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FOREWORD

Anil Matai
Director General, OPPI

India's pharmaceutical sector is undergoing a profound transformation—one that is reshaping its role in the global healthcare ecosystem. While the country has long been recognized for its strength in manufacturing and as the 'pharmacy of the world', a new chapter is unfolding - one defined by innovation, digitalization, and deep integration into global value chains.

This report captures the strategic rise of Global Capability Centers (GCCs) as catalysts of this evolution. Today, India is not just hosting GCCs—it is driving them. These centers are expanding in both scale and scope, with multinational pharmaceutical companies choosing India as the hub for high-value activities ranging from data science and AI-driven drug discovery to regulatory strategy, digital health, and clinical development.

What makes India uniquely positioned is the convergence of world-class scientific talent, robust digital infrastructure, and a thriving innovation mindset. The GCCs spotlighted in this report stand as testimony to the country's ability to co-create global solutions through local excellence. With rapid adoption of frontier technologies like Generative AI, immersive digital tools, and connected health systems, these centers are helping reimagine the future of healthcare delivery, research, and patient engagement.

At OPPI, we have always believed that India's healthcare journey must be both inclusive and future-ready. Since 1965, we have stood alongside stakeholders to champion innovation, ensure access, and keep patients at the heart of every decision. Our commitment is embodied in our initiative ***Bharat Ke Liye***, which reflects our shared ambition to make India a true powerhouse of pharmaceutical advancement—not just for the world, but for its own people.

As you explore this report, we invite you to see how the convergence of global ambition and local expertise is shaping the future of healthcare right here in India. As we look to 2025 and beyond, we believe GCCs will be instrumental in driving India's ascent as a hub not only for manufacturing but also for innovation-led healthcare solutions that can serve the world.

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Brave new thinking from India to fight the world's toughest diseases

About Amgen

Amgen discovers, develops, manufactures and delivers innovative medicines to help millions of patients in their fight against some of the world's toughest diseases. More than 40 years ago, Amgen helped to establish the biotechnology industry and remains on the cutting-edge of innovation, using technology and human genetic data to push beyond what's known today. Amgen is advancing a broad and deep pipeline that builds on its existing portfolio of medicines to treat cancer, heart disease, osteoporosis, inflammatory diseases and rare diseases.

Amgen's presence spans approximately 100 countries and regions, bringing transformative medicines to millions worldwide. The company focuses on four key therapeutic areas—general medicine, rare diseases, inflammation, and oncology—ensuring access to groundbreaking treatments that help patients live easier, fuller, and longer lives.

Recognizing India's strategic importance in biotechnology and innovation, Amgen has established Amgen India as a key technology and innovation hub in Hyderabad. This expansion is a testament to Amgen's commitment to advancing its digital capabilities and scientific expertise while contributing to the global biotech ecosystem.

Technology and Innovation Site: Hyderabad

No. of Employees: 700+

Amgen recently announced plans to invest $200 million through 2025 in Amgen India, with additional sustained investments planned over the coming years. The site will accelerate Amgen's digital capabilities through artificial intelligence and data science to further advance its pipeline of medicines, while creating significant opportunities for local talent.

"Amgen India is a vital part of Amgen's global vision to accelerate innovation and technology-led transformation to help meet the needs of patients around the world. India's talent pool offers a compelling opportunity for us to deliver world-class functional excellence and operational excellence by contributing to the dynamic global biotech ecosystem from India"

- Naveen Gullapalli
Managing Director of Amgen India

AstraZeneca: Empowering Science and Technology for Global Impact

AstraZeneca, a science-led, patient-focused global pharmaceutical company is committed to transform healthcare for billions of people by leveraging on science and innovation to deliver new medicines that address unmet medical needs. The company strives for excellence in research, development and commercialization of prescription medicines that aim to transform the lives of patients with improved outcomes and a better quality of life.

AstraZeneca is using distinctive scientific capabilities, delivering a pipeline of life changing medicines, working towards effective treatment and prevention and, ultimately committed to finding a cure for some of the world's most complex diseases. The company has a wide range of innovative medicines across multiple therapy areas, including oncology, biopharmaceuticals and rare disease, and works diligently to improve access to them, such that no patient is left behind.

Innovation for a Better Tomorrow

AstraZeneca is relentlessly working to improve their understanding of disease and discover new ways to affect disease drivers. A third of its pipeline is focused on new drug modalities, taking science further to create the next generation of medicines. Through R&D the organisation is improving the ways they predict clinical success so as to accelerate delivery of the right medicines to the right patients every time.

Pioneering new approaches in the clinic, the company uses AI to help deduce the best molecules to make in the shortest time, across 70% of their small molecule chemistry projects. AI-powered image analysis and advanced imaging tools aid in analysing the heterogeneity of the patient population and develop potential medicines faster. Data science experts are building machine learning algorithms to combine diverse data sets such as clinical trial data and real-world data, to identify patterns in disease progression or in how patients respond to different therapies.

GCC: Chennai, Bengaluru

No. of Employees: ~4000

The R&D team is responsible for the regulatory responses to assessment reports and health authority queries to uphold competitive label. The team also takes care of post-marketing safety surveillance and signal management, safety reporting, license renewals and annual reports, variations, patient risk management strategies and PASS & ESR studies supporting 50+ brands of AstraZeneca. Over the years, the site has expanded with additional functions setting up their teams viz. Clinical Data & Insights and Clinical and Regulatory Writing.

At the heart of AstraZeneca's innovation journey is the Global Innovation & Technology Centre (GITC) in Chennai. Since its inception in 2014, GITC has evolved from an IT support centre to a major engine driving AstraZeneca's digital transformation and technological innovation. With over 50% of the company's global IT workforce based in GITC, it plays a critical role in integrating cutting- edge technologies like Artificial Intelligence (AI), Machine Learning (ML), Hyper

Automation, Cloud, and Cybersecurity into AstraZeneca's global operations. These capabilities are central to accelerating drug discovery, development and delivery.

From India, we are driving global initiatives with newer key functions like Global Operations, including Global Supply Chain & Strategy and External Supply & Manufacturing, at our Global Innovation and Technology Centre (GITC). We are uniquely positioned to lead the charge in digital disruption as we are integrating AI, analytics and automation to drive efficiency and elevate patient engagement. Our work at GITC is not just about advancing technology – it's about creating patient- centric solutions that will redefine the future of medicine worldwide.

- Siva Padmanabhan,
MD and Head of Global Innovation & Technology Centre, AstraZeneca India Private Limited.

In just a decade, GITC Chennai has grown into a multifaceted hub driving digital innovation across AstraZeneca's global operations. Today, the centre houses a diverse team of over 4000 people across IT, Global Business Services (GBS), and global operations like supply chain and external supply manufacturing (ESM). This growth reflects the company's commitment to innovation and expanding its digital capabilities.

The Bangalore hub established in 2017 contributes significantly to Global Medicines Development across Clinical, Patient Safety, Regulatory Affairs, Biometrics, Clinical Data Management and more. Overall, through our R&D, we're improving the ways we predict clinical success so we can accelerate delivery of the right medicines to the right patients at the right time. Ninety per cent of our global pipeline now has a precision medicine approach and we are among the leaders in identifying patients most likely to respond to our medicines. Over a third of our early pipeline comprises new drug modalities, including oligonucleotide, antibody drug conjugate, bispecific antibodies and cell therapy approaches.

The Centre has also established itself as a hub for global collaboration, working closely with academia, biotech and industry partners. With more than 2,000 active collaborations globally, AstraZeneca's open approach to private-public partnerships has shifted the landscape of innovation in healthcare. These collaborations are focused on generating high-impact science and ensuring the rapid delivery of transformative medicines to patients worldwide.

As part of AstraZeneca's ambitious sustainability goals, GITC is committed to driving technological innovation with a focus on making the company carbon negative by 2030. This commitment spans every aspect of its operations, from improving supply chain sustainability to reducing environmental impact through advanced data management and green technology initiatives.

Today, India houses over 1,700 GCCs, with over 1.9+ million professionals engaged across skillsets. These centres are playing strategic roles given the talent, resilience, and innovation

that India is able to deliver across every industry. AstraZeneca proudly contributes to the organisations' digital agenda, underpinned by its relentless focus on delivering medicines to maximum patients.

To bring the best talent to bear on the toughest problems, AstraZeneca collaborates with others regularly. Globally this has led to more than 2,000 active collaborations across academia, biotech, and industry. Since 2012, the company has championed a uniquely open approach to working with academia and non-governmental organisations, completely shifting the nature of private-public collaborations.

The company's scientists work with others in dedicated laboratories in universities and research institutions aiming to generate high impact science to support possible future advances in life-changing medicines.

Working inclusively and collaboratively with others, they are supporting new talent and ideas. What's more, all these processes are done sustainably, aimed at rapidly making the company carbon negative. Indeed, AstraZeneca is making healthcare systems more reliable and resilient, ensuring better outcomes for patients and helping increase access to healthcare locally and globally. For, as pioneers in science, they are united in the aim of improving the lives of patients in India and around the world.

Tapping India's talent pool to offer better healthcare solutions worldwide

A legacy of contributing to healthcare.

Bayer has been operating in India for over 127 years, making significant contributions towards advancing healthcare in India. The company's success in the Indian pharmaceutical market is driven by its strategic commitment to innovation and access to critical healthcare solutions for patients in important therapy areas such as Cardiovascular, Diabetes, Kidney Health, Women's Health care, Oncology and Ophthalmology. Across these areas, Bayer's global innovative brands hold leadership positions.

Investigations & innovations: Data Science Analytics & AI Center

Bayer's Data Science Analytics and AI Team in Hyderabad is dedicated to meeting the growing global demand for innovative pharmaceutical solutions across both R&D and the Data Analytics Foundation within the Global Commercial Team. As a Pharma R&D Hub, the Centre of Excellence (COE) in Hyderabad helps excel in accelerating Phase III and IV clinical trials while contributing to industry-leading advancements in AI for drug discovery. The center's focus includes enhancing existing products and expediting the introduction of new ones in oncology and cardiology. Additionally, the team provides real-

GCC: Hyderabad, Bengaluru

No. of Employees: ~ 800

Bayer's Global Capability Centre in Hyderabad serves as a critical hub for research and development

Bayer has a centre in Bengaluru which is part of the Global Business Services (GBS) Network

time analysis of market conditions and insights to global sales representatives, enabling them to identify key areas to focus on with the aim of increasing sales and responding swiftly to changes in the market.

With skilled professionals currently on board, the team plays a critical role in harnessing data science to optimize clinical trial management, finding new drug targets, and enhancing market access strategies.

With plans to expand the workforce in the future, the center will create meaningful job opportunities that foster innovation in the healthcare landscape.

