

PEOPLE EXCELLENCE

# Nurturing Future-Ready Global Talent In A Culture Uniquely Ours

We are a differentiated company uniquely bringing deep domain and technology together for our life sciences customers globally, creating a vibrant ecosystem that provides meaningful career journeys and experiences for our global talent, helping them thrive and be future-ready.

### Unified Team

We co-create future-ready careers for our talent providing them with exciting, differentiated and meaningful career journeys and experiences.

We are a diverse team spread across generations, geographies, and skill sets – bound by a common goal: to enable future-ready healthcare across the world. With deep expertise across clinical, medical and commercial functions, our workforce spans 44 job families and 600+ skill sets, enabling us to stay agile and responsive to an evolving industry. As of 31 March 2025, we had 4,153 full-time employees in India, 588 in North America, 185 in Europe, and 79 in other regions. 46% of our employees are women across diverse functions and skill levels.

3%

New Joiners Are  
Women Returning  
To Work

2,286

Women  
Employees

### Purpose-driven Culture

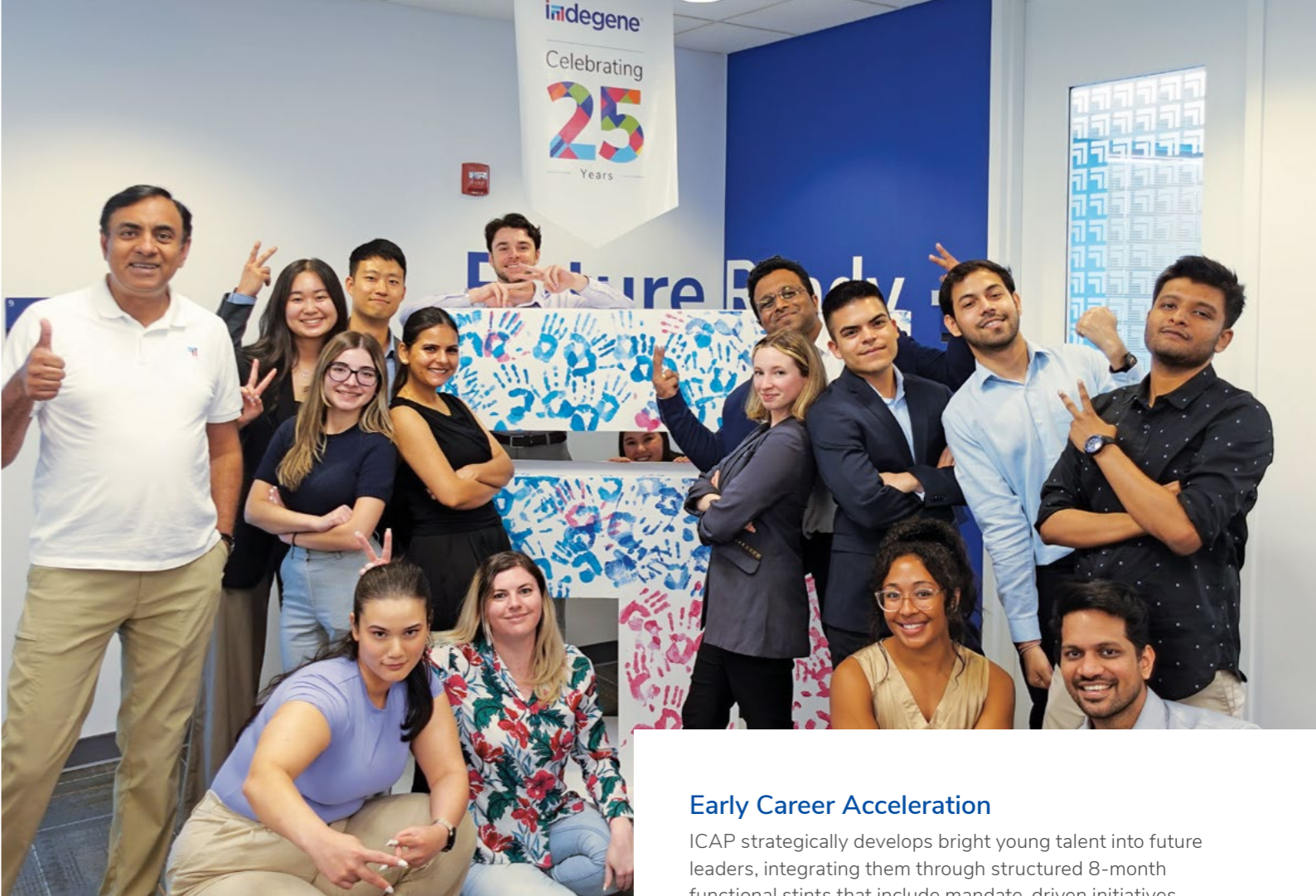
Over two and a half decades; we have nurtured our deeply cherished culture that is palpable across individuals, teams, geographies.

