

INDGN/SE/2025-26/22

30 May 2025

BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001, India. Scrip Code: 544172	National Stock Exchange of India Limited Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051, India. Trading symbol: INDGN
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Dear Sir / Madam,

**Subject: Business Responsibility and Sustainability Reporting**

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ('BRSR') for Financial Year 2024-25.

The BRSR also forms an integral part of the Annual Report of the Company for the Financial Year 2024-25.

This is for your information and records.

Yours Sincerely,

**For Indegene Limited**

**Srishti Ramesh Kaushik**  
**Company Secretary and Compliance Officer**

Encl: A/a



Indegene Limited

Third Floor, Aspen G-4 Block, Manyata Embassy  
Business Park (SEZ), Outer Ring Road, Nagawara,  
Bengaluru- 560 045, Karnataka, India

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[www.indegene.com](http://www.indegene.com)

CIN: L73100KA1998PLC102040

# Business Responsibility & Sustainability Report

At Indegene, we have consistently prioritized sustainability and responsible business practices as the cornerstones of our operations. Our commitment to fostering a future-ready healthcare ecosystem is reflected in our efforts to integrate Environmental, Social, and Governance ("ESG") factors into every aspect of our business. As a digital-first, life sciences commercialization company, we are dedicated to not only advancing healthcare outcomes but also ensuring that our growth is aligned with sustainable and ethical principles.

We are proud to present our first-ever Business Responsibility and Sustainability Report ("BRSR") for FY 2024-25, a significant milestone in our sustainability journey. This report is structured around the nine principles of the National Guidelines on Responsible Business Conduct ("NGRBC") and is aligned with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. It reflects our commitment to providing transparent and comprehensive disclosures of our ESG practices and priorities, setting the foundation for deeper integration of sustainability into our business operations.

This BRSR aims to offer stakeholders a detailed view of our ESG initiatives, highlighting our approach to governance, social responsibility, and environmental stewardship. As we embark on this new chapter, we remain focused on driving positive change in the global healthcare industry and creating long-term value for all our stakeholders. We look forward to continually enhancing our sustainability performance and contributing to a healthier, more equitable, and sustainable world.

## 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, 3 <sup>rd</sup> Floor, Manyata Embassy Business Park Outer Ring Road, Nagavara, Bangalore, Karnataka, India – 560 045
5	Corporate address	Aspen G4, 3 <sup>rd</sup> Floor, Manyata Embassy Business Park Outer Ring Road, Nagavara, Bangalore, Karnataka, India – 560 045
6	E-mail	<a href="mailto:compliance.officer@indegene.com">compliance.officer@indegene.com</a>
7	Telephone	+91 8046744567, +91 8046447777
8	Website	<a href="https://www.indegene.com">https://www.indegene.com</a>
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India ("NSE") and BSE Limited ("BSE")
11	Paid-up Capital	₹ 48,00,15,924
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Srishti Ramesh Kaushik <a href="mailto:compliance.officer@indegene.com">compliance.officer@indegene.com</a> +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	NA
15	Type of assurance obtained	NA

**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	NA	4	23
International	NA	19	

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	48

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 2024-25	FY 2023-24	Remarks
98%	98%	Including InterCompany revenue

c. A brief on types of customers

The Company provides digital-led 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 2025:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1	Permanent (D)	4,153	2,372	57.12%	1,781	42.88%
2	Other than Permanent (E)	332	201	60.54%	131	39.46%
3	Total Employees (D+E)	4,485	2,573	57.37%	1,912	42.63%
<b>Differently abled Employees</b>						
1	Permanent (D)	5	3	60.00%	2	40.00%
2	Other than Permanent (E)	1	1	100.00%	0	0.00%
3	Total Employees (D+E)	6	4	66.67%	2	33.33%

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total
Permanent Employees*	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	ILSL Holdings, Inc.	Subsidiary of Indegene Limited	100%	Yes
2	Cult Health, LLC	Subsidiary of the Company	100%	Yes
3	DT Associates Research and Consulting Services Limited	Subsidiary of the Company	100%	Yes
4	DT Associates Research & Consulting Services, Inc.	Subsidiary of the Company	100%	Yes
5	Indegene, Inc.	Subsidiary of the Company	100%	Yes
6	Services Indegene Aptilon, Inc.	Subsidiary of the Company	100%	Yes
7	Indegene Ireland Limited	Subsidiary of the Company	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)
8	Indegene Healthcare Germany Gmbh	Subsidiary of the Company	100%	Yes
9	Indegene Healthcare Mexico S DE RL DE CV	Subsidiary of the Company	100%	Yes
10	Indegene Fareast Pte. Ltd.	Subsidiary of the Company	100%	Yes
11	Indegene Japan Godo Kaisha	Subsidiary of the Company	100%	Yes
12	Indegene Lifesystems Consulting (Shanghai) Co., Ltd.	Subsidiary of the Company	100%	Yes
13	Indegene Europe LLC	Subsidiary of the Company	100%	Yes
14	Trilogy Writing and Consulting GmbH	Subsidiary of the Company	100%	Yes
15	Trilogy Writing and Consulting Limited	Subsidiary of the Company	100%	Yes
16	Trilogy Writing and Consulting Inc.	Subsidiary of the Company	100%	Yes
17	Trilogy Writing and Consulting ULC	Subsidiary of the Company	100%	Yes
18	Indegene Healthcare UK LTD	Subsidiary of the Company	100%	Yes
19	Indegene Limited UK	Branch	100%	Yes
20	Indegene Spain, S.L.U.	Subsidiary of the Company	100%	Yes
21	MJL Communications Group Ltd	Subsidiary of the Company	100%	Yes
22	MJL Advertising Limited 100%	Subsidiary of the Company	100%	Yes