Powering performance: Global Business Service

Bayer has a centre in Bengaluru which is part of the Global Business Services (GBS) Network. With the purpose of powering their business to enable 'Health for all, Hunger for none', GBS India diligently delivers as per the GBS strategy. The centre provides support for capabilities such as finance accounting & reporting, procurement, invoice processing & payments, cash applications, master data management, intelligent automation, operational excellence & project management for Bayer across countries in North America, South America, Europe, Africa & APAC and in multiple languages. GBS India also partners with Global / Country programs to provide a scalable pool of on-demand capabilities under the "As-A-Service" program. The site, operational since 2005, delivers on business processes in an efficient and effective manner, thereby generating business value through operational excellence.

India's representation in clinical trials

As for participation in clinical trials from India, it is being increased to ensure that the country's population is better represented in innovation. This helps support faster introduction of innovative therapies in the country. Currently, the company has around 20 projects in India, across Phase II to IV studies including interventional and observational studies in various stages of completion and covering a range of potential therapeutic modalities and indications.

Vigilance for safety

The Pharmacovigilance Regional center (PVRC) for Asia Pacific is currently located in India and many global pharmacovigilance activities including Global case processing, aggregate report writing, and IT support have been outsourced to TCS located in India.

Bristol Myers Squibb

Transforming patients' lives through science

Bristol Myers Squibb in Hyderabad: A transformative journey

Bristol Myers Squibb has been committed to India for more than 20 years and the company's continued investment highlights the country's ongoing importance in its global business. The company's work in India supports its aim to help patients prevail over serious diseases through a diverse and promising pipeline and new scientific platforms. BMS has the brightest people in the industry and believes that their diverse experiences and perspectives help to bring out the best ideas, drive innovation and achieve transformative business results.

Since it was set up in July 2023 with an investment of $100 million the story of BMS in Hyderabad has been extraordinary. It has crystallised from a mere idea into a vibrant, fully functioning centre with over 2,000 employees, and growing. It is a key contributor to BMS' drive to harness the power and scale of its portfolio to bring patients new life-changing treatments and transform how it researches, develops and delivers, including implementing digital innovation to power the future.

In the past year, the company's Drug Development team successfully established a comprehensive suite

Hyderabad Business Insights & Technology and Drug Development teams with global leaders

GCC: Hyderabad

No. of Employees: >2000

Investment: $100 million

Biocon Bristol Myers Squibb Research & Development Center (BBRC): Bengaluru

No. of Employees: ~1000

of capabilities spanning clinical development, clinical operations, regulatory, biometrics and safety, which are already delivering meaningful results. By co-locating these adjacent capabilities within India's talent and innovation-rich ecosystem, BMS is uniquely positioned to leverage synergies across the entire pharmaceutical value chain. This strategic alignment enables it to accelerate the company's mission to be the world's leading biopharma company that transforms patients' lives through science.

In Business Insights and Technology, the teams integrate the power of applications, platforms, Artificial Intelligence (AI), data and analytics to drive value and innovation for patients. They are not only advancing core capabilities but pioneering new ones, including, leading AI strategy and execution across both Analytical AI and Generative AI, and powering value through data, analytics, and actionable intelligence.

BMS is also expanding various business-enabling functions in Hyderabad to support global operations, to increase alignment and accelerate time to delivery.

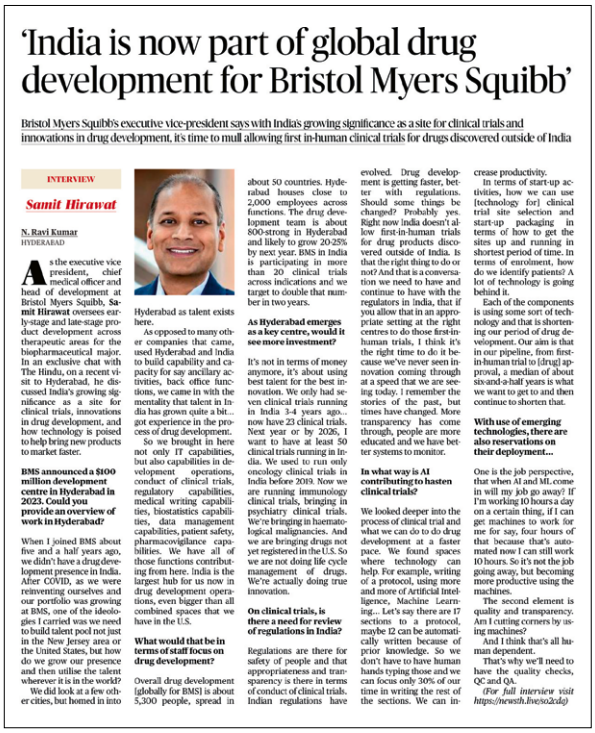
These advancements are pivotal to the growth and success of BMS and are expected to significantly transform how it operates and delivers value. BMS is bringing the best, most diverse minds to the table and cultivating a high-performing, inclusive global workforce.

India a part of global drug development for BMS

Samit Hirawat, EVP, Chief Medical Officer and Head of Development, visited India in 2024 and reinforced BMS' commitment to the country.

In an interview to The Hindu he said India is an integral part of BMS' global drug development operations. It is also growing in significance as a site for clinical trials, with a target to roughly double the number of clinical trials in about two years.

BMS is actively leveraging technology to improve the efficiency and speed of clinical trials, to help bring new products to market faster, he added. By using the best talent for innovation, BMS is focusing on building capabilities in India to support global drug development efforts.



'India is now part of global drug development for Bristol Myers Squibb'

Bristol Myers Squibb's executive vice-president says with India's growing significance as a site for clinical trials and innovations in drug development, it's time to mull allowing first in-human clinical trials for drugs discovered outside of India

INTERVIEW

Samit Hirawat

N. Ravi Kumar
HYDERABAD

As the executive vice president, chief medical officer and head of development at Bristol Myers Squibb, Samit Hirawat oversees early-stage and late-stage product development across therapeutic areas for the biopharmaceutical major. In an exclusive chat with The Hindu, on a recent visit to Hyderabad, he discussed India's growing significance as a site for clinical trials, innovations in drug development, and how technology is poised to help bring new products to market faster.

BMS announced a $100 million development centre in Hyderabad in 2023. Could you provide an overview of work in Hyderabad?

When I joined BMS about five and a half years ago, we didn't have a drug development presence in India. After COVID, as we were reinventing ourselves and our portfolio was growing at BMS, one of the ideologies I carried was we need to build talent pool not just in the New Jersey area or the United States, but how do we grow our presence and then utilise the talent wherever it is in the world?

We did look at a few other cities, but homed in into Hyderabad as talent exists here.

As opposed to many other companies that came, used Hyderabad and India to build capability and capacity for say ancillary activities, back office functions, we came in with the mentality that talent in India has grown quite a bit... got experience in the process of drug development.

So we brought in here not only IT capabilities, but also capabilities in development operations, conduct of clinical trials, regulatory capabilities, medical writing capabilities, biostatistics capabilities, data management capabilities, patient safety, pharmacovigilance capabilities. We have all of those functions contributing from here. India is the largest hub for us now in drug development operations, even bigger than all combined spaces that we have in the U.S.

What would that be in terms of staff focus on drug development?

Overall drug development (globally for BMS) is about 5,300 people, spread in about 50 countries. Hyderabad houses close to 2,000 employees across functions. The drug development team is about 800-strong in Hyderabad and likely to grow 20-25% by next year. BMS in India is participating in more than 20 clinical trials across indications and we target to double that number in two years.

As Hyderabad emerges as a key centre, would it see more investment?

It's not in terms of money anymore, it's about using best talent for the best innovation. We only had seven clinical trials running in India 3-4 years ago... now have 23 clinical trials. Next year or by 2026, I want to have at least 50 clinical trials running in India. We used to run only oncology clinical trials in India before 2019. Now we are running immunology clinical trials, bringing in psychiatry clinical trials. We're bringing in haematological malignancies. And we are bringing drugs not yet registered in the U.S. So we are not doing life cycle management of drugs. We're actually doing true innovation.

On clinical trials, is there a need for review of regulations in India?

Regulations are there for safety of people and that appropriateness and transparency is there in terms of conduct of clinical trials. Indian regulations have evolved. Drug development is getting faster, better with regulations. Should some things be changed? Probably yes. Right now India doesn't allow first-in-human trials for drug products discovered outside of India. Is that the right thing to do or not? And that is a conversation we need to have and continue to have with the regulators in India, that if you allow that in an appropriate setting at the right centres to do those first-in-human trials, I think it's the right time to do it because we've never seen innovation coming through at a speed that we are seeing today. I remember the stories of the past, but times have changed. More transparency has come through, people are more educated and we have better systems to monitor.

In what way is AI contributing to hasten clinical trials?

We looked deeper into the process of clinical trial and what we can do to do drug development at a faster pace. We found spaces where technology can help. For example, writing of a protocol, using more and more of Artificial Intelligence, Machine Learning... Let's say there are 17 sections to a protocol, maybe 12 can be automatically written because of prior knowledge. So we don't have to have human hands typing those and we can focus only 30% of our time in writing the rest of the sections. We can increase productivity.

In terms of start-up activities, how we can use [technology for] clinical trial site selection and start-up packaging in terms of how to get the sites up and running in shortest period of time. In terms of enrolment, how do we identify patients? A lot of technology is going behind it.

Each of the components is using some sort of technology and that is shortening our period of drug development. Our aim is that in our pipeline, from first-in-human trial to [drug] approval, a median of about six-and-a-half years is what we want to get to and then continue to shorten that.

With use of emerging technologies, there are also reservations on their deployment...

One is the job perspective, that when AI and ML come in will my job go away? If I'm working 10 hours a day on a certain thing, if I can get machines to work for me for say, four hours of that because that's automated now I can still work 10 hours. So it's not the job going away, but becoming more productive using the machines.

The second element is quality and transparency. Am I cutting corners by using machines?

And I think that's all human dependent.

That's why we'll need to have the quality checks, QC and QA.

(For full interview visit https://newsth.live/so2cdg)

Published in The Hindu dated 5th November, 2024

Biocon Bristol Myers Squibb Research & Development Center (BBRC)

Bristol Myers Squibb has an extensive R&D center in Bengaluru. Called 'The Biocon Bristol Myers Squibb Research & Development Center (BBRC)' it is a collaboration between Bristol Myers Squibb and Syngene International, a Biocon-group company. Fully operational since 2009, the site is involved in Target Identification, Lead Discovery, and Lead Optimization all the way through to early-stage Pharmaceutical Development and Clinical Biomarkers R&D. Close to 1000 people are involved in different activities in the R&D center.

