molecule QC, analytical turnaround efficiency improved through focused continuous improvement programs and

stronger execution rigor. A structured Phase Gate approach for analytical method development and transfer strengthened risk identification, mitigation planning, and knowledge-sharing mechanisms, contributing to a reduction in incidents during method transfers and early-stage GMP QC activities.

To support business growth and increasing product complexity, we continued investing in quality infrastructure and capabilities. A new bioassay laboratory was commissioned in Unit 3, expanding Biologics QC capacity and technical capabilities. Renovation of the Small Molecule QC laboratory also progressed, with two phases completed to enable incremental capacity expansion. In parallel, integration of Bayview operations remained a strategic priority, with quality systems alignment advancing between India and the United States, supported by dedicated leadership and governance structures.

Through these initiatives, we continue to strengthen our quality systems, enhance compliance readiness, and build a resilient, digitally enabled quality culture that supports sustainable growth and operational excellence.

Quality is the foundation of trust in our science. We maintain a robust, certified, and increasingly digital quality ecosystem that builds efficiencies while reducing waste.

CERTIFICATIONS & RECOGNITION



Integrated Management System (IMS) encompassing ISO 9001:2015 (Quality), ISO 14001:2015 (Environmental), and ISO 45001:2018 (Safety), successfully accredited across five operational unit facilities (four in Bangalore, one in Mangalore)



ISO 50001:2018 (Energy Management) pre-accredited for the Mangalore unit, with certification audits completed for four Bangalore facilities



QC Biologics Lab won the Platinum award for 5S from JUSE for the second year running



Gold Award at the 54th CII National Kaizen Competition (November 2025) in the "Breakthrough Kaizen" category



Highest Gold Award for six teams at the Chapter Convention on Quality Concepts (CCQC) 2025 (QCFI Bangalore Chapter)

Digital Transformation - Building Efficiencies, Reducing Waste

Our digital quality journey directly serves the twin goals of reducing wastage and building efficiencies:

Environmental benefits	Social & operational benefits	Recent advances
- Upgrading the Laboratory Information Management System (LIMS) to paperless operations has reduced paper waste and conserved resources - RealWear devices for remote audits have cut travel needs, lowering transportation-related carbon emissions - Installation of Occupational Exposure Band (OEB) IV-compliant equipment has improved the handling of potent products and responsible management of hazardous materials	Advanced technologies in the Biologics QC laboratory ensure high-quality standards and enhance product safety	- Digitization completed in Biologics QC and Microbiology labs for commercial products - Small Molecule QC now operates a fully paperless, ELN-based digital ecosystem ensuring high data integrity and regulatory-ready outputs - Large Molecule QC features a world-class analytical lab with high automation and first-in-class capabilities (SEC-MALS, QDa, assisted-reality glasses, UPLC on mobile platforms) - TrackWise electronic logbooks extended to the SU3 facility for enhanced traceability and compliance; new Bioassay and IPQC/microbiology labs commissioned

SASB Index

SASB Code	Metric	Section/Subtitle Section	Page No.
RT-CH-110a.2.	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Planet - Science in Service of Nature	34
RT-CH-120a.1.	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	GRI Data Sheet - 305-7	107-108
RT-CH-130a.1.	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, and (4) total self-generated energy.	GRI Data Sheet – 302-1	105
RT-CH-140a.1.	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	GRI Data Sheet GRI 303	106
RT-CH-140a.3.	Description of water management risks and discussion of strategies and practices to mitigate those risks	Planet - Science in Service of Nature	39
RT-CH-150a.1.	Amount of hazardous waste generated, percentage recycled	GRI Data Sheet - 306	108
RT-CH-320a.1.	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	GRI Data Sheet - 403-9	111
RT-CH-320a.2.	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Occupational Health and Safety	56-61
RT-CH-410b.2.	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Innovation Responsible Science, Meaningful Impact	74-81
SV-PS-230a.1.	Description of approach to identifying and addressing data security risks	Cybersecurity and Data Privacy	83
SV-PS-230a.2.	Description of policies and practices relating to collection, usage, and retention of customer information	Cybersecurity and Data Privacy	83
SV-PS-230a.3.	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Cybersecurity and Data Privacy	83
SV-PS-330a.1.	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	GRI Data Sheet - 405-1	112
SV-PS-330a.2.	(1) Voluntary and (2) involuntary turnover rate for employees	GRI Data Sheet - 401-1	109
SV-PS-510a.1.	Description of approach to ensuring professional integrity	Principles – The Governance That Guides Us	25
SV-PS-510a.2.	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Principles – The Governance That Guides Us	24, 25

GRI Index

Statement of Use			
Syngene has reported in reference to the GRI Standards for the period April 1, 2025 to March 31, 2026			
GRI Standard	Disclosure	Location	Page No.
GRI 2: General Disclosures 2021	2-1 Organizational details	About Syngene	11
	2-2 Entities included in the organization's sustainability reporting	About the Report	1
	2-3 Reporting period, frequency and contact point	About the Report	1
	2-4 Restatements of information	No restatements in FY26	
	2-5 External Assurance	About the Report	1
	2-6 Activities, value chain and other business relationships	About Syngene	11
	2-7 Employees	GRI Data Sheet	105
	2-8 Workers who are not employees	GRI Data Sheet	105
	2-9 Governance structure and composition	Principles – The Governance That Guides Us	25
	2-10 Nomination and selection of the highest governance body	Principles – The Governance That Guides Us	26
	2-11 Chair of the highest governance body	Principles – The Governance That Guides Us	25
	2-12 Role of the highest governance body in overseeing the management of impacts	Principles – The Governance That Guides Us	27
	2-13 Delegation of responsibility for managing impacts	Principles – The Governance That Guides Us	27
	2-14 Role of the highest governance body in sustainability reporting	Principles – The Governance That Guides Us	1
	2-15 Conflicts of interest	Principles – The Governance That Guides Us	26
	2-16 Communication of critical concerns	Principles – The Governance That Guides Us	27
	2-17 Collective knowledge of the highest governance body	Principles – The Governance That Guides Us	26
	2-18 Evaluation of the performance of the highest governance body	Principles – The Governance That Guides Us	26
	2-19 Remuneration policies	Principles – The Governance That Guides Us	25
	2-20 Process to determine remuneration	Principles – The Governance That Guides Us	25
	2-21 Annual total compensation ratio	Annual Report	79
	2-22 Statement on sustainable development strategy	Principles – The Governance That Guides Us	05
	2-23 Policy commitments	Principles – The Governance That Guides Us	26
	2-24 Embedding policy commitments	Principles – The Governance That Guides Us	26
	2-25 Processes to remediate negative impacts	Principles – The Governance That Guides Us	26
	2-26 Mechanisms for seeking advice and raising concerns	Principles – The Governance That Guides Us	26
	2-27 Compliance with laws and regulations	Principles – The Governance That Guides Us	24
	2-28 Membership associations	Principles – The Governance That Guides Us	28
	2-29 Approach to stakeholder engagement	Our ESG Strategy	12
	2-30 Collective bargaining agreements	Syngene does not have any employees who are covered by collective bargaining agreements.	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our ESG Strategy	14
	3-2 List of material topics	Our ESG Strategy	16
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report FY26	193-194
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report FY26	193-194
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report FY26	254

