

# Board of Directors



## ① **Kiran Mazumdar Shaw** Non-Executive Chairperson

Ms Mazumdar Shaw is a first-generation entrepreneur with over 45 years of experience in the field of biotechnology. She is the proud recipient of two of India's highest civilian honours, the Padma Shri (1989) and the Padma Bhushan (2005). She was also honoured with the Order of Australia, Australia's Highest Civilian Honour in January 2020. In 2016, she was conferred with the highest French distinction - Knight of the Legion of Honour. She has been conferred with the EY World Entrepreneur of the Year™ 2020 Award, which is a testimony to her entrepreneurial journey. She was felicitated with the Advancing Women in Science and Medicine (AWSM) Award for Excellence in 2017 by

The Feinstein Institute for Medical Research, USA, and the 2014 Othmer Gold Medal by The Chemical Heritage Foundation, USA.

Ms Mazumdar Shaw serves on the board of The Massachusetts Institute of Technology (MIT), USA, Pure-Tech Health, USA, Memorial Sloan Kettering Cancer Center, USA. She also serves as a Member of the National Academy of Engineering, USA. She is also an Honorary Member of the Indo-American Chamber of Commerce and the Vice Chair of the Global Board of Directors, U.S.-India Business Council. She is Non-Executive Director on the Board of Narayana Health and served as the Lead Independent Member of the Board of Infosys Ltd from 2018 to 2023 in India, apart from holding key positions in various industry, educational, government and professional bodies globally.

## ② **Jonathan Hunt** Managing Director and Chief Executive Officer

Mr Hunt 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.

## ③ **Catherine Rosenberg** Non-Executive Director

Prof Rosenberg is the Canada Research Chair in the Future Internet, the Cisco Research Chair in 5G Systems and a professor in electrical and computer engineering at the University of Waterloo, Canada. She is a Fellow of the Institute of Electrical and Electronics Engineers and of the Canadian Academy of Engineering. At Syngene, she is Chairperson of the Corporate Social Responsibility Committee, and a member of the Nomination & Remuneration Committee, the Stakeholders Relationship & ESG Committee and the Science & Technology Committee.

#### ④ **Kush Parmar** Independent Director

Dr Parmar holds an MD from Harvard Medical School, a Ph.D. in experimental pathology from Harvard University and a BA in molecular biology and medieval studies from Princeton University. Currently, he is a Managing Partner at 5AM Ventures, a life sciences venture capital firm headquartered in San Francisco. Dr Parmar serves on the Advisory Boards of Harvard Medical School, Penn Medicine, Princeton University's Department of Molecular Biology, and the Grace Science Foundation. At Princeton University, Dr Parmar worked on developmental genetics with Nobel Laureate Eric F. Wieschaus. Dr Parmar also serves on the Boards of Ensoma, Entrada Therapeutics, GlycoEra, Precede, Rallybio, and is a founding member of the COVID R&D alliance. At Syngene, Dr Parmar is a member of the Risk Management Committee and the Science & Technology Committee.

#### ⑤ **Vinita Bali** Lead Independent Director

Ms Bali is a global business leader with extensive experience in leading and transforming large companies both in India and overseas. She served as Chief Executive Officer & MD of Britannia Industries Ltd., from 2005 to 2014. Prior to that, she worked for The Coca-Cola Company and Cadbury Schweppes Plc in a variety of Marketing, General Management and Chief Executive roles in the UK, Nigeria, South Africa, USA and Chile. At present, she is a Non-Executive Director on the global boards of SATS Ltd and Cognizant Technology Solutions, and in India, she serves on the board of CRISIL Ltd - an S&P Company. At Syngene, she is the Chairperson of the Nomination & Remuneration Committee and a member of the Audit Committee and the Corporate Social Responsibility Committee.

#### ⑥ **Carl Decicco** Independent Director

Dr Decicco retired on January 11, 2022 as the Chief Scientific Officer at Foghorn Therapeutics in Cambridge MA after serving in the position for three years. Prior to joining Foghorn in 2018, he served as the Head of Discovery at Bristol Myers Squibb (BMS). He is a Partner at Flagship Pioneering and serves on the Board of Cellarity Pharmaceuticals. Dr Decicco completed postdoctoral studies with Professor EJ Corey at Harvard University, was a teaching fellow at the University of British Columbia and obtained his Ph.D. with Professor Gordon Lange in Organic Chemistry from the Guelph-Waterloo Center in Ontario, Canada. At Syngene, he is a member of the Risk Management Committee and the Science & Technology Committee.

