



BRSR, GRI & ESG DATA BOOK

Relentless Pursuit. Differentiated Growth.

Integrated Annual Report FY 2023



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BRSR REPORT

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24234KA1978PLC003417
2.	Name of the Listed Entity	Biocon Limited
3.	Year of incorporation	1978
4.	Registered office address	20th KM Hosur Road, Electronic City, Bengaluru – 560 100, India
5.	Corporate address	20th KM Hosur Road, Electronic City, Bengaluru – 560 100, India
6.	E-mail	co.secretary@biocon.com
7.	Telephone	+91 80 2808 2808 / +91 80 4014 4014
8.	Website	www.biocon.com
9.	Financial year for which reporting is being done	FY23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 6,003,000,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Mayank Verma Email: co.secretary@biocon.com
13.	Reporting boundary	The reporting boundary for this BRSR Report includes Biocon Limited (BL) and Biocon Biologics Limited (India and Malaysia) (BBL), excluding Syngene International Limited, for the period from 1st April, 2022 to 31st March, 2023. The entities will collectively be referred to as the 'Company' for the length of this report, unless specified otherwise.
Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).		

II Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Generics	The Generics business is built on our unique strength in fermentation technology and entrenched presence in chronic therapies. Our differentiated portfolio spans complex molecules ranging from cardiovascular and anti-obesity agents to immunosuppressants and narrow spectrum antibiotics. We will continue to invest in and grow our portfolio of differentiated Active Pharmaceutical Ingredients (APIs) which may have technical barriers to entry, e.g. complexity in manufacturing, potent compounds, or a mix of both.	23
2	Biologics	Biocon Biologics is a fully integrated global biosimilars organization. It is leveraging cutting-edge science, innovative tech platforms and advanced research & development capabilities to lower treatment costs while improving healthcare outcomes. It has a strong research pipeline of biosimilars across diabetes, oncology, immunology, and other noncommunicable diseases. Five molecules from Biocon Biologics' portfolio have been taken from 'lab-to-market' in developed markets like the United States, EU, Australia, Canada, and Japan.	48

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
3	Novels	The Novels portfolio includes both, in-house as well partnered and in-licensed products. It focuses on Inflammation and Immuno Oncology. Biocon has taken two novel biologics from 'lab-to-market' for patients in India thus enabling affordable access to expensive biological therapy. Biomab EGFR for head and neck cancer patients and Alzumab for psoriasis patients. Alzumab also repurposed for Covid-19 related complications.	0
4	Research Services*	Includes four business divisions – Discovery Service, Development Services, Manufacturing Services and Dedicated R&D centers	28

*Research services of the Company are undertaken by subsidiary Syngene International Limited. Syngene is excluded from the remainder of this report.

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code*	% of total turnover contributed
1	Manufacture of pharmaceuticals, medicinal chemical and botanical products	021	100

*As per National Industrial Classification – Ministry of Statistics and Programme Implementation, medicinal chemical and botanical products

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	5 Manufacturing Locations (2 plant - Bengaluru, 1 plant - Hyderabad, 2 plant - Vizag)	18	21
International	United States of America, Switzerland, United Kingdom, United Arab Emirates, Brazil, Malta, Malaysia, and Singapore	11	12

17. Markets served by the entity:

(a) Number of locations

Locations	Number
National	In addition to serving Indian markets, the Company has global footprints and serves a market of over 120+ countries.
International	

(b) What is the contribution of exports as a percentage of the total turnover of the entity?

Over 81% of the Company's total revenue can be attributed to its earnings from exports.

(c) A brief on types of customers

At Biocon, our focus is to transform lives through enabling equitable access and providing affordable medicines to people. To constantly deliver on our purpose, customers form the key component of our value chain and growth strategy. Biocon has a business presence in more than 120 countries wherein it is impacting millions of lives by finding new and affordable ways to treat diabetes, cancer, autoimmune and many such critical diseases. The APIs developed by the Company have found application in high quality drugs that treat oncology, cardiology, CNS and neurology, orthopedic, pulmonology, gastroenterology, nephrology, ophthalmology, and endocrinology conditions. Our diverse customer portfolio covers a wide range of stakeholders that majorly includes business partners, institutional partners, consumers, pharmacy chains, patients, health care providers, hospitals, government institutions and other pharmaceutical companies.

IV Employees

18. Details as at the end of Financial Year:

(a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	9,698	7,741	80%	1,957	20%
2.	Other than Permanent (E)	1,832	1,417	77%	415	27%
3.	Total employees (D + E)	11,530	9,158	79%	2,372	21%

Note: The Company does not have any 'Workers' as defined in the guidance note on BRSR.

(b) Differently abled Employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1.	Permanent (D)	9	7	78	2	22
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	9	7	78	2	22

Note: The Company does not have any 'Workers' as defined in the guidance note on BRSR.

19. Participation/Inclusion/Representation of women

Biocon Limited	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	2	22%
Key Management Personnel	4	1	25%

*Note: Dr. Kiran Mazumdar Shaw, Executive Chairperson and Mr. Siddharth Mittal, Managing Director & CEO, are members of the Board of Directors and are also considered Key Managerial Personnel.

Biocon Biologics	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors**	10	2	20%
Key Management Personnel	5	2	40%

**Note: Dr. Kiran Mazumdar Shaw, Executive Chairperson and Mr. Shreehas P Tambe, CEO and Managing Director, are members of the Board of Directors and are also considered Key Managerial Personnel.

20. Turnover rate for permanent employees and workers

Turnover Rate (BL)

Category	Unit	BL (FY22)			BL (FY23)		
		Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	25%	39%	26%	19%	26%	20%
Voluntary Turnover Rate	%	20%	23%	21%	16%	23%	17%

Turnover Rate (BBL)

Category	Unit	BBL (FY22)			BBL (FY23)		
		Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	25%	24%	25%	27%	23%	26%
Voluntary Turnover Rate	%	NA	NA	NA	23%	21%	22%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity
Syngene International Limited, India	Subsidiary	54.60%
Biocon Academy, India	Subsidiary	100%
Biocon Pharma Limited, India	Subsidiary	100%
Biocon SA, Switzerland	Subsidiary	100%
Biocon Biologics Limited, India	Subsidiary	88.77%
Biocon Biologics UK Limited, UK	Subsidiary	Refer note 2
Biocon SDN BHD, Malaysia	Subsidiary	Refer note 3
Biocon Pharma Inc, USA	Subsidiary	Refer note 4
Biocon FZ LLC, UAE	Subsidiary	100%
Biocon Biologics Healthcare Malaysia SDN BHD, Malaysia	Subsidiary	Refer note 3
Syngene USA Inc., USA	Subsidiary	Refer note 6
Biocon Pharma UK Limited, UK	Subsidiary	Refer note 4
Biocon Pharma Ireland Limited, Ireland	Subsidiary	Refer note 4
Biocon Biologics Inc., USA	Subsidiary	Refer note 3
Biocon Biosphere Limited, India	Subsidiary	100%
Biocon Biologics FZ LLC, UAE	Subsidiary	Refer note 3
Biocon Biologics Do Brasil Ltda, Brazil	Subsidiary	Refer note 3
Biocon Pharma Malta Limited, Malta	Subsidiary	Refer note 4
Biocon Pharma Malta I Limited, Malta	Subsidiary	Refer note 5
Biofusion Therapeutics Limited, India	Subsidiary	100%
Syngene Manufacturing Solutions Limited, India	Subsidiary	Refer note 6 & 10
Syngene Scientific Solutions Limited, India	Subsidiary	Refer note 6 & 10
Biosimilars Newco Limited, UK	Subsidiary	Refer note 7 & 8
Biosimilar Collaborations Ireland Limited, Ireland	Subsidiary	Refer note 3 & 7
Biocon Biologics Canada Inc., Canada	Subsidiary	Refer note 3 & 9
Biocon Biologics Germany GmbH, Germany	Subsidiary	Refer note 3 & 9
NeoBiocon, UAE	Joint Ventures	49%
Bicara Therapeutics Inc., USA	Associate	74%
Hinduja Renewable Two Private Limited	Associate	26%

Notes:

1. Syngene International Limited, India has proposed a final dividend of 12.5% or ₹ 1.25 per equity share as on the record date for distribution of final dividend (comprising of regular dividend of 5% or ₹ 0.5 per equity share and additional special dividend of 7.5% or ₹ 0.75 per equity share). The proposed dividend is subject to the approval of the shareholders in the Annual General Meeting.
2. Biocon Biologics Limited holds 100% of equity stake in Biocon Biologics UK Limited.
3. Biocon Biologics UK Limited holds 100% of equity stake in:-
 - a) Biocon Biologics FZ LLC, UAE
 - b) Biocon Biologics Do Brasil Ltda, Brazil
 - c) Biocon Biologics Healthcare, Malaysia Sdn. Bhd., Malaysia
 - d) Biocon SDN BHD, Malaysia
 - e) Biocon Biologics Inc, USA
 - f) Biosimilar Collaborations Ireland Limited, Ireland
 - g) Biocon Biologics Germany GmbH, Germany
 - h) Biocon Biologics Canada Inc., Canada

4. Biocon Pharma Limited, India holds 100% of equity stake in:-
 - a) Biocon Pharma Inc., USA
 - b) Biocon Pharma UK Limited, UK
 - c) Biocon Pharma Ireland Limited, Ireland
 - d) Biocon Pharma Malta Limited, Malta
5. Biocon Pharma Malta Limited holds 100% of equity stake in Biocon Pharma Malta I Limited.
6. Syngene International Limited holds 100% of equity stake in Syngene USA Inc.
7. Biosimilar Collaborations Ireland Limited and Biosimilars NewCo Limited was acquired by the Group on November 29, 2022.
8. Biocon Biologics Limited and Biocon Biologics UK Limited holds 82.5% and 17.5% of equity stake in Biosimilars NewCo Limited, respectively.
9. These subsidiaries are newly incorporated and did not have any operation during the year.
10. Syngene Manufacturing Solutions Limited and Syngene Scientific Solutions Limited was acquired by the Group on August 26, 2022 and August 10, 2022 respectively.

Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)

Yes, all the entities, wherever applicable, participate in the relevant Business Responsibility initiatives of the Company, except the associate companies and joint venture companies.