Statement of Use	Syngene has reported in reference to the GRI Standards for the period April 1, 2025 to March 31, 2026		
GRI Standard	Disclosure	Location	Page No.
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain	91
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain	91
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Principles – The Governance That Guides Us	26
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Principles – The Governance That Guides Us	26
	205-2 Communication and training about anti-corruption policies and procedures	Principles – The Governance That Guides Us	26
	205-3 Confirmed incidents of corruption and actions taken	Principles – The Governance That Guides Us	26
Anti-competitive behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics	Principles – The Governance That Guides Us	27
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Principles – The Governance That Guides Us	27
Environment Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Planet - Science in Service of Nature	30
GRI 302: Energy 2016	302-1 Energy consumption within the organization	GRI Data Sheet	105
	302-3 Energy intensity	GRI Data Sheet	105
	302-4 Reduction of energy consumption	GRI Data Sheet	105
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Planet - Science in Service of Nature	30
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Planet - Science in Service of Nature	39
	303-2 Management of water discharge-related impacts	Planet - Science in Service of Nature	39
	303-3 Water withdrawal	GRI Data Sheet	106
	303-4 Water discharge	GRI Data Sheet	106
	303-5 Water consumption	GRI Data Sheet	106
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Planet - Science in Service of Nature	30
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GRI Data Sheet	106
	305-2 Energy indirect (Scope 2) GHG emissions	GRI Data Sheet	106
	305-3 Other indirect (Scope 3) GHG emissions	GRI Data Sheet	106
	305-4 GHG emissions intensity	GRI Data Sheet	106
	305-5 Reduction of GHG emissions	GRI Data Sheet	106
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI Data Sheet	106 - 107

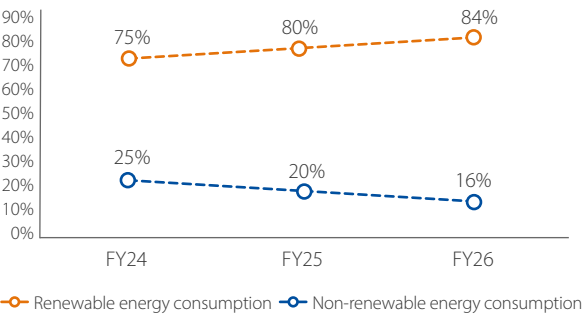
Statement of Use	Syngene has reported in reference to the GRI Standards for the period April 1, 2025 to March 31, 2026		
GRI Standard	Disclosure	Location	Page No.
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Planet - Science in Service of Nature	30
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Planet - Science in Service of Nature	41
	306-2 Management of significant waste-related impacts	Planet - Science in Service of Nature	41
	306-3 Waste generated	GRI Data Sheet	108
	306-4 Waste diverted from disposal	GRI Data Sheet	108
	306-5 Waste directed to disposal	GRI Data Sheet	108
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain	87
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	GRI Data Sheet	112
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain	89
Social			
GRI 3: Material Topics 2021	3-3 Management of material topics	People - Empowering Lives, Enabling Excellence	47
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	GRI Data Sheet	109
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People - Empowering Lives, Enabling Excellence	50
	401-3 Parental leave	GRI Data Sheet	110
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	People - Empowering Lives, Enabling Excellence	59
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People - Empowering Lives, Enabling Excellence	56
	403-2 Hazard identification, risk assessment, and incident investigation	People - Empowering Lives, Enabling Excellence	57
	403-3 Occupational health services	People - Empowering Lives, Enabling Excellence	58
	403-4 Worker participation, consultation, and communication on occupational health and safety	People - Empowering Lives, Enabling Excellence	61
	403-5 Worker training on occupational health and safety	People - Empowering Lives, Enabling Excellence	58
	403-6 Promotion of worker health	People - Empowering Lives, Enabling Excellence	59
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People - Empowering Lives, Enabling Excellence	58
	403-8 Workers covered by an occupational health and safety management system	GRI Data Sheet	111
	403-9 Work-related injuries	GRI Data Sheet	111
	403-10 Work-related ill health	GRI Data Sheet	111
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	People - Empowering Lives, Enabling Excellence	50
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	GRI Data Sheet	111
	404-2 Programs for upgrading employee skills and transition assistance programs	People - Empowering Lives, Enabling Excellence	50
	404-3 Percentage of employees receiving regular performance and career development reviews	GRI Data Sheet	111

Statement of Use	Syngene has reported in reference to the GRI Standards for the period April 1, 2025 to March 31, 2026		
GRI Standard	Disclosure	Location	Page No.
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	People - Empowering Lives, Enabling Excellence	53
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	GRI Data Sheet	112
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	People - Empowering Lives, Enabling Excellence	53
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	People - Empowering Lives, Enabling Excellence	55
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	People - Empowering Lives, Enabling Excellence	54
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	People - Empowering Lives, Enabling Excellence	54
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	People - Empowering Lives, Enabling Excellence	54
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	People - Empowering Lives, Enabling Excellence	54
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Engagement	63
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	63
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement	63
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain	87
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	GRI Data Sheet	112
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain	89
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Cybersecurity and Data Privacy	82
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and Data Privacy	82