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹): ₹11,840 Mn
- (iii) Net Worth (in ₹): ₹18,882 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 redress policy)	FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities & NGOs		Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA
Shareholders	Yes	4387	Nil	NA
Employees and workers	( <a href="mailto:whistleblower@indegene.com">whistleblower@indegene.com</a> and <a href="mailto:investor.grievance@indegene.com">investor.grievance@indegene.com</a> )	Nil	Nil	NA
Customers		Nil	Nil	NA
Value chain partners		Nil	Nil	NA
Other (please specify)		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	Data privacy & security	Risk	Cyberattacks remain major concerns in the outlook overall and appear as a top three concern for government and private-sector respondents, respectively as per WEF GRR 2024. It is also considered as one of the persistent concerns ranking with fourth ranking as mentioned in WEF GRR 2024. Data Breaches and Loss- IT companies store and process large amounts of sensitive data, including personal information, proprietary business data, and financial details. Unauthorized access to this data can lead to substantial financial losses, damage to reputation, and legal consequences. Intellectual Property Theft- Intellectual property such as software, algorithms, and technical know-how is crucial. Cyberattacks aimed at stealing this intellectual property can undermine competitive advantages and result in significant business impacts	<ol style="list-style-type: none"> <li>1) Use AI and machine learning to enhance threat detection and automate response processes.</li> <li>2) Conduct regular cybersecurity training for employees to recognize phishing attacks and other threats.</li> <li>3) Develop and maintain a robust incident response plan that includes clear protocols for managing and mitigating breaches.</li> <li>4) Cybersecurity Insurance</li> </ol>	Negative
2	Customer satisfaction	Opportunity	High customer satisfaction is critical for client retention, building trust, and driving long-term business growth. Positive feedback also enhances the Company's reputation and competitive advantage in the healthcare services industry.	NA	Positive
3	Economic Performance	Opportunity	Strong economic performance ensures financial stability and supports business growth and client retention in a competitive industry	NA	Positive
4	Diversity, Equity and Inclusion (DEI)	Opportunity	DEI fosters a strong organizational culture, promotes innovation, and improves employee engagement and satisfaction	NA	Positive
5	Talent Acquisition, Development & Retention	Risk	Challenges in attracting and retaining talent can disrupt business continuity and service delivery in the competitive healthcare sector	Invest in employer branding, employee development programs, and career advancement opportunities to retain top talent	Negative
6	Business Ethics and Compliance	Opportunity	Upholding high ethical standards enhances stakeholder trust and reinforces the Company's reputation in the global healthcare market	Strengthen governance frameworks, provide ethics training, and ensure compliance with all applicable regulations and standards	Positive
7	GHG Emissions and Climate Change	Risk	Climate-related risks, including operational disruptions and non-compliance with regulations, can impact reputation and financial performance	Commit to reducing Scope 1, 2, and 3 GHG emissions, adopt energy-efficient practices, and align with Science Based Targets initiatives	Negative

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	Energy Management	Risk	Inefficient energy management can lead to increased operational costs and higher carbon emissions	Invest in renewable energy, monitor energy consumption, and improve energy efficiency across facilities	Negative
9	Risk Management	Risk	Unmitigated risks can affect service delivery, financial stability, and reputation	Establish a robust risk management framework, conduct regular risk assessments, and monitor risk indicators for proactive mitigation	Negative
10	Corporate Governance	Opportunity	Strong governance enhances compliance, accountability, and stakeholder confidence, ensuring sustainable growth	NA	Positive
11	Sustainable Supply Chain	Opportunity	<p>As the demand for sustainable services increases, there is a rising demand from Indegene's customers. (Ecovadis) Supply Chain Resilience Economic Fragility Global Security US-China Trade Policy Climate Agenda Cyber Risk/Digital Security Labour Migration</p> <ol style="list-style-type: none"> <li>1) Supply Chain Resilience: -Disruptions like the pandemic, geopolitical tensions (Russia-Ukraine war), and economic fragility have highlighted the need for resilient supply chains. - IT companies must consider global security, raw material shortages, and transportation challenges.</li> <li>2) Economic Fragility: - Inflation, high commodity prices, and financial instability are increasing costs, affecting IT companies' supply chains and profitability. - IT companies should consider diversifying suppliers and enhancing spend management.</li> <li>3) Global Security: - Trade conflicts, regulatory changes, and geopolitical instability directly impact supply chains. - IT companies must monitor geopolitical developments and build strategies for rapid response.</li> </ol>	NA	Positive
12	Innovation	Opportunity	Innovation enables competitive differentiation, drives client satisfaction, and ensures long-term growth in a dynamic healthcare sector	NA	Positive
13	Fair labour practices & human rights	Opportunity	Ethical labour practices strengthen stakeholder trust, ensure regulatory compliance, and promote employee well-being	NA	Positive
14	Employee Health, Safety & Wellbeing	Opportunity	Ensuring employee health and safety improves morale, productivity, and compliance with international standards like ISO 45001	NA	Positive

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	Water management	Risk	Built a strong Water Management Strategy and Plan across all water stress areas operations and activities, to mitigate water-related challenges and contribute to the responsible stewardship of this vital resource.	1) Invest in more efficient water management systems 2) Set targets to reduce water consumption	Negative
16	Community Development	Opportunity	Supporting communities strengthens social license to operate and reinforces corporate social responsibility goals	NA	Positive
17	Training and Development	Opportunity	Ongoing training supports employee growth, improves performance, and fosters career advancement in a competitive industry	NA	Positive
18	Waste management	Risk	IT companies should focus on varying regulations around waste from electronic products, including recycling mandates, waste disposal restrictions, and extended producer responsibilities. They may face significant costs related to the collection, recycling, and proper disposal of their electronic products. Failure to comply with e-waste regulations can result in penalties, fines and sanctions. Improper disposal of IT equipment can lead to data breaches if sensitive information isn't wiped securely. This can result in financial losses and reputational damage.	Adopt the 3R approach (reduce, reuse, recycle), ensure waste segregation at source, and collaborate with certified recyclers for responsible disposal	Negative