While focusing on staying current and being future-ready from skills and capabilities perspectives, we celebrate entrepreneurial mindset and thinking, that prudently pushes the edges of the metaphorical envelope for our customers and for all it takes to deliver meaningful offerings and experiences to them. We believe in building institutions, practices and experiences that allow for scale and growth in as seamless ways as are reasonably possible.

No matter what each of our roles and the positions we occupy, we essentially are either serving the purposes of our customers or are serving those who are serving the purposes of our customers. This is done with respect, humility and a deep sense of purpose.

Trust, innovation, collaboration and empathy are not just our values, these are demonstrated, seen and experienced across the company, guiding us in everything we do.

It is finally a culture that is warm and embracing that makes individuals feel belonged as they undertake career journeys with us. Every individual matters. Every work matters.



### Leadership Development

We believe leadership thrives in context. Our leaders across the spectrum drive a growth agenda that is forward-looking and future-ready, bring an entrepreneurial mindset and take risks with prudence, remaining technologically-savvy to leverage changes in regulatory and technological domains early to stay ahead of the curve.

What we do and how we do it is unique. Context matters. Therefore, while we bring rich and diverse leadership talent from outside from time to time, making them feel belonged within Indegene and integrating them into our unique ways of delivering value for our customers; we are deeply committed to developing home-grown leaders. Some truly exciting leadership journeys have emerged over the years, these continue to motivate the company and inspire individuals to emulate and excel.

Our goal is to build a cohesive, accountable leadership team united by trust and shared goals to shape our collective success. We are committed to developing potential leaders through our home-grown assessment framework, opportunities in the real world, meaningful strategic exposures, customized development interventions, coaching and mentorship.

### Early Career Acceleration

ICAP strategically develops bright young talent into future leaders, integrating them through structured 8-month functional stints that include mandate-driven initiatives, executive coaching, and early client interaction. This targeted learning and development investment has significantly accelerated ramp-up time from 4 to 2 months, achieving overall retention, enabled 70% to move into expanded roles, and positioned 60% of the initial cohort as meeting leadership succession criteria. We invested 3,500+ hours in this initiative in 2024.

The purpose is to build a robust, internally grown leadership pipeline.

### GenAI@Work

At the heart of what we do is to contextualize emerging technologies with deep domain expertise. We believe in truly democratizing the utilization of these technologies, not just in our customer solutions and offerings; but also in the way we deliver these solutions and offerings to our customers.

GenAI at Indegene is a lived experience.

We have embraced it as a core pillar of our vision, strategy, and culture. We have adopted GenAI as a transformative force that is reshaping the way we work, innovate, and deliver value. By embedding GenAI into the DNA of our operations, we are unlocking new levels of creativity, efficiency, and intelligence.

We invested 9,000+ hours in training our employees at introductory, intermediate and advanced levels. We empowered these employees with SME workbenches to enable them not just with tools, but with a mindset of exponential thinking.

We won the Technology and AI Institute of the Year - Silver at the Economic Times - ETHR World Future Skills Awards 2024.

Future-ready Global Workforce Skills

Our ability to consistently deliver innovative clinical, medical and commercial solutions hinges on the advanced and adaptable skills of our people, specially given the rapidly evolving global landscape.

Our Learning & Development (L&D) initiatives play a pivotal role in ensuring our workforce remains at the forefront of industry trends, equipped with the specialized capabilities essential for our future strategic ambitions and our clients' success. In FY 2024-25, we proactively drove initiatives to future-proof our key talent, linking directly to our growth trajectory and our commitment to integrating data, science, and creativity.