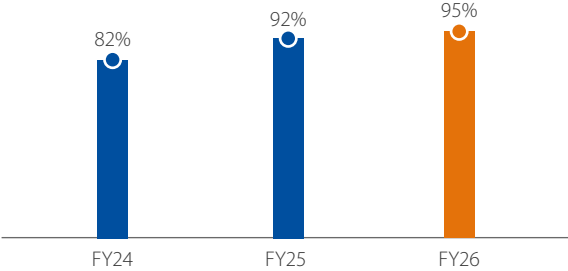
ESG Trends

Environment

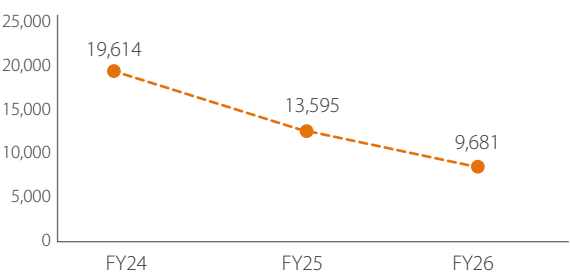
Energy Consumption



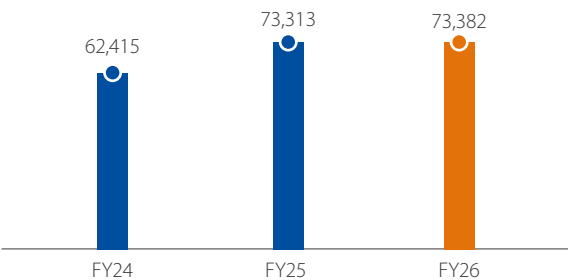
Power Sourced from Renewable Energy



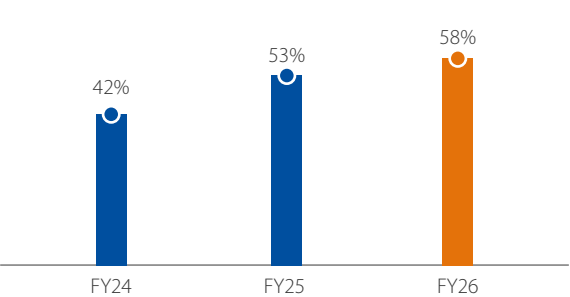
GHG Emissions Reduction - Scope 1 & Scope 2 (in tCO₂e)



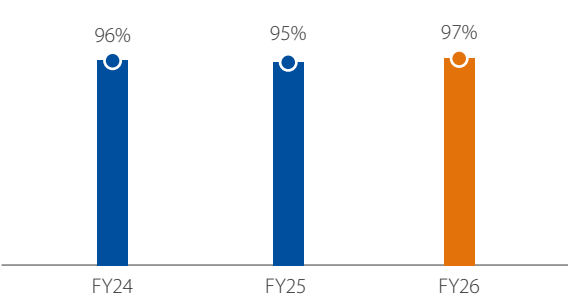
GHG Savings from Efficiency Measures (in tCO₂e)



% of Water Recycled and Reused



% of Waste Recycled



Social

New Hires		FY25	FY26
	Overall Rate of new hires	<u>25%</u>	<u>22%</u>
	Male Rate of new hires	<u>24%</u>	<u>21%</u>
	Female Rate of new hires	<u>28%</u>	<u>25%</u>

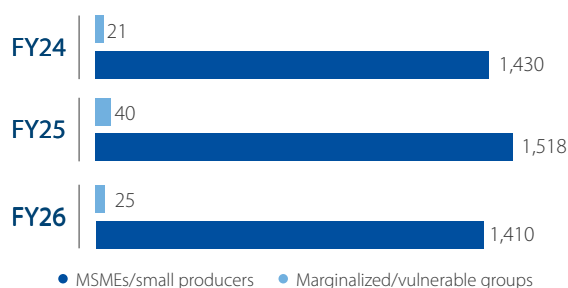
Retention Rate		Male	Female
	FY24	<u>85%</u>	<u>69%</u>
	FY25	<u>80%</u>	<u>72%</u>
	FY26	<u>78%</u>	<u>74%</u>

Average Training Hours		FY25	FY26
	Permanent employees Average training hours	<u>76</u>	<u>63</u>
	Male employees Average training hours	<u>76</u>	<u>63</u>
	Female employees Average training hours	<u>65</u>	<u>54</u>

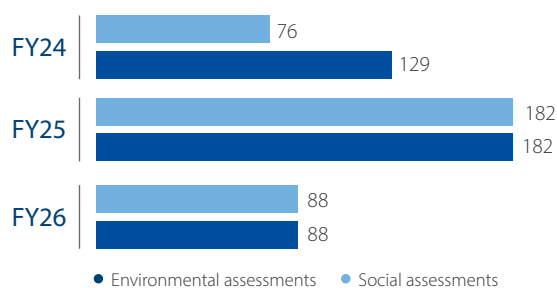
Rate of Recordable Work-related Injuries		
	FY24	<u>0.04</u>
	FY25	<u>0.11</u>
	FY26	<u>0.14</u>

Sustainable Supply Chain

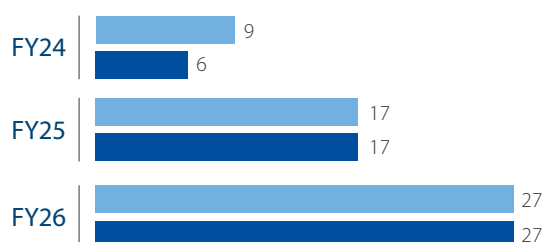
Diverse Supplier Base



Supplier ESG Assessments



Supplier Corrective Action Support



- No. of suppliers supported for environmental performance improvement
- No. of suppliers supported for social performance improvement

GRI Data Sheet

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
GRI 2-6 Activities, value chain and other business relationships				
GRI 2-6 Activities, value chain and other business relationships				
Total suppliers	Numbers	2,597	2,786	2,824
Total tier-1 suppliers	Numbers	2,597	2,786	2,824
Critical tier-1 suppliers	Numbers	296	296	303
Critical non-tier-1 suppliers	Numbers	0	0	0
MSMEs/small producers	Numbers	1,410	1,518	1,430
Within the district and neighboring districts	Numbers	1,136	1,326	1,481
Marginalized/vulnerable groups	Numbers	25	40	21
Note: Our Supplier Relationship Management (SRM) framework segregates our suppliers into 4 categories: Strategic, Bottleneck, Leverage and Non-Critical. For purposes of reporting, Strategic and Bottleneck suppliers are considered as "Critical Suppliers".				
GRI 2-7 Employees				
Permanent Employees (Total)	Numbers	6,692	6,533	6,510
Permanent Employees (Male)	Numbers	4,890	4,804	4,791
Permanent Employees (Female)	Numbers	1,802	1,729	1,719
Non-permanent employees (Total)	Numbers	518	519	456
Non-permanent Employees (Male)	Numbers	420	424	360
Non-permanent Employees (Female)	Numbers	98	95	96
GRI 2-8 Workers who are not employees				
Workers (Total)	Numbers	1,163	1,183	1,180
Total Workers (Male)	Numbers	200	980	973
Total Workers (Female)	Numbers	963	203	207

GRI 300: Environment

GRI 302 Energy 2016

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
GRI 302-1 Energy consumption within the Organization				
Renewable energy consumption	kWh	10,49,73,310	10,17,83,095	9,05,56,730
Non-renewable energy consumption**	kWh	2,05,77,200*	2,50,80,861	2,89,71,346
Total energy consumed	kWh	12,55,50,510	12,68,63,956	11,95,28,076
GRI 302-3 Energy intensity				
Energy Intensity	Ratio	0.0037	0.0038	0.0037
GRI 302-4 Reduction of energy consumption				
Energy savings as a result of efficiency measures	kWh	65,89,000	17,82,075	31,53,891

Note: *This number considers India operations only, excluding US operations.