## 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
<b>Policy and Management Processes</b>										
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: <a href="https://ir.indegene.com/">https://ir.indegene.com/</a> , <a href="#">Policies   Indegene</a>								
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
<b>P1</b>	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable	<a href="#">Business Partner Code of Conduct</a> <a href="#">Anti-Corruption and Anti-Bribery Policy</a> <a href="#">Compliance Policy</a> <a href="#">Code of Conduct for Directors and Senior Management</a> <a href="#">Personnel Code of Conduct for Prevention of Insider Trading and Code of practices and procedures for fair disclosure of unpublished price sensitive information</a>								
<b>P2</b>	Businesses should provide goods and services in a manner that is sustainable and safe	<a href="#">Quality Policy</a> <a href="#">Indegene Environmental Policy</a>								
<b>P3</b>	Businesses should respect and promote the well-being of all employees, including those in their value chains	<a href="#">Labour and Human Rights Policy</a> <a href="#">Sustainable Procurement Policy</a> <a href="#">EHS Policy – Indegene Limited</a>								
<b>P4</b>	Businesses should respect the interests of and be responsive towards all its stakeholders	<a href="#">Compliance Policy</a> <a href="#">Labour and Human Rights Policy</a>								
<b>P5</b>	Businesses should respect and promote human rights	<a href="#">Labour and Human Rights Policy</a>								
<b>P6</b>	Businesses should respect, protect, and make efforts to restore the environment	<a href="#">Indegene Environmental Policy</a>								
<b>P7</b>	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Please refer to our Sustainability Report, GRI Standards 2021, UNGC Principles, ISO27001:2013, ISO 9001:2015, CMMI for Services, ISO 27701:2019, ISO 14001:2015, & ISO 45001:2018								
<b>P8</b>	Businesses should promote inclusive growth and equitable development	<a href="#">CSR Policy</a>								
<b>P9</b>	Businesses should engage with and provide value to their consumers in a responsible manner	<a href="#">Quality Policy</a> <a href="#">Indegene Environmental Policy</a> <a href="#">Information Security Policy</a> <a href="#">Privacy Policy</a>								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any	The Company, as a signatory to the Science Based Targets initiative (SBTi), commits to reducing absolute Scope 1 and 2 greenhouse gas (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 manages performance against various commitments by integrating ESG priorities into their business planning and overall strategy. We focus on fostering healthy work environments through inclusive, diverse, and equitable practices, and establish clear Key Performance Indicators (KPIs) to address ESG material issues. The ESG Task Force, led by the Chief Financial Officer, oversees environmental programs and collaborates across functions to integrate sustainability practices. Indegene releases annual sustainability reports aligned with Global Reporting Initiative (GRI) standards and participates in prominent ESG evaluations such as CDP and Ecovadis. Indegene's Quality Management System (QMS) leverages analytics, technology, operations, and medical expertise to deliver high-quality services at optimum cost, while also ensuring continual improvement to meet evolving business demands.								
<b>Governance, Leadership and Oversight</b>										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At Indegene, we continue to make significant progress in realizing our Environmental, Social, and Governance (ESG) goals.</p> <p>On the Environmental front, the Company is committed to reducing greenhouse gas emissions, with validated targets to reduce absolute Scope 1 and Scope 2 GHG emissions by 33.6% by FY 2027-28 from a FY 2022-23 base year, and to reduce absolute Scope 3 GHG emissions by 20% within the same timeframe. We have also maintained the share of renewable energy in our operations in India, with 67% of electricity coming from renewable sources.</p> <p>On the Social front, we remain committed to creating a diverse, inclusive, and safe work environment, with employee wellness a key focus. We have launched several initiatives to raise awareness and promote preventive healthcare among employees and communities. From a gender diversity perspective, women employees make up 46% of our overall workforce.</p> <p>And on the Governance front, Indegene has established a robust framework to ensure compliance with all applicable laws and regulations, fostering a culture of accountability and openness.</p> <p>Overall, these achievements reflect Indegene's strong commitment to sustainability and our proactive approach to advancing our ESG journey.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)	<p><b>Suhas Prabhu</b> Chief Financial Officer</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	<p>The ESG Task Force, which submits its findings to the Risk Management Committee ("RMC"), is central to overseeing Indegene's environmental programs and performance. It provides feedback and input to the RMC, supervises climate-related matters, facilitates discussions with environmental experts, and updates the management team on progress. The Task Force also collaborates across functions (Procurement, Corporate Finance, Legal, HR, Business Units) to integrate sustainability practices throughout the organization.</p> <p>The ESG Task Force is empowered with the following roles:</p> <ul style="list-style-type: none"> <li>• Provide feedback and input to the CEO, supervise climate-related matters, facilitate discussions with environmental experts, and update the management team on progress.</li> <li>• Participate in various capacity-building sessions and workshops to enhance understanding of ESG practices and guidelines.</li> <li>• Collaborate across various functions such as Procurement, Corporate Finance, Legal, HR, and Business Units to ensure alignment with sustainable practices.</li> <li>• Establishing responsibility matrices for decision-making related to ESG strategies.</li> <li>• Implement the Environmental, Health, and Safety Management System (EHSMS) across departments.</li> <li>• Leading discussions on critical ESG milestones.</li> </ul>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director (D) / Committee of the Board (C) / Any other Committee (A)									Frequency (Annually (A) / Half yearly (H) / Quarterly (Q) / Any other (A) – 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																			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																			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)									
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)						Not applicable			
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	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	ESG, IT framework, Privacy and Risk	100%
Key Managerial Personnel ("KMP")	4	ESG, IT framework, Privacy and Risk	100%
Employees other than Board of Directors or KMPs	5	Acceptable Usage Policy (AUP), Anti-Bribery and Anti-Corruption (ABAC), Code of Ethics, ISMS and Data Privacy Awareness, QMS Awareness	95%

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):

There are no monetary or non-monetary actions on the Company or its directors/ KMPs with regulators/ law enforcement agencies/ judicial institutions, in the FY 2024-25.

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

The Company has a comprehensive Anti-Corruption and Anti Bribery Policy, reflecting our zero-tolerance approach toward bribery and corruption. This policy applies to all employees and, management directors, of the Company and affiliates worldwide. The Company is committed to conducting its business with integrity and in compliance with all applicable anti-bribery and anti-corruption laws. The policy provides guidelines on preventing, detecting, and reporting bribery, ensuring transparency in all transactions.

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

No disciplinary actions have been taken by any law enforcement agency for charges of bribery/corruption against any Directors, KMPs or employees in FY 2024-25.

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

No complaints were received regarding Conflict of interest in FY 2024-25

## 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 2024-25	FY 2023-24
Number of days of accounts payables	18 days	19 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 2024-25	FY 2023-24
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)	%	0.32%	0.00%
	Sales (Sales to related parties/Total Sales)	%	84%	84%
	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	% Age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Out of 547 unique suppliers, all of whom were screened using our Third-Party Risk Management (TPRM) process, 56 critical vendors were identified based on the spend volume, emissions (tCO <sub>2</sub> e) and business continuity parameters.	2	<ul style="list-style-type: none"> <li>Sustainable Supply Chain</li> <li>Global Supply Chain Related Issues.</li> <li>SDG 12: Responsible Consumption &amp; Production.</li> <li>Relevance Of Sustainable Supply Chain for Indegene.</li> <li>Overview Of Ghg Scopes &amp; Emission Across The Value Chain.</li> <li>Indegene's Current Practices On Supply Chain.</li> </ul>	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

The Board of Directors has implemented a [Code of Conduct for Directors and Senior Management Personnel](#) in compliance with Regulation 17(5) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the Listing Regulations”). This Code requires all Board members and Senior Management to disclose any potential conflicts of interest. Should a conflict arise, they must fully disclose all relevant facts and circumstances to the Board of Directors or a designated officer and obtain prior written approval before engaging in any activities that may conflict with the interests of the Company.

Additionally, the Company has adopted a [Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions](#). This policy provides guidelines for identifying related parties, determining the materiality of related party transactions, and managing transactions with related parties.

