BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

At Indegene, sustainability and responsible business practices continue to remain integral to the way we operate and create value. Over the past year, we have strengthened our commitment to building a future-ready healthcare ecosystem by further embedding Environmental, Social, and Governance ("ESG") considerations into our strategic priorities, operational processes, and decision-making frameworks. As a tech-native, life sciences specialist, we remain focused on orchestrating the path from commercialization strategy through activation while ensuring that our growth is responsible, inclusive, and aligned with long-term sustainability objectives.

Following the publication of our first Business Responsibility and Sustainability Report ("BRSR") for FY 2024–25, we are pleased to present our subsequent disclosure for FY 2025–26. This report reflects our continued commitment to transparency, consistency, and accountability in ESG reporting. It builds upon the foundations established in the previous year, with enhanced disclosures, strengthened internal processes, and improved alignment of ESG priorities with business strategy.

Structured in accordance with the nine principles of the National Guidelines on Responsible Business Conduct ("NGRBC") and compliant with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this report provides a comprehensive overview of our ESG performance and progress. It highlights how we are operationalising our commitments across governance, environmental stewardship, and social responsibility, while also responding to evolving stakeholder expectations and regulatory developments.

Through this BRSR, we aim to offer our stakeholders a clear and credible view of our sustainability journey, demonstrating not only continuity in our commitments but also measurable progress in key areas. As we move forward, we remain committed to strengthening our ESG practices, driving innovation in sustainable healthcare delivery, and creating enduring value for all our stakeholders.

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L73100KA1998PLC102040
2	Name of the Listed Entity	Indegene Limited ("the Company")
3	Year of incorporation	1998
4	Registered office address	Aspen G4, 3rd Floor, Manyata Embassy Business Park Outer Ring Road, Nagavara, Bangalore, Karnataka, India – 560 045
5	Corporate address	Aspen G4, 3rd Floor, Manyata Embassy Business Park Outer Ring Road, Nagavara, Bangalore, Karnataka, India – 560 045
6	E-mail	compliance.officer@indegene.com
7	Telephone	+91 8046744567, +91 8046447777
8	Website	https://www.indegene.com
9	Financial year for which reporting is being done	FY 2025 – 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited ("NSE") and BSE Limited ("BSE")
11	Paid-up Capital	INR 481802708
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Srishti Ramesh Kaushik compliance.officer@indegene.com +91 8046744567, +91 8046447777
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a standalone basis and pertain only to Indegene Limited
14	Name of assurance provider	TÜV SÜD South Asia Pvt. Ltd.
15	Type of assurance obtained	Reasonable Assurance as per ISAE 3000

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Other Professional, Scientific & Technical activities	Other Professional, Scientific & Technical activities	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Service	M 749	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	6	27
International	0	21	

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	58

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

The contribution of exports as a percentage of the total turnover of the Company is:

FY 2025-2026	FY 2024-2025	Remarks
98.47%	98.27%	(Including Inter-Company revenue)

c. A brief on types of customers

The Company provides AI-embedded commercialization services for the life sciences industry, which includes biopharmaceutical, emerging biotech, and medical devices companies. Biopharmaceutical segment comprises companies that discover, develop, manufacture, and sell drugs (chemical and biological-based) to treat, vaccinate, or alleviate symptoms of medical conditions or diseases. Medical devices segment comprises companies involved in the research, development, production, and sale of systems and devices of medical applications, i.e., to treat or diagnose diseases or medical conditions. Emerging biotech segment comprises companies that derive their products from the extraction or manipulation of living organisms and are in the process of developing products and technologies that improve our lives and the health of our planet.

IV. Employees

20. Details as of 31 March 2026:

a. Employees and workers* (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	4679	2598	55.52%	2081	44.48%
2	Other than Permanent (E)	488	299	61.27%	189	38.73%
3	Total Employees (D+E)	5167	2897	56.07%	2270	43.93%
Differently abled Employees			**No. (B)**	**% (B / A)**	**No. (C)**	**% (C / A)**
1	Permanent (D)	8	5	62.50%	3	37.50%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Employees (D+E)	8	5	62.50%	3	37.50%

- *All our workforce is categorized as 'Employees', and none as 'Workers'.
- Total Employees (D+E) includes differently abled employees.
- Trainees and Interns are considered as Permanent Employees.

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18.18%
Key Management Personnel	4	1	25.00%

22. Turnover rate for permanent employees and workers

	FY 2025-2026			FY 2024-2025			FY 2023-2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	16.10%	16.68%	16.35%	16.72%	17.69%	17.13%	13.09%	20.33%	16.16%

*Turnover rate for permanent employees records only voluntary attrition.

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate companies/ joint ventures	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Indegene Limited	Holding	NA	Yes
2	ILSL Holdings, Inc.	Subsidiary	100%	Yes
3	Indegene Healthcare Mexico S DE RL DE CV	Subsidiary	100%	Yes
4	Indegene Ireland Limited	Subsidiary	100%	Yes
5	Indegene, Inc.	Subsidiary	100%	Yes
6	Cult Health LLC	Subsidiary	100%	Yes
7	BioPharma Parent Holding, Inc.	Subsidiary	100%	Yes
8	DT Associates Research and Consulting Services, Inc.	Subsidiary	100%	Yes

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate companies/ joint ventures	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
9	Cake Kommunications Holding GmbH	Subsidiary	100%	Yes
10	Indegene Japan Godo Kaisha	Subsidiary	100%	Yes
11	Indegene Healthcare Germany GmbH	Subsidiary	100%	Yes
12	Indegene Europe LLC, Switzerland	Subsidiary	100%	Yes
13	Indegene Fareast Pte. Limited	Subsidiary	100%	Yes
14	MJL Communications Group Limited	Subsidiary	100%	Yes
15	Indegene Lifesystems Consulting (Shanghai) Co., Limited	Subsidiary	100%	Yes
16	Indegene Healthcare UK Limited	Subsidiary	100%	Yes
17	Warn and Co Limited	Subsidiary	100%	Yes
18	Indegene Spain S.L.U	Subsidiary	100%	Yes
19	Trilogy Writing and Consulting GmbH	Subsidiary	100%	Yes
20	Indegene Healthcare Canada, Inc.	Subsidiary	100%	Yes
21	BioPharma Communications LLC	Subsidiary	100%	Yes
22	Addressable Health LLC	Subsidiary	100%	Yes
23	Cake Kommunications GmbH (DE)	Subsidiary	100%	Yes
24	Cake Kommunikations AG	Subsidiary	100%	Yes
25	Cake Kommunikations GmbH (AT)	Subsidiary	100%	Yes
26	MJL Advertising Limited	Subsidiary	100%	Yes
27	Trilogy Writing and Consulting Limited (UK)	Subsidiary	100%	Yes
28	DT Associates Research and Consulting Services Limited	Subsidiary	100%	Yes
29	Trilogy Writing and Consulting, Inc. (US)	Subsidiary	100%	Yes

VI. CSR Details

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

(ii) Turnover (in ₹): ₹12,206 Mn

(iii) Net Worth (in ₹): ₹20,804 Mn

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities & NGOs	Yes (whistleblower@indegene.com and investor.grievance@indegene.com)	Nil	Nil	Nil	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	Nil	Nil	Nil	NA
Shareholders		10	Nil	NA	4387	Nil	NA
Employees and workers		Nil	Nil	Nil	Nil	Nil	NA
Customers		Nil	Nil	Nil	Nil	Nil	NA
Value chain partners		Nil	Nil	Nil	Nil	Nil	NA
Other (please specify)		Nil	Nil	Nil	Nil	Nil	NA

