

Executive Committee



1 Jonathan Hunt Managing Director and Chief Executive Officer

Jonathan has over 30 years of experience in the global life sciences and biopharmaceuticals industry. At Syngene, he is responsible for strategy, strategy execution, leading the executive team and the Company's business operations and steering its investment decisions.

Prior to joining Syngene, he held leadership positions at AstraZeneca for over a decade, including President and Director of AstraZeneca, Austria, and President and Chief Operating Officer, AstraZeneca, India. He has been a member of the Board of Directors of Syngene since 2016 and is a member of the Stakeholders Relationship & ESG Committee, the Risk Management Committee and

the Science & Technology Committee. He completed his BA in Business Studies & Economics from the University of Sheffield and holds an MBA from Durham University, United Kingdom.

2 Sibaji Biswas Chief Financial Officer

Sibaji is a certified Chartered Financial Analyst from ICFAI, holding a B.Tech from IIT Kharagpur and an MBA from University of Calcutta. He has also completed Management Development Programs at the Indian Institute of Management (IIM), Ahmedabad and London Business School. He has over 20 years of experience in finance and related functions. His prior experience includes working with Vodafone (Romania), Vodafone (India), Hutchison Essar Limited, Fasel Limited and the ABP Group. Prior to joining Syngene, he

was the CFO and a member of the Board at Vodafone (Romania). At Syngene, he oversees the finance, supply chain, legal, secretarial and IT functions and as a member of the Executive Committee, he plays an important role in driving strategy and planning, improving profitability, identifying new opportunities, improving cash generation and enabling organizational growth.

3 Mahesh Bhalgat Chief Operating Officer

Mahesh holds a Ph.D. in Medicinal Chemistry from the University of Utah, United States and a bachelor's degree in Pharmaceutical Sciences from the University of Mumbai. He has over 25 years of experience in biopharmaceuticals, vaccines and diagnostics. He has worked in different areas of Operations, R&D and Quality including analytical development, technology

transfer and regulatory sciences. During his career, he has been associated with companies such as Sanofi, Amgen, Celera Genomics, Molecular Probes, Monsanto and Biological E. Prior to joining Syngene, he was the Executive Director and Chief Operating Officer at Shantha Biotechnics, a Sanofi company, where he was also the Site Head for all vaccine operations and responsible for manufacturing, quality, engineering and projects, supply chain, project management and long-term strategic planning and development. Mahesh represents the company on industry committees such as CII Biotechnology. As Chief Operating Officer and a member of the Executive Committee, he is responsible for all operations, including discovery, development and manufacturing of small and large molecules. He also leads safety, engineering and maintenance, project management and is responsible for driving operational excellence.

4 **Alex Del Priore** Senior Vice President – Manufacturing Services

Alex holds a BSc in Chemical Engineering from the University of South Carolina and completed his MBA from Vanderbilt University, both in the United States. He has three decades of experience in developing, commercializing and life-cycle management of products in various life science industries. Prior to joining Syngene, he was Vice President Operations and Health COO at Johnson Matthey in the UK where his remit included M&A activity, strategy development and new product introduction. As a member of the Executive Committee, he leads the Manufacturing Services Division. In this role he leads both the development, clinical and commercial manufacturing of Syngene's biologics business and the commercial manufacturing of API/Advance Intermediates in Mangalore, India.

5 **Alok Mehrotra** Chief Quality Officer

Alok holds an M. Tech in Chemical Technology (Food Technology) from Harcourt Butler Technological Institute. He has over 25 years of experience in Manufacturing Operations, Quality Assurance, Sustainability/ EHS and Production and Supplier Technical Assurance across various industries. Over the years, he has worked with leading corporates including Godrej Pillsbury, Pepsi Foods India Limited and Reckitt Benckiser. At Dr Reddy's Laboratories,

he established the Global Quality Management System and was also responsible for the quality oversight of all external suppliers worldwide. Prior to joining Syngene, he was Head of Operations Excellence, EHS and Sustainability at Dr Reddy's Laboratories. As Syngene's CQO, he is a member of the Executive Committee and leads the Quality function with responsibility for maintaining standards in quality and compliance.

6 **Andrew Webster** Chief Human Resources Officer

Andrew holds a Higher National Diploma in Business Studies from Blackburn College of Technology, UK, and a professional qualification from the Institute of Personnel Management awarded by Salford Technical College, UK. His experience in the Human Resources function includes management of mergers and acquisitions; driving culture change; building a leadership and talent pipeline; and delivering a diversity agenda. Andrew joined Syngene in December 2022 from management consultancy, Teneo, Hong Kong. Prior to joining Teneo he was CHRO for global retail group, DFS and held HR leadership roles at global biopharmaceutical company, AstraZeneca PLC. He started his career as an HR professional in the UK retail groups House of Fraser and Marks and Spencer PLC. Andrew is a member of the Executive Committee where he leads on talent management strategy and building employee value proposition, in addition to steering all Human Resources operations. Andrew succeeded Sanjeev Sukumaran as CHRO on 1 December 2022.

7 **Caroline Hempstead** Head of Corporate Affairs

Caroline has a degree in French studies from Manchester University, UK. She has more than 30 years of experience in Corporate Affairs roles in multinationals in sectors ranging from financial services and oil & gas to pharmaceuticals. She joined Syngene in 2019 as Head of Corporate Affairs. Prior to joining Syngene, she held similar roles at AstraZeneca plc and LafargeHolcim (now Holcim), preceded by leadership roles in corporate communications at Royal Dutch Shell, Inchcape plc and the London Stock Exchange. As a member of the Executive Committee and the ESG Council, her responsibilities encompass corporate communications and Environment, Social and Governance activity.

8 **Kenneth Barr** Senior Vice President – Discovery Services

Kenneth completed his Ph.D. in Synthetic Organic/Organometallic Chemistry under the direction of Professor Stephen Buchwald at the Massachusetts Institute of Technology and pursued his postdoctoral study in natural product synthesis under the direction of Professor Steven Martin at the University of Texas at Austin. He has nearly three decades of experience in drug discovery and has been associated with organizations including Abbott Labs, Merck Sharp and Dohme, Amplyx Pharmaceuticals, and Sunesis Pharmaceuticals. Prior to joining Syngene, he was the Head of R&D Strategic Global Operations at FORMA Therapeutics, where he was responsible for driving research effectiveness through optimization of internal and external R&D research efforts and providing alliance management for key pharma and CRO relationships. As a member of the Executive Committee, he is responsible for the strategy and operations of the Discovery Services Division.

9 **Joydeep Kant** Senior Vice President – Development Services

Joydeep is an organic chemist with a Ph.D. from the University of Missouri (USA) and postdoctoral training in medicinal-organic chemistry from the University of Kansas School of Pharmacy (USA). Joydeep has over 30 years of experience in global pharmaceutical companies like Zoetis, Pfizer, Bristol-Myers Squibb, Johnson Matthey Pharmaceuticals, and Ranbaxy at various levels. He has a track record of scientific and leadership contributions to human and animal health drug development programs, including drug discovery and manufacturing in the USA and India. Coupled with his passion for science is his distinctive innovation track record including patents, publications in peer-reviewed journals, monographs, and technical presentations at international symposia, conferences, and academic institutions. Joydeep is a member of the Executive Committee and he is responsible for the strategy and operations of the Development Services Division.