Biocon Bristol Myers Squibb Research & Development Center (BBRC) site in Bengaluru

Building Capabilities and Delivering Value for Lilly in India

Since its inception in India in 1993, Lilly has been committed to providing high-quality medicines for critical health issues such as diabetes, various cancers, osteoporosis, rheumatoid arthritis, men's health, and growth hormone deficiency. Recognizing the evolving healthcare landscape, Lilly leveraged India's strong scientific ecosystem, skilled workforce, and robust education system to establish the Lilly Capability Center India (LCCI) in Bengaluru in 2016.

This Global Capability Center was designed to harness India's demographic advantage and expertise in pharmaceutical sciences, technology, and data analytics. Starting with 65 colleagues and 10 capabilities, the Center experienced steady growth and adapted its operations and talent strategy post-2020 to support rapid expansion into three major business functions, despite the challenges posed by the COVID-19 pandemic.

GCC: Bengaluru

No. of Employees: ~3500

Now in its tenth year, LCCI Bengaluru has grown into a thriving community of approximately 3,500 professionals, earning the trust and confidence of both its workforce and Lilly's leadership. The Center has been entrusted with work of critical relevance to Lilly's purpose, reinforcing its position as a key contributor to the company's global success.

Today, as part of Lilly's increasing investment in India with a new Global Capability Center recently announced for Hyderabad, LCCI Bengaluru continues to play a pivotal role in advancing Lilly's global mission, driving progress in drug development, marketing and sales, digital and technology, operational excellence, and improved patient outcomes worldwide.

LCCI Bengaluru is committed to supporting Lilly's global mission by driving operations across three key business functions, which are as follows:

- **Lilly Research Laboratories** (LRL) work to provide scientific, regulatory, safety, and quality

support, helping to advance Lilly's research and development efforts while maintaining the highest standards of product quality and patient care.

- The **Commercial** function focuses on market research, marketing content development, analytics, operational support, learning solutions, and digital engagement strategies. These efforts aim to improve customer experiences and contribute to the success of Lilly's products.
- **Tech@Lilly** plays a key role in Lilly's digital transformation by offering expertise in cloud computing, automation, advanced analytics, data science, artificial intelligence, software product engineering, and information security. Through these capabilities, LCCI strives to support innovation and efficiency across Lilly's global operations.

Outcomes and Impact from Cross Functional Collaboration

The convergence of diverse functions within LCCI Bengaluru plays a transformative role in accelerating the development and delivery of innovative medicines to patients. By integrating expertise across **Lilly Research Laboratories (LRL), Commercial, and Tech@Lilly**, the Center fosters seamless collaboration with Lilly teams worldwide, driving operational efficiency, scientific innovation, and digital transformation.

A key testament to this cross-functional synergy is our ability to accelerate medicines development through streamlining clinical trials and leveraging scientific expertise which allows us to help shorten drug development lifecycles ensuring timely approval and launch. These coordinated efforts demonstrate LCCI Bengaluru's ability to partner with our corporate development functions to contribute to critical milestones in Lilly's drug development pipeline.

The Commercial function serves as a global hub for marketing and promotional material development, overseeing every stage from content creation to regulatory approval, production, and deployment. Trusted as an exclusive agency for multiple product launches for Lilly in the U.S. and other international markets, this function ensures the swift and efficient execution of go-to-market strategies.

LCCI Bengaluru is also at the forefront of enabling **Lilly's digital transformation**, uniquely positioned to harness deep expertise across pharmaceutical sciences, data analytics, artificial intelligence,

and digital engagement. This collaboration enables faster research and development, improved customer interactions, optimized processes, and enhanced quality and safety standards.

A prime example of this impact is "The Garage" which is a space committed to fostering innovation in LCCI Bengaluru allowing Tech@Lilly colleagues and their business partners to explore art of the possible technology, demonstrate cutting-edge solutions, and deliver new innovative solutions to help accelerate processes and improve impacts across the business functions.

These capabilities highlight LCCI Bengaluru's ability to drive innovation and operations at an accelerated pace, ensuring patients receive the support and resources they need when they need them. Through strategic collaboration across functions and geographies, LCCI Bengaluru continues to elevate Lilly's ability to bring groundbreaking treatments to patients worldwide, reinforcing its commitment to scientific innovation and patient-centered care.

A workplace ethic that's more inclusive, is more productive.

LCCI Bengaluru has diversity, equity and inclusion (DEI) at the heart of its culture. The centre has remained true to its corporate philosophy, with a workforce that consists of 46% women, 21% employees from Indian campuses, and experienced hires that span 100+ companies across diverse industries.

Over the years, LCCI Bengaluru has been consistently recognized as a Great Place to Work, Happiest Workplace, and Best Workplace for Women.

There is an unwavering commitment to fostering a supportive environment for all employees at the workplace, which is recognized and reflected by the periodic awards from the India Workplace Equity Index (IWEI) – Bronze and Silver – for exceptional efforts in Diversity, Equity, and Inclusion (DEI).


TEAM
LILLY


Lilly
AI Tech Talk
IoT Workshop
THE GARAGE
The Garage
XDC Garage Talk
LLM ChatBot

Getting ahead of disease together

About GSK

GSK is a global biopharma company dedicated to uniting science, technology, and talent to get ahead of disease together. Our mission is to positively impact the health of over 2.5 billion people in the next decade, fostering growth and creating an environment where everyone can thrive.

We prioritize innovation in specialty medicines and vaccines to prevent and treat disease, focusing on the science of the immune system and advanced technologies. Our core therapeutic areas include Infectious Diseases, HIV, Respiratory/Immunology, and Oncology, allowing us to impact health on a global scale. With operations in over 75 countries, GSK has a 100-year legacy in India.

Global Capability Centre (GCC)

Established in Bengaluru in 2021, GSK's Global Capability Center (GCC) in India has driven global impact through its diverse talent and advanced capabilities in R&D, Digital & Tech, and other critical functions.

Our integrated technology teams support R&D, Global Supply Chain, Commercial & Medical, and Global Functions, driving advancements in healthcare, improving patient outcomes, and optimizing operational efficiencies. Leveraging advanced technologies like AI, data analytics, and Digital Twins, our Digital & Tech team contributes significantly across GSK's value chain.

The R&D team at GCC

Part of GSK's global network, the R&D team at the Global Capability Center in Bangalore, with satellite teams in Hyderabad and Mumbai, has been in India since 1996. Focused on Execution, Technology, and Culture, they aim to deliver transformational vaccines and medicines worldwide. Over 1,400 employees in India work across key functions, including Safety Science, Regulatory, Biostatistics, Clinical Operations, Project Portfolio Management, Publications, Clinical Trial Transparency, and the Office of the Chief Medical Officer.

GSK's R&D operations are crucial to drug development, managing data, medical writing, study delivery, system validation, quality control, and laboratory management. Biostatistics supports development phases through data insights and risk management, while Regulatory Affairs handles submission dossiers, clinical trial applications, labeling outputs, and license maintenance. Global Safety identifies safety reports, performs signal detection, and manages risk. Additionally, agreements, vendor oversight, systems management, clinical trial disclosures, quality support, bioethics, policy, grants, and pipeline project management are efficiently handled. These functions exemplify GSK's commitment to quality, collaboration, and innovation in the pharmaceutical industry.

Building future-ready talent

With a dynamic workforce of over 2,500 employees, we are at the intersection of science, technology and talent where we prioritize skill development, foster a data-driven mindset, and embrace change to

navigate and lead in the evolving healthcare landscape. Innovation is at core of what we do, hence we actively partner with the external ecosystem, including startups, to bring in fresh perspectives and cutting-edge solutions.

Internal innovation is fostered through initiatives like Think Tank, Digispark and roadshows, where employees collaborate and brainstorm new ideas and strategies. These efforts ensure that GSK GCC India remains at the forefront of innovation, shaping the future of healthcare and meeting the evolving needs of patients and providers worldwide.

Our commitment to future-ready talent earned us the "Excellence in Building Talent of the Future" award at the NASSCOM GCC Awards 2025, recognizing our continuous learning and people-first culture. Additionally, GSK GCC India was named a Top Employer in Everest Group's 2025 Top GBS Employers™ and Top Employers for Tech Talent™ report and featured in the list of top companies for Women to work in India by Avtar and Seramount, highlighting our dedication to an innovative and supportive environment for our employees.

"GSK Global Capability Center plays a pivotal role in advancing GSK's drug development. Our talented and passionate people are committed to fostering collaboration, embracing cutting-edge technologies, and driving impactful solutions. Together, we are making a meaningful difference in getting ahead of disease."

- Harpreet Bedi
Head of GCC India,
Poland Global Hub & ETO, GSK

Johnson&Johnson
Innovative Medicine

Transforming the Future of Health

The Innovative Medicine Research and Development (R&D) organization is dedicated to advancing the discovery, development, and delivery of novel therapeutic solutions. This organization plays a pivotal role in transforming research insights into innovative medicines that improve patient outcomes and enhance healthcare.

Our Vision is to lead the way in providing innovative medical solutions that addresses critical healthcare needs. Patients inform and inspire our science-based innovations, which continue to change and save lives. With rigorous science and compassion, we confidently address the most complex diseases of our time and unlock the medicines of tomorrow. Therapeutic areas include: Oncology, Immunology, Neuroscience, Cardiopulmonary and Specialty ophthalmology.

GCC: Hyderabad (HQ), Mumbai, Bangalore

No. of Employees: >500

Inspired by patients, we apply rigorous science to address the serious health problems of today and develop the medicines of tomorrow.

The global IM R&D function consists of over 13,000 scientists, researchers and contributors across 30 countries, working across Oncology, Immunology, Neuroscience and Select Rare Disease Areas. Global Development (GD) is the backbone of drug development at J&J Innovative Medicine and the portfolio has more than 700 active trials and we deliver on the portfolio and provide transformative medicines to patients around the world.

In R&D we have

- **Discovery Product Development & Supply (DPDS):** Focused on basic research, evaluation of new drug targets and therapeutical interventions to advance the standard care of patients.
- **Clinical Development Teams:** Responsible for designing and conducting clinical trials, ensuring compliance with regulatory standards.
- **Precision Medicine:** Leading the movement from one-size-fits-all to precision healthcare for all, transforming possibilities and improving patient outcomes
- **Data Sciences and Digital Health:** Plays a crucial role in transforming how we discover, develop and deliver new therapies by harnessing advanced methodologies and innovative technologies that enhance patient care.