VI. CSR Details

22. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

- (ii) Turnover (in ₹) - ₹75,767 million
- (iii) Net worth (in ₹) - ₹159,226 million

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy) **	FY23		FY22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes	0	0	0	0
Investors/Shareholders	Yes	123	0	119	1
Employees and Workers	Yes	0	0	1	0
Customers	Yes	^253	^177	0	0
Value Chain Partners	Yes	0	0	0	0
Others (Please specify)	Yes	0	0	*4	0

* Whistleblowing complaints (only material complaints have been considered)

** The Company's grievance redressal mechanism has been detailed in its process for complaint/grievance redressal - <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>

^ Related to Quality

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters

that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product quality	Risk	<p>All pharmaceutical companies are constantly being evaluated on possible recalls, product safety and as per the changing regulatory landscape. Also, the consumers' expectations are constantly changing and with so many alternatives available, it is crucial to align with their expectations.</p> <p>Any issue relating to product quality may result in bans by regulatory authorities, penalties, etc. and thus would incur a direct financial impact and can lead to reputational loss.</p>	<p>We have implemented a system to ensure quality of products and continuous compliance to regulatory requirements. Additionally, through the pharmacovigilance process, Biocon tracks responses to actively address product related risks and continuously improve the products. A dedicated pharmacovigilance team tracks and reports complaints received via a purpose-built web portal. We also have a toll-free number, publicly available on the web portal for patients or other stakeholders to report complaints. All reports are proactively investigated to ensure that timely action is taken where necessary. Further, all employees undergo mandatory pharmacovigilance training. Also, periodic GxP (good x practice) training is conducted that helps ensure GxP compliance and leads to improvement in Quality.</p>	<p>Negative: In the case of poor product quality, Biocon can face reputational as well as operational damage. This may also lead to a decrease in customer satisfaction and trust</p>
2	Research and Development	Opportunity	<p>R&D investment has a positive impact on green innovation and ESG performance of an enterprise. Therefore, strategically Investing in R&D and disclosing publicly on its investments allows internal and external stakeholders to understand the approach and scale taken by an organization.</p>	<p>A key area of focus is 'Green Chemistry' and we have implemented several initiatives for the same. These include transitioning from solvent-based reactions to water based reactions, using harmless, greener solvents instead of hazardous solvents, enhancing our solvent recovery capabilities and overall, improving our processes to maximize the incorporation of all materials used.</p> <p>We have also conducted Life Cycle Assessments (LCA) for a few of our products to identify and further reduce use of hazardous substances which potentially results in a negative environmental impact.</p>	<p>Positive: Cutting edge technological innovations can place the Company at the forefront of industry-leading discoveries and open new avenues for business growth. Negative: Disruption across Biocon's value chain can adversely impact the operations, thus hampering the supply of products and increasing costs</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Access & affordability	Opportunity	Responsible pricing for innovative and generic medicines that takes into consideration affordable access, positive cost-benefit ratio, and overall healthcare costs impact the Company's reach and favor amongst patients, as compared to its competitors.	At Biocon, our aim is to achieve health equity and believe that everyone, across the globe, has the right to access affordable and quality medicines. Through our generics, biosimilars and novel biologics businesses, we consistently work towards enhancing our value proposition and deliver best-in-class solutions to our patients.	Positive: Enabling access to affordable drugs and other services can support the reach and growth of Biocon, providing a competitive edge.
4	Environmental performance	Risk	Biocon's commitment towards protecting the natural environment and conserving resources has been embedded in our value system. Upholding these principles and complying with applicable regulatory requirements can affect the overall performance and enhance Biocon's image with the stakeholders.	To limit the environmental impact of the operations, Biocon continuously strives to reduce the carbon footprint, recycle resources, transition to renewable energy, adopt responsible sourcing practices, drive productivity across the value chain and adopt digital solutions that reduce inefficiencies. Our facilities are ISO 14001 certified (Environmental Management Systems) and required guidelines are followed during the operations.	Negative: In case of any noncompliance with environmental norms and regulations, Biocon can face reputational damage as well as adverse financial repercussions.
5	Safe & empowering workplace	Risk	As a responsible employer, it is our duty to create a safe and healthy workplace that is free of injuries, fatalities and illness. In addition to this, it is imperative to foster a conducive workplace that attracts and retains talent by enabling empowerment, growth, flexibility, remuneration and purpose.	Biocon implements robust procedures and continuous process safety improvements at all the sites to show commitment towards a zero-accident safety culture. Our facilities are ISO 45001 certified (Occupational Health and Safety Management Systems). There are employee training and processes and protocols for preventing, reporting and addressing behavior that is not in line with the Business Principles and standards, including sexual, discriminatory or other misconduct. To inculcate an empowering workplace, we have developed stringent processes which focus on enabling our employees to achieve their personal aspirations as well as their professional goals.	Negative: The absence of a safe and empowering workplace could result in adverse financial consequences such as fines and penalties. Additionally, it could lead to operational and reputational damage for the company.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Digitization	Opportunity	Utilization of digital technology to improve efficiency in operations and quality management is a clear opportunity for the Company. This includes deploying digital initiative to fully integrate supply chains and improve operational processes, making them more adaptive and responsive.	<p>Biocon is investing in building a robust digital architecture that will support data platforms networks across all functions.</p> <p>Company is in the process of repurposing the facilities with digital technologies, automation, and the use of smart data management to drive operational excellence.</p> <p>ESG is at the core of Biocon's digital transformation where the aim is to enhance quality and compliance, augment productivity through enhanced operational excellence and enable data integrity through technology-led data transparency.</p>	Positive: Digitization can lead to improved sales, productivity and employment which impact the Company's performance and impact as compared to its peers.
7	Supply chain sustainability	Risk	In the Pharmaceutical Industry, it is extremely imperative to ensure a stable supply chain to ensure business continuity. Initiatives must be undertaken to anticipate, prevent and mitigate any concerns that cause disruptions.	<p>The integrated supply chain ensures uninterrupted medicine availability to the customers, patients, partners and healthcare systems globally.</p> <p>Biocon relies on cost-effective and sustainable logistics and supply chain rationalization to increase access, right from the stage of procurement of raw materials to the last-mile delivery of products to patients.</p> <p>Biocon enforces a mandatory minimum level of adherence towards environmental compliance for our critical vendors through periodic site audits.</p> <p>Additionally, a Supplier Code of Conduct to guide the value chain partners on applicable laws, regulations, policies and procedures, as well as the behavioral and ethical standards has been developed and communicated to all vendors (including service providers).</p>	Negative: Disruption across Biocon's value chain can adversely impact the operations, thus hampering the supply of products and increasing costs

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Community engagement	Opportunity	It is crucial that Biocon engages with the communities we operate in to increase trust and foster harmony	<p>The Biocon Foundation is the principal channel for the corporate philanthropy undertaken by the Company.</p> <p>The aim of this Foundation is to build resilient solutions that enable underserved communities to live better, every day.</p> <p>The core areas of intervention are:</p> <ul style="list-style-type: none"> • Primary Healthcare • Environmental Sustainability • Rural Development • Educational certifications 	<p>Positive: By empowering and uplifting our surrounding communities, we can mitigate future grievances or concerns, thus safeguarding the business from any adverse events</p>
9	Inclusion and diversity	Opportunity	This aspect addresses a company's ability to ensure that its culture, hiring and promotion practices embrace representation from a diverse and inclusive workforce across all levels of the organization (board, senior, mid and junior levels).	<p>Numerous steps have been undertaken to build a gender-inclusive workplace, which includes an extended maternity leave, part-time opportunities for returnees, gender sensitization sessions and women's health initiatives. The Company also has several distinct developmental programs in place, focused on the Company's female employees, geared towards preparing them for managerial and leadership roles.</p> <p>The Company has an 'Equal Pay for Equal Work' practice in place, where employees are compensated based on their merit, irrespective of the gender they identify with.</p>	<p>Positive: A pool of diverse workforce from different genders, ages and ethnic diversity, will enable the Company to develop its services further and mitigate operational risks.</p>
10	Ethical governance	Risk	To ensure the smooth functioning of the company, Biocon has implemented clear systems and defined roles and responsibilities of concerned personnel for managing topics related to ethics and integrity (e.g. anti-bribery and corruption, anti-money laundering, code of conduct, whistle blowing etc.)	<p>The principles of integrity, transparency, accountability, and ethics resonate throughout the organization.</p> <p>Professional management teams and independent Boards for Biocon Limited, Biocon Biologics Limited, and Syngene International Limited have been built to allow better governance across the Biocon Group.</p> <p>By implementing global best practices in corporate governance and risk management, we ensure that the Group consistently preserves and enhances value.</p>	<p>Negative:</p> <p>Absence of adherence with the policies of the Company on business conduct and ethical governance can lead to reputational as well as operational damage.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

S. No.	Principle Description
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

1. Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
Policy and management processes									
1. 1. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
1.2 Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
1.3. Web Link of the Policies, if available	Refer to Code of Conduct, Whistleblower policy & Tax Transparency report	Refer to Supplier Code of Conduct & Purchase order terms and conditions	Refer to Code of Conduct & Human Rights policy	Refer to CSR policy & Related party transactions policy	Refer to Human Rights policy	Refer to EHSS policy	N	Refer to CSR policy & CSR project approved	Refer to Privacy policy
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company's Supplier Code of Conduct largely includes the above-mentioned principles, and the value chain partners are expected to adhere to the requirements outlined.								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle. **	<ul style="list-style-type: none"> - United Nations Global Compact (UNGC) Signatory - Environmental Management Systems (ISO 14001) - Occupational Health & Safety Management Systems (ISO 45001) - Information Security Management Systems ISO 27001:2013 - Good Manufacturing Practice (GMP) compliance certification for the Company's facilities across Bengaluru, Hyderabad and Visakhapatnam in India, and Malaysia - GxP Standards - Global Reporting Initiative standards - Ecovadis framework 								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.
1. **Focused on Equity, Diversity and Inclusion**

The Company is committed to make an equitable and inclusive workplace. The Company has implemented several initiatives, including analytics tools such as hiring based on AI based systems to strategically manage workforce diversity. Biocon does employ differently abled people within our workforce as it fundamentally believes that talent and zeal to learn hold much more value and should be the most important quality that an employee should possess. It has also incorporated practices such as 'Equal Pay for Equal Work', wherein employees are compensated based on their merit, irrespective of the gender they identify with.
2. **Environmental Stewardship**

Company's EHSS policy essentially captures its commitment towards reducing waste, minimizing energy consumption, reducing emissions within its operation and judiciously utilizing freshwater consumption. We are proud to state that currently 69% of the electricity procured for our Indian operations is sourced from renewable energy. 100 percent of our treated wastewater is recycled and reused in different processes and utilities at Biocon Limited and Biocon Biologics, India.
3. **Product Quality**

Product Quality is of critical importance and Biocon ensures to maintain utmost quality at all times. It has a dedicated team responsible for pharmacovigilance and stakeholders can report complaints on a purpose-built web portal. Additionally, the Company is committed to reach 'one in five' insulin-dependent people with diabetes worldwide, by making the treatment affordable and accessible to all.
4. **Health and Safety**

Being in the manufacturing set-up, the company is committed to protect the health and safety of its employees. It aims to continuously maintain zero LTIFR (for Biocon Limited) within its operations. Training and awareness sessions are regularly conducted to help employees understand the protocols to be followed at the shop-floor.
5. **Meeting Stakeholders expectations**

The company continues to conduct its business ethically and responsibly withholding the highest level of trust and integrity. Its code of conduct provides a company's commitment to conduct its business in accordance with the applicable laws, rules and regulations and with highest standards of business ethics.
6. **Disclosures and Transparency**

The Company is communicating its commitment and initiatives on sustainability and ESG through a carefully crafted communications strategy that revolves around building strong brand equity among patients, people, partners, and shareholders. This includes using digital technology platforms to engage with external stakeholders and active social media listening to respond to many SOS messages for the Company's life-saving drugs during the COVID pandemic and promoting the vaccination drive of the Government.

<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company has undertaken various initiatives to improve its gender diversity across levels as well as improve its operational efficiency has led to definitive improvements, some of which have also received external recognition:</p> <ul style="list-style-type: none"> • Biocon Biologics Recognized as a Company with Great Managers; Two Managers conferred with individual 'Great Managers Award 2022 • During FY23, Biocon Biologics served ~5.7 million patients • The Company had four product recall during the Fiscal year. • Adoption of energy efficient, innovative technologies has led to an offset of 23% of the Company's total GHG emissions compared to FY22. • 69% of the total energy consumed by the Company in FY23 was sourced from renewable sources (Indian operations) • 100% of the wastewater generated via Company (India Operations) was recycled and reused in FY23. • The Company's initiatives to make its system and processes more efficient and sustainable resulted in the improvement of scores on various sustainability-oriented platforms, including: . <ul style="list-style-type: none"> o Dow Jones Sustainability Index (DJSI) score improved from 45 to 52. o Biocon inducted in S&P Global's Sustainability Yearbook for 2023, categorized as an "Industry Mover" o Biocon, including Biocon Biologics, EcoVadis scored increased from 52 to 66 and was rewarded with Silver Medal. The medal puts Biocon in the top 25% of the 40,000 companies assessed by EcoVadis in 2022. • The Company's efforts to make its workplace safer for its workforce has resulted in zero Lost Time Injury Frequency Rate (LTIFR) • The performance against specific commitments, goals and targets are provided in the respective capitals of the integrated annual report, wherever applicable.
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Governance, leadership and oversight

7. Management's statement

Please refer to page numbers 31-45 of the Integrated Report for statements from our leadership.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</p>	<p>The Business Responsibility (BR) policies are broadly managed by the Board of Directors, Chief Executive Officer and the concerned departmental head(s).</p>
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9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes.