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change and GHG emissions	Impact	Material ESG impact associated with Climate Change and GHG emissions. As a digital-first life sciences commercialisation and healthcare technology services company, Indegene has a comparatively lower direct emissions footprint than manufacturing-led companies. However, climate change and GHG emissions remain relevant due to office operations, purchased electricity, business travel, cloud/data centre usage and increasing climate-related expectations from global life sciences clients. The topic presents a risk where failure to monitor and reduce emissions could affect client expectations, ESG ratings and regulatory preparedness. It also presents an opportunity to improve operational efficiency, strengthen ESG positioning and align with clients' decarbonisation priorities.	Establish and maintain a GHG inventory covering Scope 1, Scope 2 and relevant Scope 3 categories; monitor electricity and business travel emissions; engage with cloud/data centre and key service providers on emissions performance; strengthen energy efficiency and renewable energy procurement; and integrate climate-related considerations into enterprise risk management and business continuity planning.	**Positive:** Improved ESG positioning, better alignment with client sustainability requirements and potential reduction in energy-related operating costs. **Negative:** Inadequate emissions management may lead to higher compliance costs, reputational risk, reduced competitiveness in ESG-sensitive client bids and increased exposure to future climate disclosure expectations.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		Risk	Potential financial and operational risk arising from Climate Change and GHG emissions.	Establish and maintain a GHG inventory covering Scope 1, Scope 2 and relevant Scope 3 categories; monitor electricity and business travel emissions; engage with cloud/data centre and key service providers on emissions performance; strengthen energy efficiency and renewable energy procurement; and integrate climate-related considerations into enterprise risk management and business continuity planning.	**Positive:** Improved ESG positioning, better alignment with client sustainability requirements and potential reduction in energy-related operating costs. **Negative:** Inadequate emissions management may lead to higher compliance costs, reputational risk, reduced competitiveness in ESG-sensitive client bids and increased exposure to future climate disclosure expectations.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved climate change and GHG emissions.	Leverage sustainability initiatives and strategic programs.	**Positive:** Improved ESG positioning, better alignment with client sustainability requirements and potential reduction in energy-related operating costs. **Negative:** Inadequate emissions management may lead to higher compliance costs, reputational risk, reduced competitiveness in ESG-sensitive client bids and increased exposure to future climate disclosure expectations.
2	Energy Management	Impact	Material ESG impact associated with Energy Management. Energy management is material to Indegene due to its dependence on office infrastructure, IT systems, digital platforms and technology-enabled delivery. While the direct energy intensity may be lower than asset-heavy sectors, inefficient energy management can increase operating costs and contribute to emissions. Effective energy management provides an opportunity to reduce costs, support emissions reduction and meet the sustainability expectations of clients and investors.	Implement office-level energy efficiency initiatives, monitor energy consumption across facilities, prioritise energy-efficient IT and office equipment, explore renewable energy procurement where feasible, and engage with technology and cloud service providers on energy efficiency and renewable power use.	**Positive:** Lower electricity costs, improved emissions performance and stronger alignment with client ESG expectations. **Negative:** Poor energy management may result in higher operating costs, increased Scope 2 emissions and weaker performance against sustainability commitments.
		Risk	Potential financial and operational risk arising from Energy Management.	Implement office-level energy efficiency initiatives, monitor energy consumption across facilities, prioritise energy-efficient IT and office equipment, explore renewable energy procurement where feasible, and engage with technology and cloud service providers on energy efficiency and renewable power use.	**Positive:** Lower electricity costs, improved emissions performance and stronger alignment with client ESG expectations. **Negative:** Poor energy management may result in higher operating costs, increased Scope 2 emissions and weaker performance against sustainability commitments.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved energy management.	Leverage sustainability initiatives and strategic programs.	**Positive:** Lower electricity costs, improved emissions performance and stronger alignment with client ESG expectations. **Negative:** Poor energy management may result in higher operating costs, increased Scope 2 emissions and weaker performance against sustainability commitments.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Impact	Material ESG impact associated with Waste Management. Waste management is relevant to Indegene primarily through office waste, e-waste, IT asset disposal, paper consumption and packaging associated with office operations. As a digital services company, the overall waste footprint may be moderate; however, improper e-waste disposal can create compliance, environmental and reputational risks. There is also an opportunity to promote circularity through responsible disposal, recycling and paperless operations.	Implement e-waste management through authorised recyclers, maintain asset disposal records, promote paperless processes, ensure responsible disposal of IT equipment and peripherals, and strengthen employee awareness on segregation and responsible waste handling.	**Positive:** Reduced disposal costs, better resource efficiency and improved environmental performance. **Negative:** Improper waste or e-waste handling may lead to regulatory non-compliance, reputational damage and additional remediation or disposal costs.
		Risk	Potential financial and operational risk arising from Waste Management.	Implement e-waste management through authorised recyclers, maintain asset disposal records, promote paperless processes, ensure responsible disposal of IT equipment and peripherals, and strengthen employee awareness on segregation and responsible waste handling.	**Positive:** Reduced disposal costs, better resource efficiency and improved environmental performance. **Negative:** Improper waste or e-waste handling may lead to regulatory non-compliance, reputational damage and additional remediation or disposal costs.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved waste management.	Leverage sustainability initiatives and strategic programs.	**Positive:** Reduced disposal costs, better resource efficiency and improved environmental performance. **Negative:** Improper waste or e-waste handling may lead to regulatory non-compliance, reputational damage and additional remediation or disposal costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Water stewardship	Impact	Material ESG impact associated with Water stewardship. Water stewardship is relevant mainly in relation to Indegene's office premises, employee facilities and local community context. While the business is not water-intensive, responsible water management supports operational resilience, employee well-being and stakeholder expectations. Water stress in operating locations can create local operational and reputational risks, while conservation measures provide an opportunity to improve environmental performance.	Monitor water consumption across offices, implement water-saving fixtures, ensure proper maintenance of plumbing and sanitation systems, promote water conservation awareness, and assess water stress exposure for key locations where relevant.	**Positive:** Lower utility costs, improved resource efficiency and stronger local environmental stewardship. **Negative:** Poor water management may increase operating costs, affect workplace conditions and create reputational concerns in water-stressed regions.
		Risk	Potential financial and operational risk arising from Water stewardship.	Monitor water consumption across offices, implement water-saving fixtures, ensure proper maintenance of plumbing and sanitation systems, promote water conservation awareness, and assess water stress exposure for key locations where relevant.	**Positive:** Lower utility costs, improved resource efficiency and stronger local environmental stewardship. **Negative:** Poor water management may increase operating costs, affect workplace conditions and create reputational concerns in water-stressed regions.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved water stewardship.	Leverage sustainability initiatives and strategic programs.	**Positive:** Lower utility costs, improved resource efficiency and stronger local environmental stewardship. **Negative:** Poor water management may increase operating costs, affect workplace conditions and create reputational concerns in water-stressed regions.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Community Engagement	Impact	Material ESG impact associated with Community Engagement. Community engagement is material due to Indegene's role as a healthcare-focused organisation with the ability to contribute to health awareness, education, employability and digital skill development. The topic presents an opportunity to create positive social impact, strengthen corporate reputation and build stakeholder trust. Its direct financial impact may be limited, but it contributes to brand equity and employee engagement.	Not applicable as the primary classification is Opportunity. Continued governance of CSR and community initiatives should be maintained through needs assessments, defined focus areas, impact tracking, employee volunteering and alignment with the Company's broader healthcare and digital capabilities.	**Positive:** Stronger community trust, improved employer brand, enhanced employee engagement and better ESG positioning. **Negative:** Weak execution or poor alignment of community initiatives may reduce the credibility and impact of CSR spending.
		Risk	Potential financial and operational risk arising from Community Engagement.	Not applicable as the primary classification is Opportunity. Continued governance of CSR and community initiatives should be maintained through needs assessments, defined focus areas, impact tracking, employee volunteering and alignment with the Company's broader healthcare and digital capabilities.	**Positive:** Stronger community trust, improved employer brand, enhanced employee engagement and better ESG positioning. **Negative:** Weak execution or poor alignment of community initiatives may reduce the credibility and impact of CSR spending.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved community engagement.	Leverage sustainability initiatives and strategic programs.	**Positive:** Stronger community trust, improved employer brand, enhanced employee engagement and better ESG positioning. **Negative:** Weak execution or poor alignment of community initiatives may reduce the credibility and impact of CSR spending.
6	Diversity, Equity and Inclusion ("DEI")	Impact	Material ESG impact associated with Diversity and Inclusion. Diversity and Inclusion is highly material for Indegene as a people-led, knowledge-driven organisation dependent on skilled talent across technology, medical, commercial and client delivery roles. Inclusive hiring and equitable workplace practices support innovation, talent attraction, retention and employee engagement. Conversely, inadequate DEI practices can lead to attrition, reduced employee morale, discrimination-related complaints and reputational concerns.	Strengthen equal opportunity and anti-discrimination policies, maintain POSH compliance, promote inclusive hiring and leadership development, monitor diversity metrics, provide sensitisation training, and ensure accessible grievance redressal mechanisms.	**Positive:** Improved talent attraction and retention, stronger innovation, better employee engagement and enhanced employer brand. **Negative:** DEI gaps may lead to attrition costs, employee grievances, legal exposure and reputational damage.
		Risk	Potential financial and operational risk arising from Diversity and Inclusion.	Strengthen equal opportunity and anti-discrimination policies, maintain POSH compliance, promote inclusive hiring and leadership development, monitor diversity metrics, provide sensitisation training, and ensure accessible grievance redressal mechanisms.	**Positive:** Improved talent attraction and retention, stronger innovation, better employee engagement and enhanced employer brand. **Negative:** DEI gaps may lead to attrition costs, employee grievances, legal exposure and reputational damage.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved diversity and inclusion.	Leverage sustainability initiatives and strategic programs.	**Positive:** Improved talent attraction and retention, stronger innovation, better employee engagement and enhanced employer brand. **Negative:** DEI gaps may lead to attrition costs, employee grievances, legal exposure and reputational damage.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Human Rights and Workforce Well-being	Impact	Material ESG impact associated with Human Rights and Workforce Well-being. Human Rights and Workforce Well-being is material given Indegene's dependence on a skilled workforce and its service delivery model. Employee well-being, fair working conditions, freedom from harassment, reasonable working hours and grievance mechanisms directly influence productivity, retention and service quality. The risk arises from potential burnout, workplace grievances or inadequate labour practices, while the opportunity lies in building a high-trust and high-performance workplace.	Implement human rights and labour policies, maintain confidential grievance mechanisms, strengthen employee well-being and mental health support, monitor workload and work-life balance risks, ensure fair employment practices and provide regular employee engagement channels.	**Positive:** Higher productivity, stronger retention, improved engagement and better service delivery quality. **Negative:** Poor workforce well-being may result in attrition, absenteeism, reduced productivity, reputational issues and potential legal or compliance costs.
		Risk	Potential financial and operational risk arising from Human Rights and Workforce Well-being.	Implement human rights and labour policies, maintain confidential grievance mechanisms, strengthen employee well-being and mental health support, monitor workload and work-life balance risks, ensure fair employment practices and provide regular employee engagement channels.	**Positive:** Higher productivity, stronger retention, improved engagement and better service delivery quality. **Negative:** Poor workforce well-being may result in attrition, absenteeism, reduced productivity, reputational issues and potential legal or compliance costs.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved human rights and workforce well-being.	Leverage sustainability initiatives and strategic programs.	**Positive:** Higher productivity, stronger retention, improved engagement and better service delivery quality. **Negative:** Poor workforce well-being may result in attrition, absenteeism, reduced productivity, reputational issues and potential legal or compliance costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Occupational Health and Safety ("OHS")	Impact	Material ESG impact associated with Occupational Health and Safety. Occupational Health and Safety is relevant for Indegene's office-based and hybrid workforce. Although the Company may not face high industrial safety risks, it is exposed to ergonomic risks, workplace safety, emergency preparedness, stress-related concerns and employee health and well-being risks. Effective OHS management supports employee productivity and continuity of operations.	Maintain workplace safety systems, emergency preparedness plans, ergonomic assessments, incident reporting, health and wellness programmes, fire safety controls, employee awareness sessions and safety compliance across office locations.	**Positive:** Improved employee well-being, reduced absenteeism and enhanced workplace productivity. **Negative:** Inadequate OHS practices may lead to employee health issues, workplace incidents, absenteeism, productivity loss and reputational concerns.
		Risk	Potential financial and operational risk arising from Occupational Health and Safety.	Maintain workplace safety systems, emergency preparedness plans, ergonomic assessments, incident reporting, health and wellness programmes, fire safety controls, employee awareness sessions and safety compliance across office locations.	**Positive:** Improved employee well-being, reduced absenteeism and enhanced workplace productivity. **Negative:** Inadequate OHS practices may lead to employee health issues, workplace incidents, absenteeism, productivity loss and reputational concerns.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved occupational health and safety.	Leverage sustainability initiatives and strategic programs.	**Positive:** Improved employee well-being, reduced absenteeism and enhanced workplace productivity. **Negative:** Inadequate OHS practices may lead to employee health issues, workplace incidents, absenteeism, productivity loss and reputational concerns.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Talent Acquisition, Development and Retention	Impact	Material ESG impact associated with Talent Acquisition, Development and Retention. Talent Acquisition, Development and Retention is material because Indegene's business model depends on specialised capabilities across life sciences, medical affairs, technology, data analytics, commercialisation and client delivery. The risk arises from talent attrition, skill shortages and competition for specialised digital and healthcare talent. The opportunity lies in building a strong talent pipeline and retaining high-performing employees to support business growth.	Strengthen workforce planning, succession planning, capability mapping, leadership development, career progression frameworks, employee engagement programmes, retention interventions and hiring strategies for critical skill areas.	**Positive:** Stronger delivery capability, improved client satisfaction, better scalability and reduced hiring costs. **Negative:** High attrition or skill gaps may increase recruitment costs, delay project delivery, affect quality and weaken client relationships.
		Risk	Potential financial and operational risk arising from Talent Acquisition, Development and Retention.	Strengthen workforce planning, succession planning, capability mapping, leadership development, career progression frameworks, employee engagement programmes, retention interventions and hiring strategies for critical skill areas.	**Positive:** Stronger delivery capability, improved client satisfaction, better scalability and reduced hiring costs. **Negative:** High attrition or skill gaps may increase recruitment costs, delay project delivery, affect quality and weaken client relationships.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved talent acquisition, development and retention.	Leverage sustainability initiatives and strategic programs.	**Positive:** Stronger delivery capability, improved client satisfaction, better scalability and reduced hiring costs. **Negative:** High attrition or skill gaps may increase recruitment costs, delay project delivery, affect quality and weaken client relationships.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Training and development	Impact	Material ESG impact associated with Training and development. Training and development is material due to rapid changes in life sciences commercialisation, digital transformation, AI, data analytics, regulatory expectations and client delivery requirements. Continuous upskilling enables employees to deliver high-quality services and adapt to evolving client needs. The risk arises if skill development does not keep pace with business and technology changes, while the opportunity lies in building differentiated capabilities.	Implement structured learning programmes, role-based capability frameworks, technical and regulatory training, AI and digital skills development, leadership training, learning effectiveness tracking and career-linked development pathways.	**Positive:** Improved delivery quality, stronger innovation, higher employee engagement and better client outcomes. **Negative:** Inadequate training may lead to skill gaps, lower productivity, delivery errors, increased supervision costs and reduced competitiveness.
		Risk	Potential financial and operational risk arising from Training and development.	Implement structured learning programmes, role-based capability frameworks, technical and regulatory training, AI and digital skills development, leadership training, learning effectiveness tracking and career-linked development pathways.	**Positive:** Improved delivery quality, stronger innovation, higher employee engagement and better client outcomes. **Negative:** Inadequate training may lead to skill gaps, lower productivity, delivery errors, increased supervision costs and reduced competitiveness.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved Training and development.	Leverage sustainability initiatives and strategic programs.	**Positive:** Improved delivery quality, stronger innovation, higher employee engagement and better client outcomes. **Negative:** Inadequate training may lead to skill gaps, lower productivity, delivery errors, increased supervision costs and reduced competitiveness.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Business Ethics and Compliance	Impact	Material ESG impact associated with Business Ethics and Compliance. Business Ethics and Compliance is highly material for Indegene due to its work with life sciences clients and exposure to sensitive areas such as healthcare communications, medical content, client data, marketing practices, third-party interactions and regulatory expectations. Ethical failures or non-compliance could harm client trust and result in legal, contractual and reputational consequences. Strong compliance also provides an opportunity to differentiate Indegene as a trusted partner.	Maintain a Code of Conduct, anti-bribery and anti-corruption controls, conflict of interest declarations, whistleblower mechanisms, compliance training, third-party due diligence, client-specific compliance protocols and regular internal audits.	**Positive:** Stronger client trust, improved eligibility for regulated client engagements and enhanced reputation. **Negative:** Non-compliance may lead to client loss, penalties, contract termination, litigation, remediation costs and reputational damage.
		Risk	Potential financial and operational risk arising from Business Ethics and Compliance.	Maintain a Code of Conduct, anti-bribery and anti-corruption controls, conflict of interest declarations, whistleblower mechanisms, compliance training, third-party due diligence, client-specific compliance protocols and regular internal audits.	**Positive:** Stronger client trust, improved eligibility for regulated client engagements and enhanced reputation. **Negative:** Non-compliance may lead to client loss, penalties, contract termination, litigation, remediation costs and reputational damage.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved business ethics and compliance.	Leverage sustainability initiatives and strategic programs.	**Positive:** Stronger client trust, improved eligibility for regulated client engagements and enhanced reputation. **Negative:** Non-compliance may lead to client loss, penalties, contract termination, litigation, remediation costs and reputational damage.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Corporate Governance	Impact	Material ESG impact associated with Corporate Governance. Corporate Governance is material as it underpins investor confidence, accountability, risk oversight, compliance and long-term business performance. For a listed and globally engaged organisation, governance quality affects stakeholder trust, decision-making, enterprise risk management and access to capital. Strong governance is an opportunity, while governance failures can create regulatory, financial and reputational risks.	Maintain Board and committee oversight, strengthen internal controls, ensure transparent disclosures, monitor regulatory compliance, implement risk management processes, maintain whistleblower channels and integrate ESG oversight into governance structures.	**Positive:** Improved investor confidence, stronger risk oversight, better access to capital and enhanced stakeholder trust. **Negative:** Governance failures may lead to regulatory action, reputational damage, higher cost of capital and loss of stakeholder confidence.
		Risk	Potential financial and operational risk arising from Corporate Governance.	Maintain Board and committee oversight, strengthen internal controls, ensure transparent disclosures, monitor regulatory compliance, implement risk management processes, maintain whistleblower channels and integrate ESG oversight into governance structures.	**Positive:** Improved investor confidence, stronger risk oversight, better access to capital and enhanced stakeholder trust. **Negative:** Governance failures may lead to regulatory action, reputational damage, higher cost of capital and loss of stakeholder confidence.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved corporate governance.	Leverage sustainability initiatives and strategic programs.	**Positive:** Improved investor confidence, stronger risk oversight, better access to capital and enhanced stakeholder trust. **Negative:** Governance failures may lead to regulatory action, reputational damage, higher cost of capital and loss of stakeholder confidence.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Customer satisfaction	Impact	Material ESG impact associated with Customer satisfaction. Customer satisfaction is highly material because Indegene's revenue and growth depend on long-term relationships with life sciences and healthcare clients. Service quality, delivery reliability, domain expertise, responsiveness and innovation directly influence client retention, contract renewals and new business opportunities. Poor client experience creates revenue and reputational risks, while strong satisfaction supports growth and competitive differentiation.	Maintain client governance mechanisms, service quality controls, feedback and escalation processes, Service Level Agreement ("SLA") monitoring, delivery excellence reviews, account management processes and corrective action tracking for client issues.	**Positive:** Higher client retention, repeat business, stronger deal conversion, improved reputation and revenue growth. **Negative:** Poor customer satisfaction may lead to client attrition, lower renewals, reduced referrals, penalties under service agreements and reputational damage.
		Risk	Potential financial and operational risk arising from Customer satisfaction.	Maintain client governance mechanisms, service quality controls, feedback and escalation processes, SLA monitoring, delivery excellence reviews, account management processes and corrective action tracking for client issues.	**Positive:** Higher client retention, repeat business, stronger deal conversion, improved reputation and revenue growth. **Negative:** Poor customer satisfaction may lead to client attrition, lower renewals, reduced referrals, penalties under service agreements and reputational damage.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved customer satisfaction.	Leverage sustainability initiatives and strategic programs.	**Positive:** Higher client retention, repeat business, stronger deal conversion, improved reputation and revenue growth. **Negative:** Poor customer satisfaction may lead to client attrition, lower renewals, reduced referrals, penalties under service agreements and reputational damage.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14	Data Privacy and Security	Impact	Material ESG impact associated with Data Privacy and Security. Data Privacy and Security is one of the most critical topics for Indegene due to its digital service model, use of technology platforms and potential exposure to client, healthcare, employee and business-sensitive data. The risk includes data breaches, cyber incidents, regulatory non-compliance and contractual liabilities. Strong data protection also creates an opportunity to strengthen client trust and differentiate Indegene in a highly regulated sector.	Implement privacy-by-design, cybersecurity controls, access management, encryption, data loss prevention, vendor security assessments, employee training, incident response planning, regular vulnerability assessments and compliance with applicable privacy regulations such as Digital Personal Data Protection, General Data Protection Regulation and Health Insurance Portability and Accountability Act where relevant.	**Positive:** Enhanced client trust, stronger eligibility for regulated healthcare and life sciences engagements, and improved competitive positioning. **Negative:** Data breaches or privacy failures may result in regulatory penalties, contractual claims, remediation costs, client loss and reputational damage.
		Risk	Potential financial and operational risk arising from Data Privacy and Security.	Implement privacy-by-design, cybersecurity controls, access management, encryption, data loss prevention, vendor security assessments, employee training, incident response planning, regular vulnerability assessments and compliance with applicable privacy regulations such as Digital Personal Data Protection, General Data Protection Regulation and Health Insurance Portability and Accountability Act where relevant.	**Positive:** Enhanced client trust, stronger eligibility for regulated healthcare and life sciences engagements, and improved competitive positioning. **Negative:** Data breaches or privacy failures may result in regulatory penalties, contractual claims, remediation costs, client loss and reputational damage.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved data privacy and security.	Leverage sustainability initiatives and strategic programs.	**Positive:** Enhanced client trust, stronger eligibility for regulated healthcare and life sciences engagements, and improved competitive positioning. **Negative:** Data breaches or privacy failures may result in regulatory penalties, contractual claims, remediation costs, client loss and reputational damage.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15	Economic Performance	Impact	Material ESG impact associated with Economic Performance. Economic Performance is material as it reflects Indegene's ability to sustain growth, profitability, investments in technology, employee development and long-term value creation. The opportunity lies in scaling digital, AI-led and life sciences commercialisation services. The risk arises from margin pressure, client concentration, cost inflation, delivery challenges or slower demand in key markets.	Strengthen strategic planning, revenue diversification, cost discipline, operational efficiency, client portfolio management, investment governance and regular performance monitoring across business units and geographies.	**Positive:** Strong economic performance supports revenue growth, profitability, investor confidence, talent investment and innovation. **Negative:** Weak financial performance may reduce margins, constrain investments, affect employee retention and weaken market confidence.
		Risk	Potential financial and operational risk arising from Economic Performance.	Strengthen strategic planning, revenue diversification, cost discipline, operational efficiency, client portfolio management, investment governance and regular performance monitoring across business units and geographies.	**Positive:** Strong economic performance supports revenue growth, profitability, investor confidence, talent investment and innovation. **Negative:** Weak financial performance may reduce margins, constrain investments, affect employee retention and weaken market confidence.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved economic performance.	Leverage sustainability initiatives and strategic programs.	**Positive:** Strong economic performance supports revenue growth, profitability, investor confidence, talent investment and innovation. **Negative:** Weak financial performance may reduce margins, constrain investments, affect employee retention and weaken market confidence.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
16	Responsible Innovation and Digital Transformation	Impact	Material ESG impact associated with Responsible Innovation and Digital Transformation. Responsible Innovation and Digital Transformation is material because Indegene's services are closely linked to technology, AI, analytics, automation and digital engagement in the life sciences sector. Innovation creates opportunities for scale, efficiency, differentiated client solutions and improved outcomes. However, irresponsible or poorly governed innovation can create risks relating to data misuse, algorithmic bias, inaccurate outputs, regulatory concerns and client trust.	Establish responsible AI and digital governance, conduct risk assessments for new technologies, maintain human oversight, validate AI-enabled outputs, ensure data privacy controls, monitor ethical use of technology and align innovation with client and regulatory expectations.	**Positive:** Higher productivity, differentiated offerings, stronger client value proposition and improved scalability. **Negative:** Poorly governed innovation may lead to compliance risks, client dissatisfaction, rework costs, reputational damage and loss of trust in digital solutions.
		Risk	Potential financial and operational risk arising from Responsible Innovation and Digital Transformation.	Establish responsible AI and digital governance, conduct risk assessments for new technologies, maintain human oversight, validate AI-enabled outputs, ensure data privacy controls, monitor ethical use of technology and align innovation with client and regulatory expectations.	**Positive:** Higher productivity, differentiated offerings, stronger client value proposition and improved scalability. **Negative:** Poorly governed innovation may lead to compliance risks, client dissatisfaction, rework costs, reputational damage and loss of trust in digital solutions.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved responsible innovation and digital transformation.	Leverage sustainability initiatives and strategic programs.	**Positive:** Higher productivity, differentiated offerings, stronger client value proposition and improved scalability. **Negative:** Poorly governed innovation may lead to compliance risks, client dissatisfaction, rework costs, reputational damage and loss of trust in digital solutions.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
17	Sustainable Supply Chain	Impact	Material ESG impact associated with Sustainable Supply Chain. Sustainable Supply Chain is material because Indegene relies on suppliers and partners for IT services, technology platforms, office operations, professional services and other support functions. Supplier practices can influence environmental performance, data security, labour standards, service continuity and reputational risk. A responsible supplier base also creates an opportunity to improve resilience and meet client expectations.	Implement supplier codes of conduct, ESG and compliance clauses in contracts, vendor due diligence, data security assessments for technology vendors, supplier performance reviews, responsible procurement practices and engagement with key suppliers on sustainability expectations.	**Positive:** Improved supplier resilience, stronger client confidence, better ESG performance and reduced operational disruption. **Negative:** Supplier non-compliance, data security failures or poor labour/ environmental practices may lead to service disruption, reputational damage, contractual exposure and increased procurement risk.
		Risk	Potential financial and operational risk arising from Sustainable Supply Chain.	Implement supplier codes of conduct, ESG and compliance clauses in contracts, vendor due diligence, data security assessments for technology vendors, supplier performance reviews, responsible procurement practices and engagement with key suppliers on sustainability expectations.	**Positive:** Improved supplier resilience, stronger client confidence, better ESG performance and reduced operational disruption. **Negative:** Supplier non-compliance, data security failures or poor labour/ environmental practices may lead to service disruption, reputational damage, contractual exposure and increased procurement risk.
		Opportunity	Opportunity to create value and strengthen stakeholder trust through improved sustainable supply chain.	Leverage sustainability initiatives and strategic programs.	**Positive:** Improved supplier resilience, stronger client confidence, better ESG performance and reduced operational disruption. **Negative:** Supplier non-compliance, data security failures or poor labour/ environmental practices may lead to service disruption, reputational damage, contractual exposure and increased procurement risk.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect, and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and Management Processes									
1a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs	Y	Y	Y	Y	Y	Y	Y	Y	Y
1b	Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
1c	Web Link of the Policies, if available	The policies can be accessed here: Corporate Governance Policies, Policies | Indegene								
2	Whether the entity has translated the policy into procedures	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Y	Y	Y	Y	Y	Y	Y	Y	Y

