

# What science can do

**AstraZeneca Pharma India Limited**

Annual Report 2019-20





## Welcome

We are a global, science-led, patient-focused biopharmaceutical company. In this Annual Report, we report on the progress we made in 2019, in pushing the boundaries of science to deliver life-changing medicines.



# What science can do next?





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AstraZeneca Pharma India Limited was founded in 1979. The Company has a workforce of over 1,400 employees across the country, committed to deliver great medicines to patients through innovative science and global excellence in development and commercialisation.

## AT A GLANCE

Our purpose is to push the boundaries of science to deliver life-changing medicines. We want to be valued and trusted by our stakeholders as a source of great medicines over the long term.



### Manufacturing Strength

Our Indian manufacturing facility has been rated as one of the finest in Southeast Asia, with a state-of-the-art production facility that meets stringent international standards, including WHO Good Manufacturing Practices (cGMP) norms. The facility is ISO 14001 certified, with a fully operational environment management system in place. Our stringent quality management system ensures the safety, quality and efficacy of our medicines at all times.



### Strategic Priorities

## THE LEVERS THAT ENABLE OUR PROGRESS

This year, we retraced our three strategic priorities to reimagine value creation for our patients and the wider fraternity of stakeholders, in line with evolving necessities.

- Delivering growth and therapy area leadership:** We seek to achieve this by supplying medicines that can transform healthcare practices and ensure that they reach people in need.
- Accelerate innovative science:** Our objective behind this approach is to discover solutions that prevent, treat and cure some of the world's most critical health concerns.
- Be a great place to work:** By way of staying true to our value system, delivering as a team, and maintaining ecological stewardship.

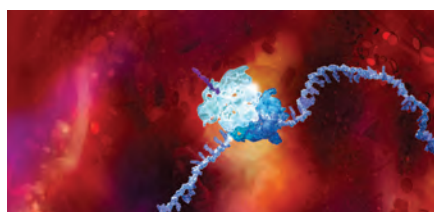


## Our Focus

# SOLUTIONS THAT CHANGE LIVES

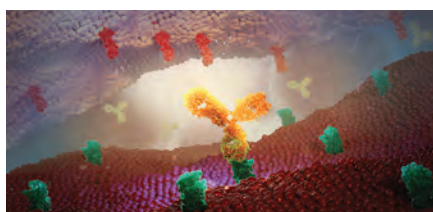
We work to bring niche solutions to our customers in crucial therapy areas. Our focus is to break new ground across these areas and discover novel mechanisms and therapies that address evolving patient needs.

## Core Therapy Areas



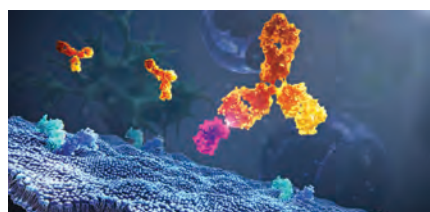
### Cardiovascular, Renal and Metabolic Diseases

We adopt an integrated and consistent approach to treatment, that has proven effective over time. It is helping reduce morbidity and mortality of diseases across these areas.



### Oncology

Our concerted focus is on relooking at the treatment paradigm of the disease and eliminate the terminal nature of the disease.



### Respiratory, Inflammation and Autoimmunity

Within this sphere, we have over four decades of experience and are working to leverage our deep knowledge and capacities to deliver ground-breaking solutions that can transform living.



## Our Key Brands



## Sustainability at AstraZeneca

## ACCESSIBLE SCIENCE FOR LARGER SOCIAL TRANSITION

As a science-led biopharmaceutical company, we want to be valued and trusted by our stakeholders as a source of great medicines over the long term. We are committed to operating in a way that recognises the interconnection between business growth, the needs of society and the limitations of our planet.

We have a three-pronged approach to making science accessible and sustainable for the society:

 <b>Access to Healthcare</b>	 <b>Environmental Protection</b>	 <b>Ethics and Transparency</b>
<ul style="list-style-type: none"> <li>• Connecting our business growth to larger positive impact across the society</li> <li>• Setting goals and building on systems that support people around the world to work towards a healthier future</li> </ul>	<ul style="list-style-type: none"> <li>• The health of the environment has a huge impact on human well-being</li> <li>• Given the impact of climate change around the globe, we are working to reduce consumption and overall dependence on natural resources</li> </ul>	<ul style="list-style-type: none"> <li>• Putting our values at the forefront of decision-making</li> <li>• From sales and marketing to clinical trial transparency and bioethics, it is our foremost anchors in meeting stakeholder expectations</li> </ul>

## Sustainability in Action



## India-Sweden Healthcare Innovation Centre

AstraZeneca's global Health Innovation Hubs network comprises both physical locations and virtual partnerships, and works to solve, scale and showcase innovative and holistic health solutions. Our vision for our Health Innovation Hubs is to create and strengthen partnerships across emerging biomedical clusters – to accelerate innovation, increase healthcare access and improve outcomes for society.