**The energy consumption reported above includes Diesel, Petrol, LDO, LPG, PNG, Furnace oil, and Biomass, along with electricity drawn from the National Grid for India operations.

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
GRI 303 Water and Effluents 2018				
GRI 303-3 Water withdrawal				
Surface Water*	KL	2,231	11,433	2,140
Ground Water*	KL	5,258	4,874	5,911
Third Party Water*	KL	1,42,755	1,24,359	1,47,897
Sea Water/Desalinated Water	KL	0	0	0
Others - Tanker, Clean Utility	KL	48,688	34,875	31,542
Total water withdrawal	KL	1,98,932	1,75,540	1,87,490
Total water recycled and reused	KL	1,14,633	92,981	78,225
% of water recycled and reused	%	58%	53%	42%
Note: Surface water* - Rainwater; Ground water* - Borewell water; Third-party water* - Municipal water/Developers				
GRI 303-4 Water discharge				
Water Discharge	KL	5,231	5,817	6,884
Note: The Company has a Zero Liquid Discharge Policy at its campuses in Mangaluru and Bengaluru. In Hyderabad, wastewater is treated through a third-party effluent treatment plant.				
GRI 303-5 Water consumption				
Water consumption	KL	1,93,701	1,69,723	1,80,606
GRI 305 Emissions 2016				
GRI 305-1 Direct GHG emissions				
Scope 1	tCO ₂ e	4,592*	6,637	6,653
GRI 305- 2 Energy indirect GHG emissions				
Scope 2 (Market-based)	tCO ₂ e	5,089*	6,958	12,961
Scope 2 (Location-based)	tCO ₂ e	78,009	79,371	73,850
GRI 305- 3 Other indirect GHG emissions				
Upstream Emissions				
Purchased Goods and Services	MTCO ₂ e	40,215	33,784	33,028
Capital Goods	MTCO ₂ e	4,443	3,847	2,169
Fuel and Energy Related	MTCO ₂ e	1,246	1,877	3,333
Transportation	MTCO ₂ e	1,747	3,255	3,016
Waste in Operations	MTCO ₂ e	1,583	1,674	1,771
Business Travel	MTCO ₂ e	1,480	1,153	892
Employee Commute	MTCO ₂ e	13,248	10,578	3,535
Downstream Emissions				
Transportation	MTCO ₂ e	1,718	1,339	1,024
Total Gross Scope 3 Emissions	MTCO ₂ e	65,679	57,507	48,768
GRI 305- 4 GHG emissions intensity				
Scope 1 and 2 emissions intensity	Ratio	0.0000003	0.0000004	0.0000006
Scope 3 emissions intensity	Ratio	0.000002	0.0000017	0.0000015
Note: Aligned to GRI Standards 2021, we are reporting Scope 1 + 2 emissions intensity and Scope 3 emissions intensity separately. For FY 2025-26, emissions from upstream (C4) and downstream (C9) road transportation of purchased goods, capital goods, and finished goods accounts for 0.74% (C4) of the total Scope 3 and 0.21% (C9) of the total Scope 3. 42% of the road transportation data points are covered under the scope where evidence support is available. As a part of our commitment to SBTi, we are working with our key suppliers to increase the accuracy and traceability of the data required to estimate road transportation emissions.				
*This number considers India operations only, excluding US operations.				
GRI 305-5 Reduction of GHG emissions				
GHG savings as a result of efficiency measures	tCO ₂ e	73,741	73,313	62,415

Category	Unit	FY 2025-26						
		Bengaluru				Hyderabad		Mangaluru
		Biocon Park	CLD	Unit 2	Unit 3	Neovantage	Innopolis	
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions								
NOx	MT/A	0.00	0.00	0.00	10.07	0.00	0.00	8.76
SOx	MT/A	0.00	0.00	0.00	2.21	0.00	0.00	0.47
Persistent Organic Pollutants	MT/A	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Volatile Organic Compounds (NHMC - Non-methane Hydrocarbons)	MT/A	0.00	0.00	0.00	0.00	Not Applicable	Not Applicable	0.00
Hazardous Air Pollutants	MT/A	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Particulate Matter	MT/A	Not Applicable	0.00	0.00	0.00	Not Applicable	Not Applicable	1.39
Acid Mist	MT/A	9.81	0.03	0.02	0.00	6.01	1.17	0.06
CO	MT/A	Not Applicable	0.00	0.00	0.00	Not Applicable	Not Applicable	2.54

Note: Till FY 2023-24, the Company was reporting the ambient air quality in terms of micrograms per meter cubed. However, from FY 2024-25, we have quantified the volume in terms of tons per annum and are reporting air emissions from stationary sources namely, boilers, diesel generators, stacks connected to the safetyhoods. We have also added an additional location, i.e., Unit 3, in FY 2024-25.

Category	Unit	FY 2024-25						
		Bengaluru				Hyderabad		Mangaluru
		Biocon Park	CLD	Unit 2	Unit 3	Neovantage	Innopolis	
NOx	MT/A	0.00	0.00	0.00	10.34	0.00	0.00	30.88
SOx	MT/A	0.00	0.00	0.00	2.68	0.00	0.00	2.95
Persistent Organic Pollutants	MT/A	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Volatile Organic Compounds (NHMC - Non-methane Hydrocarbons)	MT/A	0.00	0.00	0.00	0.00	Not Applicable	Not Applicable	0.00
Hazardous Air Pollutants	MT/A	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Particulate Matter	MT/A	Not Applicable	0.00	0.00	0.07	Not Applicable	Not Applicable	3.06
Acid Mist	MT/A	53.84	0.20	0.11	0.00	36.35	5.07	0.30
CO	MT/A	Not Applicable	0.00	0.00	0.00	Not Applicable	Not Applicable	5.75

Note: Till FY 2023-24, the Company was reporting the ambient air quality in terms of micrograms per meter cubed. However, from FY 2024-25, we have quantified the volume in terms of tons per annum and are reporting air emissions from stationary sources namely, boilers, diesel generators, stacks connected to the safetyhoods. We have also added an additional location, i.e., Unit 3, in FY 2024-25.