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable	Business Partner Code of Conduct Anti - Bribery & Anti - Corruption Policy Compliance policy Code of Conduct for Directors and Senior Management Personnel Code of Conduct for Prevention of Insider Trading and Code of practices and procedures for fair disclosure of unpublished price sensitive information Code of Conduct
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Indegene Quality Policy Indegene Environmental Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Labour and Human Rights Policy Sustainable Procurement Policy EHS Policy - Indegene Limited
P4	Businesses should respect the interests of and be responsive towards all its stakeholders	Compliance policy Labour and Human Rights Policy

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
P5	Businesses should respect and promote human rights	Labour and Human Rights Policy								
P6	Businesses should respect, protect, and make efforts to restore the environment	Indegene Environmental Policy								
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	ISO 45001:2018, ISO 14001:2015, ISO 27001:2022, ISO 9001:2015, ISO 27701:2025, CMMI Level 5								
P8	Businesses should promote inclusive growth and equitable development	CSR Policy								
P9	Businesses should engage with and provide value to their consumers in a responsible manner	Indegene Quality Policy Indegene Environmental Policy Information Security Policy Privacy Policy								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any	The Company, as a signatory to the Science Based Targets initiative ("SBTi"), commits to reducing absolute Scope 1 and 2 GHG emissions by 33.6% by FY 2028, using FY 2023 as the base year. Additionally, we are committed to reducing our absolute Scope 3 GHG emissions by 20.0% within the same timeframe.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Indegene Limited has demonstrated strong progress against its ESG commitments, as reflected in its external ratings, including a CDP score of 'B', EcoVadis score of 75 (Silver Medal), S&P Global ESG score of 61, and NSE ESG score of 80 (Leader category). The Company has strengthened its environmental and safety frameworks through ISO 14001:2015 and ISO 45001:2018 certifications across key locations. On the environmental front, Indegene has improved its GHG emissions monitoring and implemented energy efficiency and sustainable workplace initiatives, contributing to better emissions performance and climate risk management. While the Company has largely met its current commitments, opportunities remain in further reducing absolute GHG emissions and expanding initiatives across all operations.								
Governance, Leadership and Oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	At Indegene, sustainability is embedded in the way we operate, innovate, and create long-term value. As a strategic operating partner to the global life sciences industry, we believe strong ESG practices are fundamental to creating a resilient, trusted, and future-ready business for our clients, colleagues, communities, and shareholders. **Environmental - Decarbonizing Our Future** Our SBTi-validated targets include a 33.6% reduction in Scope 1 and 2 emissions and a 20% reduction in Scope 3 emissions by FY 2027-28. We are making steady progress toward these goals, including a 20.63% reduction in Scope 1 and 2 emissions and a 68.68% reduction in Scope 3 emissions against baseline. Across our India operations, 65.3% of electricity consumption now comes from renewable sources, 69% of waste is recycled, and 42.26% of office water is reused.								