In line with the Code, the following practices are followed diligently:

- Annual Disclosures: At the start of each financial year, all Directors must disclose their interests in entities in which they are involved.
- Ongoing Disclosure: Directors must disclose any potential conflicts related to specific transactions that arise during Board discussions.
- Non-participation: Directors with a potential conflict are required to abstain from participating in discussions or decisions related to the matter.

**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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0%	0%	R&D cost is not called out separately in financials, however we have not had any R&D spend on environmental and social impacts.
Capex	0%	0%	We have provided capex additions as per financials, and we have not made any spend towards environmental and social impacts.

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

Yes. We have implemented robust procedures to drive sustainable sourcing across our value chain. In collaboration with an external agency, we conducted a detailed ESG assessment of our supply chain, evaluating all critical suppliers and benchmarking our practices against global sustainability standards. This exercise led to the development of a strategic roadmap and an action plan with short, medium, and long-term sustainability goals.

To operationalize these goals, we have introduced formal procedures and guidelines for sustainable sourcing. These include supplier due diligence mechanisms, sustainability assessments, and adherence to internationally recognized certifications. We also conduct regular audits and capacity-building workshops to improve supplier performance and foster long-term alignment with environmental social and governance standards. Executive leadership remains actively involved in overseeing these efforts, reaffirming our commitment to building a responsible, future-ready supply chain.

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 (SAQs).

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.**

We are not a products company, but a provider of digital transformation services for biopharmaceutical and medical device companies. We follow the 3R approach—Reduce, Reuse, Recycle—for effective waste management. We segregate waste into hazardous and non-hazardous categories, ensuring safe disposal through authorized recyclers. E-waste, such as computers and batteries, is either recycled or refurbished and donated through CSR programs. All processes comply with environmental regulations and prioritize sustainable practices.

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. We are a digital-first, life sciences commercialization 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?**

Not Applicable. We are a digital-first, life sciences commercialization company and do not have any products/services which can be assessed for LCP.

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. We are a digital-first, life sciences commercialization company and 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)**

Not Applicable. We are a digital-first, life sciences commercialization company and we do not engage in product manufacturing.

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:**

Not Applicable. We are a digital-first, life sciences commercialization company and we do not engage in product manufacturing.

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

Not Applicable. We are a digital-first, life sciences commercialization company and we do not engage in product manufacturing.

**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)
<b>Permanent employees</b>											
Male	2,372	2,357	99.36%	2,372	100%	N/A	N/A	2,372	100%	2,372	100%
Female	1,781	1,775	99.66%	1,781	100%	1,781	100%	N/A	N/A	1,781	100%
<b>Total</b>	<b>4,153</b>	<b>4,132</b>	<b>99.49%</b>	<b>4,153</b>	<b>100%</b>	<b>1,781</b>	<b>100%</b>	<b>2,372</b>	<b>100%</b>	<b>4,153</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**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 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.9%	0.7%

**2. Details of retirement benefits, for Current FY and Previous Financial Year**

Benefits	FY 2024-25		FY 2023-24	
	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	99.02%	33,22,29,858	99.27%	30,75,70,573
Gratuity	100.00%	11,72,49,538	100.00%	10,53,30,914
Employee State Insurance (ESI)	1.13%	69,888.00	0.84%	58,456

**3. Accessibility of workplaces**

The Company has implemented various measures to assist differently abled individuals in accessing the facility and working comfortably. The key initiatives include:

- a) Special restrooms designed for differently abled individuals
- b) Braille buttons in elevators
- c) Lowered lift buttons for easy accessibility
- d) Voice assistance in elevators
- e) Workstations with adjustable height settings
- f) Tactile buttons on the ground floor to assist in locating elevator access

The Company is committed to continuously improving working conditions to support differently abled individuals effectively.

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 upholds the principles outlined in the Rights of Persons with Disabilities Act, 2016. Our commitment to diversity, equity, and inclusion is reflected in our Labour and Human Rights Policy, which ensures equal opportunities for differently abled individuals. We aim to foster an inclusive environment free of barriers, enabling all employees to participate, contribute, and develop equitably.

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

Gender	Permanent Employees (FY 2024-25)		Permanent Employees (FY 2023-24)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	90.41%	95.8%	87.0%
Female	98.26%	98.26%	93.8%	74.4%
<b>Total</b>	<b>99.23%</b>	<b>93.87%</b>	<b>94.9%</b>	<b>81.6%</b>

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	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. <a href="mailto:whistleblower@indegene.com">whistleblower@indegene.com</a> – 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. The detailed procedure for raising grievances is outlined in the <a href="#">Whistle Blower Policy</a>
Other than Permanent Employees	

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 2024-25			FY 2023-24		
	On Skill upgradation			On Skill upgradation		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	2,372	2,348	98.99%	2,543	2,274	89.42%
Female	1,781	1,776	99.72%	1,825	1,664	91.17%
<b>Total</b>	<b>4,153</b>	<b>4,124</b>	<b>99.3%</b>	<b>4,368</b>	<b>3,938</b>	<b>90.15%</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	2,372	2,291	97%	2,543	2,483	98%
Female	1,781	1,594	90%	1,825	1,774	97%
<b>Total</b>	<b>4,153</b>	<b>3,885</b>	<b>94%</b>	<b>4,368</b>	<b>4,257</b>	<b>97%</b>

**10. Health and safety management system:**

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

Yes, the Company has implemented an occupational health and safety management system. Demonstrating our commitment to a safe and healthy work environment, the Company achieved ISO 14001:2015 and ISO 45001:2018 certifications in September 2024. 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 the Company, 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. (Y/N)

At our Company, employees have a clear process to report any incidents, accidents, or near misses they experience or witness. While the Company operates in an office environment with minimal significant hazards, potential risks associated with various activities are identified through Aspect Impact studies. Employees can report hazards through the Company’s reporting process, and adequate control measures are documented and implemented to ensure a safe working environment

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

Yes, the Human Resources department actively promotes a culture of health and safety, supporting the organization’s Health & Safety management system. Through the “MyHealthMatters” program, employees have access to a range of non-occupational medical and healthcare services, including year-round wellness initiatives. Additionally, medical assistance is available at our corporate office to assist employees with non-occupational illnesses. Periodic training sessions and knowledge-sharing activities are conducted to meet employees’ well-being needs, ensuring that health and well-being remain a priority for the entire workforce.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
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, ensuring a safe and healthy workplace is a key priority. Indegene has implemented ISO 45001:2018 standard to manage OHSMS (Occupational health and safety management system). The Company has established OHS policy which ensures commitment from top management to provide a safe and healthy workplace. Occupational health & safety risks are regularly identified through workplace hazard identification and risk analysis (HIRA). Based on the risk ratings, control measures are implemented to mitigate risks. Selection of control measures is based on the hierarchy of controls. The Hazard Identification and Risk Analysis (HIRA) process is conducted on an ongoing basis, and corresponding control measures are reviewed and updated to ensure risks remain within acceptable limits. The Company has appointed competent EHS

resources to manage OHS management system. Indegene provides EHS trainings regularly to all the employees. Indegene has established incident reporting system where employees can report any EHS incidents, near misses, or observations which are then investigated, and appropriate measures are taken to prevent reoccurrence of the same. Regular internal audits are conducted to review the effectiveness of controls and the same is reviewed by the top management regularly. Indegene has also implemented Emergency Response Plan to the possible emergency situations which may arise at its facilities.