Biocon Limited has brought ESG related activities under the ambit of its Corporate Social Responsibility Committee, which has been renamed as the 'Corporate Social Responsibility and Environmental, Social and Governance Committee'.

The Biocon Biologics Board has also formally approved and merged the Corporate Social Responsibility Committee (CSR Committee) and the Environment Social and Governance Committee (ESG Committee) into a single committee and renamed it as the "Corporate Social Responsibility and Environmental, Social and Governance Committee" (hereinafter referred as CSR and ESG Committee).

(Please refer to page number 71-72 of the Integrated Annual Report for information on Board Committees on ESG)

*The Company plays a strong role in public policy advocacy through regular engagement with specific external stakeholders including industry associations, government bodies and regulatory departments. However, the Company does not have a formal advocacy policy.

**Link to the Company's ISO 14001 & ISO 45001 certifications: <https://www.biocon.com/responsibility/sustainability/ehs-certifications/>.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The Corporate Social Responsibility Committee of the Board assesses the Business Responsibility (BR) performance of the Company on a quarterly basis and reports to the Board. The Board assesses the report on BR on an annual basis.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Business Responsibility report is being published annually as part of the Company's annual report in compliance with the provisions of SEBI Listing Regulations, which can be accessed at www.biocon.com .																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. No, the Company does not conduct an independent assessment using external agencies. But all Company policies are regularly monitored and reviewed by respective policy owners
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)	The Company considers all the principles material to the business. It does not currently conduct independent third-party assessments of its policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No								
It is planned to be done in the next financial year (Yes/No)	No								
Any other reason (please specify)	-								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	8	On a periodic basis, the Company conducts familiarization programmes for its Board of Directors. The topics cover the company's overall business growth, performance in ESG and Sustainability, corporate governance practices, employee well-being, innovation and R&D and various other regulatory updates. In addition, frequent updates are shared with all the Board members apprising them on developments in the Company, key regulatory changes, risks, compliances, and legal cases.	100
Key Managerial Personnel	1 (BL)	Talent Assessment for customized development journey	53.6 (BL)
Employees other than BoD and KMPs	4,190 (BL)	The employees / workers undergo various training / awareness sessions throughout the year. The topics covered under these sessions include Talent Assessment, policy update, mandatory & functional SOP Training, Interpersonal skills & Leadership development, Business specific functional training (such as Lean 6 Sigma, Quality Refresher, CRE, etc.)	81.4 (BL)
Workers	The company does not categorize any employee under the worker category.		

2. Details of fines / penalties / punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format:

	Monetary				
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

NGRBC Principle	Non-Monetary		Has an appeal been preferred? (Yes/No)
	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	
Imprisonment Punishment		Nil	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Nil.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, as part of the company's code of conduct we have an anti-corruption and anti-bribery policy applicable to all its employees including part time/temporary/contractual employees, trainees, consultants, volunteers, and members of the Board of Directors. It is enshrined in the company's code of conduct and can be accessed at <https://www.biocon.com/code-of-conduct/>. Biocon strictly prohibits any form of bribery and corruption in its operations and is committed to conduct its business ethically and transparently.

Biocon's Supplier Code of Conduct (<https://www.biocon.com/docs/Supplier-Code-of-Conduct-2022.pdf>) highlights its commitment to prevent, detect, and tackle any form of corruption or bribery in its supply chain. It is applicable to all manufacturers, distributors, vendors, service providers and business partners.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

	FY23	FY22
Directors		
KMPs	Nil	Nil
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY23	FY22
Number of complaints received in relation to issues of Conflict of Interest of the Directors and KMPs	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	No. of value chain partners covered under the awareness programmes
1 (BL)	<p>We organized a detailed onsite capacity building session for our suppliers. The topics covered in the session include management of waste, water & energy, roles & responsibilities of suppliers, business continuity, circular economy, overview of ecovadis assessment & PSCI principles and Risk management & policies.</p> <p>We have also started assessing our key suppliers on key ESG and sustainability parameters. As per methodology identified, suppliers are categorized into beginner, implementer and steward as per their performance. Post assessment, gaps are communicated to the suppliers and CAPA is shared and tracked.</p>	10 (BL)

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the company has a Code of Conduct (CoC) which covers the requirements related to conflict of interest. The CoC is applicable to all employees including the Board of Directors. In case of a potential conflict of interest, individuals are expected to make a full disclosure of all facts and circumstances, post which the Company reserves the right to take appropriate steps to ensure that there is a no-conflict-of-interest situation.

Additionally, in the instance of any potential conflict of interest concerning a Board member, the member notifies the Company Secretary. Annual disclosure of any conflict of interest is also provided to the Company Secretary.

Biocon Group Code of Conduct is applicable to all Directors of the Company and provides for managing 'conflict of interest' situations.

Various types of conflict of interest situations are illustrated in the Code for understanding of the Director. Further, the Code provides for disclosing any potential conflict of interest by the Director and requirement of taking a prior approval from the Board of Director to proceed with it. The Company reserves the right to take appropriate steps to ensure there is no conflict-of-interest situation. Failure to comply with the Code attracts disciplinary action including termination.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY23	FY22	Details of improvements in environmental and social impacts
R&D	100%	100%	For details on environmental and social benefits driven by the Company, please refer to chapters - (Human Capital), (Intellectual Capital) and (Natural Capital) of the annual integrated report.
Capex	100%	100%	

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

Please refer to page number 169-170 and 55-56 of the Integrated report and ESG Data Book respectively for overview of our procedures in place for ensuring responsible and local sourcing. We also have set systems in place to periodically evaluate our suppliers, which are mentioned in these pages.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Please refer to section “waste management” on page numbers 149-150 of the Integrated Report and page 50-51 for ESG Data Book for details on the Company’s waste management processes.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. The company follows the guidelines related to Extended Producer Responsibility. Its waste collection and management plan is in line with applicable central and state regulations. The Company does have a formal EPR system in place and is registered with CPCB under the importer category. Various steps have been taken to responsibly collect and dispose of the various types of waste generated via its operations as highlighted in response to Q.3 above.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
021	Atorvastatin calcium	NA	Cradle to gate	No	No
021	Fluvastatin sodium	NA	Cradle to gate	No	No
021	Mycophenolate Mofetil(MMF)	NA	Cradle to gate	No	No
021	Mycophenolate Sodium(MPS)	NA	Cradle to gate	No	No
021	Mycophenolic acid(MPA)	NA	Cradle to gate	No	No
021	Orlistat	NA	Cradle to gate	No	No
021	Pravastatin	NA	Cradle to gate	No	No
021	Repaglinide	NA	Cradle to gate	No	No
021	Rosuvastatin calcium	NA	Cradle to gate	No	No
021	Simvastatin	NA	Cradle to gate	No	No
021	Sirolimus	NA	Cradle to gate	No	No
021	Tacrolimus	NA	Cradle to gate	No	No
021	Anidulafungin	NA	Cradle to gate	No	No
021	Orlistat	NA	Cradle to gate	No	No
021	Sitagliptin hydrochloride	NA	Cradle to gate	No	No
021	Sitagliptin phosphate anhydrous	NA	Cradle to gate	No	No
021	Sitagliptin phosphate monohydrate	NA	Cradle to gate	No	No
021	Atorvastatin calcium	NA	Cradle to gate	No	No
021	Everolimus	NA	Cradle to gate	No	No
021	Fidaxomicin	NA	Cradle to gate	No	No
021	Fingolimod hydrochloride	NA	Cradle to gate	No	No
021	Liraglutide	NA	Cradle to gate	No	No

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
021	Micafungin	NA	Cradle to gate	No	No
021	Pravastatin	NA	Cradle to gate	No	No
021	Simvastatin	NA	Cradle to gate	No	No
021	Valsartan di sodium	NA	Cradle to gate	No	No

The Company has a Life Cycle Assessment concept in place for its key products considering consecutive and interlinked stages of a product (or service) system, from raw material acquisition or generation from natural resources to final disposal.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Atorvastatin calcium	Nil	NA
Fluvastatin sodium	Nil	NA
Mycophenolate Mofetil(MMF)	Nil	NA
Mycophenolate Sodium(MPS)	Nil	NA
Mycophenolic acid(MPA)	Nil	NA
Orlistat	Nil	NA
Pravastatin	Nil	NA
Repaglinide	Nil	NA
Rosuvastatin calcium	Nil	NA
Simvastatin	Nil	NA
Sirolimus	Nil	NA
Tacrolimus	Nil	NA
Anidulafungin	Nil	NA
Orlistat	Nil	NA
Sitagliptin hydrochloride	Nil	NA
Sitagliptin phosphate anhydrous	Nil	NA
Sitagliptin phosphate monohydrate	Nil	NA
Atorvastatin calcium	Nil	NA
Everolimus	Nil	NA
Fidaxomicin	Nil	NA
Fingolimod hydrochloride	Nil	NA
Liraglutide	Nil	NA
Micafungin	Nil	NA
Pravastatin	Nil	NA
Simvastatin	Nil	NA
Valsartan di sodium	Nil	NA

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	*Recycled or reused input material to total material	
	FY23	FY22
Process Solvents	54%	70%

*Information pertains to BL only.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.

Please refer to page numbers 149-150 of the Integrated Report for details on waste management through reuse, recycle and other forms of disposal undertaken by the Company.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. Employees

a. Details of measures for the well-being of employees.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	7,741	7,741	100	7,741	100	NA	NA	NA	NA	360	4.6
Female	1,957	1,957	100	1,957	100	1,957	100	NA	NA	161	8.2
Total	9,698	9,698	100	9,698	100	1,957	20	NA	NA	421	4.3
Other than Permanent employees											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

b. Details of measures for the well-being of workers:

The Company does not have any 'Workers' as defined in the guidance note on BRSR.

2. Details of retirement benefits:

Benefits	FY23			FY22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF (India)	100%	100%	Y	100%	100%	Y
Gratuity (India)	100%	100%	Y	100%	100%	Y
ESI (India)	100% for applicable employees (whose gross is less than 21k per month)	100%	Y	100% for applicable employees (whose gross is less than 21k per month)	100%	Y
EPF (Malaysia)	93%	93%	Y	93%	93%	Y
SOCSSO (Malaysia)	100%	100%	Y	100%	100%	Y
EIS (Malaysia)	93%	93%	Y	93%	93%	Y
HRDF (Malaysia)	93%	93%	Y	93%	93%	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company has a Code of Conduct which covers equal opportunity for all employees and the same can be accessed at <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>.

5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Please refer to page number 54 of ESG Data Book for details on the Company's Return to work and Retention rate.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

Yes, the Company has a mechanism to receive and redress grievances.

If yes, give details of the mechanism in brief.

Category of employees and workers	Mechanism for grievance redressal
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Biocon's Integrity Committee (IC) or Audit Committee (AC) governs the reporting and investigation of allegations of suspected unethical practices and enables the Board and employees to report their grievances. Biocon's Integrity and Whistleblower Policy enables a person to report an unethical practice in an anonymous manner, without the fear of retribution. The responsibility of the IC is to assess the concerns raised by the whistleblower and initiate appropriate corrective action. A summary of key investigations is collectively presented on a quarterly basis to the Audit Committee.
	The company also has an online grievance redressal mechanism managed and driven by HRBP's wherein employees can register their complaints related to operational challenges or concerns. These are further reviewed by the HR team and necessary actions are taken to resolve it. Similarly, we have a PoSH committee to redress incidents related to sexual harassment at the workplace.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

The Company is not associated with any associations or Unions.