Mastering Discovery and Development

Discovery, Product Development & Supply (DPDS) serves as the molecular invention, development, and delivery engine within Johnson & Johnson. Our mission focuses on targeting the hardest-to-treat diseases by combining the expertise of multidisciplinary scientists with external innovators. Together, we unlock the most promising scientific advancements and turn complex therapeutic concepts into transformational therapies for patients. This diverse group is vital to reimagining the entire R&D process, from the initial conception of ideas to the delivery of medicines to patients.

Our Site in Mumbai

Driven by the mission to transform molecules into medicines for patients worldwide, the DPDS site at HIGI, Mumbai stands as a cornerstone of our Global R&D center, spearheading late-stage product development. Our cutting-edge analytical laboratories, equipped with advanced instruments like LCMS, UHPLC, Dissolution apparatus, NIR, ICP OES, and XRD, empower us to excel in method development, validation, and Global Analytical Method transfer. We conduct in-depth forced degradation studies to unravel API degradation pathways and control impurities in both drug substances and products. This expertise is vital for conducting stability testing and precisely determining the shelf life and retest dates of new molecules and drug products. Our rigorous clinical release and stability assessments, including accelerated stability programs and ASP vs. ICH comparisons, further ensure the robustness of pharmaceutical products. The HIGI site's proficiency in dissolution sciences, emphasizing method development and in vivo prediction of drug product and comparison of drug product profile. HIGI site plays a crucial role in addressing health authority queries and sustaining product life cycles management. HIGI's unparalleled capabilities in analytical investigation and characterization are indispensable to the global development and delivery of safe, effective medicines, highlighting its pivotal role within our integrated Global R&D initiatives.

Global Development (GD)

Global Development within Johnson & Johnson Innovative Medicine is pivotal to the advancement of drug development, focusing on delivering transformative therapies to patients worldwide. This segment encompasses a comprehensive network of professionals dedicated to navigating the complex landscape of clinical trials and product development. It has worldwide workforce, including locations such as the US, Canada, Europe, Japan, and India. It supports the entire R&D process, from drug discovery to regulatory submission and market launch. The GD team focuses on clinical studies, assisting with patient recruitment and health data submission for both pre-market and post-market phase IV studies.

Key Functions

- **Clinical Trials Management:** Overseeing and executing extensive clinical trial programs, ensuring adherence to regulatory standards and protocols.
- **Portfolio Oversight:** Managing a robust portfolio of over 7**00 active clinical trials** across various therapeutic areas, including Oncology, Immunology, Neuroscience, and Specialty Ophthalmology.
- **Collaboration Across Disciplines:** Integrating expertise from various scientific disciplines to facilitate innovation and comprehensive drug development processes.
- **Patient-Focused Research:** Leveraging insights from patients to inform research and development strategies, ensuring that therapies address real-world health challenges.

Global Development function started its operations in July 2022 in India. This was set up to house to build different capabilities for future global impact. Our site currently hosts employees across various functions to support Clinical Trials, drug development, data sciences, digital and IT and is expected to be a home for over 500 employees.

- **Integrated Data Analytics & Reporting (IDAR)** is an essential component of the Global Development (GD) organization within Johnson & Johnson's Innovative Medicine division. In 2022, the "Let's Evolve" project aimed to enhance GD productivity and staffing with an emphasis on expanding operations in India. Currently, IDAR has a global workforce supporting the R&D process throughout all drug development phases, focusing on global studies, including pre-market and post-market clinical trials. **IDAR is structured around five core functions:** Data Management & Central Monitoring (DMCM), Clinical & Statistical Programming (C&SP), Clinical Data Standards & Transparency (CDS&T), and Regulatory Medical Writing (RMW). DMCM includes data collection and analysis to ensure accuracy, while C&SP focuses on regulatory data insights. Approximately 160 IDAR team members are based in India, with plans to grow to 300, reflecting a strategic shift towards a more globally distributed organizational model.
- "Exceptional Trial Delivery, Wherever Science Takes Us" - **Global Clinical Operations (GCO)** team is responsible for efficient planning and running clinical trials across all Therapeutic Areas and phases. The primary focus is to ensure consistent execution and timely achievement of project milestones while maintaining the highest data integrity and quality. GCO is dedicated to protecting patient safety by providing insights into protocol design, optimizing recruitment strategies, and collaborating with top clinical sites. The organization comprises of Business Operations, Portfolio Services, Compliance, Contract & centralized Services and Country

Operations all are interlinked functions critical to delivering effective medicines to patients.

- **Statistics and Decision Sciences** (SDS) team assists in developing the protocol for clinical trials that support the drug approval process for clinical development and regulatory submissions. The team is a global network of 450 statisticians supporting drug approval processes from early to late-stage development. The primary role of the SDS team is to develop clinical trial protocols and provide critical statistical input for data analysis, planning, and regulatory submissions. Their expertise includes determining relevant endpoints, calculating sample sizes, drafting statistical plans, and engaging with regulatory agencies. Additionally, the team collaborates with IDAR teams to ensure data quality and support clinical teams with data collection, ensuring robust statistical frameworks for clinical development.

Data Sciences & Digital Health and IT:

The Data Science and Digital Health (DSDH) organization aims to utilize data science and big data, AI, and Machine Learning (ML) to support drug discovery and development. During drug discovery, the team processes extensive datasets to enhance the probability of successful drug development, collaborating closely with the Compound Development Team to identify biological targets and streamline R&D processes. In the development phase, DSDH provides insights for clinical trial recruitment and regulatory submissions, applying AI/ML for operational efficiency and real-world evidence analysis. The organization is structured into four groups: RWE & Advanced Analytics, AI/ML & Digital Health, Data Science Solutions, Privacy & Ethics, and Global Functions, focusing on transparency, productivity, and ethical data use. This team started its operation in 2025 and scaling its operations in the next 1 year.

Information Technology:

Innovative Medicine Technology at Johnson & Johnson focuses on leveraging advanced technologies to enhance drug development and patient outcomes. Key areas include data management and analytics, applying artificial intelligence and machine learning to optimize drug discovery and clinical trial designs, and developing digital health solutions for improved patient engagement. The integration of IT solutions facilitates seamless communication across global teams, while technologies ensure regulatory compliance and quality assurance that enhances health outcomes for patients worldwide.

Building Inclusive Workplace

Today, barely three years from where the journey began, the Global Site is part of the J&J's global operations, providing support and solutions for various functions such as Clinical trials, analytical development, data sciences and technology. Headquartered in Hyderabad, with offices in Mumbai and Bangalore. The site has a team of talented professionals fostering a strong culture of collaboration and innovation while delivering on the drug development journey. As an established Global site, the focus primarily is on strengthening its expertise and core competencies in India and enhancing global collaboration and innovation.


district150

Enabling an environment for Innovation and Excellence - Bharat Ke Liye

Three GCCs power Merck Group, a leading science and technology company, with interests in healthcare, life science and electronics. The three GCCs that are based in India are – Merck Healthcare R&D, Merck IT Centre and the newly established Merck's Global Enterprise Services. Here is a snapshot of the three GCCs in India:

A Young & Vibrant team of Experts: Merck Healthcare R&D India Hub

The Merck Healthcare R&D India hub established in 2020 as an Excellence Center, has attained a series of milestones and evolved from being an Excellence Center to a Global Hub. The India hub continues to contribute to Merck Healthcare R&D's ambition of delivering the healthcare solutions of tomorrow that can help treat difficult ailments in patients around the world.

Today, the R&D India hub comprises a team of talented professionals fostering a strong culture of collaboration, curiosity, and innovation, while delivering critical responsibilities in Merck's drug development journey. Headquartered in Bengaluru, with offices in Mumbai and Hyderabad, R&D India Hub focuses on leveraging the talent footprint and technological advances in India to enable the organization in its journey to accelerate innovation and bring more medicines to more patients faster.

The hub's objective is to drive innovation across the scientific community by leveraging India's wealth of scientific talent and technological advances, to enhance healthcare solutions across the world. Over the last year and a half, the organization has shaped up various functions critical to R&D. The focus primarily being on strengthening its expertise and core competencies in India and enhancing global collaboration and innovation.

The Hub extends its support to the global team in the disease areas, including oncology, fertility, endocrinology, neurology, immunology, and general medicines. The hub focuses on enabling and supporting the following functions, that are critical across R&D:

GCC: HC R&D Bengaluru

No. of Employees: ~500

GCC: Merck's IT Center (MITC), Bengaluru

No. of Employees: ~1200

GCC: Global Enterprise Solutions (GES), Bengaluru

No. of Employees: ~1000

Regulatory Quality Safety (RQS)

- **Global Regulatory Functions (GRF)** serves as the cornerstone of regulatory excellence, unifying and streamlining regulatory execution to deliver impactful results. By fostering strong collaboration with global R&D functions and other R&D hubs within Healthcare, GRF ensures seamless alignment and efficiency across the organization.
- **Research & Development Quality and Risk Management (RDQRM)** provides leadership and strategic direction from a quality perspective across the research, development, and post-marketing phases of the drug development. The team strives to foster a culture of quality consciousness, and operational excellence, thereby safeguarding the well-being and safety of the patients.
- **Regulatory Quality & Safety Operations (RQS OPS)** is a specialized function dedicated to achieving Operational Excellence. It plays a crucial role in supporting GRF, GPS & RDQRM.
- **Global Patient Safety (GPS)** monitors safety of Merck's medicines throughout their use in healthcare practice. The team collaborates with the global R&D functions and plays a significant role in integrating deep knowledge of safety into early decision making.
- **Global Scientific Communication Content Hub (GSCCH)** collaborates with internal and external global experts to develop diverse scientific content. This includes medical communication, information and education materials aimed at informing and educating internal teams, healthcare professionals, patients, and caregivers about disease conditions and treatments, including our clinical assets, in a clear and balanced way to help enhance patient care.
- **Global Regulatory and Safety Writing Hub (GRSWH)** team of medical writers focus on bringing data to life in core decision-making, with the focus on consistently delivering or improving medicine. The team strives to ensure accuracy, clarity, and compliance in regulatory and safety writing documents.
- **Global Development Operations (GDO)** in alignment with the global R&D functions is responsible for overseeing and managing the execution of clinical study portfolio leveraging technology and digital innovations and ensuring operational efficiency.
- **Strategy, Portfolio and Hubs (SPH)** team accelerates pipeline evolution by leveraging high-quality analytics, program leadership excellence, innovation and global footprint.
- **Clinical Measurement Science (CMS)** team generates evidence to support drug development using data from clinical trials, real world evidence, bioinformatics, works on programming solutions, analytical platforms and also supports biomarker development, companion diagnostics and quantitative pharmacology.

> "We are evolving into a true global hub. One day we will see end-to-end functions being run from India"
>
> **- Suneela Thatte**
> VP & Head, Healthcare R&D India at Merck.