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

Category	FY 2024-25			FY 2023-24		
	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	100%

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

There have been no reported safety-related incidents or significant risks identified through health and safety assessments.

However, the Company has proactive processes in place to handle potential issues should they arise. These include identifying the root causes of any hazards and implementing corrective actions promptly. Control measures are regularly reviewed and updated to maintain a safe working environment, and any changes to procedures are carefully documented to prevent future incidents. The Company ensures that all employees receive training and are well-prepared to respond in case of emergencies, with ongoing programs designed to promote awareness and compliance with safety standards.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N)**

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 ₹ 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 instituted a robust monitoring mechanism to ensure that all statutory dues are duly deducted and deposited by value chain partners, particularly manpower contract vendors. The Company conducts quarterly audits to verify compliance with statutory obligations such as Provident Fund (PF), Employees' State Insurance (ESI), and other applicable labour laws. Payments to vendors found non-compliant are withheld until all required documentation is submitted, ensuring strict compliance with statutory obligations.

Additionally, the Company maintains rigorous oversight of statutory compliance by actively monitoring the receipts of payment of statutory dues from service providers for all contractual manpower deployed at Indegene. This process is further strengthened through periodic audits and systematic reviews within a centralized platform for tracking and documenting compliance-related data. This integrated compliance framework fosters transparency and accountability across the value chain.

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 is committed to upholding responsible and compliant workforce management practices. Although formal outplacement services are not presently offered, the Company maintains a standing policy of openness toward former employees who have exited in good standing. Such individuals may be considered for re-employment, subject to evolving business requirements and a thorough evaluation of their qualifications against current organizational needs.

This approach reflects the Company's recognition of the institutional knowledge and experience that former employees may bring, while ensuring compliance with internal hiring protocols and equitable employment practices. The rehiring process is conducted in alignment with applicable employment laws and internal governance standards to promote fairness, transparency, and operational integrity.

Furthermore, in support of long-term employability and professional development, the Company provides access to robust learning platforms designed to facilitate upskilling and reskilling. These resources are available to enable continuous career growth, including preparation for transitions arising from retirement, separation, or organizational restructuring.

5. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
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 have been taken or are currently in progress regarding any of the aforementioned parameters.

## **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's approach to stakeholder engagement is driven by an understanding of the importance of meaningful interaction with its key stakeholders. During the FY 2023-24 assessment, virtual interaction tools were leveraged to engage with internal stakeholders. The process was designed to prioritize stakeholder engagement, enabling the Company to gather pertinent data from various sources, such as previous sustainability reports, financial reports, stakeholder surveys, industry benchmarks, and relevant regulations.

Stakeholder engagement went beyond identifying material issues; it sought to capture meaningful insights to improve the Company's materiality assessment framework. Through this, significant sustainability-related impacts, risks, and opportunities were identified, assessed across both operations and the entire value chain.

The Company considered both impact materiality, which examines how its actions affect people and the environment, and financial materiality, which focuses on how these actions influence financial performance. This dual approach helped align the Company's sustainability efforts with stakeholder priorities.

To gather a comprehensive perspective, tailored surveys were designed to capture stakeholder feedback. Materiality workshops were conducted to introduce and explore Double Materiality Assessment (DMA), engaging internal stakeholders to identify the most significant environmental, social, and governance (ESG) issues. These workshops facilitated collaborative assessments, allowing stakeholders to determine which issues held the greatest relevance and influence on both the Company and its stakeholders.

Further, survey forms were circulated to internal stakeholders, including senior management and employees, as well as key external stakeholders like suppliers and customers. Their input provided essential insights into the Company's impact, shaping both strategic and operational decisions.

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	No	Quarterly earnings calls, audio recording of earnings call, investor presentation, Annual General Meeting, intimation to stock exchanges, annual/quarterly financials and investor meetings / conferences, press release, annual reports, email, SMS, newspaper advertisement, notices, website, transcripts, etc.	Annually, half yearly, Quarterly, Need Basis	We communicate with shareholders for various activities such as sending decisions taken at quarterly board meetings, other regulatory requirements, sending Annual Reports, notices of general meetings, etc. Investor and analyst calls are conducted regularly.
Vendors and Consultants	No	Emails, one-on-one meetings	Ongoing basis	The Company ensures that all vendor payments are made within the due date.
Client	No	Client visits and meetings, customer satisfaction surveys, social media, e-mails	Ongoing basis	The Company focuses highly on customer satisfaction and feedback from customer in terms of project delivery, timeline commitments, challenges during execution and strives to deliver customer excellence, and help meet business objectives.
Directors	No	Quarterly meetings, emails, website	Ongoing basis	The Company communicates with Directors of the Company for sending notices, agenda, meeting invites, regulatory updates and other communication and information on an ongoing basis, which helps in decision-making and adopting various control mechanisms. The Company provided insights on process improvement initiatives that contribute to revenue growth, cost optimization, and other business objectives.
Government Authorities	No	Press releases, surveys by RBI, quarterly results, annual reports, sustainability/integrated reports, stock exchange and MCA filings.	Ongoing basis	The Company engages with Governments and regulatory authorities for various matters, initiatives, filings, and representations.
Employee	No	Internal communication via various modes	Ongoing basis	-

## 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 Environmental, Social, and Governance (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 (KPIs) that influence strategic decision-making and drive operational improvements.

We also align our ESG strategies with client requirements, including validated Science-Based Targets (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.**

The Company actively engages with communities to address their needs through impactful initiatives, as highlighted in its community engagement strategies. One of the standout programs includes supporting equitable healthcare access and education. By empowering communities with innovative tools, personalized coaching, and educational resources, Indegene strives to reduce healthcare inequities and improve overall well-being.

Furthermore, the organization partners with healthcare and educational institutions to implement projects that yield significant social benefits, such as scholarships for underprivileged students and subsidized healthcare services. Indegene's efforts are guided by a commitment to sustainable and inclusive development, ensuring that its projects create meaningful, lasting impacts. These activities reflect the Company's dedication to fostering trust and collaboration with marginalized groups, strengthening relationships based on transparency and shared goals.