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Social - Shaping a Future-Ready Workforce Our people remain central to our growth and ability to operate at scale. Women represent 46% of our workforce, reflecting our focus on fostering an inclusive and high-performing organization. We continue to invest in learning, well-being, and opportunities for our colleagues to grow and thrive. As AI reshapes the future of work, we are also strengthening future-ready capabilities across the organization and enabling teams to adopt AI responsibly and effectively. **Governance - Building Trust at Scale** We maintain strong standards in ethics, data privacy, cybersecurity, and responsible AI. During the year, we recorded zero information security incidents and zero bribery cases, while continuing to work towards our target of zero data privacy breaches by FY 2028. In addition, 100% of critical new vendors underwent ESG screening, and our EcoVadis Silver rating places us among the top 15% of companies globally. For us, sustainability is ultimately about turning long-term promises into measurable performance - consistently, responsibly, and at scale.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)	Suhas Prabhu Chief Financial Officer								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has governance mechanisms in place for decision-making and oversight on sustainability-related matters. The ESG Core Team plays a key role in monitoring the Company's environmental and sustainability programmes and periodically reports its observations and updates to the Risk Management Committee. The team supports the review of climate-related matters, engages with relevant subject matter experts where required, and provides updates to the management on the progress of sustainability initiatives. The ESG Core Team also works closely with cross-functional teams, including Procurement, Corporate Finance, Legal, Human Resources and Business Units, to enable the integration of sustainability considerations into business practices. Its responsibilities include providing inputs to senior leadership, participating in ESG-related capacity-building sessions and workshops, supporting the development of responsibility matrices for ESG decision-making, facilitating implementation of the Environmental, Health and Safety Management System across departments, and driving discussions on key ESG milestones and priorities. Through this structure, the Company ensures that sustainability-related matters are reviewed through appropriate governance channels and are aligned with broader business, risk management and operational priorities.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									• Annually reviewed by the Risk Management Committee of the Board								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board									• Reviewed Half-yearly by the Risk Management Committee of the Board								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5	Business and Operations Updates, Update on Risk Management, Industry Structures and Developments Updates, Update on Company's Policies and Code of Conduct, Data Privacy Updates, Update on Regulatory Amendments as applicable, Update on ESG Framework	100%
KMP	5	Business and Operations Updates, Update on Risk Management, Industry Structures and Developments Updates, Update on Company's Policies and Code of Conduct, Data Privacy Updates, Update on Regulatory Amendments as applicable, Update on ESG Framework	100%
Employees other than Board of Directors or KMPs	4	Acceptable Usage Policy (AUP), Anti-Bribery and Anti-Corruption (ABAC), ISMS and Data Privacy Awareness, QMS Awareness	95%
Workers	NA	NA	NA

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

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	0	NA	No
Settlement	NA	NA	0	NA	No
Compounding fee	NA	NA	0	NA	No

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

Not Applicable

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

Yes, the company has an Anti - Bribery & Anti - Corruption Policy that sets out its commitment to conducting business with honesty, integrity and in compliance with applicable anti-bribery and anti-corruption laws. The policy applies to individuals working across Indegene, including its affiliates and subsidiaries, and covers directors, senior executives, officers, employees, consultants, contractors, trainees, interns, agents and other associated persons. It outlines expectations for preventing, identifying and reporting bribery, corruption and related misconduct, and supports transparent and ethical business practices across operations and business relationships.

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	NA	0	NA

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

Not Applicable

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	26 Days	18 Days

9. Open-ness of business

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

Parameter	Metrics	Unit	FY 2025-26	FY 2024-25
Concentration of Purchases	Purchases from trading houses as % of total purchases	Nil	Nil	Nil
	Number of trading houses where purchases are made from	Nil	Nil	Nil
	Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil	Nil
Concentration of Sales	Sales to dealers/distributors as % of total sales	Nil	Nil	Nil
	Number of dealers/distributors to whom sales are made	Nil	Nil	Nil
	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil	Nil
Share of RPTs in	Purchases (Purchases with related parties/Total Purchases)	%	0.91%	0.32%
	Sales (Sales to related parties/Total Sales)	%	86.80%	84.13%
	Loans & advances (Loans & advances given to related parties/ Total loans & advances)	%	100%	100%
	Investments (Investments in related parties/Total Investments made)	%	100%	100%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the Financial Year:

Value Chain Partners	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
19 critical vendors	19	• Sustainable Supply Chain • Global Supply Chain Related Issues • SDG 12: Responsible Consumption & Production • Relevance Of Sustainable Supply Chain for Indegene • Overview Of GHG Scopes & Emission across the Value Chain • Indegene's Current Practices on Supply Chain	100% of critical vendors

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

Yes, the Company has established processes to identify, disclose and manage potential conflicts of interest involving members of the Board. The Company has adopted a Code of Conduct for Directors and Senior Management Personnel in line with the applicable requirements of the SEBI Listing Regulations, which requires Board members and senior management to act in the best interests of the Company and disclose any actual or potential conflict of interest.

Board members are required to provide disclosures of their interests in other entities at the beginning of each financial year and update the Company if any change arises during the year. Where a matter placed before the Board may involve a potential conflict, the concerned Director is expected to disclose the relevant facts and circumstances and abstain from participating in discussions or decision-making on such matter.

The Company has also adopted a Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions, which supports the identification, review and approval of related party transactions. Together, these mechanisms help ensure that conflicts of interest are managed transparently and that decisions are taken in the best interests of the Company.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0%	0%	No specific R&D investment was made during the reporting period towards technologies intended to improve environmental or social impacts. Further, R&D expenditure is not separately disclosed in the Company's financial statements.
Capex	0%	0%	No specific capital expenditure was incurred during the reporting period towards technologies aimed at improving environmental or social impacts. Capex additions have been reported as per the financial statements.

2a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the Company has procedures in place to support sustainable sourcing across its value chain. The Company has undertaken an ESG assessment of its supply chain in collaboration with an external agency, covering critical suppliers and benchmarking existing practices against recognised sustainability standards.

Based on this assessment, the Company developed a roadmap and action plan with short-, medium- and long-term sustainability priorities. The sustainable sourcing approach includes supplier due diligence, sustainability assessments, periodic reviews and adherence to relevant standards and certifications, wherever applicable.

The Company also engages with suppliers through audits and capacity-building initiatives to improve awareness and performance on ethical, environmental and social expectations. Oversight from leadership further supports the integration of responsible sourcing practices into the Company's procurement and supplier management processes.

2b. **If yes, what percentage of inputs were sourced sustainably?**

As a service-based organization, our procurement primarily involves IT infrastructure, cloud services, software subscriptions, and professional services rather than physical raw materials. Given this context, the traditional computation of sustainably sourced "inputs" is not directly applicable.

However, we have established sustainable sourcing procedures that are integrated into our procurement processes. All critical suppliers undergo a comprehensive ESG assessment, and 100% of these suppliers have met the Company's sustainable procurement criteria, which are aligned with our Business Partner Code of Conduct and assessed through structured Supplier Assessment Questionnaires.

While we currently do not compute the percentage of total inputs sourced sustainably across all categories, we are expanding our sustainability evaluation coverage to include a broader supplier base in the coming years. This forward-looking approach ensures continuous improvement in embedding sustainability principles across our value chain.

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

Indegene is a provider of digital transformation services for biopharmaceutical and medical device companies and does not manufacture physical products. Accordingly, product reclamation at end-of-life is not applicable in the conventional sense.

However, the Company follows the principles of reduce, reuse and recycle for managing waste generated from its operations. Waste is segregated into applicable categories, including hazardous and non-hazardous waste, and is disposed of through authorised vendors/recyclers in compliance with applicable environmental regulations.

E-waste generated from office operations, such as computers, laptops, batteries and related IT equipment, is either refurbished for reuse, including through CSR initiatives where feasible, or sent to authorised recyclers for responsible recycling and disposal. The Company continues to prioritise safe waste handling, regulatory compliance and sustainable waste management practices across its operations.

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

   Not Applicable. Indegene is a tech-native, life sciences specialist company and we do not engage in product manufacturing.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
This does not apply to Indegene Limited. Indegene Limited is the strategic operating partner to the life sciences industry, orchestrating commercial, medical, R&D, and safety operations across the product lifecycle. The Company does not manufacture physical products and has not conducted Life Cycle Perspective/Assessment for its services during the reporting period.					

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

   Not Applicable.

   Indegene Limited is the strategic operating partner to the life sciences industry, orchestrating commercial, medical, R&D, and safety operations across the product lifecycle. By integrating technology into how work is executed and scaled, Indegene enables life sciences organizations to deliver measurable outcomes in regulated environments. We do not engage in product manufacturing.

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Not applicable. Indegene Limited is the strategic operating partner to the life sciences industry, orchestrating commercial, medical, R&D, and safety operations across the product lifecycle. Trusted by the world's top 20 biopharma companies, Indegene helps run complex, highly regulated workflows at global scale. Indegene combines deep life sciences expertise with AI-embedded platforms and governed operating models to improve speed, consistency, and compliance across mission-critical operations. By integrating technology into how work is executed and scaled, Indegene enables life sciences organizations to deliver measurable outcomes in regulated environments. The Company does not manufacture physical products or use input materials in the conventional production process. Accordingly, disclosure of recycled or reused input material as a percentage of total material used is not applicable.		

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable. The Company does not manufacture or sell physical products and does not place product packaging in the market. Therefore, reclamation of products and packaging at end of life is not applicable.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable. The Company is engaged in providing services and does not sell physical products or associated packaging materials. Accordingly, reporting reclaimed products and packaging materials as a percentage of products sold is not applicable.	

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2598	2595	99.88%	2598	100%	NA	NA	2598	100%	2598	100%
Female	2081	2081	100%	2081	100%	2081	100%	NA	NA	2081	100%
Total	**4679**	**4676**	**99.94%**	**4679**	**100%**	**2081**	**100%**	**2598**	**100%**	**4679**	**100%**
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

1b. Details of measures for the well-being of workers:

   All our workforce is categorized as 'Employees' and none as 'Workers'.

1c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	FY 2025-26	FY 2024-25*
Cost incurred on well-being measures as a % of total revenue of the Company	2.63%	2.55%

*The previous year's figures have been restated to align with the current year's methodology for calculating expenditure on employee and worker well-being, ensuring consistency and comparability across reporting periods.

2. Details of retirement benefits, for current financial year and previous financial year

Benefits	FY 2025-26		FY 2024-25	
	No. of Employees covered as a % of total employees	Deducted and deposited with the authority	No. of Employees covered as a % of total employees	Deducted and deposited with the authority
PF	100.00%	Yes	100.00%	Yes
Gratuity	100.00%	Yes	100.00%	Yes
Employee State Insurance (ESI)	0.64*%	Yes	1.13%	Yes

- All our workforce is categorized as 'Employees' and none as 'Workers'.

