

an active participant in the communities in which we operate. Monitoring and managing our environmental, social, and governance (ESG) performance is an integral part of our business strategy.

Syngene is listed on the Indian stock exchanges.

### Our workforce

Our workforce of 8,500+ people includes some 6,000+ scientists supported by specialist and functional professionals to ensure smooth delivery of client projects. Together, their skills and experience enable us to deliver great science at all points in the value chain from early discovery to commercial manufacturing for both small and large molecules.

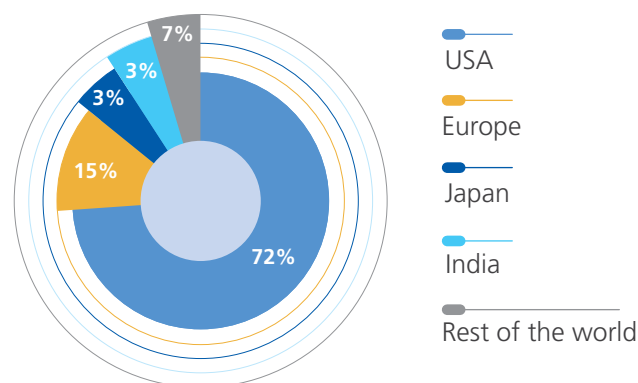
### Our campuses

Our Company is headquartered in Bangalore, India, where our main campus serves as our primary research, development, and manufacturing hub. We also have three satellite campuses in Bangalore that house crucial functions such as Human Resources, Legal and Finance as well as our Clinical Development facility.

We have established two additional campuses in Hyderabad and Mangalore, India. In Hyderabad, our expanding discovery research operations are located in the government-sponsored biotech zone, while a dedicated campus in Mangalore houses a commercial-scale active pharmaceutical ingredient (API) manufacturing site.

Furthermore, our US-based wholly-owned subsidiary, Syngene USA Inc., supports clients in the United States, while clients in the United Kingdom and Europe are served by our locally based commercial teams.

### Our global client base by country of origin



### Our partnerships\*



\*This is a representative selection of the customers Syngene works with. We work with over 450 customers across industry segments

\*All product names, logos, brands, trademarks and registered trademarks are property of their respective owners

# Our business divisions



## Discovery Services

Our Discovery Services division is responsible for conducting early-stage research, from identifying biological targets relevant to disease in patient populations to delivering drug candidates for further development. Our capabilities encompass chemistry, biology, safety assessment, and computational and data sciences for traditional small molecule therapeutics, biologics, and specialty modalities such as peptides, oligonucleotides, antibody-drug conjugates, and targeted degradation/stabilization. Syngene SynVent™, part of Discovery Services, is our platform for integrated drug discovery offering clients a complete project delivery capability, utilizing our differentiated technologies and scientific expertise.

## Development Services

With a focus on small molecules, our Development Services division takes drug candidates and provides a range of services, from pre-clinical to clinical trials, including drug substance, drug product development, and associated services in order to demonstrate the safety, tolerability, and efficacy of drugs.

Our development capabilities include advancing highly potent active pharmaceutical ingredients and oligonucleotides with therapeutic and diagnostic applications, from laboratory to manufacturing scale. Our expertise also includes working with performance chemicals and specialty materials using synthetic organic chemistry and polymer chemistry. We integrate analytical services such as method development, validation, transfer, and reference standard qualification throughout the development process.

## Manufacturing Services

Manufacturing Services offers commercial-scale manufacturing of small molecules from our cGMP-compliant API manufacturing campus in Mangalore and development and manufacturing services for large molecules from our biologics manufacturing facility in Bangalore which has been approved by the US and European regulatory authorities.

## Dedicated R&D Centers

R&D Centers are multi-disciplinary teams based in dedicated facilities focusing on biopharmaceutical research for clients including BMS, Amgen and Baxter.