**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 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (C/D)
<b>Employees</b>						
Permanent	4,153	4,007	96.4%	4,368	3,452	79.02%
Other than Permanent	332	282	84.9%	190	171	90%
<b>Total</b>	<b>4,485</b>	<b>4,289</b>	<b>95.6%</b>	<b>4,558</b>	<b>3,623</b>	<b>79.4%</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent										
Male	2,372	0	0	2,372	100%	2,543	0	0	2,543	100%
Female	1,781	0	0	1,781	100%	1,825	0	0	1,825	100%
<b>Total</b>	<b>4,153</b>	<b>0</b>	<b>0</b>	<b>4,153</b>	<b>100%</b>	<b>4,368</b>	<b>0</b>	<b>0</b>	<b>4,368</b>	<b>100%</b>
<b>Other than Permanent</b>										
Male	201	0	0	201	100%	115	0	0	115	100%
Female	131	0	0	131	100%	75	0	0	75	100%
<b>Total</b>	<b>332</b>	<b>0</b>	<b>0</b>	<b>332</b>	<b>100%</b>	<b>190</b>	<b>0</b>	<b>0</b>	<b>190</b>	<b>100%</b>

3. Details of remuneration/salary/wages

a. Median remuneration / wages paid:

	Male		Female	
	Number	Median Remuneration	Number	Median Remuneration
Board of Directors (BoD)	2	3,86,99,300	0	-
Key Managerial Personnel	1	2,75,00,000	1	62,00,000
Employees other than BoD and KMP	2,369	13,25,915	1,780	9,69,400

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	34%	34%

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 does not currently designate a specific individual or committee as the central point of contact for addressing human rights impacts or related issues. Nonetheless, oversight of human rights is embedded within the broader compliance and governance structure. The management and compliance teams are collectively accountable for the periodic review and enforcement of the organization’s Labour and Human Rights Policy, which is assessed on an annual basis.

This policy affirms the Company’s commitment to the prevention of human rights violations, the implementation of risk-based due diligence processes, and the enforcement of compliance obligations across its operations and supply chain.

Furthermore, the Business Partner Code of Conduct explicitly mandates adherence to internationally recognized human rights standards by all third-party vendors. Compliance with these standards is monitored and enforced by the procurement function as part of its supplier governance responsibilities.

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](mailto: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 matters specifically relating to sexual harassment, employees are encouraged to report grievances directly to [POSH@indegene.com](mailto: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 2024-25			FY 2023-24		
	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	Conciliation. Case closed during FY 2024-25	2	0	Case closed as per company’s process during FY 2023-24
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 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	2
Complaints on POSH as a % of female employees / workers	0.5%	0.11%
Complaints on POSH upheld	0	1

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

Awareness of the relevant policies through periodic emails and mandatory trainings for POSH for all employees and contractors.

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.

While no human rights-related grievances have been formally reported within the organization to date, we maintain a proactive stance in identifying, mitigating, and preventing potential risks. Our policies and operational frameworks are subject to continuous review and enhancement to ensure alignment with prevailing human rights standards and legal obligations.

In support of this commitment, we mandate that all vendors, suppliers, and business partners comply in full with our Business Partner Code of Conduct, which expressly incorporates provisions related to human rights and labour practices. Furthermore, we reinforce internal awareness through systematic updates to employee contracts and the Employee Handbook, ensuring that all employees and relevant stakeholders are informed of their rights and responsibilities.

This structured approach ensures comprehensive adherence to human rights principles across our operations and broader value chain, thereby upholding our organizational commitment to ethical and legally compliant business conduct.

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

The Company undertakes rigorous human rights due diligence across its operations and value chain, in alignment with its Labour and Human Rights Policy. This policy, grounded in internationally recognized human rights frameworks, applies to all employees, suppliers, and business partners. It mandates adherence to fair employment practices, the elimination of all forms of forced and child labour, the prohibition of discrimination, and the respect for freedom of association and collective bargaining rights.

As part of its compliance framework, the Company conducts periodic risk assessments to identify potential and actual human rights impacts. Where risks are identified, the Company implements targeted remediation measures in accordance with applicable legal requirements and global best practices. The Company’s approach reflects a proactive and structured commitment to ethical conduct, regulatory compliance, and the protection of human rights throughout its business ecosystem.

**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?**

The Company has provided various facilities to assist differently abled persons during their facility visit. These include:

- a) Special rest rooms for assisting differently abled persons.
- b) Braille script provided on the lift control panel
- c) Tactile Ground Surface Indicators (TGSIs) provided on the floor in the common area of the building
- d) Lowered lift control panel for easy access
- e) Wheelchairs provided at each floor

**4. Details on assessment of value chain partners:**

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.

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

**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 2024-25	FY 2023-24
Total electricity consumption (A)	2,611.79	2,862.51
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>2,611.79</b>	<b>2,862.51</b>
Total electricity consumption (D)	1,352.53	1,409.44
Total fuel consumption (E)	190.98	252.13
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,543.50</b>	<b>1,661.57</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>4,155.29</b>	<b>4,524.08</b>
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) *	0.38	0.43
Energy intensity in terms of physical output (Total energy consumed/Permanent Employee headcount)	1.00	1.04

\*The revenue numbers have been revisited as per our BRSR reporting boundary.

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

We acknowledge that this year's report does not include external assurance, but we're prioritizing third-party assurance for future reports.

**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 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(i) Groundwater	1,997.7	3,569.6
(ii) Third party water	511	686.33
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	129.338	119.33
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,638.038</b>	<b>4,375.26</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,638.038</b>	<b>4,375.26</b>
Water intensity per rupee of turnover (Water consumed / Revenue from operations) *	0.24	0.42
Water intensity in terms of physical output (Water consumption / Permanent Employee headcount)	0.64	1.00

\*The revenue numbers have been revisited as per our BRSR reporting boundary.

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

We acknowledge that this year's report does not include external assurance, but we're prioritizing third-party assurance for future reports.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	0	0
(i) Groundwater	0	0
(ii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(iv) Others	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

We acknowledge that this year's report does not include external assurance, but we're prioritizing third-party assurance for future reports.