Enabling Digital transformation: Merck IT Centre

Merck's IT Center (MITC) housed in Bengaluru, Karnataka, is a key global technology hub for Merck Group. Supporting Merck's three major business sectors—Life Science, Healthcare, and Electronics, the center delivers cutting-edge tools, services, and digital platforms that enhance research processes, from drug discovery to automotive coatings. By prioritizing simplicity, precision, and efficiency, MITC plays a crucial role in driving digital transformation across the organization.

> "Our primary focus has been to build capabilities around electronics, lifescience and healthcare. We have an entire gamut of technological capabilities encompassing the creation of applications, marketing and sales initiatives, as well as ERP implementation and support."
>
> **- Anuprita Bhattacharya**
> Head, Merck IT Centre, India

Beyond its technical contributions, MITC is driving workplace modernization, introducing user-friendly PC onboarding, upgrading meeting room experiences, and enabling citizen development platforms—all designed to enhance the end-user experience.

Between 2018 and 2022, MITC has grown significantly, expanding its workforce by nearly 240%. With a strategic focus on niche capabilities such as AI/ML and Data Analytics, MITC is shaping the evolution of Global Capability Centers (GCCs) in the IT and Tech space - transforming them from operational support hubs into strategic assets that drive R&D, AI-powered healthcare, and life sciences innovation.

As MITC continues to expand, its emphasis remains on strengthening in-house capabilities, enhancing value chain efficiency, and delivering timely, digital-first solutions as a trusted global partner.

Solution Powerhouse Driving Efficiency: Global Enterprise Solutions (GES)

The recently established Global Enterprise Solutions (GES) is an

enabler for Merck Group's operations by providing innovative, high-quality, and scalable solutions. In 2023, GES embarked on its most transformative journey yet—to become a trusted and reliable partner in value and solution creation. Since then, they have made significant progress, guided by their North Star and a strong solution-oriented mindset.

GES offers an extensive portfolio of services across Procurement, Employee Services, Accounting & Finance, Financial Planning & Analysis, Enterprise Services, IT services, Innovation & Data, and Strategy & Transformation.

GES is committed to leveraging their global footprint to serve the entire enterprise, not just individual businesses. They are focused on evolving GES into a true solution powerhouse and consistently streamlining processes to drive efficiency and improve service delivery.

With a global presence, GES operates through three regional hubs in Manila, the Philippines, Bangalore, India, and Wroclaw, Poland, alongside two centers in Shanghai, China, and Montevideo, Uruguay.

The GES Bangalore Hub serves as a global hub and capability center, specializing in technology, data, IT, and an expanded suite of services. It is home to seven Centers of Excellence spanning marketing, quality, customer excellence, IT, and employee services. While most teams are based in Bangalore, a few also operate out of Mumbai. With over 1,000 employees in India, the Bangalore Hub plays a pivotal role in driving innovation, operational excellence, and business transformation, contributing significantly to the ambition and progress of GES.

Our Culture at Merck's GCCs

Our GCCs strive to inculcate the best of global practices and local talent to enable its vision of digital transformation of the organization, increase efficiency while enhancing patient outcomes. Our collective culture across all GCCs empowers our employees with an environment that encourages innovation and fuels their curiosity. The vibrant and young team across all our GCCs join around 63,000 curious minds from across the globe who are constantly working on innovative technologies in sparking discoveries and elevating humanity.


MITC

MSD's commitment to India

A legacy of innovation and impact

For over 130 years, MSD (tradename of Merck & Co., Inc., Rahway, N.J., USA) has brought hope to humanity through the development of important medicines and vaccines. It aspires to be the premier research-intensive biopharmaceutical company in the world — and today, is at the forefront of research to deliver innovative health solutions that advance the prevention and treatment of diseases. It fosters a diverse and inclusive global workforce and operate responsibly every day to enable a safe, sustainable and healthy future for all people and communities.

Strong presence, stronger performance

MSD has a longstanding presence in India. The company delivers innovative healthcare solutions across multiple therapeutic areas including oncology and vaccines. Led by a strong team of 1500+ employees across India, MSD's mission is to serve more patients each day by bringing and improving access to innovative treatments that deliver better health outcomes.

Dedicated Digital & Analytics Hub, Pune

In 2022, MSD set-up a dedicated Insights, Analytics & Data center in Pune, India to use the power of data & analytics in improving patient and business outcomes worldwide. The hub provides near shore capabilities including driving personalized engagement, performing strategic forecasting, applying digital and web analytics, driving health equity work, optimizing investment, and providing market performance analysis to MSD's businesses in Asia-Pacific, Europe, and Africa. The center is benefiting from the high-quality talent in India and has expanded its team nearly three-fold in just two years.

Global Technology Center in Hyderabad

In early 2025, MSD announced its plan to establish a Global Technology Centre in Hyderabad. This centre will expand the company's capabilities to develop talent globally in the areas of Artificial Intelligence, cloud, data and analytics, cybersecurity, software engineering, product management, SAP and more, to support the rapidly increasing opportunities in leveraging digital technology to drive the company's purpose of saving and improving lives.

This centre joins MSD's Global Tech Centre network alongside others in the United States, Czech Republic, and Singapore. IT teams in these Tech Centres collaborate globally to drive digital transformation for the company, enhance operational efficiency, grow talent and deliver innovative solutions that empower the company to improve patient outcomes.

Established a Global Technology Centre in Hyderabad


Innovations Touch Our Lives Everyday
KEYTRUDA

Reimagining medicine, together

Novartis is a focused innovative medicines company. Every day, we work to reimagine medicine to improve and extend people's lives so that patients, healthcare professionals and societies are empowered in the face of serious disease. Our medicines reach more than 296 million people worldwide.

Amitabh Dube, Country President and Managing Director, Novartis in India says, *"India is amongst a handful of countries in the world that have a broad Novartis footprint covering Pharma International (commercial organization), Novartis Corporate Center (Global Capability Center) that also houses Development (Drug Development) and Biomedical Research teams. We have consistently been recognised as a Top Employer."*

Novartis in India is home to over 8,400 employees and has recently been certified as a **Great Place To Work™**.

India is playing an important role in supporting the company's long-term growth and delivering on its purpose

Ganpat Anchaliya, Site Head for NOCC Hyderabad expressed, *"As pioneers, we setup the Global Capability Centre in Hyderabad nearly 20 years ago and I have been fortunate to be a part of this journey for the last 16 years. Today, this site has emerged as the largest Novartis Corporate Center and is fueling our purpose of reimagining medicine."*

Today, there are six such centers across the world, strategically spanning different time zones. The Hyderabad site houses:

Operations

The capability center provides high-quality support service across multiple functions and capabilities to our sites across the world. These include Business Services, Data, Digital & IT, Manufacturing Supply, Quality, Procurement & Real Estate, Human Resources, Finance, Risk & Compliance, Legal, Communications amongst others.

Development India Hub

India serves as an important hub for Development, supporting various stages of development of medicines researched globally by Novartis. This center supports all the global development functions including Global Clinical Operations,

GCC: Hyderabad

No. of Employees: ~8,000

Technical R&D, Patient Safety and Pharmacovigilance, Regulatory Affairs, Analytics and Clinical Development.

In India, Novartis consistently ranks no. 1 for the number of global clinical trial approvals. Currently, 100+ Active Clinical Studies | 3000+ Target Patients and 300+ Trial Sites.

For over 12 years, Technical R&D within Development has been increasing its footprint in Genome Valley, Hyderabad with over 350 scientists. Our scientists are providing support in the development of many chemical entities developed and commercialized by Novartis globally. These innovative medicines save millions of lives around the world.

Biomedical Research

Globally, this division is a network of scientists, physicians, and business professionals using science and innovation to propel the discovery of high-value, next-generation medicines for patients. In India, we are committed to strengthening our existing capabilities to accelerate and support the global vision. In 2024, we have added approximately 120 people to this division.

Fostering innovations for the future of healthcare

The Biomedical Research team in India hosted a Scientific Innovation Symposium, a landmark event aimed at bridging the gap between industry and academia. This two-day symposium, held at our NOCC Hyderabad office, served as a platform to elevate the visibility of Novartis research in India and foster meaningful connections with the Indian academic community.

Participants engaged in a variety of sessions, exploring topics from the role of AI in drug discovery to the potential of 3D bioprinting for personalized healthcare, among others. Additionally, the symposium provided a platform for dialogue and collaboration, enabling us to build strong, long-lasting relationships with academic institutions, researchers, and students in India.

Sandhya Sreepathy, Head Biomedical Research in India, expressed her pride in the team's efforts, *"I am immensely proud of the Novartis Biomedical Research team's dedication and hard work, which made the Novartis Scientific Innovation Symposium in Hyderabad a resounding success. This event was a testament to our team's commitment towards fostering collaboration between industry and academia. We've taken not just the first step, but a significant leap forward in organizing meaningful conversations with academia, laying the groundwork for potential future collaborations to help accelerate innovation together. Together, we are building a brighter future for healthcare."*

India is a talent powerhouse with the power to drive innovation and operational excellence necessary to reimagine medicine and to enable this, we're building a culture where this potential thrives.

Creating an Inclusive and Empowering Workplace at Novartis

At Novartis, we believe that every individual has unique talent and perspectives that are essential to driving innovation and reimagining medicine. We are committed to fostering a culture where everyone—regardless of their role, background, or circumstances—feels valued, empowered, and supported to achieve their fullest potential. Our culture is built on the foundational pillars of being **Inspired**, **Curious**, and **Unbossed**, underpinned by **Integrity**. These principles guide how we nurture equity, foster belonging, and celebrate diversity across the organization. By embedding these values into every aspect of our operations, we ensure that our employees are not just participants but active contributors and drivers of our shared mission to improve and extend lives.

Our approach is holistic and systemic, addressing the diverse needs of our people through comprehensive programs, benefits, and processes. From equitable hiring and onboarding practices to tailored benefits and development opportunities, we are dedicated to creating a workplace that recognizes and leverages the uniqueness of every employee. This commitment not only enriches the employee experience but also strengthens our organization by driving innovation, enhancing collaboration, and building trust.

For example, we have a gender neutral 26-week parental leave policy. Since the introduction of this policy, ~6% of our employees have benefitted from this. Of those who have availed this benefit, 60%-65% are male associates.

Equity: Ensuring Fairness and Opportunity

Equity is not just a principle but a fundamental cornerstone of how we operate. We are committed to creating an environment where every individual, regardless of background, position, or experience, has equal access to opportunities to grow, succeed, and make a meaningful impact. Our comprehensive programs and initiatives are designed to foster fairness, eliminate bias, and empower employees to achieve their highest potential.