This model offers a turn-key solution to those clients that want to operate a dedicated research center, at scale, without having to make long-term capital investments and with the ability to fully integrate into their existing research network while maintaining the flexibility to scale up and down easily.

# Our collaboration options

Recognizing that each client has different needs, our collaboration options offer flexibility and customization to meet individual requirements. Clients can select a single option or a combination to suit their needs.

## Fee for Service (FFS)

- Agreed services delivered within a defined scope
- Flexible, on-demand personnel and research infrastructure deployed to achieve the project objectives
- Engagements may be short or long term

## Full-time Equivalent (FTE)

- Pre-defined numbers of scientific personnel from pre-determined disciplines work full-time on client projects
- Deliverables and team composition evolve as the project advances
- Agreements are typically renewed annually

## Dedicated R&D Centers

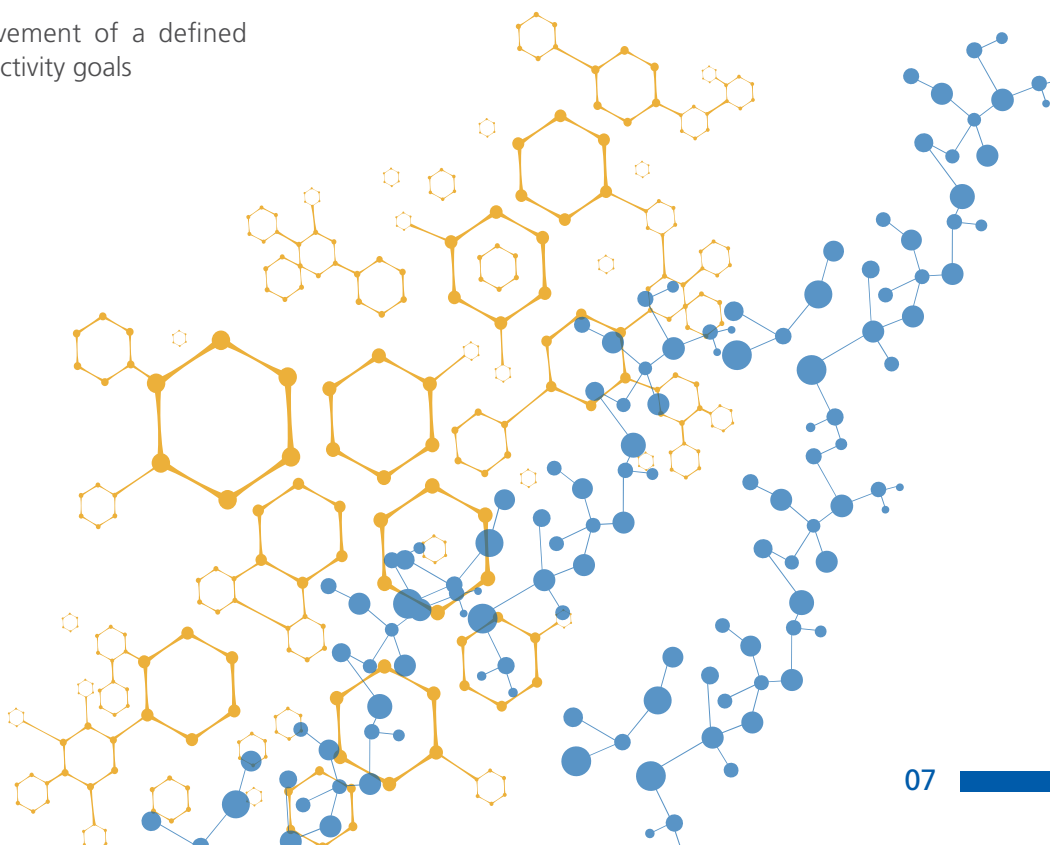
- Clients are provided with customized and ring-fenced infrastructure
- Dedicated scientific and support teams work exclusively on the client's projects
- Long-term strategic alliances typically extending for five years or more