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 digital-first, life sciences commercialization 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 2024-25	FY 2023-24
NOX	Mg/m3	48.00	46.20
SOX	Mg/m3	36.40	38.90
Particulate Matter (PM)	Mg/m3	68.60	78.00
Carbon Monoxide	Mg/m3	129.00	Not tested

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, FCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	metric tonnes CO <sub>2</sub> equivalents	197.03	92.39
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, FCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	metric tonnes CO <sub>2</sub> equivalents	273.14	284.63
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	(metric tonnes CO <sub>2</sub> equivalents/₹ mn)	0.043	0.036
<b>Total Scope 1 and Scope 2 emission intensity</b> (Permanent Employee headcount as denominator)	(metric tonnes CO <sub>2</sub> equivalents/FTE count)	0.11	0.09

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

We acknowledge that this year's report does not include external assurance, but we're prioritizing third-party assurance for future reports.

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

Yes, we have undertaken multiple initiatives to reduce Greenhouse Gas (GHG) emissions as part of our commitment to sustainability. As an IT-enabled organization, we've reduced our reliance on physical data centers by transitioning to cloud-based infrastructure, implementing formalized energy management procedures, and training employees on energy conservation best practices. Our focus on energy efficiency extends across green and existing buildings, with key improvements in lighting, air-conditioning, automation, uninterruptible power supply (UPS) systems, building facades, data centers, and server rooms.

Here are some specific initiatives:

- LED Lighting Transition: We are progressively replacing conventional lighting with energy-efficient LED systems across all facilities.
- Energy-Efficient Equipment: We prioritize energy-efficient equipment, including Energy Star-rated appliances, to minimize power consumption in our offices.
- Renewable Energy Use: Wherever feasible, we source renewable energy through wheeling arrangements and Power Purchase Agreements (PPAs).
- Optimized HVAC Operations: We manage HVAC systems efficiently by optimizing refrigerants and compressors, regularly maintaining air handling units (AHUs), and ensuring they operate at peak efficiency.
- Upgrading Equipment: Inefficient appliances and equipment are replaced to reduce energy consumption.
- Data Center Optimization: We minimize energy use in data centers by transitioning to co-located data centers and cloud-based solutions.
- Thermal Management in Data Centers: Cold and hot aisle separation in data centers, along with the use of blanking panels, prevents mixing of cold and warm air, enhancing cooling efficiency.
- ASHRAE Compliance: We adhere to ASHRAE standards to drive energy efficiency in our data centers, reducing the overall environmental impact of our operations.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.4175	0.5141
E-waste (B)	3.4000	Nil
Bio-medical waste (C)	0.0409	0.0249
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Oil waste and Oil filter waste (G)	0.2778	0.3518
Other hazardous waste generated (H) (Electrical waste, Sanitary waste)	Nil	Nil
Other Non-hazardous waste generated (I) (Food waste, cardboard, paper, garbage waste)	13.8752	12.0015
<b>Total (A+ B + C + D + E + F + G + H + I)</b>	<b>18.0114</b>	<b>12.8922</b>
<b>Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in millions)</b>	<b>0.0016</b>	<b>0.0012</b>
<b>Waste intensity (optional) – Headcount as denominator</b>	<b>0.0043</b>	<b>0.0030</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	12.4092	11.0976
(ii) Re-used	NA	NA

Parameter	FY 2024-25	FY 2023-24
(iii) Other recovery operations	NA	NA
<b>Total</b>	<b>12.4092</b>	<b>11.0976</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.0409	0.0249
(ii) Landfilling	NA	NA
(iii) Other disposal operations	5.5613	1.7698
<b>Total</b>	<b>5.6022</b>	<b>1.7946</b>

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

We acknowledge that this year's report does not include external assurance, but we're prioritizing third-party assurance for future reports.

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 adopts a comprehensive waste management strategy focused on the 3R approach: reduce, reuse, and recycle. Waste is segregated into different categories with biodegradable waste composted and e-waste responsibly handled through certified recyclers or refurbishment for community use. Initiatives include replacing plastic water bottles with reusable containers, using biodegradable cleaning agents and waste bags, and implementing eco-friendly alternatives for food service. Training programs further ensure that employees and subcontractors are informed about effective waste management practices.

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 (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant. While the Company's operations do not fall under the direct regulatory purview of the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, or the Environment Protection Act due to the non-manufacturing nature of its business, the Company continues to adhere to all applicable environmental laws, regulations, and guidelines in India. The Company remains committed to maintaining high standards of environmental compliance across its operations.

**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 any operations, offices, or projects located in ecologically sensitive areas that would necessitate environmental clearances or pose risks to biodiversity. However, in alignment with our Indegene Environmental Policy, we remain committed to preserving biodiversity and minimizing our ecological footprint. Our broader approach to environmental stewardship includes responsible resource usage, effective waste management, pollution prevention, and the promotion of sustainable practices. We also encourage employee participation and stakeholder engagement to reinforce our commitment to environmental protection and ensure no adverse impact on ecosystems in the regions where we operate.

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:**

<b>S. No.</b>	<b>Initiative Undertaken</b>	<b>Details of the initiative (Web-link, if any, may be provided along-with summary)</b>	<b>Outcome of the initiative</b>
1.	Installation of new DG set in Brunton Road facility	A new 160KVA capacity DG set was installed in the Brunton road office to replace the old DG set which was not compliant with the emission norms set by the KSPCB.	Compliance with emission standards

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

The Company has developed a comprehensive Business Continuity (BC) and Disaster Recovery (DR) Plan to ensure preparedness and resilience in the event of disruptions. The Business Continuity Plan includes a detailed risk assessment, business impact analysis, and recovery strategies designed to meet both client and the Company-mandated Business Continuity Management (BCM) requirements. This plan is reviewed and tested annually to ensure compliance with the 18-hour Recovery Time Objective (RTO).

The Disaster Recovery Plan (DRP) is structured to effectively address various disruption scenarios, including natural disasters, cyber-attacks, system failures and aligning with the organization's 24-hour Recovery Point Objective (RPO). This proactive approach ensures that the Company is prepared to react swiftly and recover from any significant business interruptions.

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 Environmental, Social, and Governance (ESG) criteria. In the fiscal year 2025, 100% of critical suppliers were assessed for ESG factors, including environmental impacts, through our Supplier Assessment Questionnaire (SAQ). 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 six trade and industry chambers/associations at the state, national, and global levels. These affiliations support a collaborative environment, providing opportunities to access industry knowledge, build networks, enhance reputation, and advocate for policies that drive business growth and societal benefits.

- 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.**

<b>S. No.</b>	<b>Name of the trade and industry chambers/ associations</b>	<b>Reach of trade and industry chambers/ associations (State/National)</b>
1	NASSCOM	National
2	OPPI	National
3	SAPC	Global
4	HBA	Global
5	BioNJ	State (NJ)
6	USIBC	Global (US & India)

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's priority is to create value for its ecosystem, including customers, partners, investors, and employees, while maintaining a focus on people and the planet. While the Company does not formally advocate public policy positions, it collaborates with industry associations, fellow organizations, and stakeholders to align with evolving business, technological, and sustainability objectives. Through these partnerships, the Company contributes to discussions that support innovation, growth, and sustainable development across its areas of influence.