8. Details of training given to employees and workers:

Category	FY23					*FY22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	7,741	7,544	97%	6,238	81%	7,250	6,281	87%	5,565	77%
Female	1,957	1,880	96%	1,413	72%	1,541	1,260	82%	953	62%
Total	9,698	9,424	97%	7,851	81%	8,791	7,541	86%	6,518	74%

The organization does not categorize anyone as a worker in the workforce.

*Data excludes BBL Malaysia figures.

9. Details of performance and career development reviews of employees and worker*

Category	FY23			FY22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	7,463	6,049	81%	7,100	5,748	81%
Female	1,693	1,222	72%	1,499	1,138	76%
Total	9,156	7,271	79%	8,599	6,886	80%

*The company does not categorize any employee under the worker category.

10. Health and safety management system

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes.

If yes, what is the coverage of such a system?

The system has 100% coverage, and it covers both regular employees and contractors. Our facilities are ISO 45001 certified. All internal and external stakeholders of the Company Group, including personnel associated with its joint ventures, suppliers, contractors and other stakeholders like NGO, are covered as part of the Company health and safety system.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

For details on the Company's risk management identification and control process, please refer to page numbers 75-87 of the annual Integrated report.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, we have a mechanism of near miss, unsafe act and unsafe condition reporting to enable workers to report work related hazards and hazardous situations. Safety committee meetings are in place which provides a forum for management, employees and contract workmen to come together to identify and resolve health and safety problems. The committee meets once every three months. It consists of members who represent employees from all units and departments. Line Managers ensure representation of their unit/department in the safety committee meetings. For every point raised in the meeting, the respective responsible person shall suggest the CAPA and target date is decided during the meeting.

At a department level, periodic safety meetings are conducted where workers are allowed to freely raise their concerns related to safety at the workplace. On a daily basis, the departmental head interacts with the team during Tool Box talks wherein critical action points are discussed and tasks for a day are allotted. In this forum, workmen can share their grievances and can provide suggestions for improvement.

- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, the Company's employees have access to non-occupational medical and healthcare services. Additionally, the company has well established occupational health centers in its facilities with a competent team of paramedics and doctors. Periodical examinations of employees are conducted to detect the initial stage of any occupational disease. Workers' access to non-occupational medical and healthcare services are facilitated through various initiatives driven by the HR and EHS team.

11. Details of safety related incidents, in the following format:

For details on the Company's health and safety track record over the past year, please refer to page numbers 134-135 of Human Capital chapter and page no. 55 of the ESG data book.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Please refer to page numbers 134-135 of the annual Integrated report for details on the measures set in place by the Company to ensure a safe working environment for all its employees.

13. Number of complaints on the following made by employees and workers

	FY23			FY22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No significant corrective action was taken or were required to be taken for addressing safety related incidents. However, work-related hazards identified as part of the routine safety visits are regularly addressed. To identify the risk and its priority, we have employed Hazard identification and risk assessment (HIRA). As part of the HIRA process, safety specialists evaluate opportunities for the prevention and mitigation of accidental injuries and occupational illnesses at the workplace. Competency of individuals is also checked to see if he/she is aware of the standard operating procedure and trained in HIRA. As an outcome of assessment, for unacceptable risks, remediation actions are defined by proposing corrective action plans and implementation of control measures.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, the Company provides Group Term Life Insurance and other applicable benefits to their employees

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

All statutory compliances related to MSME vendors have been instituted and these are compiled on a regular basis. The Company procures raw materials from approved vendors, both national and international. Additionally, a periodical audit is also conducted of all critical suppliers on business sustainability parameters. The company has also instituted a checks and balances system that ensures that the company's business partners adhere to national codes on EHS and labor practices.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

No employee or worker has suffered high consequence work related injury/ill-health or fatality during the reporting period.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY23	FY22	FY23	FY22
Employees	0	0	0	0
Workers	0	0	0	0

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	100%: All business partners of the Company are trained to adhere and comply with
Working conditions	EHS norms and labor practices.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Please refer to page number 55-57 under section "ESG Strategy" of the Integrated Report for the process followed by the Company to identify and interact with its key stakeholders.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	By Email, through phone, In person, through meetings (visual and/or face to face)	Event driven and on need basis	Regarding ANDA/DMF/Query response submissions, GDUFA compliance activities, clarification on guidelines and advice on technical/regulatory points, controlled correspondence, Pre-ANDA meeting, CARES ACT, Marketing Application submissions, Follow ups, Discussions, Query response submissions for regulatory approvals/ permissions, Post approval variation submissions/ Fee payment correspondence, Scientific advice,

NGOs	No	Direct Engagement at the project site, CSR activities and project team engagement, visit to NGO facilities and offices	Event driven and on need basis	Provide support to NGOs for social upliftment Ensure communities we operate in are supported through a network of NGOs Creating shared value
Academia,	No	Meetings, thought leadership events, campus events	Event driven and on need basis	Transfer of knowledge through engagement with students and universities Recruitment and hiring of freshers
Employees	No	Townhalls, emails, employee engagement surveys, grievance mechanisms, training activities, and appraisals	Regular and on a continuous basis	Providing employees with adequate training and development for career progression Ensuring employees are aligned with organizational values and code of conduct Addressing employee grievances Instilling health and safety practices in the organization
Customers	Yes, based on predefined criteria such as income, gender, etc.	Customer feedback forms, emails, telephone calls	Regular and on a continuous basis	Ensuring customer satisfaction and needs are met Resolving customer grievances Providing affordable and accessible healthcare
Suppliers	No	Audits, meetings, emails, initial screening, follow ups on services	Regular and on a continuous basis	Ensuring business ethics and alignment with organizational values Ensure quality of material is met Integration of ESG aspects into supplier operations
<ul style="list-style-type: none"> Local NGOs Local Health officials Front-line Healthcare workers Civil Society Institutions Residents Welfare Associations 	<p>Not all stakeholder groups are considered vulnerable.</p> <p>(In the local community, the company works with the lower socio-economic section of society)</p>	Pamphlets / Community Meetings	Fortnightly/ Monthly meetings	<p>Topics of engagement:</p> <ol style="list-style-type: none"> 1. Building awareness towards health services 2. Sensitization workshops on preventive health 3. Lake management updates 4. Civic issues 5. Capacity Building on relevant topics in health / education
Local community	Yes, based on predefined criteria such as income, gender, etc.	CSR activities, local community visits	Regular and on a continuous basis	Ensuring community growth and development with regards to employment, education, healthcare, etc.

Investors	No	- Calls/In Person Meetings(one on one/group) - Annual General Meeting - Through Press Releases and website - Publishing Annual Report - Investor Presentations	Quarterly/ Annually, Event based and need based	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any)
Shareholders	No	Shareholder meets, annual and sustainability reports, communication of financial results through emails, media and news	Annual, Quarterly, Need Basis	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any) Ensure transparency and accountability

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY23			FY22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	8,307	8,139	98%	6,839	6,298	92%
Other than permanent	1,357	1,357	100%	1,846	1,785	97%
Total employees	9,664	9,496	98%	8,685	8,083	93%

(The company does not categorize any employee under the worker category)

2. Details of minimum wages paid to employees and workers*

Category	FY23					FY22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	8,160	3,626	44%	4,534	56%	7,503	3,560	47%	3,943	53%
Male	6,686	2,802	42%	3,884	58%	6,340	2,948	47%	3,392	53%
Female	1,474	824	56%	650	44%	1,163	612	53%	551	47%
Other than permanent	2,158	734	34%	1,424	66%	1,846	990	54%	856	46%
Male	1,736	661	38%	1,075	62%	1,433	814	57%	619	43%
Female	422	78	18%	344	85%	413	176	43%	237	57%

*The company does not categorize any employee under the worker category

*Data excludes BBL Malaysia, UAE, Brazil, UK and USA numbers.

3. Details of remuneration/salary/wages, in the following format:

Details of remuneration/salary/wages	Unit	BL	BBL
Male			
Board of Directors (BoD)			
Number	No.	6	7
Median remuneration/ salary/ wages	₹ million	5.6	6.6
Key Managerial Personnel			
Number	No.	3	3
Median remuneration/ salary/ wages	₹ million	12.1	40
Employees other than BoD and KMP			
Number	No.	2,907	4,306
Median remuneration/ salary/ wages	₹ million	0.6	0.9
Female			
Board of Directors (BoD)			
Number	No.	1	1
Median remuneration/ salary/ wages	₹ million	6.5	5.9
Key Managerial Personnel			
Number	No.	1	2
Median remuneration/ salary/ wages	₹ million	30	18
Employees other than BoD and KMP			
Number	No.	501	1,358
Median remuneration/ salary/ wages	₹ million	0.5	0.8

Note: For BL, we have considered Dr. Kiran Mazumdar Shaw, Executive Chairperson and Mr. Siddharth Mittal, Managing Director & CEO in KMPs.

For BBL, we have considered Dr. Kiran Mazumdar Shaw, Executive Chairperson and Mr. Shreehas P Tambe, Managing Director & CEO in KMPs.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

Biocon's Integrity Committee (IC) or Audit Committee (AC) governs the reporting and investigation of allegations of suspected unethical practices and enables the Board and employees to report their grievances.

The company also has an online grievance redressal mechanism managed and driven by HRBP's wherein employees can register their complaints related to operational challenges or concerns. These are further reviewed by the HR team and necessary actions are taken to resolve it. Similarly, we have a PoSH committee to redress incidents related to sexual harassment at the workplace.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

For information on grievance redressal for human rights related issues, refer to section 'Human Rights' on page no. 136 of the Integrated Report.

Link to Human Rights policy: <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>.

Link to Whistleblower and Integrity policy: <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>.

6. Number of Complaints on the following made by employees and workers:

	FY23			FY22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	9	0	-	5	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The company has a Prevention of Sexual Harassment (PoSH) policy which strongly envisages its zero tolerance approach towards any form of discrimination and harassment. Biocon is committed to provide a workplace that is free from harassment, discrimination, victimization, regardless of gender, race, creed, religion, place of origin, sexual orientation, pregnancy, childbirth or related medical conditions, disability or economic status of a person employed or engaged by the Company. As part of the policy, Internal Complaints Committee ("ICC") has been constituted by the Company to create awareness and redress all complaints of sexual harassment at workplace.

The company also has a Whistle Blower policy & Code of Conduct elaborating formation of committees to address cases related to discrimination. Our Whistleblower Policy enables a person to report an unethical practice in an anonymous manner, without the fear of retribution.

Link to PoSH policy: <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>.

Link to Whistleblower and Integrity policy: <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes.

9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Assessment has been done atleast once in all entities by the independent internal auditor.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	All the compliances are tracked on an ongoing basis using a workflow, which covers all the sites/entities.
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant risks or non-compliances identified as part of the reviews carried out. The company has a process to track the closure of non-critical observations (If any) identified as a part of such reviews.

Leadership Indicators

1. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes.

2. **Details on assessment of value chain partners.**

100%: All business partners of the company are trained to adhere and comply with EHS norms and labor practices.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Please refer to page numbers 48 of the ESG Data Book for details on the Company's energy consumption.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable

3. **Provide details of the following disclosures related to water, in the following format:**

Please refer to page number 147 under the Natural Capital chapter of the Integrated Report and page number 50 of the ESG Data Book for details on the Company's water consumption.

4. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes, the Company has a zero liquid discharge system consisting of Multiple Effect Evaporation (MEE) and Vertical Thin Film Dryer (VTDF). Water is treated in a biological treatment system, followed by a three-stage reverse osmosis system. All water is then recycled for non-process purposes. The system has 100% coverage.

5. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Please refer to page number 49 of the ESG Data Book for details on the Company's air emissions.

6. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Please refer to page number 49 of the ESG Data Book for details on the Company's GHG emissions.

7. **Does the entity have any project related to reducing Greenhouse Gas emission? If Yes, then provide details.**

Yes.

For information on Greenhouse Gas reduction initiatives, refer to page no. 144-146 under the Natural Capital chapter of the Integrated Report.

8. Provide details related to waste management by the entity:

Please refer to section “waste management” on page number 149-151 under the Natural Capital chapter of the Report and page no. 50-51 for the ESG data book regarding details on the company’s waste generation and management processes.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Please refer to page numbers 149-151 of the annual Integrated report for details on the Company’s waste management practices

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format.

No Company offices are located in/around ecologically sensitive areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Nil

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

The company is compliant with all national and state regulations.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Nil	NA	NA	NA

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Please refer to page number 143-144 under the Natural Capital chapter of the Integrated Report and page 48-50 for the ESG data book for details on the Company’s break-up of total energy consumed.

2. Provide the following details related to water discharged:

Please refer to page number 147-148 under the Natural Capital chapter of the Integrated Report and page number 50 of the ESG data book for details on the water discharged.

3. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Please refer to page number 147 under the Natural Capital chapter of the Integrated Report for details on the company’s scope 3 emissions.

5. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Please refer to page numbers 143-149 of the annual Integrated report for initiatives/interventions undertaken by the Company to improve resource efficiency, reduce emissions/effluent discharge/waste generated.

7. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

The Company's Disaster Management system covers both natural disasters such as earthquakes and floods as well as manmade disasters such as bomb attacks among others with key mitigation measures in place. The authority to implement mitigation manners lies with the Site Controller, Incident Controller, Central Utility In charge and Shift Engineer in a structured manner. In case of a bomb threat, control measures as per the On Site Emergency Plan will be initiated by the Site Controller.

The Company's Information Technology (IT) team has implemented a Disaster Recovery capability which helps the organization to regain use of critical systems and IT infrastructure instantly in emergency situations and minimize the impact on business operations.

8. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

No significant adverse impact has been observed from the value chain, pertaining to the environment. As part of our purchase (Link) and service (Link) order terms and conditions, each vendor has to warrant that it has read, understood and shall abide by the Biocon's Supplier Code of Conduct. At Biocon Biologics, we have also formalized our vendor evaluation portal wherein information on key Sustainability parameters (including environmental) are captured to understand the risk or identify any loophole and accordingly decision regarding or continuance of business is undertaken. We constantly check on existing or future regulations, among others on climate-related issues (e.g. emission trading schemes, energy efficiency requirements, reporting requirements, climate-related taxes etc.). Based on this, the businesses are informed on new developments and possible risks.

9. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

At BL, 10 critical vendors/suppliers were assessed during FY23 on ESG parameters including environmental parameters.

At BBL, 30 critical vendors were assessed during FY23 on ESG parameters including environmental parameters.

(The percentage value is very miniscule, hence presently not mentioned)

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

Twelve

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation of Indian Export Organisation (FIEO)	-
2	Service Export Promotion Council (SEPC)	-
3	Export Promotion Council EOU'S and SEZ's (EPCES)	-
4	Bangalore Commerce & Industry Chambers (BCIC)	State
5	Confederation of Indian Industry (CII)	-
6	Hyderabad Management Association (HMA)	State
7	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	-
8	Bulk Drug Manufacturers Association (BDMA)	-
9	FICCI (Federation of Indian Chamber of Commerce and Industry)	-
10	USIBC Global Board of Directors	-
11	Association of Biotechnology Led Enterprises (ABLE)	-
12	The Association for Accessible Medicines (AAM)	-

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Nil

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

While the Company does not have a mandatory requirement of conducting SIA of its projects, it conducts internal assessments and identifies the impacts achieved. The details of the assessments are further shared during the CSR meetings.

The Foundation's flagship program, the eLAJ Smart Clinic platform, was developed in 2015 and deployed to transform Primary Health Centers (PHCs) into advanced clinics. The in-house developed program offers digitized consultations, advanced diagnostics, and NCDs screening. With the comprehensive Electronic Medical Report (EMR) and longitudinal patient data on the eLAJ dashboard, physicians can ensure a continuum of care and effectively manage NCDs.

Through a third-party consultant, the Biocon Foundation conducted a detailed impact assessment study to understand the positive value created by the eLAJ Smart clinics in the project's geographic locations. The key insights and findings of the study are listed below:

- 81% of the patients stated that the Biocon Foundation clinics were their first choice of a healthcare facility.
- 76% of the patients reported having received awareness about their health conditions and 71% of the patients reported having received treatment.
- 85% of the patients reported a high satisfaction level pertaining to the services and treatment provided at the clinics.
- 88% of the patients reported being able to prevent diseases due to the presence of the Biocon Foundation Geriatric clinics.
- 85% of patients reported that the doctor was aware of their medical details as Electronic Medical Records were used across all clinics.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

Not Applicable.

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has set up mechanisms to address the grievances, contextualized for specific community programs. The strategy to address this is through structured monitoring and evaluation of all programs, with assessment of stakeholder perceptions, either through regular surveys by the Company's Foundation team or third-party impact assessment.

The main grievance of the life sciences student community is the lack of adequate practical skills that is required in the industry. Biocon Academy plays an active role in reducing the existing skill deficit and is working on transforming students into industry-ready professionals.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY23	FY22
Directly sourced from MSMEs/ small producers	20% (BL)	19% (BL)
	20% (BBL)	25% (BBL)
Sourced directly from within the district and neighboring districts*	37% (BL)	35% (BL)
	19% (BBL)	25% (BBL)

*All suppliers based out of Malaysia are considered for BBL Malaysia.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)

The Company is not mandated to conduct SIA through a third-party. However, internal assessments are done for the projects implemented. During recent assessments, the Company has identified potential areas where negative impact could occur (e.g, Lake management, staff concerns in eLaj clinics, etc,) and necessary steps have been taken to rectify the impact. In the year under consideration, no negative impact has been identified.

2. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

The company's supplier code of conduct governs its ethical and fair practices during engagement and onboarding of a supplier. It highlights the company's responsible conduct towards managing its supply chain. We strongly focus on local sourcing through availing services from local and small vendors spread in close proximity to our operations and facilities. We also prefer procuring from small and medium enterprises and help support their economic condition. It boosts the local economy and provides mutual benefits. It helps in reduction of our carbon footprint from transportation, increases local employment, fosters trust among local communities and minimizes disruption to the business during global crises like the COVID-19 pandemic, etc.

Additionally, there is also a strong corporate directive to develop sourcing capabilities locally. This enables the Company to achieve multiple benefits like:

- Shorter turn-around times for delivery
- Promoting Vendor-Managed Inventory, closer to our facilities.
- Development or promoting MSME
- Quicker resolution of issues pertaining to material quality
- Contribute to the local economy, thereby enhancing sustainability of our operations. Additionally, we aid the long-term capacity planning for such vendors by sharing forecasts for up to 12 months.

(b) From which marginalized /vulnerable groups do you procure?

Not applicable.

(c) What percentage of total procurement (by value) does it constitute?

Not applicable.

3. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not applicable.

4. Details of beneficiaries of CSR Projects:

Please refer to page numbers 157-164 under Social and Relationship Capital of the Integrated report for details related to CSR projects executed by the company.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has adequate mechanisms and takes due efforts for addressing and redressal of consumer feedback and complaints. We have a dedicated pharmacovigilance team which tracks and reports complaints received via a purpose-built web portal. Stakeholders can directly report their complaints and feedback on this purpose-built portal (<https://pharmacovigilance.biocon.com/OnlineForm.aspx>).

The portal helps record information about product related issues, adverse events or side effects of our products, detailed description of the event, any further details on the severity or causality and the ultimate outcome of the event. The company also has a toll-free number, publicly available on the web portal for patients or other stakeholders to report complaints (<https://www.biocon.com/more/contact-us/>)

All reports are proactively investigated to ensure that timely action is taken where necessary.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	
Safe and responsible usage	100%
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY23		Remarks	FY22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-

	FY23		Remarks	FY22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Delivery of essential services	56	0	-	10	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	4	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The Company has a dedicated privacy policy in place for cybersecurity and risks related to data privacy. It provides information on type of personal information captured, source of data and further how it is utilized and protected. It also highlights critical pointers on a user's rights over sharing his/her personal information. The said policy can be accessed at <https://www.biocon.com/privacy-policy-biocon/>.

The Company's IT infrastructure and information security management system is certified to ISO 27001:2013 and has undergone external third-party audits. This is supplemented with third-party vulnerability analyses including stimulated hacker attacks.

Biocon's Human rights policy also provides its commitment to respecting the privacy of all individuals and confidentiality of any personal data that the Company holds about them. The said policy can be accessed at <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>.

All employees of the Company undergo annual awareness training on information security/cyber security. Special sessions are also conducted over the course of the year on critical focus areas. A clear escalation matrix has been established for employees to report suspicious activities in a timely manner. Information security/ cyber security are also included as a parameter for employee performance evaluation.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

We take proactive steps in case any issue arises pertaining to any one of these categories. Corrective actions are also taken to prevent recurrences of similar instances.

GRI INDEX

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	2-2	Entities included in the organization's sustainability reporting	About the Report	Integrated Report: 4
	2-3	Reporting period, frequency and contact point	About the Report	Integrated Report: 4
	2-5	External assurance	About the Report	Integrated Report: 4
	2-6	Activities, value chain and other business relationships	About Biocon Group; Value Creation Model	Integrated Report: 9 - 29; 50
	2-7	Employees	Human Capital - An Overview of Our Workforce; ESG Data Book	Integrated Report: 122 Supplementary Databook: 51-53
	2-8	Workers who are not employees	ESG Data Book	Supplementary Databook: 51-53
	2-9	Governance structure and composition	About Biocon Group	Integrated Report: 9-17
	2-10	Nomination and selection of the highest governance body	Governance, Ethics and Compliance	Integrated Report: 70-71
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GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	ESG Data Book	Supplementary Databook: 55
GRI 205: Anti Corruption	205-1	Operations assessed for risks related to corruption	Risk Management	Integrated Report: 82
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GRI 206: Anticompetitive Behavior	206-1	Legal actions for anticompetitive behavior, antitrust, and monopoly practices	Governance, Ethics, and Compliance	Integrated Report: 73-74
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GRI 302 - Energy	302-1	Energy consumption within the organization	ESG Data Book	Supplementary Databook: 48-49
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	303-3	Total water withdrawal by source	ESG Data Book	Supplementary Databook: 50
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	305-4	GHG emissions intensity	ESG Data Book	Supplementary Databook: 43
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	305-6	Emissions of ozone-depleting substances (ODS)	ESG Data Book	Supplementary Databook: 49
	305-7	Nitrogen Oxides (NOX), Sulphur Oxides (SOX), and other significant air emissions	ESG Data Book	Supplementary Databook: 49
GRI 306 - Waste	306-1	Waste generation and significant waste related impacts	Natural Capital	Integrated Report: 149-150 Supplementary Databook: 50-52
	306-2	Management of significant waste-related impact	Natural Capital - Waste Management	Integrated Report: 149-150
	306-3	Waste generated	ESG Data Book	Supplementary Databook: 50-51
	306-4	Waste diverted from disposal	ESG Data Book	Supplementary Databook: 50-51
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	308-2	Negative environmental impacts in the supply chain and actions taken	Social and Relationship Capital	Integrated Report: 166-169
GRI 400 Social Standards Series				
GRI 401 Employment	401-1	New employee hires and employee turnover	ESG Data Book	Supplementary Databook: 52
	401-2	Benefits provided to full-time employees	ESG Data Book	Supplementary Databook: 56
	401-3	Parental leave	ESG Data Book	Supplementary Databook: 54