- PF and Gratuity benefits are given to permanent employees only. It excludes trainees and interns.

*Three of our employees are covered under ESI.

3. Accessibility of workplaces

The Company has taken measures in line with the Harmonised Guidelines and Standards for Universal Accessibility in India to make its workplaces more accessible and supportive for differently abled individuals. Key accessibility features include:

a) Specially designed restrooms for differently abled individuals

b) Braille-enabled elevator buttons

c) Lowered lift buttons for ease of access

d) Voice assistance in elevators

e) Adjustable-height workstations

f) Tactile indicators on the ground floor to support access to elevator areas

These measures are aimed at enabling safer and more convenient movement within the workplace and creating a more inclusive working environment. The Company remains committed to improving workplace accessibility and strengthening infrastructure support for differently abled individuals.

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

The Company is an Equal Opportunity Employer and follows the principles of the Rights of Persons with Disabilities Act, 2016. Our Labour and Human Rights Policy reflects our commitment to diversity, equity, and inclusion by ensuring equal opportunities for persons with disabilities. We strive to create an inclusive, barrier-free workplace where all employees can participate, contribute, and grow fairly.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	78.72%	NA	NA
Female	100%	83.46%	NA	NA
Total	**100%**	**81.02%**	**NA**	**NA**

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees Other than Permanent Employees	Complaints at Indegene can be submitted through multiple channels; • Speak Up, a dedicated confidential mechanism managed by a third-party service provider, designed to ensure anonymity and ease of reporting. • whistleblower@indegene.com – dedicated mail-id for reporting whistle blower complaints. • In-person, by traditional mail or by email to the Chief Compliance Officer (CCO) or Chairman of the Audit Committee. • GEC (Global Ethics & Compliance) website, which provides an online channel for submitting complaints and concerns in a structured and accessible manner. The detailed procedure for raising grievances is outlined in the Whistle Blower Policy

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

The Company's payroll comprises white-collar permanent employees who are not affiliated with any trade unions.

8. Details of training given to employees and workers:

Category	FY 2025-26 On Skill upgradation			FY 2024-25 On Skill upgradation		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Total Permanent Employees						
Male	2598	2573	99.04%	2372	2348	98.99%
Female	2081	2071	99.52%	1781	1776	99.72%
Total	**4679**	**4644**	**99.25%**	**4153**	**4124**	**99.3%**

Category	FY 2025-26 On Health and Safety measures			FY 2024-25 On Health and Safety measures		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Total Permanent Employees						
Male	2598	2158	83.06%	2372	2372	100%
Female	2081	1714	82.36%	1781	1781	100%
Total	**4679**	**3872**	**82.75%**	**4153**	**4153**	**100%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Total Permanent Employees						
Male	2598	2384	91.76%	2372	2291	96.59%
Female	2081	1862	89.48%	1781	1594	89.50%
Total	**4679**	**4246**	**90.75%**	**4153**	**3885**	**93.55%**

10. Health and safety management system:

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

Yes, the Company has implemented an occupational health and safety management system within its operational boundary. Demonstrating our commitment to a safe and healthy work environment, the Company has implemented ISO 14001:2015 and ISO 45001:2018 certifications. In addition, we actively promote employee health and wellness through various programs, ensuring a safe and supportive workplace for all.

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

At Indegene, work-related hazards and risks are identified through an ongoing Hazard Identification and Risk Analysis ("HIRA") process. This activity encompasses both routine and non-routine tasks, ensuring continuous assessment of occupational health & safety risks. Based on the risk ratings determined from the analysis, appropriate training programs, protective devices, and control measures are implemented to mitigate risks. The Environment, Health, and Safety ("EHS") staff at the Company are well-qualified, and their skills are regularly updated through continual training, ensuring that all risks remain controlled and within acceptable limits.

c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes

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

Yes

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
Total recordable work-related injuries	Employees	0	0
No. of fatalities	Employees	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0

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

At Indegene, maintaining a safe and healthy work environment is a fundamental priority. The Company has adopted the ISO 45001:2018 standard to manage its Occupational Health and Safety Management System ("OHSMS"). An established OHS policy reflects top management's commitment to ensuring workplace safety and employee well-being. Occupational health and safety risks are systematically identified through HIRA, with appropriate control measures implemented based on risk assessments and aligned with the hierarchy of controls. This process is continuous, with periodic reviews to ensure risks are effectively managed within acceptable levels.

Indegene has designated qualified EHS professionals to oversee the OHSMS and conducts regular EHS training programs for employees. A structured incident reporting system is in place, enabling employees to report incidents, near misses, or observations, which are thoroughly investigated to prevent recurrence. The effectiveness of implemented controls is evaluated through regular internal audits, with findings reviewed by top management. Additionally, the Company has established an Emergency Response Plan to address potential emergency situations across its facilities.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%*
Working Conditions	33%

*This includes the two offices of the company in Bengaluru. The Company does not exercise operational control over the following four sites: Hyderabad, Noida, Pune and Mumbai.

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

No corrective action was required during the reporting period, as there were no safety-related incidents or significant risks/ concerns identified from assessments of health and safety practices and working conditions.

However, the Company has proactive mechanisms to respond to potential health and safety concerns, should they arise. These include:

a) Identifying the root cause of reported hazards, near misses or incidents
b) Implementing appropriate corrective and preventive actions in a timely manner
c) Reviewing and updating control measures to maintain a safe working environment
d) Documenting changes in procedures or controls to help prevent recurrence
e) Conducting employee training and awareness programs to support emergency preparedness and compliance with safety requirements.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No)**

Yes. The Company provides life insurance coverage to all employees under a Group Term Life Insurance policy. Associates are covered under the Free Cover Limit without requiring health declarations or medical reports. The sum insured is a minimum of INR 24,00,000 or up to 1.5 times the employee's annual CTC, ensuring financial support to the nominee in the unfortunate event of an employee's death.

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

The Company has established processes to monitor statutory compliance by its value chain partners, particularly manpower contract vendors and service providers. The measures undertaken include:

a) Conducting periodic audits to verify compliance with applicable statutory obligations, including Provident Fund, ESI and other relevant labour law requirements

b) Reviewing proof of deduction and deposit of statutory dues for contractual manpower deployed at the Company's facilities

c) Monitoring receipts, challans and other supporting documents submitted by service providers as evidence of statutory payments

d) Withholding vendor payments in cases of non-compliance until the required documentation and compliance evidence are provided

e) Maintaining compliance-related records and tracking documentation through a centralised platform to support systematic review and accountability

These measures help the Company strengthen oversight, promote transparency and ensure that statutory obligations are duly met by relevant value chain partners.

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

Not Applicable, as there were no high-consequence work-related injuries / ill-health / fatalities.

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

The Company does not currently offer formal outplacement or structured transition assistance programmes for employees retiring or exiting employment. However, it supports responsible workforce management and continued employability through the following measures:

a) Former employees who have exited in good standing may be considered for re-employment, subject to business requirements, role suitability and applicable hiring processes

b) The Company recognises the value of institutional knowledge and prior experience, while ensuring that rehiring decisions are made transparently and in line with internal governance standards

c) Employees have access to learning and development platforms that support upskilling, reskilling and continued professional growth during their employment

d) These learning resources help employees build relevant capabilities and remain prepared for evolving career opportunities, including future role transitions

This approach enables the Company to support long-term employability while maintaining fairness, compliance and consistency in its workforce practices.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety Practices	100% of critical vendors
Working Conditions	100% of critical vendors

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

No corrective actions were required during the reporting period, as no significant risks or concerns were identified from assessments of health and safety practices and working conditions of value chain partners. The Company continues to monitor relevant practices, as applicable, to support safe and compliant working conditions across its value chain.

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

Essential Indicators

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

The Company identifies its key stakeholder groups through a structured process that considers its business model, nature of operations, value chain relationships, and the individuals or groups that may either influence or be impacted by the Company's activities. The process is guided by the need to engage meaningfully with stakeholders who are relevant to the Company's business, sustainability priorities, regulatory expectations and long-term value creation.

As part of this process, the Company reviews internal and external sources such as previous sustainability disclosures, annual reports, financial information, stakeholder inputs, industry benchmarks, peer practices and applicable regulatory requirements. These inputs help the Company identify stakeholder groups that are directly or indirectly connected to its operations and value chain, including employees, senior management, clients, suppliers, communities, academic institutions and other relevant external stakeholders.

The Company also undertakes stakeholder mapping to assess the interest, influence and relevance of each stakeholder group. This helps determine the appropriate level and mode of engagement with different stakeholders. The Company recognises that stakeholder identification is not a one-time exercise and that stakeholder relevance may evolve with changes in business priorities, operating context, industry developments and sustainability expectations.

During the reporting period, the Company undertook a refreshed Double Materiality Assessment to strengthen stakeholder engagement and prioritisation, building on the materiality work conducted in previous years. Tailored questionnaires, surveys and materiality interactions were used to capture stakeholder perspectives on key environmental, social and governance matters. The inputs received were assessed from both impact materiality and financial materiality perspectives, enabling the Company to understand the expectations of its stakeholders as well as the relevance of sustainability topics to its business performance.

Through this process, the Company identifies and prioritises stakeholder groups that are most relevant to its business, operations and value chain, and uses their inputs to strengthen its materiality assessment, sustainability disclosures and decision-making processes.

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

Stakeholder Group	Group Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder and Investors	No	Quarterly earnings calls, annual general meeting, stock exchange filings, investor meetings, press releases, annual reports, e-mails, SMS, newspaper advertisements and website	Annually, half-yearly, quarterly and need basis	Engagement with shareholders and investors includes communication on Board decisions, quarterly performance updates, statutory and regulatory requirements, annual reports, notices of general meetings and other investor-related disclosures.
Suppliers	No	E-mails, one-on-one meetings	Ongoing basis	The Company engages with suppliers on procurement-related matters, service delivery and compliance requirements. The Company also ensures that vendor payments are made within the due date.
Client	No	Client visits and meetings, customer satisfaction surveys, social media, and e-mails	Ongoing basis	The Company engages with clients to understand expectations and gather feedback on service delivery, project timelines, execution-related challenges and overall satisfaction. These engagements support customer excellence, continuous improvement and alignment with client business objectives.
Directors	No	Quarterly meetings, e-mails, and website	Ongoing basis	Communications with the Board include notices, agendas, meeting invites, regulatory updates and other relevant information on an ongoing basis. These engagements support decision-making, governance oversight and adoption of appropriate control mechanisms.
Government Authorities	No	Press releases, surveys by RBI, quarterly results, annual reports, sustainability/ integrated reports, stock exchange filings and MCA filings	Ongoing basis	The Company engages with regulators and government authorities for various matters, including statutory filings, regulatory updates, representations, disclosures and other applicable compliance requirements.
Employee	No	Internal communication via various modes	Ongoing basis	Employee engagement at Indegene focuses on building a culture of belonging, connection, and collaboration through open communication and recognition of contributions. This is supported by annual feedback mechanisms (Great Place To Work and Employee Satisfaction Surveys) that enable continuous listening and action. Key insights highlight the need for more transparent and consistent communication during periods of change, clearer visibility on career growth opportunities, greater integration of AI in day-to-day work, and enhanced recognition avenues. These insights guide targeted interventions, and evolving people practices across the organization.

Leadership Indicators

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

   The Company engages stakeholders on economic, environmental, and social topics through relevant departments responsible for stakeholder engagement. Feedback gathered via surveys, meetings, and other communication channels is reviewed by senior management and incorporated into decision-making processes. These insights influence the development of policies and practices, ensuring alignment with stakeholder expectations and the Company's responsible business objectives.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).**

   If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

   Yes, we use stakeholder consultation to support the identification and management of environmental and social topics. We regularly engage with our employees, clients, partners, communities, and other stakeholders to understand their expectations, gather insights, and identify issues that could significantly impact our ability to create value. This ongoing engagement helps us foster long-term relationships based on trust and transparency.

   As part of our materiality analysis, we assess and prioritize key ESG topics that are most significant to our stakeholders and business. The materiality process includes stakeholder consultations, surveys, and workshops to identify topics of greatest importance, such as climate action, diversity, and community well-being. These insights are translated into actionable Key Performance Indicators that influence strategic decision-making and drive operational improvements.