Category	Unit	FY 2022-23					
		Bengaluru			Hyderabad		Mangaluru
		Biocon Park	CLD	Unit 2	Neovantage	Innopolis	
NOx	µg/m3	21.44	20.43	20.82	20.41	20.19	14.74
SOx	µg/m3	10.38	9.35	8.99	14.58	14.13	12.90
Persistent Organic Pollutants	µg/m3	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Volatile Organic Compounds	µg/m3	Below Detection Limit	Below Detection Limit	Below Detection Limit	Not Applicable	Not Applicable	Below Detection Limit
Hazardous Air Pollutants	µg/m3	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Particulate Matter (PM10)	µg/m3	68.92	68.99	68.81	61.57	61.92	45.08
Particulate Matter (PM2.5)	µg/m3	26.11	25.22	28.07	23.37	23.30	29.03
Ozone	µg/m3	4.99	5.39	5.30	16.33	15.73	Below Detection Limit
Ammonia	µg/m3	6.54	6.52	6.53	26.07	26.68	Below Detection Limit

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
GRI 306 Waste 2020				
GRI 306-1 Waste generated				
Plastic waste	MT	160.61	181.97	147.94
E-waste	MT	2.34	3.74	3.38
Bio-medical waste	MT	151.39	128.46	127.16
Battery waste	MT	13.76	73.99	32
Radioactive waste	MT	0.01	0.01	0.006
Other hazardous waste	MT	2,732.37	2,440.99	2,585.14
Other non-hazardous waste	MT	1,129.78	1,385.69	1,315.24
Total waste generated	MT	4,190.26	4,214.85	4,210.87
GRI 306-4 Waste diverted from disposal				
Total waste recycled	MT	4,049*	4,017.73	4,038.64
% of waste recycled	%	97%	95%	96%
GRI 306-5 Waste directed to disposal				
Total waste incinerated	MT	141.46	197.14	172.22
Total waste landfilled**	MT	0	0	0

Note: **In Syngene's operational areas, the Company is Zero Waste to direct Landfill

*193.71 MT reprocessed waste is mentioned as recycled

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
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GRI 308 Supplier Environmental Assessment 2016

GRI 308-1 New suppliers that were screened using environmental criteria

New suppliers	Number	6	6	3
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GRI 308-2 Negative environmental impacts in the supply chain and actions taken

Number of existing suppliers that were assessed using environmental criteria	Number	88	182	76
Number of suppliers identified as having significant actual and potential negative environmental impacts within their supply chain	Number	83	53 (Score <=30)*	5 (Score <30)*
Number of suppliers with whom mutually agreed on corrective actions/improvements were agreed upon due to their significant actual and potential negative environmental impacts	Number	27	17	9
Number of suppliers whose contracts were terminated due to significant actual and potential negative environmental impacts	Number	0	0	0

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

GRI 400 – Social

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
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GRI 401 Employment 2016

GRI 401-1 New employee hires

Total new hires	Numbers	1,492	1,662	1,047
Rate of new hires	%	22%	25%	16%
New hires (male)	Numbers	1,034	1,171	721
Rate of new hires (male)	%	21%	24%	15%
New hires (female)	Numbers	458	491	326
Rate of new hires (female)	%	25%	28%	18%
New hires (<30 years)	Numbers	900	1,043	598
Rate of new hires (<30 years)	%	39%	45%	25%
New hires (30-50 years)	Numbers	570	603	435
Rate of new hires (30-50 years)	%	14%	15%	11%
New hires (>50 years)	Numbers	22	16	14
Rate of new hires (>50 years)	%	10%	9%	9%

GRI 401-1 Employee turnover

Total employee turnover	Numbers	1,333	1,639	1,384
Total turnover rate	%	20%	25%	21%
Employee turnover (male)	Numbers	946	1,159	898
Turnover rate (male)	%	20%	27%	18%
Employee turnover (female)	Numbers	387	480	486
Turnover rate (female)	%	22%	32%	27%

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Employee turnover (<30 years)	Numbers	582	835	710
Turnover rate (<30 years)	%	27%	46%	29%
Employee turnover (30-50 years)	Numbers	712	774	645
Turnover rate (30-50 years)	%	17%	21%	16%
Employee turnover (>50 years)	Numbers	39	30	29
Turnover rate (>50 years)	%	10%	17%	18%

GRI 401-3 Parental leave

Male employees entitled for parental leave	Numbers	4,890	4,804	4,791
Male employees that took parental leave	Numbers	288	304	334
Male employees that returned to work in the reporting period after parental leave ended	Numbers	288	304	334
Male employees that returned to work after parental leave ended that were still employed 12 months after their return to work (who took parental leave last year and came back to the company this year)	Numbers	236	234	289
Return to work rate (male) *	%	100%	100%	100%
Retention rate (male) *	%	78%	80%	85%
Female employees entitled for parental leave	Numbers	1,802	1,729	1,719
Female employees that took parental leave	Numbers	92	106	147
Female employees that returned to work in the reporting period after parental leave ended	Numbers	91	106	146
Female employees that returned to work after parental leave ended that were still employed 12 months after their return to work (who took parental leave last year and came back to the company this year)	Numbers	78	69	74
Return to work rate (Female)*	%	99%	100%	99%
Retention rate (Female)*	%	74%	72%	69%

Note: *Retention Rate is calculated as the percentage of employees who took parental leave in the previous reporting period and remained employed for at least 12 months after returning to work (including those still active and those who left after completing 12 months), divided by the total number of employees who took parental leave in the previous reporting period.

*Return to Work Rate is calculated as the percentage of employees who returned to work after parental leave during the reporting financial year (FY), divided by the total number of employees who took parental leave during the same reporting FY.

GRI 403 Occupational Health and Safety 2018
GRI 403-8 Workers covered by an occupational health and safety management system

Covered by occupational health and safety management system	Numbers	8,373	8,388	8,146
Covered by occupational health and safety management system that is internally audited	Numbers	8,373	8,388	8,146
Covered by occupational health and safety management system that has been audited or certified by an external party	Numbers	8,373	8,388	814

Details	Unit	FY 2025-26	FY 2024-25	FY 2023-24
GRI 403-9 Work-related injuries				
Number of hours worked (Employees & workers)*	Numbers	1,76,76,972	1,67,55,647	1,84,59,372
Fatalities (Employees & workers)	Numbers	0	0	0
Rate of fatalities (Employees & workers)	Fatalities / (Number of hours worked * 2,000,000)	0	0	0
High-consequence work-related injuries (excluding fatalities) (Employees & workers)	Numbers	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	High-consequence work-related injuries / (Number of hours worked * 2,000,000)	0	0	0
Recordable work-related injuries (Employees & workers)	Numbers	12	9	4
Rate of recordable work-related injuries	Recordable work-related injuries/ (Number of hours worked 2,000,000)	0.14	0.11	0.04
Lost days (Employees & workers)	Numbers	3	0	1

GRI 403-10 Work-related ill health

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

Note: *The figures for 'Number of Hours Worked (Employees & Workers)' have been restated across for last two financial years to rectify an inadvertent double-counting of contractual workers' hours data in prior disclosures.