Championing Equal Pay and Performance-Based Recognition

Compensation and benefits at Novartis are structured to reflect employees' contribution to strategy, performance and the company's success. The principles of fairness towards all employees and equity are fundamental to the compensation and reward philosophy. We treat all employees fairly, in line with our EPIC pledge for pay equity, transparency, gender balance and removing historical salary bias.

Our participation in the **Equal Pay International Coalition (EPIC)** demonstrates our unwavering commitment to equity in compensation. Motivated by a commitment to address the challenges of gender inequality and recognizing the pressing need for transformative action, in 2018, we pledged our support to the Equal Pay International Coalition (EPIC) to achieve gender balance in management and to enhance our pay equity and transparency processes by 2023. We have been on a conscious journey to improve the representation of women in our organization, across management roles, and are proud of the milestones we've achieved so far. **While women make up ~18% of India's research sector, women form 31% of our R&D teams at Novartis India. Overall, 38% of our workforce in India are women and our Country Leadership team has 50% women representation!**

As the first pharmaceutical company to join this global initiative, Novartis has pledged to conduct regular gender pay equity analyses, remediate disparities where necessary, and eliminate the use of historical salary data during hiring. When EPIC was globally signed off, the overall diversity for Novartis India was **24%** in the year 2018. With our consistent efforts, we're now at **34%, our aspiration is to reach 50% mark.**

Developing Careers and Leadership

At Novartis, our employees' career journeys are countless and unlimited. Whether their path is to pursue deeper expertise, pursue a fresh career path, or master an emerging technology, opportunities to explore, learn and choose different paths are provided. Several resources and programs are available to employees to navigate their career decisions within Novartis. We offer everyone targeted and personalized support to help achieve their professional development objectives, through coaching and mentorship.

As a people first organisation, while there are scores of programs and initiatives for the growth and well-being of our employees, we believe are committed to nurture the brightest minds in India to give them an opportunity to give flight to their ideas that can truly make a difference in the real world. Thus was the genesis of NEST - Nurturing Excellence, Strengthening Talent.

An initiative by the Development India hub, NEST is a real-world case-based

competition focused on healthcare innovation offering students, startups and incubators the chance to work on real-life clinical development challenges and leverage AI, data science and technology to find solutions to these challenges from right here in India.

More than 26,000 teams from over 5,500 institutes across India registered for NEST. Over a four months and multiple rounds of assessments, **12 teams made it to the grand finale hosted at** our Novartis Corporate Center, Hyderabad.

The four winning teams, recognized for their ingenuity, technical excellence, and real-world impact, were awarded from the INR 8,00,000 prize pool and secured pre-placement interview opportunities with Novartis Development hub in India.

Sadhna Joglekar, Head, Development Hub, India, Novartis, reflected on the journey, stating *"At Novartis, we are committed to unleash the power of talent and collaborate to chart new possibilities. NEST reflects our belief that fresh ideas, coupled with cutting-edge technology, and enriched by mentorship, can create transformative solutions to reimagine medicine and improve patient care. These past few months have been exhilarating, experiencing first-hand the energy, passion and ideas that the young, bright minds in India have to offer. I am confident that our winners represent the next generation of entrepreneurs in healthcare innovation in India."*

Building trust with society with responsibility is a key pillar of the Novartis corporate strategy

"Aligned to our Environment Sustainability and Governance (ESG) and corporate responsibility goals, in India, we have moved towards 'championing sustainable livelihoods and empowering communities to be happier, healthier and more independent. We have had the privilege of impacting over 1,50,000 lives in the year via our projects," **reflects Vaishali Iyer, Country Head, Communications, Patient Advocacy, CSR and Business Excellence and Execution.**

We have a long-standing commitment towards Zero Leprosy and Water Neutrality, amongst others. Our projects are aligned to 5 SDG goals - (3: Good health and wellbeing, 5: Gender equality, 6: Clean water, 8: Economic growth, and 15: Life on Land).

Zero Leprosy

We make 100% donation of multi-drug therapy produced in India via WHO (World Health Organization) to treat leprosy around the world. However, the goal of 'zero leprosy' cannot be achieved without rehabilitating individuals back into society. This needs to be done by building skills and capabilities and fighting the stigma that these individuals face, this is the project we have built along with the Leprosy Mission Trust of India. Many of the beneficiaries of these efforts are earning 5 times than what they were, working with reputed employers and fighting the stigma of leprosy every day. This project has received the Special Commendation Award in Corporate Social Responsibility 2024 by the CSR Journal.

Water neutrality

In India, Novartis has been able to neutralize 100% of its water consumption while impacting 11000 lives in India. We have developed 38 water structures, seen water storage creation of 260000 m3 and planted more than 13000 trees. The community has seen an average increase in income of 10%. This project has received the Gold Award IHW Council CSR Health Impact Awards and Runner up OPPI India Sustainability Excellence Award.

Beneficiaries have seen their businesses grow, incomes rise, and health improve, resulting in happier and healthier communities overall.

A Century of Innovation...

A Century of Care!

Novo Nordisk is over a hundred-year-old healthcare company that has constantly worked for the benefit of people living with serious chronic diseases all around the world.

From the breakthrough commercialization of insulin - a game-changer in diabetes care - way back in 1923 to creating new hope for people with haemophilia in 1996, to pioneering advances in growth hormone therapeutics more than 30 years ago, the company has always striven to focus on the unmet needs of patients.

The company continues to build on its strong legacy even today. Significant breakthroughs in regenerative medicine, such as stem cell therapy, give hope to the ultimate goal of finding a cure for debilitating chronic diseases such as Type 1 diabetes and Haemophilia. Riding on unparalleled research and cutting-edge technology, the company is pioneering therapies to reduce the number of insulin injections required by individuals, prevent low blood glucose (hypoglycaemia) episodes, redefine protein engineering, and tackle endocrine disorders, to name a few.

GCC: Bengaluru

No. of Employees: >4000

Continuing the tradition of trust.

In India, the company has continued these endeavours. Novo Nordisk set up a base in Bengaluru in 1992 and has become one of the largest fastest-growing pharmaceutical MNCs in India today. At present, in India, Novo Nordisk is conducting phase 2-4 clinical trials in all major disease areas with over 3000 patients enrolled and an impressive 37 trials ongoing in multiple therapy areas.

In 2007, the company started the Novo Nordisk Global Business Services, as a transactional service centre for finance, patents, and data management. Over the years, NN GBS has evolved and grown, adding core services around commercial affairs, supply chain, quality, development etc. It offers an abundant talent pool across functional areas and has provided significant cost savings to the global organization over time. The hub employs over 4400 full-time employees, supporting global business needs. This includes doctors, pharmacists, analysts, statisticians, medical writers, commercial experts, IT specialists and more. All working together in a perfect, collaborative way, such that their expertise can be leveraged to place the centre as a strategic partner to the parent company and acting as the destination for transformation and digital innovation.

> "Our GBS serves as an integrated extension to our headquarters in Denmark, and Bengaluru has emerged as a strategic location for highly skilled talent, tech innovation, and a robust startup ecosystem."
>
> **John C Dawber**
> Corporate VP & MD - Global Business Services, Novo Nordisk

The centre offers solutions in the following areas:

- Finance
- Medical Affairs
- Safety Operations
- Regulatory Affairs
- Clinical Reporting

- Biostatistics
- Drug Development
- Data Management
- Legal & Patents
- Commercial Affairs
- People Operations
- Quality
- DD&IT
- Supply Chain

…and taking it further.

Novo Nordisk continuously engages with external scientific congresses and societies – contributing through thought leadership, work streams, and paper presentations on solutions. These include PHUSE (Global Healthcare Data Science Community), IASCT (Indian Association for Statistics in Clinical Trials), SCDM (Society for Clinical Data Management (SCDM), etc. The company has also signed MoUs with MAHE, Manipal, BITS Pilani and IIIT Bangalore PSG Tech Coimbatore and other universities, to offer their students Internship opportunities within their company.

Pfizer in India

Pfizer has established a number of global functions in India that support Pfizer operations worldwide. These Global Capability Centres cover a wide variety of critical Pfizer pharmaceuticals global functions including World-wide drug safety, Global drug development, Global regulatory, Global data management and most recently, the Commercial analytics and Artificial Intelligence center. These centers are closely integrated with Pfizer global functions.

A. GLOBAL DRUG DEVELOPMENT CENTER

- **One of 12 Pfizer R&D Centres in the world. Intrinsic part of Pfizer Global R&D.**
- Develops complex sterile injectable formulations and device combination products, conducts research on small molecules, innovative formulations and APIs for Pfizer's global markets.
- Partner to with some of India's premier academic institutions, including the IITs on curriculum development, internships, and recruitments.
- Small Molecules R&D (PSSM) team (80+ scientists) provides support to Pfizer globally across 30 different capabilities and over 10 products. New drug development workflows and workstreams to be set in place for Sterile Injectables.
- GT&E team (90+professionals) supports all manufacturing sites and PSSM teams worldwide across 19+ capability domains.
- Collaborations with leading academic institutions in India, including the IITs, through signed MoUs aimed at curriculum development, internships, and recruitments. Established an industrial-academic ecosystem with IIT-M, wherein Pfizer collaborates with professors and their PhD students on concept studies.

Global Drug Development Center: IIT Madras Research Park

No. of Employees: 250+

- Pfizer engages in collaborations with IITM startups, such as Gyaan data for process modelling.
- Facilitates student placements and internships from IITM, often hiring on a project basis.
- Supports upskilling initiatives for its employees, encouraging them to pursue PhDs and short-term courses at IITM while working at Pfizer.

B. GLOBAL SITE AND STUDY OPERATIONS CENTER

- Part of the Clinical Development & Operations, PRD organization
- Dedicated center for conduct of global and local clinical trials in India in support of Pfizer's high

Global Site And Study Operations Center: Mumbai

No. of Employees: ~60

science high tech functions. They are the face of Pfizer with clinical trial centers and investigators in India where they are responsible for delivery of Pfizer's portfolio in the country.

- Distinguished capability to support Pfizer's portfolio across therapies & products from end to end (study feasibility to close-out). Experienced in Oncology, Inflammation & Immunology, Rare Disease, Internal Medicine, Hospital & Vaccine portfolios in India.
- At any point there are about 35 ongoing global clinical trials in the country benefitting over ~800-1000 patients/ year.
- Data from these trials have been used for multinational & local submission for attaining market authorization.
- Diverse team of clinical pharmacologists, medically qualified postgraduates, quality and project management individuals and MBA postgraduates apart from IT professionals with a healthcare.