GRI Standard Number	Disclosure number	Description	Section Title	Page No./Explanation
GRI 403 - Occupational Health and Safety	403-1	Occupational health and safety management system	Human Capital	Integrated Report: 134-135
	403-2	Hazard identification, risk assessment, and incident investigation	Human Capital	Integrated Report: 134-135
	403-3	Occupational health and services	Human Capital	Integrated Report: 134-135
	403-4	Worker participation, consultation and communication on occupational health and safety	Human Capital	Integrated Report: 134-135
	403-5	Worker training on occupational health and safety	Human Capital	Integrated Report: 134-135 Supplementary Databook: 54
	403-6	Promotion of worker health	Human Capital	Integrated Report: 129; 134-135
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital	Integrated Report: 134-135
	403-8	Workers covered by an occupational health and safety management system	Human Capital	Integrated Report: 134-135
	403-9	Work-related injuries	ESG Data Book	Supplementary Databook: 54
	403-10	Work-related health	ESG Data Book	Supplementary Databook: 54
GRI 404- Training and Education	404-1	Average hours of training per year per employee	ESG Data Book	Supplementary Databook: 53
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital	Integrated Report: 124-128
	403-3	Percentage of employees receiving regular performance and career development reviews	Human Capital - Performance Management and Career Progression	Integrated Report: 60-69
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Governance, Ethics and Compliance	Integrated Report: 59-61
GRI 406: Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	ESG Data Book	Supplementary Databook: 45
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labour	Human Capital; ESG Data Book	Integrated Report: 136 Supplementary Databook: 45

GRI Standard Number	Disclosure number	Description	Section Title	Page No./Explanation
GRI 412: Human Rights Assessment	412-2	Employee training on human rights policies and procedures	Governance, Ethics and Compliance	Integrated Report: 73-74
GRI 413: Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	Social and Relationship Capital	Integrated Report: 158-159
	413-2	Operations with significant actual and potential negative impacts on local communities	Social and Relationship Capital	NA
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Social and Relationship Capital; ESG Data Book	Integrated Report: 168 Supplementary Databook: 55
	414-2	Negative social impacts in the supply chain and actions taken	Social and Relationship Capital; ESG Data Book	Integrated Report: 168
GRI 415: Public Policy	415-1	Political contributions	ESG Data Book	Supplementary Databook: 45-46
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Social and Relationship Capital; ESG Data Book	Supplementary Databook: 45-46
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Data Book	Supplementary Databook: 45-46
GRI 419: Socio-economic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	ESG Data Book	Supplementary Databook: 45-46

ESG DATA BOOK

Economic Performance:

BL refers to consolidated figures less figures for Biocon Biologics (India and Malaysia) and Syngene

Economic Value Generated

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Total Income (Revenue)	₹ million	22,102	34,747	26,905	55,958

Economic Value Distributed and Retained

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Total operating cost	₹ million	16,438	18,210	18,237	36,889
Total employee-related expenses (salaries + benefits)	₹ million	4,451	7,169	4,905	8,488
Payments to providers of capital*	₹ million	0	0	600	228
Payment to government	₹ million	436	931	569	832
Community investments	₹ million	71	43	60	50^
Economic value distributed	₹ million	21,396	26,353	23,742	46,487
Economic value retained	₹ million	706	8,394	3,163	9,471

*Includes only Equity Capital

^Cash Spend

Philanthropic Contributions

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
CSR expense	₹ million	71	43	60	50^
Charitable donations	% of total CSR spend	0	0	0	0
Community investments	% of total CSR spend	100	100	100	100
Political contributions	₹ million	0	0	0	0

^Cash Spend

R&D

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
R&D spending	₹ million	2,481	3,100	2,166	8,890
R&D spending as percentage of sales	%	12	9	9	16
No. of R&D positions	No.	459	598	507	543

Fines/Settlements/Complaints

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Fines or settlements related to anti-competitive practices	₹	0	0	0	0
Confirmed cases of corruption & bribery	No.	0	0	0	0
No. of incidents of discrimination and harassment	No.	2	3	8	1
No. of incidents of conflicts of interest	No.	0	0	0	2
No. of incidents of money laundering or insider trading	No.	0	0	0	0
No. of complaints related to child labour/forced labour/involuntary labour	No.	0	0	0	0

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Upheld regulatory complaints concerning marketing and selling practices	No.	0	0	0	0
Upheld self-regulatory complaints concerning marketing and selling practices	No.	0	0	0	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0	0
Total no. of information security breaches	No.	0	0	0	0
Total no. of clients, customers and employees affected by the breaches	No.	0	0	0	0

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Class I product recalls	No.	0	1	0	2
Class II product recalls	No.	0	0	1	1
Regulatory agency inspections	No.	3	5	9	19
Form 483 Observations (or equivalent)	No.	4	6	3	28
FDA Warning Letters (or equivalent)	No.	0	0	0	0

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Contributions and other spending: contribution to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups	₹ million	0	0	0	0
Largest contribution and expenditures: contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation	₹ million	0	0	0	0

Board Effectiveness

Category	Unit	FY23	
		BL	BBL
Average board meeting attendance	%	100	96
No. of non-executive/ independent directors with 4 or less other mandates	No.	7	8
No. of other mandates for non-executive/ independent directors restricted to	No.	7	0
Average tenure of board members in years	No.	6.8	3.5
Number of independent or non-executive members with industry experience (e.g., excludes executives)	No.	7	8

Emerging Risks

The pharmaceutical industry is exposed to emerging risks that have the potential to disrupt operations and the entire value chain, causing substantial financial losses. As a result, we have collaborated with stakeholders to understand these risks comprehensively and have identified the most significant emerging risks that pose medium to long-term challenges for our operations. For us emerging risks are those risks that pose a threat to our business in the next 5-10 years. This enables us to manage these risks and safeguard our business proactively.

Widespread Cybercrime and Cyber Insecurities¹

The biotech and pharmaceutical industries face a growing risk from widespread cybercrime and cyber insecurities in today's digital landscape. There are primarily three types of threats that the industry faces. These are advanced persistent threats (APTs) from nation-state hackers, ransomware attacks typically carried out by criminals and insider threats posed by willing and unwitting individuals within organizations.

The potential consequences of a cyber-attack in our industry are staggering. Companies recognize that such incidents can result in stolen intellectual property, the need to repeat costly clinical trials, litigation and substantial revenue losses throughout the organization. While the industry has historically lagged behind other sectors regarding cybersecurity implementation, there is now a renewed sense of urgency. Boards of Directors are acutely aware of the impact such attacks can have on share prices and brand image. Furthermore, as data sharing becomes more prevalent across the industry, companies realize that a network breach could inflict significant reputational damage.

To mitigate these emerging risks, companies must thoroughly understand the vulnerabilities and potential threats within their organizations and those associated with third-party interactions. As a result, Biocon is actively addressing these challenges by implementing a comprehensive IT and Cybersecurity program, continuously enhancing its protocols and measures.

We achieved ISO 27001:2013 certification for our IT systems across Biocon Limited, Biocon Biologics, and Syngene. Additionally, Biocon conducts regular vulnerability assessments and annual penetration testing to identify and rectify any potential weaknesses. The Company also conducts 'red teaming' exercises annually to exploit and address system gaps proactively. In the event of an attack, Biocon leverages a sophisticated cyber-defense platform powered by artificial intelligence and machine learning to gather threat intelligence. Any perceived threat is logged and analyzed using AI systems to detect potential malware formations within the affected sections.

Geopolitical Confrontation²

We know that geopolitical risks are becoming an increasingly significant concern for the Biocon Group. Given the global nature of our operations, there is a growing potential for the impact of these risks on our supply chains. This comes from trade disputes, armed conflict, political instability and regulatory changes disrupting our ability to source raw materials, manufacture products and distribute them worldwide.

Moreover, we are aware of how geopolitical tensions and restructuring may contribute to widespread debt distress in the coming decade. This poses an additional risk to Biocon's operations, as it could affect credit availability and create an uncertain business environment.

To mitigate these risks, Biocon is actively implementing strategies such as diversifying our supply chain network and exploring local sourcing options. By reducing dependence on specific regions or countries, we aim to enhance the resilience of our operations and better navigate potential geopolitical disruptions. Furthermore, we are training our suppliers across multiple parameters, including ESG and risk, in order to build their resilience to external shocks.

Additionally, we closely monitor geopolitical developments and engage in constructive dialogues with local stakeholders, governments and regulatory bodies. This proactive approach lets us stay informed and make timely decisions to safeguard our supply chain.

1 Please refer to the Intellectual Capital Section, Page 111 for more information

2 Please refer to the Manufactured and Social Capital Section, Page 102 and 154 for more information

Failure to Mitigate Climate Change³

We recognize the growing importance of climate change mitigation in recent years. We have observed an increasing number of corporations, governments and individuals taking action to address climate change, albeit to varying extents globally. While this shift is positive, it is evident from climate-related publications that current efforts and commitments are insufficient to limit global temperature rise to 1.5 degrees Celsius by the end of the century. This projected impact on communities, including the global business ecosystems, raises our concerns.

The anticipated consequences of rising global temperatures, such as sea level rise and erratic weather events like droughts and floods, have the potential to significantly affect not only businesses and governments but also individuals. Low - and medium - income countries are particularly vulnerable to these effects due to their limited capacity to recover from such challenges.

In understanding the collective nature of effective climate change mitigation, we, as a Group, have been actively improving our climate-oriented interventions year after year. At Biocon Limited, we have undertaken TCFD and scenario analysis to assess and prepare for both physical and transition risks associated with climate change.

Further, we continue to strongly emphasize implementing energy-efficient manufacturing systems across our operations. We are actively transitioning to green energy sources to reduce our carbon footprint through energy-efficient measures. We have also conducted comprehensive scope three emission calculations.

Environmental Performance

Energy Consumption

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Diesel	MWh	12	12	4	4
Coal	MWh	24,383	0	20,472	0
Furnace oil	MWh	0	0	0	0
Natural gas	MWh	116,359	92,564	118,954	95,226
LPG	MWh	0	2	0	1
Biomass	MWh	1,379	75,867	11,868	87,677
Total fuel	MWh	142,133	168,445	151,298	182,908

*In the current report, conversion factor from IPCC 2022 database has been considered to convert coal and diesel into energy. In the previous year, the factor was using Defra's database.