#### ⑦ **Paul Blackburn** Independent Director

Mr Blackburn has a BSc in Management Sciences from Warwick University, United Kingdom, and a professional accounting qualification from the Chartered Institute of Management Accountants, United Kingdom. With more than 40 years' experience in the field of finance, he worked as a senior finance executive at GlaxoSmithKline in the UK. Mr Blackburn also served on the Board of Mereo Biopharmaceuticals, UK, and chaired the Audit and Risk Committee for five years ending October 1, 2020. At Syngene, Mr Blackburn is Chairman of the Audit Committee and the Risk Management Committee and a member of the Stakeholders Relationship & ESG Committee.

#### ⑧ **Sharmila Abhay Karve** Independent Director

Ms Sharmila Abhay Karve is a Fellow of the Institute of Chartered Accountants of India. She retired as audit partner from Price Waterhouse in June 2019. During

her tenure in Price Waterhouse, she was an engagement partner with several large Indian and multinational clients. She was appointed as the Chief Ethics Officer. In 2009, she was appointed as the Assurance Leader of the firm and was elevated to the role of Assurance Risk & Quality Leader in April 2012. In her last role as Global Diversity Leader since December 2016, Ms Karve focussed her efforts on bringing more diversity throughout the PwC network. At present, she is a Director on the boards of CSB Bank Limited, EPL Limited, Vanaz Engineers Limited, Aadhar Housing Finance Limited and Thomas Cook (India) Limited in India. Her overseas directorships include Fairfax India Holdings Corporation, EPL Packaging (Guangzhou) Ltd., EPL America LLC, and Lamitube Technology Ltd, Mauritius. At Syngene, she is the Chairperson of the Stakeholders Relationship & ESG Committee and a member of the Audit Committee and Nomination & Remuneration Committee.

#### ⑨ **Vijay Kuchroo** Independent Director

Dr Kuchroo has a doctorate in Pathology from the University of Queensland, Australia. He is also the Samuel L. Wasserstrom Professor of Neurology at the Harvard Medical School, Senior Scientist at the Brigham and Women's Hospital and Institute Member at the Broad Institute of MIT and Harvard, all in the United States. Dr Kuchroo has won many awards for the discovery of TIM-3 'checkpoint' molecules for cancer immunotherapy and Th17 cells in the induction of autoimmunity. Dr Kuchroo holds over 50 patents and has published over 400 research papers in immunology. He is a member of the scientific advisory boards of leading pharmaceutical companies, including Pfizer, Novartis, Sanofi and GSK. He has founded eight biotech companies, including CoStim Pharmaceuticals and Tempero Pharmaceuticals. At Syngene, Dr Kuchroo is the Chairman of the Science & Technology Committee and a member of the Nomination & Remuneration Committee and the Corporate Social Responsibility Committee.

# 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.



# Corporate Information

## Company Secretary and Compliance Officer

**Priyadarshini Mahapatra**

## Registered Office

**Syngene International Limited**  
Biocon SEZ, Biocon Park, Plot No. 2 & 3  
Bommasandra Industrial Area,  
IV Phase Jigani Link Road  
Bangalore - 560 099, Karnataka, India  
Tel: (+91 80) 6891 9191  
E-mail: [investor@syngeneintl.com](mailto:investor@syngeneintl.com)  
Website: [www.syngeneintl.com](http://www.syngeneintl.com)

## Statutory Auditors

**B S R & Co. LLP**  
Chartered Accountants  
Maruthi Info-Tech Center  
11-12/1 Inner Ring Road  
Koramangala, Bangalore - 560 071,  
Karnataka, India

## Registrar and Share Transfer Agents

**KFin Technologies Limited**  
(formerly known as  
KFin Technologies Private Limited)  
(Unit: Syngene International Limited)  
Plot No. 31 & 32, Selenium Tower - B,  
Gachibowli, Financial District,  
Nanakramguda,  
Serilingampally Mandal,  
Hyderabad, India  
E-mail: [einward.ris@kfintech.com](mailto:einward.ris@kfintech.com)

## Secretarial Auditors

**V. Sreedharan & Associates**  
**Company Secretaries**  
No. 291, 1<sup>st</sup> Floor, 10<sup>th</sup> Main Road  
Jayanagar 3<sup>rd</sup> Block,  
Bangalore - 560 011, Karnataka, India