GRI 404 Training and Education 2016

GRI 404-1 Average hours of training per year per employee

Total training hours for permanent employees	Hours	4,24,060	4,97,764	3,04,611
Average training hours for permanent employees	Hours	63	76	47
Total training hours for non-permanent employees	Hours	20,817	16,669	26,517
Average training hours for non-permanent employees	Hours	40	32	58
Total training hours for male employees	Hours	3,41,906	3,95,687	2,60,187
Average training hours for male employees	Hours	63	76	51
Total training hours for female employees	Hours	1,02,972	1,18,745	70,942
Average training hours for female employees	Hours	54	65	39

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

Permanent Employees	%	79%	87%	83%
Senior Management	%	86%	100%	100%
Middle Management	%	69%	92%	76%
Junior Management	%	81%	86%	84%
Male	%	80%	87%	83%
Female	%	78%	86%	84%

Note: % of employees who received performance review in FY 2024-25 has been calculated based on the number of employees who were eligible for performance review. This does not include those who joined six months prior to the end of the financial year or those who were serving a notice period. EC & HRLT would not be considered

Details	Unit	FY 2025-26		FY 2024-25		FY 2023-24	
Gender Diversity		Male	Female	Male	Female	Male	Female

GRI 405 Diversity and Equal Opportunity 2016

GRI 405-1 Diversity of governance bodies and employees

Board of Directors	%	50%	50%	56%	44%	50%	50%
Permanent employees	%	73%	27%	74%	26%	74%	26%
Senior Management	%	93%	7%	94%	6%	88%	12%
Middle Management	%	84%	16%	85%	15%	86%	14%
General Staff	%	71%	29%	72%	28%	72%	28%
Non-permanent employees	%	81%	19%	82%	18%	79%	21%

Age Diversity	%	FY 2025-26			FY 2024-25			FY 2023-24		
		<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Board of Directors	%	0%	0%	100%	0%	0%	100%	0%	0%	100%
Permanent employees	%	34%	62%	3%	36%	61%	3%	38%	60%	2%
Senior Management	%	0%	14%	86%	0%	6%	94%	0%	12%	88%
Middle Management	%	1%	82%	17%	1%	83%	16%	1%	84%	15%
General Staff	%	40%	59%	1%	41%	99%	1%	42.15%	57.43%	0.42%
Non-permanent employees	%	49%	45%	6%	47%	46%	7%	49%	42%	7%

Details	Unit	FY 2025-26		FY 2024-25		FY 2023-24	
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GRI 408 Child Labor 2016

GRI 408-1 Operations and suppliers at significant risks for incidents of child labor

Number of operations / suppliers at risk	%	0	0	0
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GRI 409 Forced or Compulsory Labor 2016

Number of operations / suppliers at risk	%	0	0	0
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GRI 414 Supplier Social Assessment 2016

GRI 414-1 New suppliers that were screened using social criteria

New suppliers	Number	6	6	3
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GRI 414-2 Negative social impacts in the supply chain and actions taken

Number of existing suppliers that were assessed using social criteria	Number	88	182	129
Number of suppliers identified as having significant actual and potential negative social impacts within their supply chain	Number	60	41 (Score <30)*	22 (Score <30)*
Number of suppliers with whom mutually agreed on corrective actions/improvements were agreed upon due to their significant actual and potential negative social impacts	Number	27	17	6
Number of suppliers whose contracts were terminated due to significant actual and potential negative social impacts	Number	0	0	0

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

UN SDG Mapping

SDG	Name of Goal	ESG Report Chapter Reference	Page No.
	Good Health and Wellbeing 3.2 3.3 3.4	- Community Engagement - People - Empowering Lives, Enabling Excellence	62-73 46-55
	Quality Education 4.3 4.4 4.5 4.6	- Community Engagement - People - Empowering Lives, Enabling Excellence	62-73 49-50
	Gender Equality 5.1 5.2 5.5	- Community Engagement - People - Empowering Lives, Enabling Excellence	72-73 53-55
	Clean Water and Sanitation 6.3 6.4	Planet - Science in Service of Nature	39-40
	Affordable and Clean Energy 7.1 7.2	Planet - Science in Service of Nature	36-38
	Decent Work and Economic Growth 8.2 8.4 8.5 8.7 8.8	People - Empowering Lives, Enabling Excellence	53-55
	Industry, Innovation and Infrastructure 9.2 9.4 9.5	- Planet - Science in Service of Nature - Innovation Responsible Science, Meaningful Impact	30-45 74-81
	Responsible Consumption and Production 12.4 12.5 12.6	- Planet - Science in Service of Nature - Prosperity - Resilient Growth & Digital Trust	30-45 82-97
	Climate Action 13.2 13.3 13.5	Planet - Science in Service of Nature	34-45
	Peace, Justice, and Strong Institutions 16.2 16.5 16.6 16.9	Principles - The Governance That Guides Us	25-29
	Partnerships for the Goals 17.H	Prosperity - Resilient Growth & Digital Trust	82-97