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Grid power	MWh	47,000	96,081	44,000	89,562
Renewable power	MWh	56,000	54,000	68,000	70,367
Total electricity	MWh	103,000	150,081	112,000	159,929
% Renewable power	Mwh	54%	36%	61%	44%

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Total Non-Renewable Energy	MWh	187,755	188,659	183,430	184,792
Renewable Energy	MWh	57,379	129,867	79,868	158,044
Total Energy	MWh	245,134	318,526	263,298	342,836

Note: Non-Renewable Energy include component of grid electricity and non-renewable fuel consumption

Renewable Energy include component of Biomass and Renewable electricity

³ Please refer to the Natural Capital Section, Page 137 and 142 for more information

Energy and GHG Saving Initiatives

Initiatives	Initiative Site Location	BL		BBL		BL + BBL	
		Energy Offset (MWh)	GHG Savings (tCO ₂ e)	Energy Offset (MWh)	GHG Savings (tCO ₂ e)	Energy Offset (MWh)	GHG Savings (tCO ₂ e)
Energy reduction due to renewable power consumption	Bengaluru	68,000	48,960	70,360	50,659	138,360	99,619
Other Energy Consumption Reduction Initiatives (e.g. water-cooled chillers and centrifugal air compressors, etc.)	Bengaluru	3,320	2,390	90	65	3,410	2,455
Switching of fuel from non-renewable to renewable fuel	Bengaluru	47,086	8,219	NA	NA	47,086	8,219
	Vishakhapatnam, Hyderabad	34,175	6,123	NA	NA	34,175	6,123
Energy efficient Economizers in boilers for steam generation	Bengaluru	11,033	1,926	NA	NA	11,033	1,926
Total Energy Offset and Carbon footprint Reduction		163,614	67,618	70,450	50,724	234,064	118,342

GHG emissions

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Scope 1: Direct emissions	tCO ₂	28,157	18,670	31,456	18,190
Scope 2: Indirect emissions	tCO ₂	43,240	86,745	31,809	54,923
Total GHG emissions	tCO₂	71,397	105,415	63,265	73,113
GHG emission intensity	tCO ₂ eq/Revenue in million ₹	3.11		1.64	

Emissions of ozone-depleting substances (ODS)*

Category	Unit	BL+BBL (FY22)	BL+BBL (FY23)
HCFC-22 or R-22	tonnes	0.7	0.06

*Excludes BBL Malaysia

Air Pollutant Management

Category	Unit	FY22	FY23
		BL + BBL	BL+BBL
Particulate matter (PM)	Tons	31.2	0.4
Nitrogen Oxide (NO _x)	Tons	0.76	0.8
Sulfur Oxide	Tons	9.4	0

Note: Excludes BBL Malaysia

Only levels are monitored for Persistent Organic pollutants (POP), Volatile Organic Compounds (VOC), Hazardous Air Pollutants (HAP). All the pollutants are within the regulatory limit.

Water Withdrawal, Consumption and Discharge

Category	Unit	FY22	FY23
		BL + BBL	BL + BBL
Water Withdrawal			
Surface water (river, pond, lake, etc.)	million m3	0	0
Groundwater	million m3	0	0
Third party water/ Municipality	million m3	1.7	1.5
Rainwater - pit	million m3	0	0
Other sources - Tanker	million m3	0	0.1
Total Withdrawal	million m3	1.7	1.6
Water Consumption			
Total water consumption	million m3	1.7	1.6
Water Recycle			
Recycled / Reused water as a percentage of total water withdrawal	%	69%	78%*
Water Discharge			
Surface water	million m3	0	0
Groundwater	million m3	0	0
Seawater	million m3	0	0
Sent to third parties	million m3	0.01	0.03
Other	million m3	0.03	0.1
Total water discharged	million m3	0.04	0.1

*Recycled water used in utilities is considered. Reject water which will go for further ETP process is not considered.

Waste generation and disposal and method

Category	Unit	FY22	FY23
		BL + BBL	BL + BBL
Waste Generated			
Plastic waste	Tons	1.9	360.5
E-waste	Tons	10.2	24.1
Bio-medical waste	Tons	139.8	54.1
Construction and demolition waste	Tons	0	0
Battery waste	Tons	6.7	2.8
Radioactive waste	Tons	0	0
Other hazardous waste generated	Tons	13,709.3	0.4
Total Hazardous Waste	Tons	13,959.7	17578.8
Total Non-Hazardous Waste	Tons	6,570	10,124
Total Waste Generated	Tons	34,393.7	27,703

Category	Unit	FY22	FY23
		BL + BBL	BL + BBL
Hazardous Waste Management			
Authorized BMW waste handler	Tons	139.8	54.1
Authorized disposal agency	Tons	0	160.6
Authorized e-waste recycler	Tons	10.2	23.4
Authorized plastic recycler	Tons	8,248.5	8,541.2
Authorized re-processor	Tons	65.9	6.6
Authorized TSDF	Tons	4,776.3	6237.0
Total Recycled/Reused	Tons	0	1,634.9
Incineration/co-processing	Tons	627.9	245.0
Other disposal operations	Tons	7,219	836.6
Unknown Disposal method	Tons	0	0.1
Total Disposed	Tons	21,087.6	17,739.5

Category	Unit	FY22	FY23
		BL + BBL	BL + BBL
Non-Hazardous Waste Handling			
Authorized disposal agency	Tons	0	1,055.3
Authorized recycler	Tons	1,851.6	1,003
Composting	Tons	0	1,952.2
Co-Processing	Tons	7,153	6,576.4
Recycling or Reusing	Tons	0	649.5

Biocon Total- Products and packaging reclaimed at end of life of products

Category	FY 22			FY23		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	0	0	0	2.3	88.9	0
E-waste	0	0	10.2	0	3.9	6.1
Hazardous waste	0	0	13707.5	1634.9	6.1	3303.5
Other waste	0	0	13728.2	0	218.9	0

Social Performance

Employee Information

Category	Employees	Unit	FY22			FY23		
			BL	BBL	Total	BL	BBL	Total
Senior management (L12+)	Male	No.	56	81	137	69	96	165
	Female	No.	10	10	20	11	15	26
	<30	No.	0	0	0	0	0	0
	30-50	No.	42	61	103	54	77	132
	>50	No.	24	30	54	26	34	60
Middle management (L5-11)	Male	No.	1,125	1,982	3,107	1,297	2,285	3,582
	Female	No.	181	344	525	198	443	641
	<30	No.	45	173	218	41	277	318
	30-50	No.	1,207	2,115	3,322	1,385	2,409	3,794
	>50	No.	54	38	92	69	42	111
Junior management (L1-L4)	Male	No.	2,040	1,974	4,014	2,069	1,925	3,994
	Female	No.	265	721	986	391	899	1,290
	<30	No.	1,309	1,725	3,034	1,458	2,108	3,566
	30-50	No.	987	968	1,955	989	711	1,700
	>50	No.	9	2	11	13	5	18
Contractual employees	Male	No.	753	934	1,687	1063	674	1,737
	Female	No.	192	277	469	208	214	422
	<30	No.	279	669	948	449	512	961
	30-50	No.	604	527	1,131	749	360	1109
	>50	No.	62	15	77	72	16	88

New Employee Hires

Category	Employees	Unit	FY22			FY23		
			BL	BBL	Total	BL	BBL	Total
Senior management (L12+)	Male	No.	12	22	34	14	21	35
	Female	No.	1	3	4	0	2	2
	<30	No.	0	0	0	0	0	0
	30-50	No.	8	18	26	14	20	34
	>50	No.	5	7	12	0	3	3
Middle management (L5-11)	Male	No.	232	481	713	249	719	968
	Female	No.	61	107	168	63	138	201
	<30	No.	29	106	135	30	202	232
	30-50	No.	259	480	739	281	651	932
	>50	No.	5	2	7	1	4	5
Junior management (L1-L4)	Male	No.	753	712	1,465	590	675	1,265
	Female	No.	161	261	422	221	450	671
	<30	No.	757	829	1,586	672	1,013	1,685
	30-50	No.	157	144	301	139	112	251
	>50	No.	0	0	0	0	0	0

Hiring Trends

Category	FY22		FY23	
	BL	BBL	BL	BBL
Percentage of open positions filled by internal candidates (internal hires)	NA	7	6	5
Average hiring cost/FTE (In ₹)	36,532	NA	38,549	NA

Employee Turnover

Category	Employees	Unit	Biocon Total (FY22)			Biocon Total (FY23)		
			BL	BBL	Total	BL	BBL	Total
Senior management (L12+)	Male	No.	13	21	34	13	16	29
	Female	No.	4	1	5	0	0	0
	<30	No.	0	0	0	0	0	0
	30-50	No.	12	16	28	8	8	16
	>50	No.	5	6	11	5	8	13
Middle management (L5-11)	Male	No.	261	448	709	198	608	806
	Female	No.	57	92	149	49	100	149
	<30	No.	16	64	80	15	144	159
	30-50	No.	293	468	761	227	552	779
	>50	No.	9	8	17	5	12	17
Junior management (L1-L4)	Male	No.	497	531	1,028	409	521	930
	Female	No.	104	161	265	80	210	290
	<30	No.	369	430	799	335	581	916
	30-50	No.	229	262	491	154	150	304
	>50	No.	3	0	3	0	0	0

Voluntary Turnover

Category	Employees	Unit	Biocon Total (FY23)	
			BL	BBL
Senior management (L12+)	Male	No.	10	11
	Female	No.	0	0
	<30	No.	0	0
	30-50	No.	7	6
	>50	No.	3	5
Middle management (L5-11)	Male	No.	180	498
	Female	No.	48	93
	<30	No.	14	109
	30-50	No.	212	474
	>50	No.	2	8
Junior management (L1-L4)	Male	No.	337	464
	Female	No.	66	197
	<30	No.	270	523
	30-50	No.	133	138
	>50	No.	0	0

Workforce Breakdown: Gender

Category	Unit	Biocon Total (FY22)			Biocon Total (FY23)		
		BL	BBL	Total	BL	BBL	Total
No. of women in total permanent workforce	No.	456	1,075	1,531	600	1,357	1,957
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	12	21	17	15	24	20
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	2	2	4	2	2	4
Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	%	11	9	10	12	7	8

Share of women in select roles

Category	FY23	
	BL	BBL
Share of women in STEM-related positions (as % of total STEM positions)	13	23
Share of women in management positions in revenue-generating functions (as % of all such managers)	10	12

Trainings Man Hours

Category	FY22			FY23		
	BL	BBL	BL + BBL	BL	BBL	BL + BBL
Total training hours	51,468	126,796	178,264	111,459	141,099	252,558
Average training hours	14	25	20	28	25	26

Trainings Man Hours (Gender and Management wise)

Category	FY23		
	BL	BBL	BL + BBL
Senior Management (L12+)	1,338	2,812	4,150
Middle Management (L5-L11)	36,781	70,550	107,331
Junior Management (L1-L4)	73,340	67,737	141,077
Male	98,083	108,759	206,842
Female	13,376	32,340	45,716

Parental Leave*

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Employees entitled for maternity leave	No.	486	1,068	534	1,352
Employees that took maternity leave	No.	26	61	22	71
Employees that returned to work in the reporting period after maternity leave ended	No.	22	40	15	41
Employees that returned to work after maternity leave ended and were still employed 12 months after their return to work	No.	10	44	17	37
Rate of return to work who took maternity leave	%	69%	74%	88%	66%
Retention rates of employees that took maternity leave	%	83%	73%	77%	93%

Note - Based on returning date of employees

Type of Individual Performance Appraisal and Employee Engagement

Category	Unit	FY23	
		BL	BBL
Management by objectives: systematic use of agreed measurable targets by line superior	% of All Employees	100	100
Formal comparative ranking of employees within one employee category	% of All Employees	100	100

Health and Safety (contains combined figures for permanent and contractual employees)

S. No.	Category	Unit	Biocon Total (FY22)		Biocon Total (FY23)	
			BL	BBL	BL	BBL
1	Fatalities	No.	0	0	0	0
2	Near-miss incidents	No.	31	68	48	58
3	Occupational disease cases	No.	0	0	0	0
4	Recordable injuries which are lost time*	No.	0	7	0	12
5	Reportable Injuries (Total)**	No.	0	7	0	0
	Note: Only lost time injuries will be considered here.					
6	Man hours worked	No.	12,478,464	110,531,168	12,855,120	113,804,068
7	Total working days scheduled for the workforce	No.	288	288	290	290
8	Lost time injury frequency rate (LTIFR)	Rate	0	0.06	0	0
9	High consequence work-related injury/ ill-health/ fatalities	No.	0	0	0	0

*Recordable work related injuries as per OSHA

**Loss time work related injuries as per Factories Act

Suppliers and Procurement Spend*

Category	Unit	FY22		FY23	
		BL	BBL	BL	BBL
Supplier Count^					
Total suppliers	No.	2,050	596	2,075	652
Critical suppliers**	No.	25	34	23	30
Non-critical suppliers	No.	2025	562	2,052	622
Total tier-1 suppliers	No.	2,050	596	2,075	652
Total Critical tier-1 suppliers	No.	25	34	3	30
Non-critical tier-1 suppliers	No.	2,025	562	2,052	622
Critical Non tier-1 suppliers	No.	0	0	0	0
Procurement Spend					
Total procurement spend	₹ million	15,305	12,120	17,206	19,862
Procurement spend on critical suppliers	₹ million	7,653	6,181	8,578	10,725
Procurement spend on non-critical suppliers	₹ million	7,652	5,938	8,628	9,137
Procurement spend on locally-based suppliers***	₹ million	5,298	3,030	6,335	3,774
Procurement spend on critical tier-1 suppliers as % of total tier 1 suppliers	%	50%	51%	49%	54%
Procurement spend on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	50%	49%	51%	46%

*Excludes capital goods, spares, samples, finished goods and intercompany transfers.