C. GLOBAL CAPABILITY CENTRES

Worldwide Safety Operations Center

- The Worldwide Safety function is a part of Pfizer's Research and Development business unit.
- Responsible for conducting all strategic and operational aspects of pharmacovigilance.
- The Worldwide Safety unit includes four distinct functional groups:

1. Product Safety Surveillance and Reporting (PSSR)
   a. Aggregate Reports Center of Excellence
   b. Global Operations – Drug Safety Unit
   c. Case Processing Center of Excellence
2. Safety Surveillance and Risk Management
3. Safety Quality and Safety Process & Risk Research
4. Business Management
   a. These groups have the capability to support Pfizer's global portfolio across therapy areas and products.
   b. Collectively, the groups cover all broad aspects of Pfizer global pharmacovigilance, including:
      - Global adverse drug experience review and report preparation
      - Production of aggregate safety reports, responses to regulatory queries, and risk management plans
      - Signal detection, signal evaluation, safety risk assessment and risk minimization
      - Quality control reviews of select Safety and Regulatory documents
      - Evaluation of vendor health and performance.

Worldwide Safety Operations Center: Chennai

No. of Employees: >100

Global Regulatory Strategy Division

- Regulatory strategy globally including Europe, Rest of World (ROW) and US.
- Executes regulatory strategies, lifecycle maintenance of Pfizer drugs worldwide and various regulatory operation activities.

- Expertise in all aspects of regulatory environment across jurisdictions.
- Global presence & supports Vaccines, Sterile Injectables, Brands CMC, IM, I&I, Oncology, Rare Diseases, CNS/CV, Diversified, M&W, Devices CMC.
- Maintains the 573+ products of Pfizer that have been launched globally.
- Important point of contact with regulatory agencies across the world.
- Potential expansion into Biotherapeutics as a new domain of expertise.

Global Regulatory Strategy Division: Chennai

No. of Employees: >450

Global Biometrics & Data Management Center

- **One of the largest data sciences and analytics teams in the Pfizer universe.**
- Provides expertise in statistics, clinical data sciences and data analytics for our global current and future pipeline of clinical assets.
- Works on developing Vaccines, and therapeutics in Oncology, IM, RD, I&I.
- Supports all phases of clinical studies, including post-marketing studies, and local and regional trials.
- Has contributed to 500+ studies.
- Comprises of following functions:
  1. Clinical Data Sciences
  2. Statistical Data Science & Analytics Organisation
  3. Statistics, AI/ML & Quantitative Data Science
- Key role in preparing data package for all US FDA submissions
- Partnership with IIT Madras on faculty projects, joint workshops and internships
- Offers 20-30 long-term and summer internships annually to students of premier institutions across India.
- Sponsors fellowship at Chennai Mathematical Institute for post-graduate students, since 2021

Global Biometrics & Data Management Center: Chennai

No. of Employees: ~450

Global Artificial Intelligence & Analytics Gateway

- **Pfizer's first ever dedicated commercial analytics center in India.**
- To serve all of Pfizer's international (ex-US) markets

Global Artificial Intelligence & Analytics Gateway: Mumbai

No. of Employees: ~100

for analytics and insights to benefit patients.

- Will accelerate data science and AI solutions through its pool of talented and experienced data analytics experts. Envisaged to drive continuous commercial effectiveness and enable data derived decisions.
- Focus across analytics capabilities, market and TA expertise.
- Institutionalised knowledge and capabilities enabling standardisation and accelerated delivery of insights

Global Logistics Network Services Center

- **Among the top 3 Pfizer logistics centers in terms of manpower.**
- Manages the product flow from shipping side CMO to port of operations.
- Manages the following services from Chennai:
  - Logistics Strategy & Services- for analytical and master data management.
  - Global Transportation Solutions
  - Global Customer Fulfilment
  - Digital & Capabilities
  - Global Sustainability
  - Logistics Compliance & Risk
  - Reverse Logistics
  - Inventory Management
  - Logistics, Design & Innovation- for qualifying the packaging and on boarding the supplier.
  - Shared Services-control and validation of external platform providers.
  - Command Center-for end to end orchestration of product flow.
  - Quality Support-product recall etc.
  - Finance Support.

Global Logistics Network Services Center: Chennai

No. of Employees: ~60

A healthier future. It's what drives us to innovate.

To continuously advance science and ensure everyone has access to the healthcare they need today and for generations to come. Creating a world where we all have more time with the people we love.

That's what makes us Roche.

Roche at a glance: Doing now What Patients Need Next

For over 125 years, we have taken on some of the most complex challenges in healthcare. Listening and responding to the ever-changing needs of people around the world. Today, Roche has grown into one of the world's largest biotech companies, as well as a leading provider of in-vitro diagnostics and a global supplier of transformative innovative solutions across major disease areas.

We are driven by science and our ambition of delivering better outcomes, for more patients faster.
We are committed to facilitating rapid, broad, sustainable access to our innovations, on a global scale. We strive towards converting today's knowledge into tomorrow's therapies.

- No.1 R&D investor in healthcare and the third highest across all industries. R&D investments of CHF 13 billion in 2024
- 33 R&D and 20 manufacturing sites worldwide
- 71 New Molecular Entities in clinical development
- 30 billion tests conducted with Roche Diagnostics products

Roche in India: partnering India in its healthcare journey since 1950s

- For more than 60 years, Roche has been committed to making a difference to the lives of people in India. From being a key distribution market for the iconic cough syrup Sirolin, to manufacturing vitamins in the late 1950s, to the introduction of advanced targeted and immunotherapy medicines for treating different forms of cancer and foraying into newer therapy areas of Ophthalmology and Neuroscience; we have endeavored to bring the most innovative and path-breaking drugs to Indian patients.

In India, our portfolio of power brands across therapy areas

§ Oncology: Alecensa, Gazyva, Kadcyla, Perjeta, PHESGO, Tecentriq, Polivy*
§ Hematology (Haemophilia): Hemlibra
§ Neuroscience (Spinal Muscular Atrophy): Evrysdi,
§ Neuroscience (Multiple Sclerosis): Ocrevus*
§ Ophthalmology: Vabysmo*

** Innovations launched in India in 2023/24*

o **'The Blue Tree' patient support program** to improve affordability and access has supported 25000+ until 2024. First company to launch a mobile-based application to provide comprehensive patient support services. To know more about the program, call on the toll-free number: 1800-266-3366: Oncology & Rare disease | 1800-202-8485: Ophthalmology and Multiple Sclerosis
o **State-of-the-art and industry felicitated supply chain:** Roche's product serialization and 'Track and Trace' systems ensures product quality, end-to-end traceability of our products, inventory and sales

GCC: Chennai, Pune and Hyderabad

data on a real time basis and helps us address the issue of counterfeits.

Investments in India: Roche is harnessing India's rich engineering talent and robust technology ecosystem to forge ahead in the digital landscape, crafting innovative solutions that resonate on a global scale. As we delve into this transformative journey, India emerges as a pivotal investment market for Roche, underscoring our steadfast dedication to tackling unmet healthcare needs and spearheading impactful change within the industry.

- **Roche Digital Center of Excellence India:** The Roche Digital Center of Excellence India is spread across three major cities - Pune, Hyderabad and Chennai. It has emerged as **Roche's only 100% "healthcare digital Centre of Excellence"**. The center is 100% aligned with Roche's new agile ways of working in all areas - business, group functions, and global functions, the Digital CoE will be Roche's largest footprint in India in the coming years.

  The Digital CoE has been playing a pivotal role in integrating data across the patient healthcare journey. The advanced data analytics tools are simplifying decision-making for clinicians and patients thus supporting the larger objective of providing Personalized Healthcare and Decision-making capabilities. It houses one of the six global Technology Hubs, fast accelerating the digitization of Roche's internal value chain

  The Digital Center of Excellence India is also located at Hyderabad and Chennai as a part of Roche Services and Solutions (RSS) organization. These sites are responsible for providing business insights to various business functions across the Roche organization. Centralization of this service helps improve efficiency and service quality, enabling Roche to focus on advancing healthcare

- **Offshore Development Center (ODC) in Chennai, in partnership with ZS Associates:** The Centre consolidates existing data and analytics business operations services of all Roche Pharma affiliates at one place. This dedicated Roche ZS Associates ODC named YODAc (Your One stop shop for Data & Analytics Center) brings together many capabilities such as business data operations, data quality management, global analytical product support and other ad hoc services.

Roche Information Solutions, India Office building

Roche Digital Day

The innovation center office

Coffee Sessions

Townhall

Office Environment

A formal discussion of ideas and prototyping

Sanofi a Leading Immunology Healthcare Company

Sanofi is an innovative global healthcare company with the clear strategy to become the leading immunology company by chasing the miracles of science to improve people's lives. With operations in over 60 countries, with 91,000 Sanofians we work tirelessly to make a difference for patients worldwide, leveraging our 39 industrial sites, 13 R&D centers, and a robust network of four Global Business Operations (shared services) Hubs in Hyderabad, Kuala Lumpur, Budapest, and Bogotá.

Sanofi in India: A Legacy of Partnership and Innovation

Sanofi's commitment to India runs deep. Since 1956, we've partnered with India's healthcare ecosystem, building expertise, infrastructure, and crucial relationships to address the nation's unique healthcare needs. Our state-of-the-art Goa manufacturing site supplies high-quality medicines to over 60 countries, supported by approximately 3,645 dedicated employees across the country. We're committed to delivering essential healthcare solutions to patients in the main therapeutical area as Diabetes, Polio, Flu, Cardiovascular and Renal transplant, and Rare Diseases.

Transformation and Modernization: Sanofi Business Operations

Sanofi's history of acquisitions highlighted the need for operational simplification and standardization. Enter Sanofi Business Operations, with strategic hubs in Hyderabad (India), Bogota (Colombia), Budapest (Hungary), and Kuala Lumpur (Malaysia). These hubs, housing approximately 4,000 experts across 30+ fields, leverage world-class talent and advanced technology to deliver enterprise-wide solutions.

In just one year, we've transformed from fragmented functions to a unified, strategic driver of transformation. Business Operations delivers best-in-class enterprise solutions, catalysing modernization and enabling Sanofi to pursue the miracles of science. Beyond traditional services like Finance, People & Culture, and Procurement, we're integrating core business areas like Commercial, Supply Chain, and R&D, enhancing agility and scalability across our global network. We continuously assess capabilities at each location to strategically deploy resources for growth and transformation.

R&D: Leading the way to better health solutions

Manufacturing Sciences, Analytics & Technology (MSAT): Goa

No. of Employees: ~60

GCC: Hyderabad

No. of Employees: ~2200

Sanofi's DSIR approved R&D centre in Goa, has, over the last 17 years, built in scientific rigor to develop innovative products and technologies in their quest to chase the miracles

of science to improve peoples' lives. This MSAT- Manufacturing Sciences, Analytics & Technology centre has developed expertise in various dosage forms such as tablets, capsules, syrups, suspensions, nano formulations, etc., that the company manufactures.