**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**

As a provider of digital transformation services for biopharmaceutical and medical device companies, the Company did not undertake any construction projects in the last financial year, and there was no requirement for Social Impact Assessments (SIA) based on applicable laws.

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

At the Company, while Rehabilitation and Resettlement (R&R) is not a specific focus area, we are deeply committed to empowering communities and driving meaningful change. As a healthcare transformation organization, we focus on increasing access to essential services by collaborating with the healthcare and education sectors. Our goal is to create lasting social benefits for the communities we serve through targeted projects with measurable impacts.

Our efforts include community engagement, impact assessments, and development programs, with a significant portion of our CSR budget dedicated to local community development. Although we do not engage in R&R projects, we actively support initiatives that provide scholarships, healthcare access, and technological advancements in education and healthcare. Through these efforts, we contribute to the social and economic well-being of the communities we work with.

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

The Company has established a Whistle Blower policy and provides a dedicated platform for individuals to report grievances and complaints independently. Community members and other stakeholders can submit their concerns through our whistleblower portal, Speak Up, accessible here. This ensures a transparent and secure mechanism for grievance reporting and redressal.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	31%	28%
Directly from within India	69%	72%

**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 2024-25	FY 2023-24
Rural	0	0
Semi-Urban	0	0
Urban	0.1%	0.1%
Metropolitan	99.99%	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 (SIA) 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 are 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.

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

Not Applicable.

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

As a provider of digital transformation services for biopharmaceutical and medical device companies, the Company's primary procurement consists of electronic office equipment, including laptops and other IT hardware, sourced primarily from OEMs, distributors, and local suppliers. Whenever possible, we prioritize procuring locally available goods in a sustainable manner, contributing to economic opportunities within the communities where we operate.

**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

**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
1	Free/Subsidized Dialysis for poor patients suffering from chronic kidney disease	78	65%
2	Sponsoring the professional education of 25 academically bright and financially deserving Medical (MBBS) students from India through annual scholarship awards from the Company	Direct Beneficiaries: 25 (Students pursuing MBBS) Indirect Beneficiaries: 75 (Parents and siblings of the students)	100% All 25 beneficiaries are aged 18-23 years, who are academically talented but economically underprivileged, pursuing degrees in Medical (MBBS) from rural, semi-rural, peri-urban backgrounds (few from metros) with family income of ₹ 3 Lakhs/annum or less throughout India. The scholars are often 'First Generation' Graduates in their families
3	CSR support received for "C-CAMP Deep-Science Incubation program"	9 startups supported with Incubation; >35 startups supported with technical and business mentorship; >160 students and innovators trained on technology platforms; >180 participants benefitted from networking sessions, investor meets and workshops	NA
4	Speech Therapy at FAME India	94	35%

## 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.

The Company has a structured process to ensure timely and effective resolution of customer complaints. The key steps are as follows:

- Incident Reporting: Incidents can be reported by clients, vendors, or employees. Reporters wishing to remain anonymous can use an Incident Reporting Form or submit details via a soft copy placed in the incident reporting box.
- Incident Management Team: Led by the risk, audit & compliance team, the Incident Management Team assesses incidents based on predefined criteria, including major incidents that may impact client reputation, delivery, revenue, legal compliance, or human resources.
- Root Cause Analysis (RCA): A root cause analysis is conducted with all relevant stakeholders. The progress and corrective actions are shared with stakeholders until the issue is fully resolved.
- Communication: Throughout the investigation, the Incident Management Team maintains consistent communication, ensuring confidentiality and sharing reports with affected parties. Stakeholders are kept informed of the incident's status throughout its lifecycle.
- Resolution and Closure: The Incident Management Team processes incidents, assigns them to appropriate internal or external stakeholders, and ensures follow-up. In response to client-reported incidents, the Company communicates the actions taken and closure details to the client once implementation is complete.

#### 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.

As a service-based Company, the Company does not produce physical products but remains committed to safe and responsible usage of materials and the recycling and disposal of waste, including electronic waste (e-waste). Our e-waste consists of items such as computers, laptops, mobiles, printers, and batteries. This waste is either refurbished internally

and distributed to communities as part of our CSR activities or sent to authorized recyclers who provide certification for the proper recycling and recovery of materials. We also ensure that all e-waste disposal complies with relevant regulations by conducting thorough vendor assessments to verify compliance before proceeding with any disposal.

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

	FY 2024-25			FY 2023-24		
	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.	0	0	-
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0	There were no data breaches or losses, and no legal or financial impact related to user privacy.	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 digital-first, life sciences commercialization 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.

The Company is ISO 27001 Certified and has a comprehensive Information Security Management System (ISMS) framework in place, supported by well-defined policies to address cybersecurity threats and data privacy risks. These policies are aligned with industry standards and regulatory requirements to ensure robust protection of all our information assets. Regular risk assessments, control reviews, and employee training are conducted to maintain ongoing compliance and awareness. This framework forms the foundation of The Company's commitment to secure and responsible data 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, cybersecurity, data privacy, product recalls, or regulatory penalties on product/service safety.

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

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

No material data breaches have been observed during the reporting period

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

0%

#### c. Impact if any of the data breaches

Not Applicable

## 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 by can be found by accessing [www.indegene.com](http://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 digital-first, life sciences commercialization 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's Business Continuity Planning and Disaster Recovery (BCP-DR) procedures provide a robust framework for evaluating critical business areas and conducting Business Impact Analyses (BIA) to determine the continuity requirements for IT infrastructure and facilities in BCP scenarios.

Potential impacts on business processes—arising from disruptions like natural disasters, power outages, or internet unavailability—are assessed, and continuity measures are strengthened to ensure service availability. The Company's continuity requirements are outlined in the Master Services Agreement, with engagement-level continuity plans regularly defined and tested. Results from these tests and any actual BCP response deployments are communicated to client counterparts as necessary.

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. We are a digital-first, life sciences commercialization company and we do not engage in product manufacturing.

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?

Customer satisfaction is a key focus area for the Company, and it plays a crucial role in evaluating the quality of our services, identifying areas for improvement, and enhancing overall customer experiences. To ensure we consistently meet customer expectations, we actively monitor our commitments, maintain transparency through regular audits, and take a data-driven approach to assess satisfaction levels.

Our Customer Satisfaction (CSAT) surveys are conducted regularly, providing valuable feedback that helps us refine our service offerings. These surveys allow us to gather insights into our performance, ensuring that we continue to deliver exceptional customer