ESG

RESPONSIBLE OPERATIONS. SUSTAINABLE IMPACT.

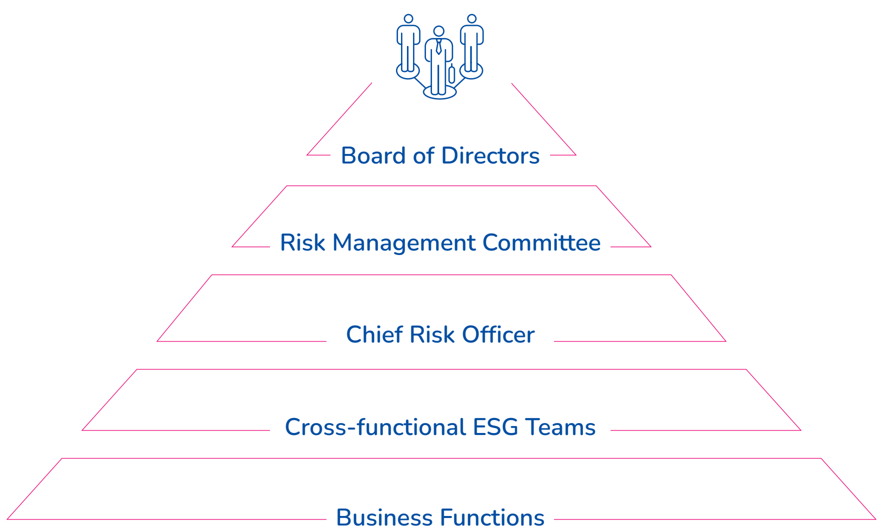
Environmental, Social and Governance (ESG) at Indegene is deeply embedded into our operations and how we create enduring value. We strongly believe that long-term success stems from balancing innovation with responsibility, business growth with environmental stewardship, and technological advancement with positive societal impact and robust governance. Aligned with this, our ESG approach drives sustained growth while minimizing our environmental impact, empowering the communities we operate in, and maintaining the highest standards of governance in a highly regulated and increasingly evolving life sciences ecosystem.

During the year, we continued to strengthen our ESG foundations through enhanced governance, improved disclosures, measurable climate action and favourable community impact, creating long-term value for all.

Our ESG Strategy

ESG Framework

Operating in a rapidly evolving regulatory and technology landscape demands proactive risk management. Our COSO-aligned Enterprise Risk Management (ERM) framework, led by the Chief Risk Officer and overseen by the Board-level Risk Management Committee, enables us to timely identify, assess and mitigate risks to prevent business impact.



ESG Priorities

To create sustainable value, our ESG strategy is anchored around three interconnected priorities:

PLANET CONSERVATION

- Science-based climate action
- Resource efficiency
- Climate transition planning

PEOPLE & COMMUNITY EMPOWERMENT

- Societal wellbeing
- Diversity & Inclusion
- Capability building
- Community impact

ROBUST GOVERNANCE

- Ethics & Compliance
- Enterprise Risk Management
- Data Privacy & Cybersecurity

These priorities are embedded into our business planning, supported by leadership oversight, stronger disclosures, materiality-driven decision making, and disciplined performance management.

ESG Approach

Our ESG approach is underpinned by:

Materiality-led Decisions

Double materiality assessment integrated with enterprise risk management

Transparent Disclosures

Participation in EcoVadis, CDP and DJSI, with reporting aligned to leading global frameworks

Climate Transition

Climate action planning aligned with TCFD and IFRS S2, supported by robust governance and improved data traceability

Science-based Performance

SBTi-approved targets and strengthened ESG data management to support informed decision-making and disclosure-readiness

Data Integrity

Multi-tier validation processes with a transition towards dashboard-based ESG monitoring

Technology-Led Efficiency

Digital-first delivery and AI-enabled innovation to reduce operational inefficiencies and resource consumption

ESG Progress Highlights FY 2025-26

Our continued commitment to responsible business practices is reflected in significant improvements across leading global ESG assessments.

EcoVadis

Silver Medal - a score of 75 Points | Top 15% globally

CDP

B Rating | Two-level score improvement

S&P Global Sustainable Score

61 in FY 2024-25 | Up from 47 in previous year

NSE Sustainability Rating: 80/100

Driving Positive Environmental & Social Impact

As a responsible organization, we are committed to reducing our environmental impact while maximizing our contribution to society. Our environmental roadmap is focused on accelerating decarbonization, enhancing resource efficiency, improving energy efficiency and strengthening climate resilience across our operations.

Environmental impact

Independently assessed. Publicly reported. Improving every year.

33.6% Reduction Target

Carbon Reduction

67% Primary Facility

Renewable Energy

72% EcoVadis Top 15% Globally

Sustainability Rating

Environmental Stewardship: Future Goals

- Complete Scope 1, Scope 2 and Scope 3 greenhouse gas accounting for FY 2025-26, aligned with GHG Protocol and SBTi expectations
- Develop and operationalize a long-term decarbonization roadmap and Net Zero strategy
- Increase renewable energy adoption across operations
- Improve energy efficiency and undertake other low-carbon initiatives
- Advance sustainability reporting aligned with GRI, SASB, CDP and SEBI BRSR, while enhancing assurance-readiness

Empowering Communities: Future Goals

- Strengthen Diversity, Equity & Inclusion across the organization
- Further increase gender representation and number of women in the workforce
- Drive 100% ESG awareness through trainings and workshops
- Build leadership capability on ESG risk and target implementation
- Strengthen human rights awareness through targeted training
- Maintain zero tolerance for human rights violations
- Measure and strengthen the long-term impact of CSR initiatives
- Scale sustainable healthcare and community development programmes
- Promote responsible biomedical waste management and environmental awareness

Beyond environmental stewardship, we believe sustainable growth is intrinsically linked to people and communities. We continue to invest in the wellbeing, learning, diversity and inclusion of our people while strengthening community partnerships to create long-term societal value.

Governance that Inspires Trust

Operating in one of the world's most regulated industries requires uncompromising governance. Our governance framework integrates enterprise risk management, ethics, compliance, cybersecurity and data privacy into a unified system of oversight that enables responsible innovation while protecting stakeholder interests.

Internal Controls, Ethics and Compliance

We maintain a strong culture of integrity with a zero-tolerance posture toward unethical conduct, supported by policies, training, audits and reporting mechanisms.

Audit Oversight
Financial reporting integrity and review of annual reports prior to Board submission

Compliance Tracking
Third-party platform to monitor legal and regulatory requirements and enable oversight

Integrated Compliance
Audits and service reviews coordinated cross-functionally

Code of Conduct
Training, breach reporting, and corrective actions (as reported)

Speak-Up
Whistle-blower channel ensuring confidentiality, option of anonymity, and independent third-party reporting

Certifications

ISO27001

ISO27701

ISO9001

CMMIDEV / 3

CMMI

CyberVadis
991/1000
Platinum • Mature

Security Scorecard
A Rating
All Factors

BitSight
750/820
Advanced

Looking Ahead: Strengthening Governance & Responsible Business

- Establish a dedicated ESG Steering Committee to strengthen oversight
- Build a network of ESG Champions to drive accountability and execution
- Maintain zero tolerance for corruption, bribery, anti-competitive behavior and regulatory penalties
- Create targeted improvement plans for external ESG ratings and disclosures
- Embed ESG priorities into core policies and processes, including climate action, energy efficiency, sustainable procurement, and business travel
- Implement a centralized ESG data system
- Use double materiality and stakeholder engagement to set and track SMART targets aligned with SDGs, TCFD, SBTi and SEBI BRSR