Our India Hub focuses on utilising digital technologies, such as Artificial Intelligence (AI) and the Internet of Things IoT, and gearing them towards alleviating the healthcare burden in India, where 43% of the overall mortality rate is attributed to Non-Communicable Diseases (NCDs).

The year marked the inauguration of the India-Sweden Healthcare Innovation Centre, a partnership between the Swedish Trade Commissioner's Office and All India Institute of Medical Sciences, New Delhi (AIIMS, New Delhi) and AIIMS Jodhpur. AstraZeneca is the official knowledge partner of the Innovation Centre.

Hon'ble Finance Minister Smt. Nirmala Sitharaman and Leif Johansson, Chairman AstraZeneca PLC at the launch of the India-Sweden Healthcare Innovation Centre



## Accelerating Adoption of Innovative Healthcare Technologies



We have joined hands with NASSCOM Centre of Excellence, to establish an accelerator initiative that identifies frugal and scalable digital interventions for early diagnosis and management of Non-Communicable Diseases (NCDs). The partnership led to the discovery of three start-ups through a hackathon – Predible Health, Ten3T and Pathshodh.



## Ganga Godavari Early Cancer Screening Programme

On World Cancer Day 2019, we partnered with the Indian Cancer Society and the Charities Aid Foundation, India, to facilitate the launch of an Early Cancer Screening and Awareness Programme for women, especially in areas with constrained healthcare access. Key to this programme are the specialised cancer screening camps for oral, breast and cervical cancer, creating awareness through community health education activities and robust follow-up process to ensure effective hospital referrals for cancer treatment.

## Project Heartbeats

Project Heartbeats, launched alongside start-up partner, TRICOG, addresses local demand for early diagnosis and intervention for heart attack patients, by enabling cloud-based AI diagnosis of electrocardiograms, routing of patients to the nearest Cath labs (examination room in a hospital) through a hub-and-spoke model, and allowing for accurate diagnosis, ultimately improving the patient outcomes.

## Metabolic Centres of Excellence

We joined forces with the Department of Health and Family Welfare, Government of Kerala in 2018, to introduce a holistic, all-encompassing Metabolic Centre of Excellence, to extend comprehensive management solutions for diabetes and associated metabolic conditions.

We are working to expand this proposition and inaugurate new centres at Gujarat and Maharashtra.

6,000

Patient beneficiaries so far

## Young Health Programme India

The Company also continues to make a difference through its signature global community initiative, the Young Health Programme (YHP). YHP India aims to improve the health outcomes of vulnerable youth, aged 10 and 24 by focusing on prevention of Non-communicable Disease (NCDs). YHP India has reached over 400,000 youth with health information, 3,500 peer educators have been trained and 25 Health Information Centres have been opened in the communities. In 2020, the programme was awarded the AstraZeneca Global CEO Award.



## Make A Wish Foundation

Every year, the Company also rolls out a social impact programme that is conceptualised based on the suggestions from employees. During the year, the Company partnered with Make A Wish Foundation to fulfil the wishes of over 300 critically ill children, afflicted with life threatening ailments.



4,000

Beneficiaries in Phase-1

## Our COVID-19 Response

# NAVIGATING THE NEW NORMAL

We have been agile in our response to the COVID-19 outbreak by considering science as our guiding force, putting patients first and always opting for the right thing to do. Amid an unprecedented crisis, our priorities have been to ensure uninterrupted supply of medicines, and safeguarding the health of our employees and adjoining communities.

### Caring for our people

For the safety and wellbeing of our employees in India, we implemented a number of measures to reduce infection risks. These include providing extended data support for working from home, besides restricting business travel, off-site meetings and external visitors. For supply-chain or manufacturing related roles that cannot be performed from home, we laid down solid protocols with regards to social distancing and a graded return-to-work policy.

We have provided insurance coverage for our employees and their dependents to cover diagnostics, OPD and hospitalisation due to the pandemic. Additionally, we introduced initiatives for the physical and mental well-being of our employees, such as yoga, mindfulness sessions and physical training. We have also extended free digital counselling services and doctor-on-call at our sites should the employees need any expert support.

### Caring for our patients

Our timely controls, such as an effective inventory management policy for each medicine and robust business continuity plans ensured there were no disruptions to the supply chain. These strategies make certain that there are appropriate inventory levels of active pharmaceutical ingredients and critical materials to ensure manufacturing and supply continuity. Our approach to business continuity planning leverages measures, such as supply processes and operational agility, among others.