   We also align our ESG strategies with client requirements, including validated SBTi, ESG assessments, and disclosures. This alignment ensures that we meet evolving regulatory requirements, global sustainability trends, and stakeholder priorities while setting ambitious and measurable ESG targets to guide our sustainability journey. This integrated approach shapes our policies and procedures, enabling us to focus on areas of greatest impact and drive meaningful change.

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

   At Indegene, while our primary long-term investments are directed towards advancing deep science, innovation, and intellectual property creation, we remain profoundly committed to promoting community well-being and inclusive development. We engage with vulnerable and underserved communities through structured partnerships with highly reputable, structured organizations. Through these collaborations, we address identified community needs and work towards delivering measurable and sustainable social outcomes.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 Total (A)	FY 2025-26 No. of employees/ workers covered (B)	FY 2025-26 % (B/A)	FY 2024-25 Total (C)	FY 2024-25 No. of employees/ workers covered (D)	FY 2024-25 % (C/D)
Employees						
Permanent	4679	4585	97.99%	4153	4007	96.48%
Other than Permanent	488	438	89.75%	332	282	84.94%
Total	**5167**	**5023**	**97.21%**	**4485**	**4289**	**95.63%**

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26 Total (A)	Equal to Minimum Wage No. (B)	Equal to Minimum Wage % (B/A)	More than Minimum Wage No. (C)	More than Minimum Wage % (C/A)	FY 2024-25 Total (D)	Equal to Minimum Wage No. (E)	Equal to Minimum Wage % (E/D)	More than Minimum Wage No. (F)	More than Minimum Wage % (F/D)
Employees										
Permanent										
Male	2598	0	0	2598	100%	2,372	0	0	2,372	100%
Female	2081	0	0	2081	100%	1,781	0	0	1,781	100%
Total	**4679**	**0**	**0**	**4679**	**100%**	**4,153**	**0**	**0**	**4,153**	**100%**
Other than Permanent										
Male	299	0	0	299	100%	201	0	0	201	100%
Female	189	0	0	189	100%	131	0	0	131	100%
Total	**488**	**0**	**0**	**488**	**100%**	**332**	**0**	**0**	**332**	**100%**

3. Details of remuneration/salary/wages

a. **Median remuneration / wages paid:**

	Male Number	Male Median Remuneration	Female Number	Female Median Remuneration
Board of Directors (BoD)	2	5,31,25,000	0	0
Key Managerial Personnel	1	3,50,00,000	1	72,00,000
Employees other than BoD and KMP	2,595	19,33,012	2080	13,82,503

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	35.23%	34.13%

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

   No, the Company has not designated a specific individual or committee as a dedicated focal point for addressing human rights impacts or issues. However, oversight of human rights-related matters is embedded within the Company's broader compliance and governance framework. The relevant management and compliance teams are responsible for the periodic review and implementation of the Labour and Human Rights Policy, which outlines the Company's commitment to preventing human rights violations and adopting risk-based due diligence processes across its operations and value chain.

   The Company also extends its human rights expectations to its business partners through the Business Partner Code of Conduct, which requires third-party vendors to adhere to applicable human rights standards. Compliance with these expectations is monitored through the procurement function as part of the Company's supplier governance and compliance processes.

   Underpinning this framework, the Company's focus on ethics — anchored by its GEC website, gec.indegene.com — further enables the responsible identification and addressing of human rights impacts, reinforcing ethical conduct across the Company's operations and decision-making.

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

   The Company has instituted comprehensive and structured grievance redressal mechanisms to address concerns pertaining to human rights violations. Individuals may submit complaints through various channels, including:

   - An Online reporting portal,
   - a dedicated anonymous hotline administered by an independent third-party service provider,
   - the designated whistleblower email address (whistleblower@indegene.com),

- in-person submissions to designated compliance officers,
- traditional postal mail, or
- direct electronic correspondence to the Chief Compliance Officer (CCO) or members of the Audit Committee

In addition to the above, GEC website, which provides an online channel for submitting complaints and concerns in a structured and accessible manner.

In matters specifically relating to sexual harassment, employees are encouraged to report grievances directly to POSH@indegene.com in accordance with the provisions of the Prevention of Sexual Harassment (POSH) policy.

All complaints are subject to systematic tracking and oversight to ensure appropriate resolution. Furthermore, stakeholder feedback is regularly solicited and incorporated into the continuous enhancement of the grievance management framework. Whistle Blower Policy

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Termination. Case closed during FY 2025-26	1	0	Conciliation. Case closed during FY 2024-25
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other Human Rights related issues	0	0	0	0	0	0

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.05%	0.05%*
Complaints on POSH upheld	1	1

*The FY 2024-25 figure for complaints on POSH as a percentage of female employees/workers has been restated to 0.05% from 0.5% reported previously, due to an inadvertent typographical error. There is no change in the number of complaints reported or upheld for FY 2024-25.

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

The Company has mechanisms in place to prevent adverse consequences to complainants in cases relating to discrimination and harassment. These measures are intended to protect the complainant's safety, dignity and ability to continue working without fear of retaliation or further discomfort.

Depending on the nature of the case and the complainant's requirements, the Company may provide interim relief measures such as transfer of the complainant or respondent, temporary leave for the complainant for a period of up to three months in addition to regular leave, changes in reporting structure, modification of work arrangements, including work-from-home adjustments, or any other suitable relief required to ensure a safe and supportive working environment.

9. **Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes. The Company ensures that human rights requirements are an integral part of all business agreements and contracts. All vendors and business partners are required to adhere to the Company's Business Partner Code of Conduct, which includes provisions on human rights. As part of the contracting process, partners must read, understand, and agree to comply with these human rights requirements, ensuring that all business activities align with the Company's ethical standards.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

There were no significant risks/concerns arising from the assessments done.

Leadership Indicators

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

No business process was required to be modified or newly introduced during the reporting period, as no formal human rights-related grievances or complaints were reported.

However, the Company continues to take a proactive approach to identifying and mitigating potential human rights risks. Its policies and internal processes are reviewed periodically to ensure alignment with applicable legal requirements and human rights expectations. The Company also requires its vendors, suppliers and business partners to comply with the Business Partner Code of Conduct, which includes expectations related to human rights and labour practices.

In addition, employee-facing documents such as employment contracts and the Employee Handbook are updated, as required, to reinforce awareness of rights, responsibilities and expected conduct. This enables the Company to promote responsible business practices across its operations and value chain, even in the absence of reported grievances.

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

The Company undertakes human rights due diligence across its operations and value chain in line with its Labour and Human Rights Policy. The scope of this due diligence covers employees, suppliers and business partners, and is aimed at promoting responsible conduct across the Company's business ecosystem.

The due diligence process focuses on key human rights and labour-related areas, including fair employment practices, prevention of child labour and forced labour, non-discrimination, respect for freedom of association, and compliance with applicable labour and human rights requirements. The Company also expects its suppliers and business partners to uphold these principles through its Business Partner Code of Conduct.

As part of its compliance approach, the Company periodically reviews potential human rights risks and, where required, undertakes appropriate corrective or preventive measures. This helps strengthen the Company's ability to identify, assess and address actual or potential human rights impacts across its operations and value chain.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the Company's premises/offices have accessibility measures to support differently abled visitors in accordance with applicable requirements. The facilities provided include:

a) Special restrooms for differently abled persons
b) Braille script on lift control panels
c) Tactile Ground Surface Indicators in common areas of the building
d) Lowered lift control panels for ease of access
e) Wheelchairs available on each floor

These measures are intended to enable safe, convenient and inclusive access for differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% of critical vendors
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

As part of our continuous effort to enhance supply chain practices, we partnered with an external agency to evaluate our supply chain operations from an ESG perspective. This collaboration involved benchmarking our practices against industry best standards and outlining a strategic roadmap for establishing a sustainable supply chain framework.

A comprehensive ESG assessment was conducted, encompassing all critical suppliers, and culminated in capacity-building workshops. Based on the findings, we developed an elaborate action plan with short-, medium-, and long-term goals to guide our sustainability journey.

We actively engage with suppliers to enhance their ESG performance through capacity-building initiatives, training workshops, and audits. Our objective is to promote sustainable practices across the value chain, encouraging suppliers to adopt decarbonization strategies, diversity initiatives, and improved working conditions.

To align suppliers with our sustainable supply chain framework, the Company, in collaboration with an external agency, organized impactful capacity-building workshops via virtual platforms.

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

There were no significant risks / concerns arising from these assessments.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
Total electricity consumption (A)	3,429.19	2,611.79
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	**3,429.18**	**2,611.79**
Total electricity consumption (D)	689.54	1,352.53
Total fuel consumption (E)	15.88	190.98
Energy consumption through other sources (F)	75.07	Nil
Total energy consumed from non-renewable sources (D+E+F)	**780.49**	**1,543.50**
Total energy consumed (A+B+C+D+E+F)	**4,209.67**	**4,155.29**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.00000034	0.00000038**
Energy intensity* (optional) – the relevant metric may be selected by the entity **(Energy consumed in GJ/FTE)**	0.90	1.00

*We used employee headcount to work our energy intensity.

**The previous year's intensity figures have been restated to reflect a revised unit of measurement adopted for the current reporting period. The change relates only to the presentation of the intensity metric, and the underlying data and performance remain unchanged.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes/No If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators have been carried out by TÜV SÜD South Asia Pvt. Ltd.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?**

Not Applicable. We are not an industry with high energy consumption, such as chemical, steel, cement etc., so PAT scheme is not applicable.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,874.39	1997.7
(iii) Third party water	1,868.79	511
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	100.64	129.338
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3,843.82**	**2638.038**
Total volume of water consumption (in kilolitres)	**3,843.82**	**2638.038**
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.00000031	0.00000024**
Water intensity* (optional) – the relevant metric may be selected by the entity **(Water consumed in KL/FTE)**	0.82	0.64

*We used employee headcount to work our water intensity.

**The previous year's intensity figures have been restated to reflect a revised unit of measurement adopted for the current reporting period. The change relates only to the presentation of the intensity metric, and the underlying data and performance remain unchanged.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators have been carried out by TÜV SÜD South Asia Pvt. Ltd.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1,212	511
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total water discharged (in kilolitres)	**1,212**	**511**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators have been carried out by TÜV SÜD South Asia Pvt. Ltd.

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

Not Applicable as we are a tech-native, life sciences specialist company. At the Company, minimal wastewater generation, coupled with effective existing treatment methods, ensures that its environmental impact is well-managed. The Company's largest delivery centre operates out of a managed Business Park, which adheres to current regulatory standards and industry best practices, to operate sustainably without the need for a Zero Liquid Discharge system.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOX	Mg/m^3	5.20	48.00
SOX	Mg/m^3	4.60	36.40
Particulate Matter (PM)	Mg/m^3	49.20	68.60
Carbon Monoxide	Mg/m^3	31.00	129.00

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, FCs, PFCs, SF_6, NF3, if available)	metric tonnes CO_2 equivalents	1.33	197.03
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, FCs, PFCs, SF_6, NF3, if available)	metric tonnes CO_2 equivalents	148.73	273.14
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	(metric tonnes CO_2 equivalents/INR mn)	0.000000012	0.000000043*
Total Scope 1 and Scope 2 emission intensity (Permanent Employee headcount as denominator)	(metric tonnes CO_2 equivalents/FTE count)	0.032	0.113

*The previous year's intensity figures have been restated to reflect a revised unit of measurement adopted for the current reporting period. The change relates only to the presentation of the intensity metric, and the underlying data and performance remain unchanged.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators have been carried out by TÜV SÜD South Asia Pvt. Ltd.

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

Yes, the Company has undertaken multiple initiatives to reduce greenhouse gas emissions and improve energy efficiency across its operations. As an IT-enabled organisation, the Company continues to reduce its dependence on physical data centres by transitioning to cloud-based infrastructure and co-located data centres. It has also implemented formal energy management practices and conducts employee awareness initiatives on energy conservation.

The Company's energy efficiency efforts cover both green and existing buildings, with interventions across lighting, air-conditioning, automation systems, UPS systems, building facades, data centres and server rooms. Key initiatives include:

- **LED lighting transition:** Progressive replacement of conventional lighting with energy-efficient, sensor-based LED systems across facilities.
- **Energy-efficient equipment:** Prioritisation of energy-efficient equipment, including Energy Star-rated appliances, to reduce electricity consumption in offices.
- **Renewable energy use:** Procurement of renewable energy through wheeling arrangements and Power Purchase Agreements, wherever feasible.
- **Optimised HVAC operations:** Efficient management of HVAC systems through optimisation of refrigerants and compressors, regular maintenance of air handling units and improved operational controls.
- **Equipment upgrades:** Replacement of inefficient appliances and equipment to improve energy performance and reduce consumption.
- **Data centre optimisation:** Reduction of energy use through the transition to co-located data centres and cloud-based solutions.