Our programs utilize blended learning methodologies, specialized internal academies, and strategic external partnerships to deliver targeted, high-impact training.

Our focus on future-ready skill development has yielded significant, measurable results:

- We analyzed over 25+ critical roles across our core delivery, sales, and support functions and developed detailed skill taxonomy to precisely define both current proficiencies and required future capabilities per role cluster
- Over the past year, we identified 20+ emerging critical skill domains (e.g., Generative AI applications in medical content, Advanced Real-World Evidence (RWE) Analytics, Omnichannel Commercialization Strategy) directly aligned with our strategic plan
- 90% of our total workforce completed at least one identified future-ready skill pathway and 100% employees in critical roles (e.g., Medical Writers, Data Scientists, Digital Strategists, Client Engagement Leads) achieved certified proficiency in these new capabilities, validated by assessments and certifications
- We delivered 35,000+ hours of specialized training dedicated exclusively to future skills, reaching 4,500 unique learners across our global operations, with 90% average program completion rate for these critical skill pathways

- 60% of critical client engagements requiring these new capabilities were successfully staffed by internal talent, reducing our reliance on external hiring for highly specialized roles.

Diversity, Equity and Inclusion

We foster an inclusive workplace where every individual can thrive. We prioritize creating a supportive workplace for all employees through comprehensive programs focused on inclusion and empowerment.

We offer networking groups that provide mentorship and skill-building opportunities focused on health, financial wellness, and professional growth. We have earned recognition for our inclusive workplace culture for several years and continue to celebrate individual leadership excellence across the organization, demonstrating a firm commitment to equity and workplace excellence.

The organization ensures workplace security through anti-harassment policies, secure transportation, nursing rooms, and quality daycare facilities. Progressive leave policies include 26 weeks of parental leave for the first two children, and adoption leave.

Indegene has been recognized among the Best Places for Women to Work by Avtar and Seramount for 8 consecutive years and secured a spot among the Top 100 Companies for Women to Work in India. Our women leaders have also received individual recognitions for their exceptional contributions.

Employee Wellbeing

As a company that is deeply committed to the cause of health, we place serious commitment and attention to creating conducive workspaces and an environment that supports holistic well-being.

#MyHealthMatters, our home-grown program for the cause of employee health and well-being, is into its 12<sup>th</sup> year, offering physical and mental health resources, telehealth consultations, fitness programs and stress management support.

We promote work-life integration through flexible work schedules, hybrid options, and paid time off. Our programs reinforce our core commitment of making every individual and their loved ones matter, the work they do and the way they do it truly matter.

We have been consistently recognized as an employer of choice:

- Named among India's Top 50 Best Workplaces in Health and Wellness by the Great Place to Work® Institute
- Inducted into AVTAR's Best Companies for Women in India Hall of Fame after five consecutive years of recognition

Voices from Our Team



Savi Jain  
Program Management Lead



For me, a future-ready career means being adaptable, continuously learning, and staying in sync with emerging trends and technologies. At Indegene, I've had the chance to work with innovations like GenAI and explore diverse roles across different business units. This exposure has not only broadened my skill set but also prepared me to tackle the evolving demands of the healthcare and pharmaceutical industries.



ICAP has been an incredible journey of growth and discovery for me. It has taught me the importance of adaptability, collaboration, and ownership. I got the opportunity to work on the commercial side and later, with the medical team as well. Each new role means starting from scratch, but it gives you a wealth of skills and perspectives that you carry to your next stint.

Priyanka Rai  
Program Management Lead



Meghna Chandran  
Program Management Lead



The one thing I really like about working at Indegene is the flexibility and freedom you're given to deliver results. You're always encouraged to find your own way of getting things done. That sense of trust and autonomy not only empowers you to think creatively but also to take ownership of your work and make a real impact in your own unique way.

**Cygnus – Indegene's highest employee recognition** - celebrates bold, path-breaking leadership by honoring individuals and teams who shape our organization's future and drive sustainable impact through prudent entrepreneurship and innovation, institution-building, and enterprise collaboration. The inaugural Cygnus Awards Gala was a dazzling affair of recognition, celebration and inspiration - honoring the gold standard of leadership excellence at Indegene.