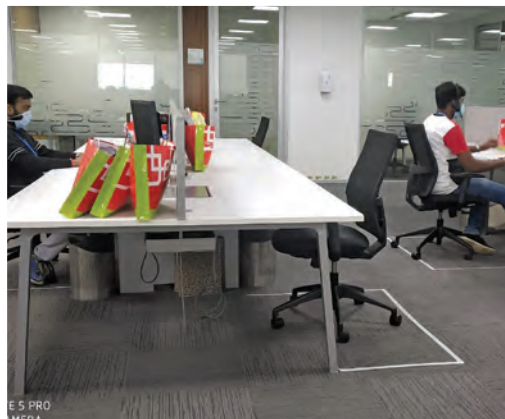
As part of our early response to the pandemic, we augmented our digital capacities for greater preparedness through:

- Remote detailing to healthcare professionals
- Collaborating with telemedicine providers and e-pharmacies
- Investing in new platforms to communicate and exchange scientific information with healthcare professionals

### Caring for our community

Globally, AstraZeneca is donating nine million face masks to support healthcare workers around the world as they respond to the COVID-19 global pandemic. In India, over 75,000 N95 masks were donated to Central and State Health departments to be distributed to frontline healthcare workers fighting against COVID-19.

Additionally in an effort to support the country's fight against the pandemic, the employees of the Company generously came forward to make a voluntary contribution to the Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund). The employees, by donating through encashment of the earned leaves in the Company, collectively pooled in ₹ 66.25 lakh.





## People

# EMPOWERING THOSE WHO POWER OUR SUCCESS

We work every day to be considered among the top employers of choice. Our Company has been focused on building a diverse workforce and an inclusive culture, as we deem it critical to our success. Our strategy is to design and develop programmes that are aligned with our organisational goals and help shape leaders of tomorrow.

## Employee Programmes and Interventions

### Lifelong Learning at AstraZeneca

Learning is an important part of delivering on our Growth Through Innovation strategy, and make AstraZeneca a great place to work.

As a part of this endeavour, brand Innovation Forums have been created to exchange innovative ideas. The AZ IGNITE platform has been launched for crowd sourcing ideas from employees and rewarding top ideas for successful implementation. Further, digital learning platforms, such as Mindtickle and Degreed are providing wealth of resources and learning opportunities to employees at their fingertips.

### Building an Inclusive and Diverse Culture

To deliver on business strategy, we need to continue to embrace a strong, transparent and ethical business culture. The Company fosters a **Speak Up** Culture through employee feedback surveys and monthly **Act Right Now** Forums, to strengthen a common understanding of values and behaviours. Further, the Company has launched the 'Accelerate HER' initiative focused on development programmes for women employees and the Women India Network, a Women Resources Group responsible for enabling discussions around careers and health.

### Recognitions

- Certified a Great Place to Work by GPTW Institute for the second consecutive year
- Recognised among Top 100 Best Companies for Women by the Working Mother & Avtar Group, for the second consecutive year. Also, voted as an 'Exemplar of Inclusion' by the Working Mother & Avtar Group
- Among the Top 50 Companies in the People Capital Index by Jombay



## Corporate Information

### Board of Directors

#### Independent Directors

Mr. Narayan K. Seshadri, Chairman  
Ms. Revathy Ashok  
Ms. Kimsuka Narsimhan

#### Non-Executive Directors

Mr. Ankush Nandra  
Ms. Weiyang Sarah Wang

#### Executive Directors

Mr. Gagandeep Singh Bedi  
Mr. Rajesh Marwaha

### Committees of Board

#### Audit Committee

Ms. Revathy Ashok, Chairman  
Mr. Narayan K. Seshadri  
Ms. Weiyang Sarah Wang

#### Nomination and Remuneration Committee

Ms. Kimsuka Narsimhan, Chairman  
Mr. Narayan K. Seshadri  
Mr. Ankush Nandra  
Ms. Weiyang Sarah Wang

#### Stakeholders' Relationship Committee

Ms. Weiyang Sarah Wang, Chairman  
Ms. Revathy Ashok  
Mr. Gagandeep Singh Bedi  
Mr. Rajesh Marwaha

#### Corporate Social Responsibility Committee

Ms. Weiyang Sarah Wang, Chairman  
Ms. Revathy Ashok  
Mr. Gagandeep Singh Bedi

### Other Corporate Information

#### Corporate and Registered Office

Block N1, 12<sup>th</sup> Floor,  
Manyata Embassy Business Park,  
Rachenahalli, Outer Ring Road,  
Bengaluru – 560 045

#### Factory

12<sup>th</sup> Mile on Bellary Road,  
Kattigenahalli Village, Yelahanka  
Bengaluru – 560 063

#### Sales Outlets

Ahmedabad, Bengaluru\*, Chandigarh,  
Chennai, Cuttack, Delhi, Guwahati,  
Hyderabad, Indore, Kochi, Kolkata, Lucknow,  
Mumbai, Ranchi.

\*Company outlets (Bengaluru)

#### Auditors

Price Waterhouse & Co Chartered  
Accountants LLP

#### Bankers

The Hongkong and Shanghai Banking  
Corporation Limited

#### Chief Financial Officer

Mr. Rajesh Marwaha

#### Company Secretary and Legal Counsel

Mr. Pratap Rudra

### Annual General Meeting

at **3:00 p.m.** IST on Monday, **August 10, 2020**

through Video Conferencing/Other Audio-Visual Means