Glossary

Abbreviations

- **Active Pharmaceutical Ingredient (API):** Any substance or combination of substances used in a finished pharmaceutical product that provides pharmacological activity or therapeutic effect
- **Carbon Disclosure Project (CDP):** A global environmental disclosure system through which organizations report climate change, water security and forest-related impacts
- **Contract Research and Manufacturing Organization (CRMO):** Organizations that provide outsourced research, development and manufacturing services to the pharmaceutical and biotechnology industries
- **Contract Research, Development and Manufacturing Organization (CRDMO):** An organization that provides integrated research, development and manufacturing services across the pharmaceutical value chain
- **Contract Research Organization (CRO):** Organizations that provide outsourced pharmaceutical and biotechnology research services
- **Environmental Management System (EMS):** A framework of policies, procedures and practices used to manage environmental impacts and improve environmental performance
- **Environmental, Social and Governance (ESG):** A framework used to evaluate an organization's sustainability performance and long-term value creation.
- **Good Manufacturing Practice (GMP):** A system that ensures products are consistently produced and controlled according to quality standards
- **Greenhouse Gases (GHGs):** Gases that trap heat in the atmosphere and contribute to climate change, including carbon dioxide, methane and nitrous oxide
- **Global Reporting Initiative (GRI):** An internationally recognized framework for sustainability reporting
- **Hazard Identification and Risk Assessment (HIRA):** A systematic process used to identify workplace hazards and evaluate associated risks
- **Lost Time Injury Frequency Rate (LTIFR):** The rate of work-related injuries resulting in lost work time relative to total hours worked
- **Occupational Health and Safety (OHS):** Practices and systems designed to protect workers from workplace hazards, injuries and illnesses
- **Pharmaceutical Supply Chain Initiative (PSCI):** An industry association that promotes responsible business practices across the pharmaceutical supply chain
- **Pharmaceuticals and Medical Devices Agency (PMDA):** Japan's regulatory agency responsible for ensuring the safety, efficacy and quality of pharmaceuticals and medical devices
- **Science Based Targets initiative (SBTi):** An initiative that enables companies to set greenhouse gas emissions reduction targets aligned with climate science and the goals of the Paris Agreement
- **Supplier Code of Conduct (SCoC):** A set of environmental, social and ethical expectations that suppliers are required to follow
- **Sustainability Accounting Standards Board (SASB):** Industry-specific sustainability disclosure standards that help organizations communicate financially material sustainability information to investors
- **Sustainable Development Goals (SDGs):** A set of 17 global goals adopted by the United Nations to advance sustainable development by 2030
- **Total Recordable Case Frequency Rate (TRCFR):** A measure of recordable occupational injuries and illnesses per defined hours worked
- **United Nations Global Compact (UNGC):** A voluntary initiative encouraging businesses to align operations with principles relating to human rights, labor, environment and anti-corruption
- **United States Food and Drug Administration (FDA):** The federal agency responsible for regulating food, drugs, biologics and medical devices in the United States
- **Zero Liquid Discharge (ZLD):** A water management approach in which all wastewater is treated and reused, eliminating liquid discharge from operations

Definitions

- **Biodiversity:** The variety of living organisms, ecosystems and ecological processes that support life on Earth
- **Carbon Footprint:** The total greenhouse gas emissions generated directly or indirectly by an organization, activity, product or service, expressed as carbon dioxide equivalent (CO₂e)
- **CDP (Carbon Disclosure Project):** A global environmental disclosure system through which organizations report climate change, water security, and forest-related impacts
- **Circular Economy:** An economic system that minimizes waste and maximizes resource efficiency through reuse, recycling and recovery
- **Double Materiality:** The principle that organizations should consider both the impact of sustainability issues on business performance and the organization's impact on society and the environment
- **EcoVadis:** A sustainability ratings platform that evaluates organizations across Environment, Labor & Human Rights, Ethics, and Sustainable Procurement
- **Green Chemistry:** The design of chemical products and processes that reduce or eliminate the use and generation of hazardous substances
- **MSCI ESG Rating:** An assessment framework that evaluates a company's exposure to ESG risks and its ability to manage those risks relative to industry peers
- **Process Safety Management (PSM):** A systematic approach to managing hazards associated with highly hazardous chemicals and critical industrial processes
- **Renewable Energy:** Energy generated from naturally replenishing sources such as solar, wind, biomass and hydropower
- **Scope 1 Emissions:** Direct greenhouse gas emissions from sources owned or controlled by the organization
- **Scope 2 Emissions:** Indirect greenhouse gas emissions associated with purchased electricity, steam, heating or cooling
- **Scope 3 Emissions:** Indirect greenhouse gas emissions occurring across the value chain of an organization
- **Sustainable Procurement:** Procurement practices that integrate environmental, social and governance considerations into purchasing decisions
- **Sustainalytics ESG Risk Rating:** An assessment that measures a company's exposure to industry-specific ESG risks and how effectively those risks are managed
- **Water Stewardship:** The responsible management of water resources through conservation, efficiency, recycling and stakeholder engagement
- **Biologics:** Medicinal products derived from living organisms or containing components of living organisms
- **Biosimilars:** Biological products that are highly similar to an already approved reference biologic, with no clinically meaningful differences in safety, purity, or potency
- **Large Molecule:** Complex biologically derived therapeutic products such as proteins, antibodies and other biologics
- **Small Molecule:** Low molecular weight compounds that can enter cells easily and interact with biological targets
- **S&P Global Corporate Sustainability Assessment (CSA):** An assessment framework used to evaluate corporate sustainability performance across economic, environmental, and social dimensions
- **National Institute of Standards and Technology (NIST):** U.S. government agency that develops technology and cybersecurity standards

Units of Measurement

- KL – kiloliter
- KLD – kiloliters per day
- kW – kilowatt
- kWh – kilowatt hour
- kWp – kilowatt peak
- MW – megawatt
- MWh – megawatt hour
- MT – metric ton
- tCO₂ – metric tons of carbon dioxide
- tCO₂e – metric tons of carbon dioxide equivalent
- m³ – cubic meter

Independent Assurance Statement



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INDEPENDENT ASSURANCE STATEMENT to the Management of Syngene International Limited.

Syngene International Limited (Corporate Identity Number L85110KA1993PLC014937, hereafter referred to as 'Syngene' or 'the Company') has commissioned DNV Business Assurance India Private Limited ("DNV", "us" or "we") to conduct an independent assurance of its non-financial sustainability disclosures in its ESG Report (hereafter referred to as 'Report') for Financial Year (FY) 2025-26.

Scope of Work and Boundary

The agreed scope of work is a Limited Level of assurance of non-financial sustainability disclosures in the Report for the reporting period 01/04/2025 to 31/03/2026. The reported topic boundaries of non-financial sustainability performance are based on the double materiality assessment as mentioned in the 'Our ESG Strategy' section of the report, covering Syngene's operations and reporting boundary as brought out in the 'About the Report' section of the Report.

The reporting and assurance boundary covers the performance of Syngene in all operations in India that fall under the direct operational control of the Company's Legal structure, unless otherwise specified in 'About the Report' or respective disclosures of the report.

Reporting Criteria and Standards

The disclosures have been prepared by Syngene:

- "With reference" to the requirements of Global Reporting Initiative (GRI) standards 2021
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Assurance Methodology/ Standard

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

Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported Environmental, Social, and Governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised professional judgment and maintained professional skepticism to ensure the integrity and reliability of our conclusions.

As part of the assurance process, multi-disciplinary team of assurance specialists performed assurance work for selected sites of Syngene. We carried out the following activities:

- We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- Reviewed the disclosures in the report. Our focus included general disclosures, GRI topic-specific disclosures, and any other key metrics as per stated reporting criteria.
- Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in the Report.
- Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting requirements.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting requirements.

Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period, i.e., FY 2025-26, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities that could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

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DNV Business Assurance India Private Limited

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- Interviews with the senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility for monitoring, data collation, and reporting the selected GRI disclosures.
- DNV audit team conducted on-site audits for corporate offices and sites (refer Annexure II) and a remote audit for selected sites in India. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Reviewed the process of reporting as defined in the assessment criteria.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol V6.0, for a limited level of assurance for the disclosure.

Our Conclusion:

On the basis of the assessment undertaken and agreed scope of work, nothing has come to our attention to suggest that the disclosures (as mentioned in Annexure I of this statement) are not fairly stated and are not prepared, in all material aspects, with reference to the reporting criteria.

Principles as per DNV VeriSustain™ Protocol (V6.0)

1. Materiality

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

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

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

2. Stakeholder inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report brings out the stakeholders who have been identified as significant to Syngene, as well as the modes of engagement established by the Company to interact with these stakeholder groups. The key topics of concern and needs of each stakeholder group, which have been identified through these channels of engagement, are further brought out in the Report.

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

3. Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report adequately brings out the Company's policies, strategies, management systems, and governance mechanisms in place to address the topics identified as material and significant concerns of key stakeholder groups.

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

4. Completeness

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

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

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

5. Accuracy

The extent to which the Report provides correct and sufficiently detailed information to allow an assessment of the organization's impacts.

The Report brings out the systems and processes that the Company has set in place to capture and report its performance related to identified material topics across its reporting boundary. The Report presents both qualitative and quantitative information in a manner that is consistent with available evidence and other reported disclosures. It clearly distinguishes between measured and estimated data, provides adequate descriptions of measurement methodologies, and outlines assumptions and limitations where applicable. Some of the data inaccuracies identified in the Report during the verification process were found to be attributable to transcription, interpretation, and aggregation errors. These data inaccuracies have been communicated for correction, and the related disclosures were reviewed post correction.

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

6. Reliability

The extent to which the Report presents information that can be consistently and dependably verified and used for decision-making.

The Report provides disclosures that are supported by documented evidence, validated data sources, and established internal controls. It outlines the processes used to collect, compile, and review information, ensuring that the data presented is dependable and reproducible. The inclusion of third-party assurance further enhances the reliability of the disclosures and supports informed decision-making by stakeholders.

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



7. Neutrality/Balance

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

8. Sustainability Context

This addresses the requirement related to the presentation of the organization's performance in its own sustainability and general business context, i.e. a local, regional and international context. The Report outlines how the Company monitors and evaluates its impacts across local, regional and global sustainability contexts. It reflects the Company's efforts to align its performance with broader societal needs and planetary boundaries to monitor, measure and evaluate its significant direct and indirect impacts linked to identified material topics across the Company, its significant value chain entities and key stakeholder groups. Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Sustainability Context.

Responsibility of the Company

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

DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance statement

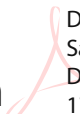
This assurance statement, including our conclusion, has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and Syngene, and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which is intended, not to any third party in respect of this assurance statement.

Inherent Limitations

DNV's assurance engagement assumes that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, complete, sufficient, and authentic, and are free from material misstatements. The assurance scope has the following limitations:

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

For DNV Business Assurance India Private Limited,			
Sarkar, Chandan		Digitally signed by Sarkar, Chandan Date: 2026.08.14 17:21:42 +05'30'	Sharma, Anjana
			Digitally signed by Sharma, Anjana Date: 2026.08.14 17:36:39 +05'30'
Chandan Sarkar Lead Verifier		Anjana Sharma Assurance Reviewer	
Assurance Team: Goutam Banik, Syed Rameez, Suraiya Rahman			

14/08/2026, Bangalore, India

Annexure I

GRI Disclosures assured for Limited level of assurance:

- GRI 2: General Disclosures 2021;
- GRI 3- Material Topics 3-1, 3-2;
- GRI 204: Procurement Practices 2016- 204-1;
- GRI 205: Anti-corruption 2016 – 205-1, 205-2, 205-3;
- GRI 206: Anti-competitive Behavior 2016 – 206-1;
- GRI 302: Energy 2016 – 302-1, 302-3, 302-4;
- GRI 303: Water and Effluents 2018 – 303-1, 303-2, 303-3, 303-4, 303-5;
- GRI 305: Emissions 2016 – 305-1*, 305-2**, 305-3***, 305-4, 305-5, 305-7;
- GRI 306: Waste 2020 – 306-1, 306-2, 306-3; 306-4; 306-5;
- GRI 308: Supplier Environmental Assessment 2016 – 308-1, 308-2;
- GRI 401: Employment 2016 – 401-1, 401-2, 401-3;
- GRI 403: Occupational Health & Safety 2018 – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10;
- GRI 404: Training and Education 2016 – 404-1, 404-2, 404-3;
- GRI 405: Diversity and Equal Opportunity 2016 – 405-1;
- GRI 406: Non-discrimination 2016 – 406-1;
- GRI 408: Child Labor 2016 – 408-1;
- GRI 409: Forced or Compulsory Labor 2016 – 409-1;
- GRI 413: Local Communities 2016 – 413-1, 413-2;
- GRI 414: Supplier Social Assessment 2016 – 414-1, 414-2;
- GRI 418: Customer Privacy 2016 – 418-1.

Notes:

* Calculation of Direct (Scope 1) GHG emissions is based on conversion factors, emission factors considered in the IPCC sixth assessment report (AR6 WGI Report), and GHG protocol cross-sector emission factors, Department for Environment Food & Rural Affairs (DEFRA 2025).

** Scope 2 GHG emissions for Indian operations are calculated based on emission factors in Central Electricity Authority, Govt. of India (CEA Version_21.0): Grid Emission Factors - Weighted Average Emission Rate (Incl RES), including cross-border electricity transfers which is 0.710 kgCO₂ per kWh.

*** Scope 3 GHG emissions are calculated for Categories 1, 2, 3, 4, 5, 6, 7 and 9 as per GHG Protocol. Scope 3 GHG emissions are calculated based on USEIO 2021 and UK DEFRA - Conversion Factors 2025, Grid Electricity EF - Central Electricity Authority, Govt. of India, CO₂ baseline database for Indian Power Sector, version 21, December 2025.

Annexure II

Sites selected for audits

S.no	Site	Location
1.	On-site audit	Head Office, Biocon Park, Bangalore
2.	On-site audit	The Hub, Bangalore
3.	Remote audit	Genome valley, Kolthur, Hyderabad
4.	Remote audit	Mangalore



SYNGENE INTERNATIONAL LIMITED

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