

INDEGENE'S APPROACH TO ESG

# Enabling A Future-Ready Healthcare Ecosystem

**Our approach to Environmental, Social, and Governance (ESG) extends beyond compliance – it reflects our deep responsibility to people, communities, and the planet. Aligned with the United Nations Global Compact (UNGC) principles and the Sustainable Development Goals (SDGs), our ESG strategy provides a clear and actionable framework to drive meaningful progress. This commitment has earned us a Silver rating from EcoVadis, placing Indegene in the top 15% (93rd percentile).**

On the environmental front, we are driving a range of initiatives to reduce our ecological footprint and build a more sustainable future. Our goals, grounded in the Science-Based Targets initiative (SBTi), align with global climate objectives. We aim to reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 33.6% and Scope 3 emissions by 20% by FY 2028-29, from a FY 2023-24 baseline. We have implemented ISO 14001 and ISO 45001 standards for environmental and occupational health and safety management at our Bengaluru premises. Our largest delivery centers have adopted energy-efficient lighting and equipment and

have optimized HVAC systems that directly contribute towards reduced power consumption. 67 % of energy consumed at our facility in Embassy Manyata Business Park is derived from renewable energy sources. We support water conservation by using smart meters, low-flow fixtures, and proactive leak detection. We manage waste through a 'reduce, reuse, recycle' model, including composting and responsible e-waste recycling. In summary - backed by a robust Environmental Management System (EMS) and ongoing employee engagement, sustainability at Indegene is a shared responsibility woven into our daily operations.

## Corporate Social Responsibility

**We are committed to helping accelerate deep-science innovation, enabling policy modernization and support, fueling startup growth, and strengthening India's healthcare ecosystem. In pursuit of this goal, we are establishing strategic partnerships with select, like-minded organizations that share our passion, commitment and vision. We continue to support initiatives that expand access to education and healthcare, creating a lasting impact.**

### Research and Innovation

We partnered with the Center for Cellular and Molecular Platforms (C-CAMP) to support 5–7 early-stage life sciences startups, providing them with financial assistance, expert mentorship, and a tailored suite of digital services. We also joined hands with Plaksha University to advance the quality of education in digital

health, including sponsoring the Chair for Digital Health, helmed by Dr. Ravi Jasuja, an alumnus of Harvard Medical School. Indegene is also a founder-member and sponsor of the Centre for Health Analytics Research and Trends (CHART) under the Trivedi School of Biosciences. Ashoka University. This collaboration aims to enhance healthcare research and analysis in India.

In addition, we joined hands with the Indian Institute of Science (IISc) and the Ignite Life Science Foundation to advance pioneering research in cardiovascular and neurodegenerative diseases. With neurodegenerative disorders projected to become the second leading cause of death globally by 2040, this collaboration is crucial for driving scientific breakthroughs and developing innovative healthcare solutions.

### Education

We successfully concluded the first phase of our mentorship program for third-year engineering students from the Foundation for Excellence (FFE). The program was designed to equip students with career-relevant skills and professional guidance, enhancing their employability and boosting their confidence. The second phase is underway.

Through our focused efforts, we aim to make digital education accessible to underprivileged children. In collaboration with Rotary Bangalore Lakeside, we

provided laptops to 10 government schools in Kolar district to enable them to set up computer labs. This initiative will bridge the digital divide for students in rural areas, empowering them with access to modern technology and digital education.

### Healthcare

We continue to support Foundation for Action, Motivation, and Empowerment (FAME) India, an NGO focused on offering speech and language therapy for children with neurodevelopmental challenges. We're also collaborating with Olympic Gold Quest (OGQ), a not-for-profit organization, in the areas of Sport Science Team Support (Physiotherapist, Nutritionist, Strength and Conditioning Coach, Psychologist) for Indian athletes. At the 2024 Paris Olympics, 4 out of the 6 medal winners for India were supported by OGQ. We also support the Bangalore Kidney Foundation (BKF) to help make dialysis treatment more accessible to the underprivileged.