## Risk / Reward

- A milestone-based model encompassing a portfolio of research projects
- Clients benefit from reduced upfront payments in exchange for milestone payments based on pre-agreed success criteria

## Outcome-based model with Service Level Agreement

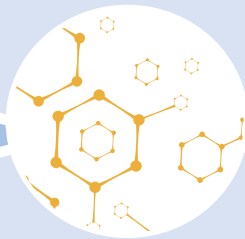
- A contract based on achievement of a defined outcome and linked to productivity goals



# Our value creation model

## Our Business

We are an integrated research, development and manufacturing organization providing scientific services from early discovery to commercial supply. We serve a wide range of industrial sectors including pharmaceutical, biotechnology, nutrition, animal health, consumer goods and specialty chemical companies.



We deliver shared value  
We partner with 400+ clients worldwide  
We aim to offer a great place to work  
We invest in the communities where we operate  
We deliver returns to shareholders  
We comply with national and international regulations for the benefit of people and patients.

## Our assets

### World-class infrastructure

Certified to international standards, offering a breadth of facilities and scale

### Responsible environment, social and governance

embedded in our operations

### Talented resources

Attract, retain, develop skilled people  
Provide safe work environment for

**8,500+ workforce**  
including  
**6,000+ scientists**

## OUR VISION

To be a world-class partner delivering innovative scientific solutions.

## OUR VALUES

- Integrity - Excellence - Professionalism

## OUR STAKEHOLDERS

- Clients
- Communities
- Employees
- Industry authorities
- Shareholders

### Effective collaboration with suppliers

who deliver high quality materials and capital projects

**2,900+ suppliers**

### Robust business model

delivering dynamic growth, profitability, returns with good governance

## Our advantage

### One-stop shop

- Discovery, development, and manufacturing services for large and small molecules
- Latest technology and training, 24/7 support
- Strong project management
- Safety first throughout all operations
- ESG strategy and targets reported annually

## Our value proposition

- End-to-end scientific solutions across multiple modalities and multiple industries
- Strong track record with major regulators
- Availability of skills and technology not available in-house for clients (especially with emerging biotech)
- Continuous improvement, reliability and ability to deliver at scale
- Understanding of environmental impact, ethical standards and governance

## Value creation

### A partner for the long term

- Timely project delivery to clients
- Innovation captured in 400+ patents over thirty years
- Problem-solving on an industrial scale
- Three molecules under commercial manufacturing

- Scientific and operational excellence
- Value workplace diversity
- Active career-long learning and development
- Develop leadership at all levels using leadership competency framework

### Great place to work

- Collective experience of hundreds of projects benefits every client
- Regular client engagement
- Breadth of skills under one roof to build flexible teams

- An equal opportunity workplace: 28% of females in permanent roles; 14% females in leadership roles; access for differently-abled talent
- Roles in leading edge, global science without leaving India

- Sustainable partnerships create a resilient value chain
- USD 250 Mn annual spend with suppliers, including capital items
- Dual-sourcing of critical materials

- Eco system of suppliers
- Niche sourcing skills to manage complex supply chain
- Proactive partnerships to enforce high standards of business ethics and environmental management

### Resilient supply chain

- Development of supplier capabilities in business ethics and environmental standards
- On time delivery to clients
- Availability of key capabilities through experienced suppliers and consultants

- Investment of Rs 45 Bn (USD 567Mn\$) in infrastructure and facilities
- Strong track record of growth with good demand visibility for future
- EBITDA margins maintained around 30%

### Industry leadership through sustainable growth

- Experienced leadership team
- Strong governance
- Strategy to drive investment and growth
- Absolute focus on efficiency and compliance
- Track record of reliable delivery

- Revenue growth of 19% for FY23. 15% CAGR over last 5 years
- Earnings per share (basic) of Rs 11.59 in FY23
- Total market cap increase of 284% since listing (to March 2023)