**Criticality based on spend value – suppliers accounting for 50% of spend value in respective years considered as critical.

***Suppliers from the same or neighbouring districts as the respective facilities of BL and BBL India considered as local. For BBL Malaysia, all suppliers based out of Malaysia are considered as local.

[^]Supplier count for FY22 has increased as compared to what was reported in the FY22 ESG Report due to the change in scope. Last year, only direct procurement groups were considered for FY22. Current report includes both direct and indirect procurement groups for products and services.

KPIs for Supplier Assessment and Development

A. Coverage and progress of our supplier assessment program

S. No.	Supplier Assessment	Unit	BBL (FY23)
1.1	Total number of suppliers assessed via desk assessments/ on-site assessments	No.	30
1.2	Number of suppliers assessed with substantial actual/ potential negative impacts	No.	0
1.3	% of significant suppliers assessed	%	100%
1.4	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	0
1.5	Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	0

B. Coverage and progress of suppliers with corrective action plans

S. No.	Corrective action plan support	Unit	BBL (FY23)
1.1	Total number of suppliers supported in corrective action plan implementation	No.	0
1.2	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	0

C. Coverage and progress of suppliers in capacity building programs

S. No.	Capacity building programs	Unit	BBL (FY23)
1.1	Total number of suppliers in capacity building programs	No.	0
1.2	% of significant suppliers in capacity building programs	%	0

Benefits provided to Permanent employees and Temporary employees*

Category/Types of benefits provided	Biocon Total (FY23) – Both Biocon and Biocon Biologics	
	Permanent Employees	Contractors
Life insurance	Yes	No
Health insurance	Yes	Yes
Accident insurance	Yes	Yes
Parental Medical Insurance (including paternity leave option from Biocon Biologics, Malaysia)	Yes	Yes
Disability	Yes	Yes
Parental leave (**maternity leave or paternity leave)	Yes	Yes
Marriage leave (additional to normal leaves allotted)	No	No
Bereavement leave (additional to normal leaves allotted)	Yes	No
Leave for Haj (additional to normal leaves allotted)	No	No
Leave for Baptism (additional to normal leaves allotted)	No	No
Leave for Circumcision Ceremony (additional to normal leaves allotted)	No	No
Retirement provision	No	No
Stock ownership	*Yes	No
Transportation	Yes	Yes
Housing	No	No
Food allowance	Yes	Yes
Extra paid holidays	Yes	Yes
Citizenship leave	No	No
Children education reimbursement	Yes	No
Higher education policy	Yes	No
Day care facilities	Yes	Yes
Employee car scheme policies*	Yes	No

*For select cadres of employees

**Maternity, surrogacy and adoption

INDEPENDENT ENVIRONMENT PERFORMANCE VERIFICATION STATEMENT

Introduction

DNV Business Assurance India Private Limited ('DNV') has been commissioned by the management of Biocon Limited ('Biocon' or 'the Company', Corporate Identity Number L24234KA1978PLC003417) to carry out a verification of its Environment Performance Verification (Scope 1 and Scope 2 Greenhouse Gas ('GHG'), waste, water data for the period 1st April 2022 to 31st March 2023 for its Five manufacturing facilities in India. Biocon has monitored waste and water disclosures in bespoke spreadsheets as per CDP requirements. Similarly, Biocon's GHG data is prepared in bespoke spreadsheets based on the principles of ISO14064-1, CDP, Emission factors from the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report, DEFRA Greenhouse gas reporting: conversion factors 2023, Central Electricity Authority, Govt. of India and Emission Factors for Greenhouse Gas Inventories, US EPA.

DNV has carried out this customized verification engagement in accordance with DNV's verification methodology VeriSustain™¹ and this provides a limited level of verification of selected waste, water and GHG emission data while applying a $\pm 5\%$ materiality threshold for errors and omissions. The verification was carried out during May 2023 - July 2023 by a team of qualified sustainability and GHG assessors.

Scope, Boundary and Limitations of Verification

The scope of work agreed includes the following:

- Verification of GHG (Scope 1 and Scope 2) emissions data, waste, water data from various activities covering the period 1st April 2022 to 31st March 2023 considering selected samples for a limited level of verification as per DNV VeriSustain™.
- The boundary of verification included:
 - Five Manufacturing plants in India (located at Karnataka, Telangana & Andhra Pradesh).
- Review of emission sources under Biocon's operational control including review of the Company's internal protocols and processes related to the collection and collation of its waste, water, GHG emissions sources.
 - Verification of GHG emissions from the Company's operations, comprising of:
 - Scope 1 due to combustion of fossil fuels and other emissions, such as
 - Combustion of high-speed diesel (HSD) for diesel generators
 - Combustion of Biomass (agro waste briquettes) in Boiler
 - Combustion of Coal in Boiler
 - Combustion of Natural Gas in Boiler
 - Scope 2 emissions due to purchased electricity from Integrated national grid in India.

The Company's EHS & Sustainability team is responsible for the collection, analysis, aggregation and presentation of data and information related to its GHG assertions based on methodologies defined in frameworks and standards such as ISO14064-1, CDP, Emission factors from the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report, DEFRA Greenhouse gas reporting: conversion factors 2023, Central Electricity Authority, Govt. of India and Emission Factors for Greenhouse Gas Inventories, USEPA, by adopting the 'operational control' model as a performance data consolidation approach.

Our responsibility of performing this work is to the management of the Company only and in accordance with the scope of work agreed with the Company. The verification engagement is based on the assumption that the data and information provided to us is complete, sufficient and true. We disclaim any liability or co-responsibility for any decision a person or entity would make based on this verification statement. No external stakeholders were interviewed as part of this verification engagement.

Verification Methodology

We planned and performed our verification work to obtain the evidence we considered necessary to provide a limited level of verification, while adopting a risk-based approach towards selection of samples for assessing the robustness of the underlying data management system, information flow and controls. We carried out the following activities:

- Desk review of the Scope 1 and Scope 2 emissions activity, reported waste, water values and associated data for the period - 1st April 2022 - 31st March 2023 captured in bespoke spreadsheets.
- Review of the standard operating procedures ('SOPs') for GHG Management System as well as the Company's GHG data management processes used to generate, aggregate, and report the GHG data, as well as assessment of the completeness, accuracy and reliability of the data.
- Reviews of Waste, Water, GHG data aggregation system in place including forms and formats, assumptions, as well as associated emission factors and calculation methodologies.
- Sampling of activity data for verification in line with the requirements for a limited level of verification.

¹ The VeriSustain protocol is based on the principles of various assurance standards including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the GRI Principles for Defining Report Content and Quality, international best practices in verification and our professional experience; and is available on request from www.dnv.com

- Onsite visits to the operational plants of the Company at Biocon Campus & Biocon Park, Bengaluru (Karnataka), and 2 Manufacturing Plants at Vishakhapatnam (Andhra Pradesh) in India for verifying the identified activities and emission sources and related evidence at the plant on a sample basis.
- Interaction with key managers and data owners to review data systems related to the GHG inventory including reviews of emission factors and assumptions used for calculation methodology.

Conclusion

On the basis of our verification methodology and scope of work agreed upon, nothing has come to our attention to suggest that the Environment performance data (waste, water, GHG emissions) as brought out below are not materially correct and is not a fair representation of the Scope 1 and Scope 2 GHG emissions of Biocon Limited for the reporting period. Some data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors and the errors have been corrected.

Location (Manufacturing Plant)	GHG sources	Scope-1 (tCO ₂ e)	Scope-2 (tCO ₂ e)	Total (tCO ₂ e)
1. Biocon Campus-Bengaluru	Diesel	4,287.81		4,287.81
2. Biocon Park-Bengaluru	Biomass	4,573.75		4,573.75
3. Biocon Limited-Hyderabad	Coal	6,604.88		6,604.88
4. Biocon Limited-Vishakhapatnam	Natural Gas	40,369.41		40,369.41
5. Biocon Limited-Vishakhapatnam	Electricity		43,502.09	43,502.09
Total GHG emission (Scope 1 & 2) in tCO₂e				99,337.94

Note 1: Calculation of Scope 1 GHG emissions is based on factors and equations considered from the CDP, Emission factors from the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report, DEFRA Greenhouse gas reporting: conversion factors 2023 and Emission Factors for Greenhouse Gas Inventories, US EPA.

Note 2: Scope 2 emissions for Indian operations are calculated based on the Grid Electricity EF - Central Electricity Authority, Govt. of India, CO₂ baseline database for Indian Power Sector, version 18, December 2022 EF considered is 0.715 kgCO₂ per kWh <https://cea.nic.in/cdm-co2-baseline-database/?lang=en>

Further, for Waste and Water reported values verified as follows:

Location (Manufacturing Plant)	Environmental parameter	Quantity
1. Biocon Campus-Bengaluru 2. Biocon Park-Bengaluru 3. Biocon Limited-Hyderabad 4. Biocon Limited-Vishakhapatnam 5. Biocon Limited-Vishakhapatnam	Water (KL)	
	Water Withdrawal (KL)	1124154.00
	Water consumption (excluding consumption of recycled water) (KL)	1140714.52
	Water Recycled (KL)	674008.00
	Recycled / Reused water as a percentage of total water withdrawal (%)	60%
	Total Water Discharge (KL)	31052.00
	Waste (Tons)	
	Total Hazardous Waste	17322.97
	Total Non Hazardous Waste	10041.39
	Total Waste Generated	27364.37
	Other Waste (plastic, E-waste, Bio-medical waste)	186.10
	Food waste	154.77
	Total Waste Recovered (Recycled, Re-used)	6827.81
	Other disposal operation (other than incineration, landfilling)	824.94
	Hazardous waste disposed	16563.57
	Non-Hazardous waste Handled	10171.38

DNV's Competence and Independence

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We have complied with the DNV Code of Conduct during the verification engagement and maintain independence where required by relevant ethical requirements as detailed in DNV VeriSustain™. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data except for this Verification Statement. DNV maintains complete impartiality toward stakeholders interviewed during the

verification process. DNV did not provide any services to Biocon Limited or its subsidiaries in the scope of verification during 2022-2023 that could compromise the independence or impartiality of our work.

For DNV Business Assurance India Private Limited,

<p>Chaudhari, Tushar</p> <p>Digitally signed by Chaudhari, Tushar Date: 2023.07.17 16:29:09 +05'30'</p> <p>Tushar Chaudhari Lead Verifier DNV Business Assurance India Private Limited, India.</p>	<p>Sharma, Anjana</p> <p>Digitally signed by Sharma, Anjana Date: 2023.07.17 16:42:10 +05'30'</p> <p>Anjana Sharma Technical Reviewer DNV Business Assurance India Private Limited, India.</p>
Goutam Banik (Verifier), Anamika Kumari (verifier)	

India, 17th July 2023

 DNV Business Assurance India Private Limited is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

Note: Central Utilities (Energy & Water) are common for Biocon, Biocon Biologics & Syngene at Bengaluru facilities.