R&D activities and ongoing research at this Centre of Excellence encompasses new product development, lifecycle management of established products, new dosage forms and formulations for easy administration, support R&D projects, and delivers technology transfer to commercial sites, troubleshooting for industrial sites, product harmonization, process improvements & robustness. It also covers support for & emerging risks management.

Hyderabad Hub: A Powerhouse for Business Operations

India's importance to Sanofi is further underscored by our Global Hub strategy. Our Hyderabad Hub, launched in 2019, has rapidly evolved from a Medical Hub to a comprehensive center supporting multiple global functions. Today, we host more than 2,200+ professionals specializing in diverse areas, including R&D, Medical, Manufacturing and Supply, Commercial, Procurement, Finance, and Digital. Projected to double in size, it is now one of Sanofi's largest global talent concentrations—a true powerhouse for Business Operations.

Hyderabad Hub reintegrates high-value capabilities that were previously outsourced, strengthening Sanofi's operational backbone and fostering innovation in R&D, quality management, digital transformation, and intelligent automation. With AI, automation, and digital health capabilities, Hyderabad is redefining healthcare possibilities, creating faster, more effective, and accessible solutions.

Our investment reflects confidence in India's evolving regulatory and business environment, which supports foreign healthcare investments and fosters innovation in digital health, clinical trials, and pharma manufacturing. This strengthens our innovation capacity in India and reinforces Sanofi's position as a trusted partner in advancing India's healthcare ambitions.

Sustainability and Cultural Harmony: The "House of Dreams"

Our Hyderabad Hub, affectionately known as the "House of Dreams," prioritizes employee comfort, culture, and innovation. Features like 3,000 sqm of vertical gardens, electric vehicle charging stations, vintage furniture renovations, recycled materials, and a micro-farm vending machine highlight our sustainability commitment while celebrating vibrant Indian culture.

Diversity and Inclusivity

Our state-of-the-art Hyderabad workplace fosters inclusivity and innovation, accommodating more than 2,200+ Sanofians. This Hub embodies Sanofi's strategy, integrating global objectives with a local focus. We're proud of our gender-balanced workplace (currently 60:40 male to female) and committed to further increasing female representation.

Celebrating Achievements

We are proud to announce our recent accolades, demonstrating our commitment to both innovative design and impactful leadership. Our 'House of Dreams' has been honoured with five Silver Asian Design Awards from the Better Future organization, recognizing our sustainable design practices and inspiring workplace environment.

Furthermore, the dedication and hard work of our team have earned us three prestigious awards: Top 24 GCCs of 2024, Women Leader of the Year 2024, and Impactful GCCs of 2024, highlighting our commitment to excellence and our positive impact on the healthcare industry.

A Healthier Future, Together

We're building a resilient, agile healthcare future where Sanofi's vision and India's strengths converge to deliver groundbreaking solutions and transform lives.

Our journey in India demonstrates our belief in collaboration, innovation, and sustainability. By forging meaningful partnerships, empowering local talent, and amplifying our commitment to chase the miracles of science to improve people's lives.

Delivering innovative solutions to enable the data and digital transformation

Commitment

We expect we'll need to fill upwards of approximately 750 roles for Takeda's India Innovation Capability Center (ICC) through 2025 and we will continue to add roles to fill the demand we expect from the global business. Our investment in these new roles includes talent development, encompassing comprehensive approaches to hiring, onboarding, learning and development, performance management, and career development. While specific financial details are not disclosed, the investment represents our commitment to establishing innovation capability centers at strategic locations across the globe.

The India ICC's Unique Role in Takeda's Global Strategy (Part One)

As a global hub for data and digital innovation, the ICC represents Takeda's commitment to align with India's innovation ambitions. This commitment not only strengthens our existing presence in the region and introduces our ability to leverage cutting-edge capabilities to address pressing healthcare challenges in India and across the globe.

For more than 13 years, Takeda has been committed to improving health outcomes for communities across India. The launch of ICC marks a new chapter in our journey, reflecting our aligned focus to advancing technological and economic progress in India. This milestone demonstrates our belief in the "from India, for the world" showcasing, Takeda's drive to fostering innovation, empowering local talent, and delivering value to patients in India and around the world.

The ICC team within our Data Digital & Technology division is dedicated to understanding and anticipating business needs. By leveraging data-driven insights, the team shapes strategies that improve patient experiences. Through the power of data and analytics, the team generates actionable insights that inform decision-making and enhance the company's capabilities to deliver personalized and effective treatments.

GCC: Bengaluru

No. of Employees: ~425

The ICC is part of Takeda's global network of ICCs, designed to strengthen our digital capabilities with internal talent to drive data and digital transformation across Takeda.

Through long-standing relationships, Takeda aims to contribute to India's healthcare ecosystem and solidify its position as a leader in health sciences innovation through digital innovation.

A look inside India Technology Story – Takeda India ICC (Part Two)

With the establishment of ICC, we are embedding data, digital and technology capabilities into every aspect of our development and operations. By integrating cutting-edge technologies such as artificial intelligence, helping Takeda advance robotic process automation, and data analytics, across the value chain, we are developing impactful and innovative solutions, including mobile and desktop applications, to ensure data integrity. Robotic Process Automation and data engineering will streamline global operations, while advanced digital platforms will enhance patient engagement and internal efficiency. For

example, our ICCs are collaborating on solutions that allow patients to sign up for clinical trials and access information about ongoing Takeda trials. This enhances engagement with health care providers and patients, making it easier for them to access our products and services. Additionally, these solutions improve ways of working, leading to better employee experience and increased productivity.

By end of 2025, the ICC will have a diverse team of over 750 skilled employees, including software engineers, and AI specialists. Together, the team will collaborate on solutions addressing complex global health challenges. The ICC will also create a robust ecosystem of partnerships with academia and the tech community, fostering innovation and driving global impact from India. ICCs in Mexico and Slovakia have already made significant progress, and the ICC builds on this foundation. By collaborating with global ICCs and leveraging India's vibrant tech ecosystem, we aim to accelerate innovation and improve outcomes for people, patients and the planet.

At the ICC there are opportunities for data scientists, software engineers, and AI specialists, to collaborate on global projects, to drive innovation and address healthcare challenges at a scale. Team members will work on next-generation technologies, ensuring Takeda is able to meet the future demands in healthcare technology.

Takeda is committed to creating a rich employee experience. For India's tech talent, Takeda represents more than just a workplace—it's a place to make an impact, innovate at the intersection of health and technology, and be part of a global mission to improve lives. Through our continued growth, we aim to create hundreds of opportunities for local talent, nurture future leaders, and contribute to India's standing as a global innovation hub.

Any new announcements/updates

In March 2025, we ceremoniously launched Phase 2 of our ICC expansion with a traditional Indian ritual, marking the start of construction for additional workspace in Bengaluru. This next phase is a reaffirmation of our purpose to foster innovation, empower our people, and create meaningful impact for patients.

Award and Recognition

Head of Takeda ICC India, Tilak Banerjee received the GCC Leader of the Year – Pharma & Biotechnology award at the prestigious GCC Leadership Conclave 2025, hosted by the Leadership Federation.

About OPPI

The Organisation of Pharmaceutical Producers of India (OPPI) established in 1965, represents the research-based global pharmaceutical companies in India. OPPI has been an integral part of the healthcare journey of the country. We remain committed to supporting the nation's healthcare objectives, putting patients at the core of all decision making and collaborating with all stakeholders to find sustainable solutions to realize the collective vision of Health for All.

Our member companies have been serving the country's healthcare ecosystem since pre-independence and continue to remain committed to patient safety and providing quality care in the future as well. As an association, our advocacy decisions, patient commitment and work are always keeping the country first and we embody the spirit of working for 'Bharat Ke Liye'; driven with innovation to find solutions for unmet medical needs, collaboration with government stakeholders, and co-creation with partners coming together to address the nation's healthcare challenges. We are committed to the Hon'ble Prime Minister Shri Narendra Modi-ji's clarion call of 'Jai Vigyan and Jai Anusandhan'.

About Bharat Ke Liye

Bharat Ke Liye captures the essence of OPPI's commitment towards India, one that's backed by innovative solutions with a mission to improve the country's healthcare infrastructure. Along with our member companies, we have been a strong partner to the nation since pre-independence. With a strong Indian ethos and a deep understanding of the country's complex fabric, we have been investing in India to build a healthier and stronger country.

As we move towards lndia@100, we will continue to partner the with Government to advance its vision of Healthcare for All, investing in building India's capability to solve the health challenges of its people & the world at large. It's important now more than ever before to CONVERGE, COLLABORATE, and CO-CREATE with the Government and other stakeholders in India.

We are #BharatKeliye

We were there
Since pre-independence, we've partnered with India to eradicate many diseases, address many epidemics, and solve health problems; together.

We are there
We've been collaborating for critical support during the pandemic, co-creating with the government to strengthen our healthcare ecosystem, converging our knowledge, and leveraging technology to innovate for unmet medical needs, all in an effort to improve the quality of care & access to healthcare.

We will be there
As we work towards lndia@100, we pledge to keep investing in the future of the nation, pushing boundaries of innovation, research, and development, to make every Indian healthy, prosperous, and resilient.

Partnering India on its mission to progress, amplifying our Hon'ble PM Shri Narendra Modiji's clarion call of

Jai Vigyan, Jai Anusandhan!

Report Releases

OPPI Newsletter Issue 3

Putting the country first. Taking the country far.

OPPI Annual Summit Report

Viksit Bharat@2047 – Transforming India from Pharmacy of the World to Pharma Powerhouse to the World

Winning in Indian Healthcare

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Connect with us on:

@OPPIIndia

OPPI India

Organisation of Pharmaceutical Producers of India (OPPI)

communications@indiaoppi.com

www.indiaoppi.com

Editor - **Asawari Sathaye,** *Director Communications and Patient Advocacy, OPPI*
Content Coordinator - **Clara Rodricks,** *Executive Assistant, OPPI,* **Cheshta Shetty**, *Executive Communications, OPPI*

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भारत के लिए

OPPI

भारत के लिए

Organisation of Pharmaceutical Producers of India

Registered Office: 1620, C Wing, One BKC, Bandra Kurla Complex,
Bandra East, Mumbai-400051, India.

Delhi Office: Avanta Business Centre, Cabin No. 3.08, 3rd Floor, Ambadeep Building,
K. G. Marg, Connaught Place, New Delhi - 110001, India.

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