- **Thermal management in data centres:** Use of cold and hot aisle separation and blanking panels to prevent mixing of cold and warm air and improve cooling efficiency.
- **ASHRAE-aligned practices:** Adoption of ASHRAE-aligned practices to support energy efficiency in data centre operations and reduce the environmental impact of IT infrastructure.

These initiatives support the Company's efforts to lower energy consumption, improve operational efficiency and reduce the greenhouse gas emissions associated with its business operations.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.0154	0.4175
E-waste (B)	9.0688	3.4000
Bio-medical waste (C)	0.0791	0.0409
Construction and demolition waste (D)	150	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Oil waste and Oil filter waste (G)	0.0427	0.2778
Other hazardous waste generated (H) (Electrical waste, Sanitary waste)	Nil	Nil
Other non-hazardous waste generated (I) (Food waste, cardboard, paper, garbage waste)	30.0832	13.8752
Total (A+ B + C + D + E + F + G + H + I)	**191.2891**	**18.0114**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in millions)	0.000000016	0.0000000016**
Waste intensity* (optional) – the relevant metric may be selected by the entity **(Water consumed in KL/FTE)**	0.04089	0.0043
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7.8102	12.4092
(ii) Re-used	20.3596	NA
(iii) Other recovery operations	NA	NA
Total	**28.1698**	**12.4092**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.0791	0.0409
(ii) Landfilling	150.00	NA
(iii) Other disposal operations	4.3515	5.5613
Total	**154.4306**	**5.6022**

*We used employee headcount to work our waste intensity.

**The previous year's intensity figures have been restated to reflect a revised unit of measurement adopted for the current reporting period. The change relates only to the presentation of the intensity metric, and the underlying data and performance remain unchanged.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, reasonable assurance for BRSR core indicators have been carried out by TÜV SÜD South Asia Pvt. Ltd.

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

    The Company follows a holistic waste management approach centered on the principles of reduce, reuse, and recycle. Waste is systematically segregated into various categories, with biodegradable waste being composted and e-waste managed responsibly through certified recyclers or refurbished for community use. Key initiatives include transitioning from single-use plastic water bottles to reusable alternatives, adopting biodegradable cleaning agents and waste bags, and promoting eco-friendly options in food services. Additionally, regular training programs are conducted to ensure that employees and subcontractors are well-informed about best practices in waste management.

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

    The Company does not have any operations or offices located in or around ecologically sensitive areas that would require environmental approvals or clearances.

12. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current Financial Year:**

    Not applicable, as the Company has not undertaken any projects during the current financial year that would require an environmental impact assessment under applicable laws. The Company does not own any land or physical infrastructure and has not initiated any construction or development activities that would trigger such statutory requirements.

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Yes/No). If not, provide details of all such non-compliances, in the following format:**

    Yes, the Company is compliant with the applicable environmental laws, regulations and guidelines in India. Given the non-manufacturing nature of its operations, the Company does not fall under the direct regulatory ambit of certain pollution control laws such as the Water (Prevention and Control of Pollution) Act and the Air (Prevention and Control of Pollution) Act in the same manner as manufacturing entities.

    However, the Company continues to comply with all environmental requirements applicable to its offices and business operations. It remains committed to maintaining responsible environmental practices and strengthening compliance across areas such as energy management, waste management, resource efficiency and overall environmental governance.

Leadership Indicators

1. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

    Not applicable, as the Company does not have operations, offices or projects located in ecologically sensitive areas that require environmental clearances or are expected to have significant direct or indirect impacts on biodiversity.

    However, the Company remains committed to minimising its ecological footprint through responsible environmental practices. In line with its Indegene Environmental Policy, the Company promotes efficient resource use, waste management, pollution prevention and sustainable operating practices across its facilities. It also encourages employee awareness and stakeholder engagement to support environmental protection and ensure that its operations do not adversely impact ecosystems in the regions where it operates.

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

S. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of energy efficient LED lights, smart lights for auto switch on/off	During the office renovation done in FY 2025-26, all lights were replaced with LED ones. Smart lights were provided in meeting rooms to ensure energy savings by auto operation.	Power savings

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

    Yes, the Company has a Business Continuity and Disaster Recovery Plan to ensure preparedness and operational resilience during disruptions. The Business Continuity Plan covers risk assessment, business impact analysis and recovery strategies aligned with client and internal Business Continuity Management requirements. It is reviewed and tested annually to support readiness and compliance with the defined Recovery Time Objective of 18 hours. The Disaster Recovery Plan addresses scenarios such as natural disasters, cyber-attacks and system failures, and is aligned with the Company's 24-hour Recovery Point Objective. This enables timely response, recovery and continuity of critical business operations.

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

    There are no significant adverse environmental impacts arising from the Company's value chain.

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

    100% of critical vendors. The Company has implemented a comprehensive Supplier Assessment Framework to rigorously evaluate suppliers based on ESG criteria. In the fiscal year 2026, 100% of critical suppliers were assessed for ESG factors, including environmental impacts, through our Supplier Assessment Questionnaire. This assessment process reinforces our commitment to responsible procurement and facilitates the systematic monitoring of greenhouse gas emissions across our value chain. Additionally, we conduct training and awareness sessions to actively engage vendors, underscoring the importance of ESG priorities.

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

Essential Indicators

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

    The Company is affiliated with four trade and industry chambers/associations at the state, national and global levels. These memberships enable the Company to engage with relevant industry forums, exchange knowledge, strengthen professional networks and stay informed on sectoral developments. They also support collaboration with industry stakeholders and participation in discussions that contribute to responsible business growth and broader societal value.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	NASSCOM	National
2	OPPI	National
3	SAPC	Global
4	HBA	Global

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

    No adverse orders were issued by regulatory authorities regarding any instances of anti-competitive conduct.

Leadership Indicators

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

    The Company does not formally advocate specific public policy positions. Its focus remains on creating long-term value for its stakeholders, including customers, partners, investors and employees, while operating responsibly with due consideration for people and the planet.

    The Company engages with trade and industry associations, peer organisations and relevant stakeholders to stay aligned with evolving business, technology and sustainability priorities. Through these engagements, it participates in industry-level dialogue and knowledge exchange on matters that support innovation, responsible growth and sustainable development.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

   Not applicable. We are a tech-native, life sciences specialist company. We did not undertake any projects during the reporting period that required Social Impact Assessments under applicable laws. Therefore, no Social Impact Assessment was conducted during the financial year.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**

   Not applicable. The Company has not undertaken any projects during the reporting period that involve Rehabilitation and Resettlement requirements. Given the nature of its business operations, the Company does not have projects that result in displacement of communities or require ongoing R&R activities.

3. **Describe the mechanisms to receive and redress grievances of the community.**

   The Company has established a Whistle Blower Policy and a dedicated Speak Up platform to receive and address grievances from community members and other stakeholders. The platform provides a secure and independent channel for reporting concerns, complaints or grievances.

   GEC website, which provides an online channel for submitting complaints and concerns in a structured and accessible manner.

   The mechanism is designed to support transparent reporting, review and appropriate redressal of concerns. It also enables stakeholders to raise matters through an accessible channel, thereby strengthening accountability and trust in the Company's grievance redressal process.

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

	FY 2025-26	FY 2024-25*
Directly sourced from MSMEs/ small producers	45.75%	39.91%
Directly from within India	82.87%	87.76%

* The previous year's procurement figures have been restated to align with the current year's calculation methodology and reporting approach, thereby improving consistency and comparability of the data across reporting periods.

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

	FY 2025-26	FY 2024-25
Rural	0	0
Semi-Urban	0	0
Urban	0.0029%	0.01%
Metropolitan	99.9971%	99.99%

Leadership Indicators

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

   Not applicable, as no Social Impact Assessments were conducted during the last financial year.

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

   None of the CSR projects undertaken by the Company during the reporting period were implemented in designated aspirational districts as identified by government bodies.

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

   No, the Company does not have a formal preferential procurement policy for suppliers comprising marginalised or vulnerable groups.

   b. **From which marginalized /vulnerable groups do you procure?**

   Not applicable, as the Company does not currently procure specifically from identified marginalised or vulnerable groups under a preferential procurement framework.

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

   Not applicable. We are a tech-native, life sciences specialist company and our procurement primarily includes electronic office equipment, laptops, IT hardware and other office-related requirements, sourced from Original Equipment Manufacturers, distributors and local suppliers. Wherever feasible, the Company prioritises locally available goods and services in a sustainable manner, supporting economic participation in the communities where it operates.

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

   Not Applicable The Company does not utilise intellectual properties based on traditional knowledge. It owns certain trademarks and derives indirect benefits through protection and restriction of their usage.

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

   There are no disputes wherein usage of traditional knowledge is involved.

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Foundation for Excellence - Scholarship	25 MBBS Scholars	100%
2	Institute for Bio informatics & applied Biotechnology - Scholarship	25 MSc Scholars	100%
3	FAME India - Speech Therapy Program	42	100%
4	Indian Institute of Cerebral Palsy - Jugnu Shishu Vikas Kendra	50	100%
5	C-CAMP - Incubation Program	11 startups supported with Incubation; >25 startups supported with technical and business mentorship; >75 students and innovators trained on technology platforms; >200 participants benefitted from networking sessions; investor meets and workshops. 4 startup products launched/approved for clinical trials	NA
6	Foundation for promotion of Sports & Games - Health, wellness & fitness	Olympic athletes (30); Para athletes (10)	NA
7	Foundation for reinventing Governance	Direct -900, Indirect - 50,000	Direct - 20%, Indirect - 40%

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

Essential Indicators

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

   Indegene ensures a structured, secure, and responsive approach to client feedback and grievance redressal through the following key mechanisms:

   - Customer Complaint Management ("Redflag Management"): A centralized system designed to capture, track, and resolve service escalations, process deviations, and operational issues reported by internal and external stakeholders.
   - Central Incident Management (InfoSec & Privacy): As an integral part of the risk management ecosystem, we govern Information Security (InfoSec) and data privacy events through our Central Incident Management process. This ensures all security and privacy-related grievances are managed swiftly and in compliance with global standards.
   - Proactive (Customer Satisfaction) CSAT Evaluations: We systematically collect feedback from client Points of Contact (POCs) to measure satisfaction and service quality.
   - Systematic Issue Resolution (RCA & CAPA): Any sub-optimal feedback or poor CSAT rating, escalation, incident etc.., automatically triggers a rigorous diagnostic process. We conduct a Root Cause Analysis (RCA) and implement Corrective and Preventive Actions (CAPA) to address core issues and prevent future occurrences.

   This response comprehensively covers our Redflag Management, the Incident Management process for InfoSec/Data Privacy, and our CSAT evaluation framework.

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal.**

   Not applicable. The Company is a service-based organisation and does not manufacture or sell physical products that require product-level information on environmental or social parameters, safe and responsible usage, or recycling and safe disposal.

   However, the Company remains committed to responsible material usage and waste management across its operations. Its e-waste primarily includes items such as computers, laptops, mobile phones, printers and batteries. Wherever feasible, such equipment is refurbished and reused, including distribution through CSR-related initiatives. E-waste that cannot be reused is disposed of through authorised recyclers, who provide appropriate certification for recycling and material recovery. The Company also undertakes vendor assessments before disposal to ensure compliance with applicable e-waste management requirements.

3. **Number of consumer complaints in respect of the following**

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	No complaints regarding customer privacy were received from clients, external parties, or regulators. There were no data breaches or losses, and no legal or financial impact related to user privacy.	0	0	No complaints regarding customer privacy were received from clients, external parties, or regulators. There were no data breaches or losses, and no legal or financial impact related to user privacy.
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	0	0		0	0	

4. **Details of instances of product recalls on account of safety issues.**

   Not applicable. We are a tech-native, life sciences specialist company and we do not engage in product manufacturing.

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.**

   Yes, the Company has a cybersecurity and data privacy framework supported by formal information security and privacy-related policies. The Company's Information Security Policy sets out the framework for protecting information assets, while its Privacy Policy outlines its approach to the collection, processing, storage and transmission of personal data.

   The framework is aligned with recognised standards and certifications, including ISO/IEC 27001 for Information Security Management and ISO/IEC 27701 for Privacy Information Management. The Company also undertakes risk assessments, control reviews, employee awareness programmes and security training to strengthen data protection, cybersecurity preparedness and responsible information handling.

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

   No corrective actions have been taken or are underway related to advertising, essential service delivery, product recalls, or regulatory penalties on product/service safety. However, there are few data breach instances wherein the RCA and CAPA are verified and the actions are shared with customers which includes trainings, process changes, Quality assurance, tool enhancements etc

7. **Provide information relating to data breaches.**

   a. **Number of instances of data breaches along-with impact**

      There was 1 instance of data breach reported in the financial year.

   b. **Percentage of data breaches involving personally identifiable information of customers**

      0% - No PII breach related to customer data

   c. **Impact, if any, of the data breaches**

      No major impact.

Leadership Indicators

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

   All relevant details about our services can be found by accessing www.indegene.com.

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

   Not applicable. We are a tech-native, life sciences specialist company and we do not engage in product manufacturing.

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

   The Company has Business Continuity Planning and Disaster Recovery procedures in place to manage potential disruptions and support continuity of services. These procedures include identification of critical business areas and Business Impact Analysis to determine continuity requirements for IT infrastructure, facilities and key business processes.

   Potential disruptions, including natural disasters, power outages, internet unavailability or system-related interruptions, are assessed and appropriate continuity measures are defined. Continuity requirements are also reflected in Master Services Agreements and engagement-level continuity plans, which are reviewed and tested periodically. The outcomes of such tests, as well as any actual BCP-DR response deployments, are communicated to client counterparts, wherever required, to keep them informed of potential service impacts and continuity measures.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief.**

   Not applicable. The Company is a digital-first, life sciences commercialisation company and does not manufacture or sell physical products that require product-level labelling or display of product information.

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

   Yes, the Company measures customer satisfaction as part of its commitment to delivering high-quality services and improving client experience. Customer satisfaction is monitored through regular CSAT surveys, which help the Company gather feedback on service delivery, responsiveness, quality of engagement and overall client experience.

   The insights received through these surveys are used to identify improvement areas, strengthen service offerings and enhance customer engagement. The Company also monitors its service commitments and undertakes periodic reviews to ensure that customer expectations are addressed in a transparent and data-driven manner.

TÜV SÜD South Asia Pvt. Ltd. • 373-374, Udyog Vihar • Phase-II, Sector-20 • Gurgaon – 122016 • Tel.: +91 0124 6199699

Independent Reasonable Assurance Statement to Indegene Limited on their non-financial sustainability disclosures in the Business Responsibility and Sustainability Report for the financial year 2025-2026

Introduction and Engagement

Indegene Limited ('the Company') has developed its Business Responsibility and Sustainability Report (BRSR) ('the Report') based on the BRSR reporting guidelines including the BRSR Core indicators prescribed by SEBI for listed entities. The Company's sustainable performance reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct (NGRBC), Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"), Guidance note for BRSR format issued by SEBI, and Greenhouse Gas (GHG) Protocol–A Corporate Accounting and Reporting Standard.

TÜV SÜD South Asia Pvt. Ltd. ('TÜV SÜD') has been engaged by the Company to conduct and provide independent assurance on the BRSR Core indicators of the Report those includes the Company's sustainability performance for the period April 1, 2025, to March 31, 2026.

The Company's Responsibility

The content of the Reports and their presentation are the sole responsibilities of the Management of the Company. The Company Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Reports, so that it is free from material misstatement.

The Company is responsible for ensuring that its business operations and activities comply with the applicable statutory and regulatory requirements. The Reports and disclosures have been approved by and remain the responsibility of the Company.

TÜV SÜD's Responsibility

TÜV SÜD, in performing assurance work, is responsible for carrying out an assurance engagement and to provide independent Reasonable assurance on the non-financial information of the BRSR Core indicators as described in the 'Scope & boundary of assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard and criteria

- We applied the criteria of 'Reasonable' Assurance for non-financial Core Indicators of BRSR[1] (Business Responsibility & Sustainability Report), Our reasonable assurance engagement for only non-financial Core indicators of BRSR was with respect to the financial year ended March 31, 2026.
- We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement", issued by the International Auditing and Standards Board.
- We referred to the "WRI/WBCSD GHG Protocol (Greenhouse Gas Protocol)" as well as ISO 14064-1:2018 & ISO 14064-3:2019 for GHG Emissions.

Scope and boundary of assurance

The boundary of verification includes 5 locations, TUV SUD has selected following 2 locations for verification on BRSR disclosure for the reporting period April 1, 2025, through March 31, 2026:

1 SEBI vide Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023

2 As set out under Appendix 1 to this statement.

- Indegene Limited, Manyata Embassy Business Park Bengaluru &
- Indegene Limited, Brunton Road Bengaluru.

Verification of non-financial sustainability performance data, based on our professional judgement, was conducted by multidisciplinary team including assurance practitioners, engineers, environmental & social experts of TÜV SÜD in the month of July 2026, in line with the principle of materiality.

In addition, all non-financials sustainability performance data of the company was verified virtually through desktop verification.

Assurance Methodology

We conducted a review and verification of data collection, collation and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included:

- Evaluate and assess the appropriateness of the quantification methods used to arrive at the non-financial sustainability information of the BRSR Core indicators in the Report
- Engagement through discussions with departmental heads and corporate teams to understand the process for collecting, collating, and reporting as per Assurance Engagements (ISAE) 3000 (Revised), Guidance Note on BRSR.
- Review of the sustainability initiatives, practices, on ground establishment, implementation, maintenance, and performance described in the Report.
- Review of data collection and management procedures, and related internal controls.
- Assessment of the reporting mechanism and consistency with the reporting criteria.
- Review of appropriateness of various assumptions, estimations and thresholds used by the Company for data analysis.
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation.
- Verification of the fact that no material distortion has been done at any stage.

Inherent Limitations and Exclusions

There are inherent limitations in assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

TÜV SÜD has relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review. The Assurance scope excludes the following:

- Data and information falling outside the defined reporting period (April 1, 2025, to March 31, 2026).
- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based; we have been informed of by the Company that these are derived from the Company's audited financial records.
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.
- Any disclosures beyond those specified in the Scope section above.

Our observations

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information included in the BRSR for the reporting period April 1, 2025 to March 31, 2026 is prepared, in all material respects, in accordance with the Criteria.

Conclusion

Our statements do not extend to any disclosures or assertions relating to future performance plans and/or strategies disclosed in the Report.

Based on the scope of our review, our conclusions are outlined below:

Governance, leadership and supervision: The top management's commitment, business model promoting inclusive growth, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are represented adequately.

Stakeholder Inclusiveness: We have not identified any discrepancies in this aspect. Internal and external Stakeholder identification and engagement is carried out by the company on a periodic basis to bring out key stakeholder concerns as material aspects of significant stakeholders.

Materiality: The materiality assessment process has been carried out, based on the requirements of the Assurance Engagements (ISAE) 3000 (Revised), Guidance Note on BRSR and as per GRI 2021 considering aspects that are internal and external to the company's context of the organization. The Reports fairly bring out the aspects and topics and its respective boundaries of the diverse operations of company in our view, the Reports meets the requirements.

Responsiveness: We believe that the responses to the material aspects are defined and captured in the Reports, in our view, the Reports meets the requirements.

Completeness: The Reports have fairly disclosed the general and specific standard disclosures including the Disclosure on Management Approach, monitoring systems and sustainability performance indicators as prescribed in the standards in accordance with the Core requirement. In our view the Reports meet the requirements.

Reliability: Most of the data and information was verified by the assurance team and found appropriate. Minor inaccuracies in the data identified during the verification process were found to be attributable to transcription and interpretation errors and these errors were corrected immediately. Therefore, in accordance with the ISAE 3000 (Revised) assurance engagement, TÜV SÜD concludes that the sustainability data, parameters, information, and indicators presented in the Reports are reliable and acceptable.

Impact: We observed and assessed that the Company has well-defined procedures to routinely monitor and measure their sustainability impact, and they have skilled subject matter experts who are driving sustainability effectively and efficiently.

Consistency and comparability: The information in the Report is presented in a consistent and comprehensive method. Thus, the principle of consistency and comparability is satisfactory.

During verification we did not come across any such instances or issues where we found anything which has an impact on the ecosystem and well as the neighboring infrastructure. In our view, the Reports meet the requirements.

Our statements do not extend to any disclosures or assertions relating to future performance plans and/or strategies disclosed in the reports

Our Independence, Ethical Requirements and Quality Control

Our team comprises subject matter experts of multidisciplinary professionals, have complied with independence policies of TÜV SÜD, which address the requirements of the ISAE 3000 (Revised) in the role as independent Verifier. TÜV SÜD states its independence and impartiality and confirms that there is "no conflict of interest" regarding this assurance engagement. In the reporting year, TÜV SÜD did not work with the Company on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TÜV SÜD was not involved in the preparation of any content or data included in the Reports, except for this assurance statement.

TÜV SÜD maintains complete impartiality towards any individuals interviewed during the assurance engagement. We have complied with the relevant applicable requirements of the International Standard on Quality Control ("ISQC") 1, Quality.

Statement of Independence, Impartiality and Competence

TÜV SÜD South Asia Pvt. Ltd is an independent professional services company that specializes in Health, Safety, Social and Environmental & Sustainability services including assurance with over 150 years history in providing these services.

No member of the assurance team has a business relationship with the Company, its directors or Managers beyond that of verification and assurance of sustainability data and reporting. We have conducted this assurance independently and we believe there has been no conflict of interest.

TÜV SÜD has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Attestation,

Dr. Ashish Rawat, Technical Reviewer
General Manager -Environment, Social & Sustainability Advisory Services
TÜV SÜD South Asia Pvt. Ltd.
374, Udyog Vihar, Phase II, Sector – 20, Gurugram – 122016 Haryana, India.

Appendix 1- BRSR Core Indicators

S. No.	Principles	Attribute	Parameter
1	Principle 6 – E7	Green-house gas (GHG) footprint	1. Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 2. Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 3. GHG Emission Intensity (Scope 1+2) a) Total Scope 1 and Scope 2 emissions (MT)/Total Revenue from Operations adjusted for PPP b) Total Scope 1 and Scope 2 emissions (MT)/Total Output of Product or Services
2	Principle 6 -E3 Principle 6–E4	Water Footprint	1. Total water consumption 2. Water consumption intensity a) Water intensity per rupee of turnover adjusted for PPP b) Water intensity in terms of physical output 3. Water Discharge by destination and levels of treatment
3	Principle 6 – E1	Energy Footprint	1. Total Energy Consumed 2. % of energy consumed from renewable sources 3. Energy intensity a) Energy intensity per rupee of turnover adjusted for PPP b) Energy intensity in terms of physical output
4	Principle 6 – E9	Embracing circularity–details related to waste management by the entity	1. -Plastic waste (A) -E-waste (B) -Bio-medical waste (C) -Construction and demolition waste (D) -Battery waste (E) -Radioactive waste (F) -Other Hazardous waste (G) -Other Non-hazardous waste generated (H) -Total waste generated (A+B+C+D+E+F+G+H)) -Waste intensity a) Waste intensity per rupee of turnover adjusted for PPP b) Waste intensity in terms of physical output 2. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 3. For each category of waste generated, total waste disposed by nature of disposal method
5	Principle 3 – E1 (c) Principle 3 – E11	Enhancing Employee Wellbeing and Safety	1. Spending on measures towards the wellbeing of employees and workers – cost incurred as a % of the total revenue of the Company 2. Details of safety-related incidents for employees and workers (including contract-workforce) a) Number of permanent disabilities b) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) c) No. of fatalities
6	Principle 5–E3 Principle 5 -E7	Enabling Gender Diversity in Business	1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH a) Total complaints on Sexual Harassment (POSH) reported b) Complaints on POSH as a % of female employees/workers c) Complaints on POSH upheld
7	Principle 8 – E4 Principle 8 – E5	Enabling Inclusive Development	1. Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns-wages paid to people employed in smaller towns (permanent or non- permanent/on contract) as % of total wage cost)
8	Principle 9 – E7	Fairness in Engaging with Customers and	1. Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events
	Principle 1– E8	Suppliers	2. Number of days of accounts payable
9	Principle 1–E9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties