

## Accelerating Reach

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PROPELLING GROWTH.

**BRSR & ESG Data Book**

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This Supplementary Data Book containing BRSR, ESG Data & GRI Index is being released along with Biocon Limited's Integrated Annual Report FY 2025

## Recognition of ESG Performance

<b>Dow Jones Sustainability Index (DJSI)</b>	Featured in the S&P Global Sustainability Yearbook 2025 for the third consecutive year, ranking among the top 5% in the Biotechnology sector based on its S&P Global CSA Score (Biocon Limited)
	Debuted in the Sustainability Yearbook 2025 as an independent Member (Biocon Biologics)
<b>CDP</b>	In the 2024 report, Biocon Limited maintained its climate change score and water security score at “B” and “C” respectively.
<b>Eovadis</b>	Awarded a Gold rating in the June 2025 EcoVadis Corporate Sustainability Assessment, with score improving to 77 from 70. (Biocon Limited)
<b>CPHI India</b>	Won Excellence in Sustainability Award at Indian Pharma Awards at CPHI India 2024. (Biocon Limited)
<b>Businessworld Sustainability Awards</b>	Placed in Top 5 Pharma & Healthcare Most Sustainable Companies at BW Businessworld Sustainability Awards 2024. (Biocon Limited)
<b>Sustainability &amp; CSR Malaysia Awards</b>	Biocon Malaysia won Company of the Year (Biotechnology Manufacturing) Award at the 9 <sup>th</sup> edition of the Sustainability & CSR Malaysia Awards 2024.

## Reporting Alignment

International Integrated Reporting Council (IIRC) Framework – ‘in accordance’
Global Reporting Initiative (GRI) – ‘with reference’
<b>Aligned to:</b> <ul style="list-style-type: none"> <li>United Nations Global Compact (UNGC) Principles</li> <li>United Nations Sustainable Development Goals (SDGs)</li> <li>SEBI’s Business Responsibility and Sustainability Reporting (BRSR) framework</li> <li>S&amp;P Global Dow Jones Sustainability Indices (DJSI)</li> </ul>
<b>Financial and statutory information complies with:</b> <ul style="list-style-type: none"> <li>Companies Act, 2013</li> <li>Indian Accounting Standards</li> <li>SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations)</li> </ul>

# Business Responsibility and Sustainability Report (BRSR)

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. 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	20 <sup>th</sup> KM Hosur Road, Electronic City, Bengaluru – 560 100, Karnataka, India
5	Corporate address	20 <sup>th</sup> KM Hosur Road, Electronic City, Bengaluru – 560 100, Karnataka, 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	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹6,003 million
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. Mukesh Kamath K Contact No: +91 80 2808 2808, Email: co.secretary@biocon.com
13	Reporting boundary - 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)	The reporting boundary of this BRSR Report encompasses Biocon Limited (BL) and Biocon Biologics Limited (India and Malaysia) (BBL), excluding Syngene International Limited for the period from April 1, 2024, to March 31, 2025. The entities will collectively be referred to as the 'Company' for the length of the report, unless indicated otherwise.
14	Name of assessment or assurance provider	Deutsch Quality Systems (India) Pvt. Ltd.
15	Type of assessment of assurance obtained	Reasonable Assurance - ISAE3000 Standard

### II. Products/services

#### 16. 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	Our Generics business is built on a strong foundation of fermentation technology, with a well-established legacy in manufacturing statin and immunosuppressant active pharmaceutical ingredients (APIs), among other products in our portfolio. In 2013, we strategically expanded into generic formulations to forward integrate our in-house, complex, and differentiated APIs—enhancing our position along the value chain and improving reliability, quality, and supply for customers and patients. Our broad portfolio includes both generic formulations and API pipeline products, spanning therapeutic areas such as cardiovascular, anti-diabetics, obesity, immunosuppressants, and specialty molecules. We adopt a region-specific approach to our global commercial strategy. In the United States, we have a strong presence with end-to-end control over APIs and generic formulations, supported by direct sales, licensing, and strategic partnerships. In Europe, we follow a dual model—combining direct operations in key markets with strategic alliances to broaden our reach. In emerging markets such as Latin America, the Middle East, North Africa, and Asia, we primarily operate through a collaborative B2B model to enhance market access and efficiency.	19%
2	Biosimilars	As a global leader in biosimilars, Biocon Biologics has a proven track record across the value chain from R&D to manufacturing and commercialization. As one of the very few global players with a comprehensive biosimilars portfolio, Biocon Biologics addresses key therapeutic areas such as oncology, diabetes and immunology. With an unwavering commitment to quality, affordability, and access, Biocon Biologics is setting new benchmarks in its mission to advance health equity worldwide.	58%
3	Novel Biologics	The Novels portfolio comprises a combination of internally developed, partnered, and licensed products, specifically addressing inflammation and immuno-oncology. Biocon has successfully brought two novel biologics from laboratory development to commercialization, thereby facilitating cost-effective access to costly biological treatments for patients in India. These include Biomab EGFR for individuals with head and neck cancer and Alzumab for psoriasis patients.	-

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
4	Research Services*	Provide scientific solutions through integrated research, development and manufacturing	23%

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

#### Biocon Biologics

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Biologics	Biocon Biologics Ltd. (BBL), subsidiary of Biocon Ltd., is a distinctive global biosimilars Company dedicated to enhancing healthcare accessibility and improving lives by providing affordable, high-quality biosimilars to millions worldwide. Utilizing state-of-the-art science, innovative technology platforms, extensive manufacturing capabilities, and top-notch quality systems, BBL aims to reduce the costs of biological therapeutics while enhancing healthcare outcomes. Recently, BBL achieved a significant milestone by acquiring Viatrix' global biosimilars business, marking a pivotal moment in its journey of value creation. With the successful commercialization of nine biosimilars in key markets including the U.S., EU, Australia, Canada, and Japan, BBL boasts a robust pipeline of 20 biosimilar assets spanning various therapeutic areas such as diabetology, oncology, immunology, and other non-communicable diseases. The Company has garnered several industry "firsts" in biosimilars. Moreover, BBL is committed to environmental, social, and governance (ESG) initiatives, focusing on advancing patient health, promoting employee well-being, and contributing to sustainable development goals set by the United Nations.	100%

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

##### Biocon Limited

S. No.	Product/Service	NIC Code*	% of total contributed Turnover
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

##### Biocon Biologics

S. No.	Product/Service	NIC Code*	% of total contributed Turnover
1.	Developing and manufacturing high-quality biosimilar drugs for various therapeutic areas, such as oncology (cancer treatment), immunology, diabetes, and cardiology.	021	100

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

### III. Operations

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

##### Biocon Limited

Location	Number of Plants	Number of Offices	Total
National	5	1	6
International	1	6	7

##### Biocon Biologics

Location	Number of Plants	Number of Offices	Total
National	2	1	3
International	1	17	18

19. Markets served by the entity:

a. **Number of locations**

**Biocon Limited**

Locations	Number
National (No. of States)	21
International (No. of Countries)	60+

**Biocon Biologics**

Location	Number
National (No. of States)	Pan India*
International (No. of Countries)	120+

\*Partnership with Eris LifeSciences for commercialisation of Products in India

b. **What is the contribution of exports as a percentage of the total turnover of the entity?**

**Biocon Limited**

50% of the company's total revenue is generated from the export earnings.

**Biocon Biologics**

96% of the company's total revenue is generated from the export earnings.

c. **A brief on types of customers**

We serve a broad range of stakeholders across the healthcare ecosystem, all dedicated to meeting patient needs as the ultimate end customer. Our customer base includes:

- Wholesale and distribution partners – Efficient supply chain management
- Retail pharmacy chains – Patient accessibility
- Healthcare professionals and providers – Improved patient care
- Hospitals and medical institutions – Effective patient therapies
- Government agencies – Affordability and national drug accessibility
- Pharmaceutical and biopharmaceutical companies – Co-creation for R&D, biosimilars and novel therapies

## IV. Employees

20. Details as at the end of Financial Year:

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

**Biocon Limited**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent(D)	4,204	3,328	79%	876	21%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	4,204	3,328	79%	876	21%
WORKERS						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent (G)*	1,132	933	82%	199	18%
6.	Total workers (F+G)	1,132	933	82%	199	18%

\*The data disclosed here includes contract workers engaged by the company through third party agencies.

**Biocon Biologics**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent(D)	4,937	3,345	68%	1,592	32%
2.	Other than Permanent (E)*	213	130	61%	83	39%
3.	Total employees (D+E)	5,150	3,475	67%	1,675	33%
WORKERS						
4.	Permanent(F)	887	682	77%	205	23%
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	887	682	77%	205	23%

\*Note: The data disclosed here includes contract workers engaged by the Company through third-party agencies

**b. Differently abled Employees and workers:**

**Biocon Limited**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	10	9	90%	1	10%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	10	9	90%	1	10%
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	0	0	0

**Biocon Biologics**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	8	4	50%	4	50%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	8	4	50%	4	50%
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	0	0	0%	0	0%
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	0	0	0%	0	0%



21. Participation/Inclusion/Representation of women

**Biocon Limited**

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33
Key Management Personnel	3	1	33

**Biocon Biologics**

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22
Key Management Personnel*	2	0	0

\*Kiran Mazumdar-Shaw and Shreehas Pradeep Tambe being Executive Chairperson and CEO & Managing Director respectively, are also Key Managerial Personal of the Company.

22. Turnover rate for permanent employees and workers  
(Disclose trends for the past 3 years)

**Turnover Rate Permanent Employees (Biocon Limited)**

	FY 25			FY 24			FY 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23%	19%	22%	18%	21%	18%	19%	27%	20%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

**Biocon Biologics**

	FY 25			FY 24			FY 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	22%	23%	28%	22%	26%	27%	23%	26%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Syngene International Limited, India	Subsidiary	52.46%	Yes, all the entities, wherever applicable, participate in the relevant Business Responsibility initiatives of the Company, except the associate companies and joint venture companies.
2	Syngene Manufacturing Solutions Limited, India	Subsidiary	Refer note 5	
3	Syngene Scientific Solutions Limited, India	Subsidiary	Refer note 5	
4	Biocon Academy, India	Subsidiary	100.00%	
5	Biocon Pharma Limited, India	Subsidiary	100.00%	
6	Biocon SA, Switzerland	Subsidiary	100.00%	
7	Biocon Biologics Limited, India	Subsidiary	90.20%	
8	Biocon Biologics UK Limited, UK	Subsidiary	Refer note 1	
9	Biocon Sdn Bhd, Malaysia	Subsidiary	Refer note 2	
10	Biocon Pharma Inc., USA	Subsidiary	Refer note 3	
11	Biocon FZ LLC, Dubai	Subsidiary	100.00%	
12	Biocon Biologics Healthcare Malaysia SDN BHD, Malaysia	Subsidiary	Refer note 2	
13	Syngene USA Inc., USA	Subsidiary	Refer note 5	
14	Biocon Pharma UK Limited, UK	Subsidiary	Refer note 3	
15	Biocon Pharma Ireland Limited, Ireland	Subsidiary	Refer note 3	
16	Biocon Biologics Inc., USA	Subsidiary	Refer note 2	
17	Biocon Biosphere Limited, India	Subsidiary	100.00%	
18	Biocon Biologics FC-LLC, The United Arab Emirates	Subsidiary	Refer note 2	
19	Biocon Biologics Do Brasil Ltda, Brazil	Subsidiary	Refer note 2	
20	Biocon Pharma Malta Limited, Malta	Subsidiary	Refer note 3	
21	Biocon Pharma Malta I Limited, Malta	Subsidiary	Refer note 4	
22	Biocon Biologics Germany GmbH, Germany	Subsidiary	Refer note 2	
23	Biocon Biologics Canada Inc., Canada	Subsidiary	Refer note 2	
24	Biosimilars Newco Limited, UK	Subsidiary	Refer note 6	
25	Biosimilar Collaborations Ireland Limited, Ireland	Subsidiary	Refer note 2	
26	Biocon Biologics France S.A.S, France	Subsidiary	Refer note 2	
27	Biocon Biologics Spain S.L.U, Spain	Subsidiary	Refer note 2	
28	Biocon Biologics Switzerland AG, Switzerland	Subsidiary	Refer note 2	
29	Biocon Biologics Belgium BV, Belgium	Subsidiary	Refer note 2	
30	Biocon Biologics Finland OY, Finland	Subsidiary	Refer note 2	
31	Biocon Generics Inc., USA	Subsidiary	Refer Note 3	
32	Biocon Biologics Morocco S.A.R.L.A.U, Morocco	Subsidiary	Refer note 2	
33	Biocon Biologics Greece SINGLE MEMBER PC, Greece	Subsidiary	Refer note 2	
34	Biocon Biologics South Africa (PTY) Ltd, South Africa	Subsidiary	Refer note 2	
35	Biocon Biologics (Thailand) Co. Ltd, Thailand	Subsidiary	Refer note 2	
36	Biocon Biologics Philippines Inc., Philippines	Subsidiary	Refer note 2	
37	Biocon Biologics Italy S.r.l., Italy	Subsidiary	Refer note 2	
38	Biocon Biologics Croatia LLC, Croatia	Subsidiary	Refer note 2	
39	Biocon Biologics Global PLC, UK	Subsidiary	Refer Note 2 & 7	
40	Neo Biocon FZ LLC, UAE	Joint Venture	-	
41	Hinduja Renewables Two Private Limited	Associate	26%	

Notes:

- Biocon Biologics Limited, India holds 100% of equity stake in Biocon Biologics UK Limited, UK.
- Biocon Biologics UK Limited, UK holds 100% of equity stake in:-
  - Biocon SDN BHD, Malaysia

- b. Biocon Biologics Healthcare Malaysia Sdn. Bhd. Malaysia
  - c. Biocon Biologics Inc. USA
  - d. Biocon Biologics Do Brasil LTDA Brazil
  - e. Biocon Biologics FZ LLC UAE
  - f. Biosimilar Collaborations Ireland Limited Ireland
  - g. Biocon Biologics Germany GmbH Germany
  - h. Biocon Biologics Canada Inc, Canada
  - i. Biocon Biologics France S.A.S
  - j. Biocon Biologics Switzerland AG
  - k. Biocon Biologics Belgium BV
  - l. Biocon Biologics Spain S.L.U
  - m. Biocon Biologics Finland OY
  - n. Biocon Biologics Greece SINGLE MEMBER P.C
  - o. Biocon Biologics (Thailand) Co., Ltd.
  - p. Biocon Biologics Morocco S.A.R.L.A.U
  - q. Biocon Biologics South Africa (Pty) Ltd.
  - r. Biocon Biologics Philippines Inc.
  - s. Biocon Biologics Italy S.R.L.
  - t. Biocon Biologics Croatia LLC
  - u. Biocon Biologics Global Plc
3. 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
    - e) Biocon Generics Inc., USA
  4. Biocon Pharma Malta Limited holds 100% of equity stake in Biocon Pharma Malta I Limited.
  5. Syngene International Limited holds 100% of equity stake in :-
    - a) Syngene USA Inc., USA
    - b) Syngene Scientific Solutions Limited, India
    - c) Syngene Manufacturing Solutions Limited, India
  6. Biocon Biologics Limited and Biocon Biologics UK Limited holds 68% and 32% of equity stake in Biosimilars Newco Limited, respectively
  7. The subsidiary was newly incorporated during the year.

## VI. CSR Details

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

Category	Biocon Limited	Biocon Biologics
(ii) Turnover (in ₹ Million)	24,849	29,543
(iii) Net Worth (in ₹ Million)	115,244	184,906

Note: As per Ind AS standalone financial statements.

## VII. Transparency and Disclosures Compliances

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

### Biocon Limited

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy)**	FY 2025			FY 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	179	0	-
Shareholders	Yes	101	2***	-	179*	0	-
Employees and workers****	Yes	0	0	-	0	0	-
Customers	Yes	79	3	-	51	3	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (anonymous cases, contractual employees, former employees, other third parties)	Yes	0	0	-	0	0	-

\*Categorical bifurcation has been changed for better clarity in the reporting.

\*\*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/>

\*\*\*The pending complaints related to the unpaid dividend were resolved in April 2025.

\*\*\*\*No complaints have been raised to the GRC Committee.

### Biocon Biologics

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025			FY 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	13	5	-	0	0	-
Customers	Yes	3,093	186	-	2,182	365	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (Anonymous/Non-Employee)	-	6	1	-	-	-	-

The Company's grievance redressal mechanism has been detailed in its process for complaint/grievance redressal -- <https://www.bioconbiologics.com/docs/BBL-Whistleblower-and-Integrity-Policy.pdf>

\*\*The data disclosed here includes contract workers engaged by the Company through third party agencies.

## 26. 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	Stringent quality control is essential to mitigate the negative impacts with respect to regulatory requirements, consumer expectations, finance & reputation.	<p>Mitigation Measures:</p> <ol style="list-style-type: none"> <li>1. Automation and Digitalization: Automated critical processes using Learning, Quality, Document, and Laboratory Information Management Systems to minimize manual errors.</li> <li>2. Quality and Compliance Systems: Implemented robust systems to ensure continuous product quality and regulatory compliance.</li> <li>3. Training and Culture Building: Regular personnel training to enhance technical knowledge and foster a strong quality and speak-up culture.</li> <li>4. Root Cause Analysis and CAPA: Strengthened investigation processes with timely implementation of Corrective And Preventive Actions (CAPA).</li> <li>5. Infrastructure Upgrades: Ongoing infrastructure enhancements to support compliance and operational efficiency.</li> <li>6. Pharmacovigilance and Risk Tracking: Dedicated pharmacovigilance team monitors and addresses product risks through complaint management and timely interventions.</li> <li>7. Compliance Training: Regular pharmacovigilance and GxP (Good Practices) training for employees to reinforce quality standards and regulatory adherence.</li> </ol>	<b>Negative:</b> In the event of subpar product quality, Biocon may experience damage to both its reputation and operational effectiveness. This could result in diminished customer satisfaction and trust, ultimately impacting the company's bottom line.
2	Research and Development	Opportunity	R&D investment contributes positively to green innovation and ESG (Environmental, Social, and Governance) performance within a company. Thus, strategically allocating resources to R&D and transparently disclosing these investments enable both internal and external stakeholders to grasp the organization's approach and the magnitude of its efforts.	<ul style="list-style-type: none"> <li>- Innovation-Led Technologies: Adoption of technologies to drive efficiencies, cost savings, and environmental sustainability.</li> <li>- Roadmap for Green Innovation: Focus on bio-transformation pathways, including green chemistry and proprietary enzyme development.</li> <li>- Sustainable Reaction Methods: Transition to water-based reactions and use of greener solvents with improved solvent recovery.</li> </ul>	<b>Positive:</b> Innovations stemming from cutting-edge technology can position the company at the forefront of industry-leading discoveries, paving the way for new avenues of business growth.

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)
				<ul style="list-style-type: none"> <li>- Lifecycle Assessment (LCA) Framework: Implementation of LCA for API synthesis to assess and reduce environmental impacts.</li> <li>- Hazardous Substance Minimization: Targeted efforts to identify and limit hazardous substances in R&amp;D processes.</li> </ul>	
3	Access & affordability	Opportunity	Biocon's commitment to responsible pricing for both innovative and generic medicines including affordable access, a positive cost-benefit ratio, and the broader impact on healthcare costs. By prioritizing responsible pricing, Biocon aims to enhance its reach and favorability among patients, differentiating itself from competitors.	<ul style="list-style-type: none"> <li>- Commitment to Affordable Healthcare: Focus on delivering affordable, high-quality medicines globally.</li> <li>- Diversified Product Portfolio: Leverage generics, biosimilars, and novel biologics to enhance patient access.</li> <li>- Adoption of New Technologies: Explore innovative technologies to improve operational efficiencies.</li> <li>- Cost Improvement Programs (CIPs): Implement high-impact CIPs for sustained cost reduction.</li> </ul>	Positive: By enabling access to affordable drugs and services, Biocon can expand its reach and drive growth, gaining a competitive advantage. Implementing responsible pricing strategies focusing on affordability and positive cost-benefit ratios, can significantly enhance presence among patients, foster loyalty, and enhance reputation. This can lead to sustained revenue growth and improved profitability.
4	Environmental performance	Risk	Biocon Limited's dedication to safeguarding the natural environment and preserving resources is deeply ingrained in our corporate values. Adhering to these principles and meeting relevant regulatory standards can impact overall performance positively, bolstering Biocon's reputation with stakeholders.	<ul style="list-style-type: none"> <li>- Resource Recycling and Renewable Energy Transition</li> <li>- ISO 14001-Certified Environmental Management Systems</li> <li>- Use of Biomass Briquettes and Energy-Efficient Cooling</li> <li>- Procurement of Zero Ozone-Depleting Equipment</li> <li>- Implementation of Effective Water Management Practices</li> </ul>	Negative: In the event of failing to comply with environmental regulations, Biocon may suffer reputational harm and experience adverse financial consequences.
5	Future ready workplace	Risk	As a responsible employer, it's crucial to establish a safe and healthy workplace, devoid of injuries, fatalities, and illnesses. Moreover, creating an environment conducive to talent attraction and retention through empowerment, growth opportunities, flexibility, competitive remuneration, and a sense of purpose is essential. Retaining high-potential and critical resources in specialized areas is also vital.	<ul style="list-style-type: none"> <li>- Zero-Accident Safety Culture and ISO 45001 Certification</li> <li>- Comprehensive Employee Training and Misconduct Prevention Protocols</li> <li>- Internal Talent Mobility and Apprenticeship Programs</li> <li>- Industry Benchmarking for Compensation</li> <li>- Enhanced Employee Engagement through HRBP, Buddy, and Recognition Programs</li> <li>- Focused Succession Planning for Leadership Resilience</li> </ul>	Negative: The absence of a safe and empowering workplace could cause operational disruptions and damage to the company's reputation. Additionally, it could result in adverse financial consequences, including fines and penalties.

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	Harnessing digital technology to enhance operational efficiency and quality management presents a significant opportunity for the company. This entails implementing digital initiatives to seamlessly integrate supply chains and enhance operational processes, thereby increasing adaptability and responsiveness.	<ul style="list-style-type: none"> <li>- Integration of Digital Technologies and Automation</li> <li>- Seamless Data Sharing and Efficient Data Management</li> <li>- Commitment to ESG-Aligned Digital Practices</li> <li>- Operational Enhancements for Productivity and Compliance</li> <li>- Ensuring Data Integrity through Transparent Solutions</li> </ul>	Positive: Digitization has the potential to boost sales, productivity, and employment, consequently influencing the company's performance and differentiating it from its competitors.
7	Supply chain sustainability	Risk	In the pharmaceutical sector, maintaining a reliable supply chain is crucial for ensuring uninterrupted business operations. It's essential to take proactive measures to identify, address, and minimize any potential disruptions that could affect supply chain stability including risks of creating dependencies on single region/ vendors for input materials.	<ul style="list-style-type: none"> <li>- Cost-Effective and Sustainable Logistics Optimization</li> <li>- Mandatory Environmental Compliance and Vendor Audits</li> <li>- Implementation of Supplier Code of Conduct</li> <li>- Development of Alternate Vendors and Strategic Inventory Management</li> <li>- End-to-End Supply Chain Rationalization for Accessibility</li> </ul>	Negative: Disruptions throughout Biocon's value chain can significantly disrupt operations, leading to product supply shortages and escalating costs.
8	Community engagement	Opportunity	It is crucial that Biocon engages with the communities we operate in to increase trust and foster harmony.	<ul style="list-style-type: none"> <li>- Biocon Foundation serves as the primary avenue for the corporate philanthropic endeavors .</li> <li>- Biocon Foundation strives to create enduring solutions that empower marginalized communities to enhance their daily lives.</li> <li>- The key CSR focus areas include primary healthcare, environmental conservation, rural advancement, and educational empowerment.</li> </ul>	Positive: By empowering and uplifting our surrounding communities, we can mitigate future grievances or concerns, thus safeguarding the business from any adverse events.
9	Inclusion and diversity	Opportunity	This element pertains to Biocon's capacity to foster a culture, recruitment strategies, and advancement practices that embrace representation from a varied and inclusive workforce at every organizational tier, including the board, senior, mid-level, and junior levels	<ul style="list-style-type: none"> <li>- Extended Maternity Leave and Part-Time Return Options</li> <li>- Gender Sensitization and Women's Health Programs</li> <li>- Leadership Development Programs for Women</li> <li>- Equal Pay for Equal Work Policy Implementation</li> <li>- Women only production blocks</li> </ul>	Positive: A diverse workforce comprising individuals of different genders, ages, and ethnic backgrounds will empower the company to enhance its offerings and reduce operational risks.

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)
10	Governance	Risk	Governance poses a risk for Biocon Limited, as ensuring the smooth functioning of the company requires clear systems and defined roles and responsibilities for managing topics related to ethics and integrity. Continuous compliance with the law of the land is essential to prevent penalties and loss of reputation.	<ul style="list-style-type: none"> <li>- Commitment to Integrity, Transparency, Accountability, and Ethics</li> <li>- Professional Management Teams and Independent Boards</li> <li>- Adoption of Global Best Practices in Governance and Risk Management</li> <li>- Independent Tracking and Monitoring of statutory compliances</li> <li>- Access to External Technical and Legal Expertise</li> </ul>	Negative: Negative implications arise from the absence of adherence to the company's policies on business conduct and ethical governance, potentially leading to reputational as well as operational damage.
11	Ethical sales and Marketing	Opportunity	Ethical sales and marketing practices position our company as responsible and trustworthy, attracting customers and investors who value integrity. This fosters stronger customer relationships, leading to increased loyalty and repeat business, while also ensuring long-term sustainability by mitigating regulatory risks and fostering goodwill among stakeholders.	<ul style="list-style-type: none"> <li>- Maintain a culture of transparency and integrity across all sales and marketing functions.</li> <li>- Ensure strict compliance with ethical marketing standards and responsible business conduct.</li> <li>- Sales personnel are trained and expected to actively communicate ethical commitments to external stakeholders, reinforcing accountability</li> <li>- Engage in trust-based relationship building with customers, prioritizing openness and fair practices.</li> <li>- Foster long-term stakeholder trust by embedding ethical governance into the value delivery process</li> </ul>	Positive: Our commitment to ethical sales and marketing practices may initially lead to higher upfront costs, but over time, it can result in increased customer loyalty, enhanced brand reputation, and reduced regulatory risks, ultimately contributing to long-term financial sustainability and growth.
12	Climate Risk	Risk	Climate risk poses a threat to our company due to potential disruptions in the supply chain, increased operating costs, and regulatory pressures stemming from climate change-related regulations, impacting both production and distribution processes. Additionally, extreme weather events and changing environmental conditions may affect the availability and quality of raw materials essential for Biocon's operations.	<ul style="list-style-type: none"> <li>- The company is adopting a comprehensive approach to address climate-related challenges.</li> <li>- Investments are being made in sustainable practices such as renewable energy, efficient water usage, and responsible waste management.</li> <li>- Climate risk considerations are being integrated into business strategy, supply chain management, and product development.</li> <li>- These initiatives aim to build long-term resilience and reduce the company's environmental footprint.</li> </ul>	Negative: Climate risks can lead to increased operational costs due to the need for adaptation measures, such as investing in resilient infrastructure and implementing eco-friendly technologies. Additionally, regulatory compliance costs may rise, while potential disruptions to the supply chain could impact production schedules and revenue streams, affecting Biocon's financial performance and profitability.



## 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.

Disclosure Questions			P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
<b>Policy and management processes</b>											
1.	a.	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
	b.	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	c.	Web Link of the Policies, if available	<b>P1:</b> Code-of-conduct.pdf Biocon-Whistle-Blower-and-Integrity-Policy.pdf Tax Transparency Report - FY24 <b>P2:</b> Supplier-Code-of-Conduct-2022.pdf PO_terms_and_conditions.pdf <b>P3:</b> Code-of-conduct.pdf Human_Rights_BL_Policy-2024.pdf <b>P4:</b> CSR-Charte-&-Policy.pdf Policy-on-Related-Party-Transactions.pdf <b>P5:</b> Human_Rights_BL_Policy-2024.pdf <b>P6:</b> EHS Policy 2019-eng-kan.cdr <b>P8:</b> CSR-Charte-&-Policy.pdf CSR Projects_2024-25.xlsx <b>P9:</b> Data-Privacy-and-Protection-Guideline-Policy-Document.pdf								
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 incorporates the requirements of all 9 NGRBC principles except Principle 7, ensuring that our value chain partners comply with the outlined requirements.								
4.		Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle**.	<ul style="list-style-type: none"> <li>■ United Nations Global Compact (UNGC) Signatory</li> <li>■ Environmental Management Systems (ISO 14001:2015) (Sites-1,2,3,5)</li> <li>■ Occupational Health &amp; Safety Management Systems (ISO 45001:2018) (Site-1,2,3,5)</li> <li>■ Information Security Management Systems (ISO 27001:2013) (Sites-1,2,3,5,6 including BBL)</li> <li>■ Energy Management System (ISO 50001:2018) (Sites-1,2)</li> <li>■ Good Manufacturing Practice (GMP) compliance certification for the Company's facilities across Bengaluru, Hyderabad and Visakhapatnam in India, and Malaysia</li> <li>■ GxP Standards</li> <li>■ Global Reporting Initiative Standards 2021</li> <li>■ Ecovadis framework</li> </ul>								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>Biocon Limited</b></p> <p><b>1. Diversity, Equity Inclusion and Belonging</b> Diversity target: At least 20% women in the workforce by FY25 at Biocon Limited</p> <p><b>2. Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>25% reduction in Scope 1 and Scope 2 emissions by FY29 from baseline year FY20</li> <li>25% freshwater consumption reduction by FY29 from baseline year FY23</li> <li>100% circular waste by FY29 from baseline year FY23, includes zero waste to landfill by FY29</li> <li>To plant 15,000 trees by FY29</li> </ul> <p><b>3. Health and Safety</b> We strive to sustain a zero Lost Time Injury Frequency Rate (LTIFR)</p> <p><b>Biocon Biologics:</b></p> <ol style="list-style-type: none"> <li>To plant 40,000 trees by 2030.</li> <li>Environment: Carbon footprint - increase in green power</li> <li>Environment: Natural resource consumption - reduction in freshwater consumption.</li> <li>We have a commitment to make insulin treatment accessible and affordable for one in every five individuals worldwide who are insulin-dependent due to diabetes.</li> </ol>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p><b>1. Diversity, Equity, Inclusion and Belonging</b></p> <p><b>Biocon Limited</b> In FY25, we had 21% women in the workforce at Biocon Limited, against the target of 20% for the year.</p> <p><b>2. Environmental Stewardship</b></p> <p><b>Biocon Limited</b></p> <ul style="list-style-type: none"> <li>78% of the waste water generated is treated and recycled, up from 60% the previous year</li> <li>78% of the waste generated is recycled</li> <li>25% reduction in Scope 1&amp;2 emissions by FY 29 from baseline year FY 20 - Achieved 29% reduction in FY 25</li> <li>25% freshwater consumption reduction by FY 29 from baseline year FY 23 – Achieved 18% reduction in FY 25</li> <li>100% circular waste management by FY 29 from baseline year FY 23, includes zero waste to landfill by FY 29 – Achieved 89% circularity in FY 25</li> <li>9,700 saplings planted in FY 25 against FY 29 target</li> <li>72% of the total power consumed in FY25 was sourced from renewable sources</li> <li>22,363 tCO<sub>2</sub> e GHG emissions (Scope 1) offset</li> <li>3,402 metric tons of CO<sub>2</sub> emissions avoided due to energy saving initiatives</li> <li>64,627 metric tons of CO<sub>2</sub> emissions reduced due to the usage of renewable energy</li> <li>100% of the wastewater generated via Company (India Operations) was recycled and reused in FY25.</li> </ul> <p><b>Biocon Biologics</b></p> <ul style="list-style-type: none"> <li>43% of the total power consumed in FY25 was sourced from renewable sources</li> <li>52,783 metric tons of CO<sub>2</sub> emissions avoided</li> <li>74% of the wastewater generated is treated and recycled</li> </ul> <p>BBL have planted 6000 trees till FY 25</p> <p><b>3. Health and Safety</b></p> <p><b>Biocon Limited</b></p> <ul style="list-style-type: none"> <li>Ensured 0 LTIFR at Biocon Limited</li> </ul> <p><b>4. Sustainability assessment frameworks</b></p> <p><b>Biocon Limited</b></p> <ul style="list-style-type: none"> <li>Dow Jones Sustainability Index (DJSI) ESG score improved from 63 to 69</li> <li>Biocon Limited inducted in S&amp;P Global's Sustainability Yearbook for 2025</li> <li>Biocon Limited EcoVadis score increased from 70 to 77, was awarded a Gold Medal.</li> </ul>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
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#### Governance, leadership and oversight

#### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Biocon, our commitment to sustainability continues to guide our approach to responsible growth. In FY25, we made progress in reducing GHG emissions, advancing towards zero waste, and reducing our reliance on fresh water as a resource via recycle, recovery and reuse. We strengthened leadership development through initiatives like BioRise and BioElevate, while enhancing gender diversity and employee satisfaction. With an improved EcoVadis score from 70 to 77 (Gold Medal), an increase in our DJSI score from 63 to 69, a maintained CDP Climate Change score of B, successful global regulatory audits, and inclusion in the S&P Global Sustainability Yearbook for the third consecutive year, we remain focused on building a resilient, inclusive, and sustainable future across our operations and value chain.

#### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Business Responsibility policies are governed and periodically reviewed by the ESG Steering Committee, chaired by the CEO and comprising relevant department heads and members of the executive leadership team. Oversight of the Steering Committee is provided by the CSR and ESG Committee of the Board, ensuring alignment with broader corporate governance and sustainability objectives.

#### 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 and Biocon Biologics Limited have a dedicated Corporate Social Responsibility and Environmental, Social, and Governance (CSR & ESG) Committee, overseeing sustainability-related decision-making and guiding the company's ESG initiatives.

\*The Company actively engages in public policy advocacy through collaborations with industry associations, government bodies, and regulatory departments, ensuring constructive contributions to policy development. While a formal advocacy policy is yet to be established, the Company remains committed to transparent and responsible engagement in shaping industry regulations.

\*\*Link to the Company's ISO 14001, ISO 50001 & 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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
No, the Company has not carried out an independent assessment by involving any external agency. Each policy is regularly monitored and reviewed by the Board and the respective policy owners depending upon the applicability to ensure ongoing compliance and effectiveness.									

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

Note: Please refer to P7 for details on public policy advocacy.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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.	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.

### 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:

##### Biocon Limited

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	9	Regularly, the Company conducts familiarization programs for its Board of Directors. These sessions encompass a wide range of topics, including the company's business growth, strategic direction, ESG and Sustainability performance, corporate governance practices, employee well-being, innovation and R&D, and regulatory updates. Furthermore, all Board members receive frequent updates on Company developments, significant regulatory changes, risks, compliances, and legal matters. Further, an Induction Programme is also conducted for the new Directors at the time of joining the Board.	100%
Key Managerial Personnel (KMP)	10	The topics or principles covered includes training on policies: Biocon's Code of Conduct, Know your EHS responsibilities at Workplace, Human Rights Policy, Introduction to Non Conscious Bias, Data Privacy Awareness, Anti Bribery & Anti-Corruption, Zero Tolerance – Refresher, ISMS Awareness Training, POSH – No Excuses, General Data Protection Regulation	100%
Employees other than BoD and KMPs	11 (Mandatory Courses)	The topics or principles covered includes training on policies: Code of conduct, ABAC (anti bribery and anti-corruption), POSH, Zero tolerance, EHS, Human Rights, Non conscious bias, GDPR (general data protection regulation), Data privacy awareness, quality and Information security management system.	100%
Workers	-	-	-

Note: Workers Data is Not Applicable as there are no permanent workers in the company.

**Biocon Biologics**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors (BoD)	10	The Company regularly conducts familiarization programs for its Board of Directors. These sessions cover a comprehensive array of topics, including the Company's business growth strategies, ESG and sustainability performance, corporate governance frameworks, employee well-being initiatives, innovation and R&D efforts, and relevant regulatory developments. In addition to these sessions, Board members participate in targeted trainings on key areas such as risk management, regulatory compliance, emerging legal issues, and industry-specific developments. They also receive regular updates on Company performance, evolving regulatory landscapes, and other critical matters impacting governance and oversight.	100%
Key Managerial Personnel (KMP)	10	In addition to the Induction Programme held periodically for newly appointed Senior Management Personnel, the Company also organizes familiarization programmes for Key Managerial Personnel. These sessions provide insights into the Company's overall business growth, strategic direction, ESG and Sustainability performance, and initiatives focused on employee well-being.	100%
Employees other than BoD and KMPs	101 Instructor Led Trainings 9 Mandatory Courses	Code of Conduct, ABAC, POSH, Culture & Values, EHS, ESG, Diversity, Equity Inclusion, Pharmacovigilance, Information Security Management.	100%
Workers	-	-	-

Note: Workers Data is Not Applicable as there are no permanent workers in the company.

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

**Biocon Limited**

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Refer to the Company's website for all disclosures made under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 at <a href="https://www.biocon.com/%20investor-relations/stock-exchange-disclosures/other-announcements-disclosures/">https://www.biocon.com/%20investor-relations/stock-exchange-disclosures/other-announcements-disclosures/</a> The above disclosures have been made in accordance with the Company's Policy for Determination of Materiality for Disclosures to the Stock Exchanges				
Settlement	Nil				
Compounding fee	Nil				
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					



## Biocon Biologics

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	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. Biocon firmly prohibits bribery and corruption in all operations, ensuring business is conducted with ethics and transparency. In line with the Company's ethical guidelines, Biocon has implemented strict policies including the Company's Code of Conduct and Anti-Corruption and Anti-Bribery Policy (ABAC Policy) which are applicable to all individuals associated with the company, including employees, trainees/interns, apprentices, contract workmen, vendors, customers, auditors, visitors, consultants, volunteers, regulatory and government authorities and Board members. Additionally, the Supplier Code of Conduct reinforces this commitment, applying to all manufacturers, distributors, vendors, service providers, and business partners to prevent and address any form of corruption within our supply chain.

Biocon's Code of Conduct, ABAC Policy and the Supplier Code of Conduct can be accessed on Biocon's website at <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>.

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

## Biocon Limited

Particulars	FY 25	FY 24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

## Biocon Biologics

Particulars	FY 25	FY 24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

**Biocon Limited**

Particulars	FY 25		FY 24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

**Biocon Biologics**

Particulars	FY 25		FY 24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the 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.

Nil

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

**Biocon Limited**

Particulars	FY 25	FY 24
Number of days of accounts payables	156	62

**Biocon Biologics**

Particulars	FY 25	FY 24
Number of days of accounts payables	130*	116*

\*Accounts payable excludes allowances for Rebates / Incentives expected to be settled in cash with customers

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	FY 25		FY 24	
		Biocon Limited	Biocon Biologics	Biocon Limited	Biocon Biologics
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	28%	11%	25%	13 % (India)*
	b. Number of trading houses where purchases are made from	129	269 (India)*	457	204 (India)*
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	55%	37% (India)*	47%	55% (India)*
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	10%	Not Applicable*	8%	Not Applicable*
	b. Number of dealers / distributors to whom sales are made	4		4	
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	10%		8%	
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.1%	0.54%	0.1%	0.37%
	b. Sales (Sales to related parties / Total Sales)	19%	0.80%	20.8%	0.19%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-	-	-
	d. Investments (Investments in related parties / Total Investments made)	99.7%	0	99.6%	0

\*Note: Concentration of purchases/sales is not presented during the Transaction Support Agreement ('TSA') period, post-acquisition of biosimilar business from Viatris.

## Leadership Indicators

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

## Biocon Limited

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	<ul style="list-style-type: none"> <li>Introduction to Sustainability</li> <li>Sustainability Disclosures</li> <li>Climate Change</li> <li>Supply Chain Sustainability</li> <li>PSCI (Pharmaceutical Supply Chain initiative)</li> <li>Code Of Conduct</li> </ul>	7%

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 follows a Code of Conduct (CoC) that outlines guidelines on conflict of interest and applies to all employees, including the Board of Directors.

Employees are required to fully disclose any potential conflicts of interest, after which the company may take necessary actions to prevent any conflicts.

The Biocon Group Code of Conduct applies to all Directors and provides clear guidelines for managing conflicts of interest. It includes examples of potential conflict scenarios to enhance understanding. Directors are required to disclose any potential conflicts and obtain prior approval from the Board before proceeding.

For Board members, any potential conflicts of interest must be reported to the Company Secretary, with an annual disclosure also submitted.

The company reserves the right to take necessary measures to prevent conflicts, and non-compliance with the CoC may result in disciplinary action, including termination.

## PRINCIPLE 2: Business 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.

## Biocon Limited

Particulars	FY 25	FY 24	Details of improvements in environmental social impacts
R&D	2%	0%*	R&D investments pertain to spending on various projects focused on improving the environmental and/or social impacts of our products and processes.
Capex	18%	10%	The installation and upgrade of energy-efficient systems and lab infrastructure have enhanced resource optimization and reduced environmental impact. These measures led to improved energy efficiency, lower HVAC and process heat loads, reduced water usage, and enhanced air quality management.

\*The figure has been restated from 100% to 0% due to a refined methodology and improved data validation in the current reporting cycle. The earlier estimate was based on a broader interpretation, which has now been aligned to measurable data points, in line with updated internal guidelines and industry best practices.

## Biocon Biologics

Particulars	FY 25	FY 24	Details of improvements in environmental 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 Integrated Report for FY25.
Capex	100%	100%	



#### Biocon Limited

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) : No  
b. If yes, what percentage of inputs were sourced sustainably? Not Applicable

#### Biocon Biologics

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes  
b. If yes, what percentage of inputs were sourced sustainably? 80%
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

(a) Plastics (Including Packaging)

- Biocon is registered as a Producer under the Plastic Waste Management Rules with the Central Pollution Control Board (CPCB). The company collaborates with authorized Waste Management Agencies (WMAs) for the collection and recycling of plastic waste. Recycling certificates and Extended Producer Responsibility (EPR) credits are obtained and submitted through the CPCB's centralized EPR portal, ensuring regulatory compliance and environmental accountability.

(b) E-Waste

• Safe Disposal

Biocon manages e-waste as a bulk consumer and ensures its disposal through authorized E-waste management agencies. All e-waste is recycled in an environmentally responsible manner, in line with the E-Waste Management Rules, 2022. Recycling certificates and manifest forms are submitted to the SPCBs and CPCB to ensure regulatory compliance.

(c) Hazardous Waste

- Authorized Disposal:** Hazardous waste, including spent oil and other materials, is disposed of through authorized recyclers, co-processors, or Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDFs) registered with the respective SPCBs. This ensures that hazardous waste is managed in accordance with environmental regulations.

(d) Other Waste

- Recycling and Reuse:** Other non-hazardous waste, such as paper and food waste, is either reused internally or sent for recycling. For instance, paper waste is donated for recycling. This approach aligns with Biocon's commitment to sustainable waste management practices.

Biocon's waste management practices are in line with applicable central and state regulations, ensuring responsible collection, recycling, and disposal of various waste types. The company's efforts contribute to its goal of achieving a circular economy and minimizing environmental impact.

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 Extended Producer Responsibility (EPR) guidelines and ensures that its waste collection and management practices comply with all applicable central and state regulations. It has a formal EPR system in place and is registered with the Central Pollution Control Board (CPCB) as an importer. The company has implemented various measures to efficiently collect and responsibly dispose different types of waste generated from its operations.

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?

Biocon Limited

API

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	NA	Cradle-to-gate excluding API	No	No
021	Simvastatin	NA	Cradle-to-gate excluding API	No	No
021	Pravastatin	NA	Cradle-to-gate excluding API	No	No
021	Rosuvastatin	NA	Cradle-to-gate	No	No
021	Fidaxomicin	NA	Cradle-to-gate	No	No
021	Tacrolimus	NA	Cradle-to-gate excluding API	No	No

GF

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.	Remarks
21	Atorvastatin Tablets	NA	Cradle to gate excluding API.	No	No	Process time reduction and Batch size increase: Implemented (Recipharm).
21	Simvastatin Tablets	NA	Cradle to gate excluding API.	No	No	Process Change: Implemented
						Batch Size Increase: To be implemented in phase-II (BGI)
21	Pravastatin Tablets	NA	Cradle to gate excluding API.	No	No	Maximum capacity utilization and yield improvement: Implemented
						Batch Size Increase: To be implemented in phase-II (BGI)
21	Rosuvastatin Tablets	NA	Cradle to gate excluding API.	No	No	Maximum capacity utilization and yield improvement, Batch Size Increase (Efficiency): Implemented (Recipharm)
21	Everolimus (Affinitor)	NA	Lifecycle Improvement (Compression, Blend Division, Testing reduction)			Process Steps reduction, batch size increase, yield improvement: Implemented (BPL)
	Tablets					

Biocon Biologics

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	Trastuzumab	NA	Cradle-to-gate	No	No
021	Bevacizumab	NA	Cradle-to-gate	No	No
021	Insulin	NA	Cradle-to-gate	No	No

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.

#### API

Name of Product/Service	Description of the risk/concern	Action Taken
Atorvastatin	Nil	NA
Simvastatin	Nil	NA
Pravastatin	Major contributor to environmental impact is solvents (45%) and starting material (26%)	Productivity improvement reduced environmental impact
Rosuvastatin	Nil	NA
Fidaxomicin API Everolimus (Affnitor)	Major contributor to environmental impact is solvents (82%)	NA
Tacrolimus	Major contributor to environmental impact is solvents (86%)	NA

#### Generic Formulations

Name of Product	Description of the risk/concern	Action Taken
Atorvastatin Tablets	<ul style="list-style-type: none"> <li>Excipients and Packaging</li> <li>Process</li> </ul>	<ul style="list-style-type: none"> <li>NA (Being an integral part)</li> <li>Process time reduction, Batch size increase: Reduced energy consumption per unit by optimizing production cycles, leading to lower CO2 emissions per batch</li> </ul>
Simvastatin Tablets	<ul style="list-style-type: none"> <li>Packaging, Excipients and Transport (Air)</li> <li>Process</li> </ul>	<ul style="list-style-type: none"> <li>NA (Being an integral part and unavoidable)</li> <li>Process Change: Improved efficiency of the unit operation, resulting in fewer emissions and a cleaner process /more efficient equipment reduces energy consumption and CO2 emission; Batch size increase: Reduced energy consumption per unit by optimizing production cycles, leading to lower CO2 emissions per batch</li> </ul>
Pravastatin Tablets	<ul style="list-style-type: none"> <li>Excipients and Transport (Air)</li> <li>Process</li> </ul>	<ul style="list-style-type: none"> <li>NA (Being an integral part and unavoidable)</li> <li>Maximum capacity utilization and yield improvement, Batch Size Increase: Higher output per batch, reducing the overall energy and resource usage per unit of product</li> </ul>
Rosuvastatin Tablets	<ul style="list-style-type: none"> <li>Excipients and Packaging</li> <li>Process</li> </ul>	<ul style="list-style-type: none"> <li>NA (Being an integral part)</li> <li>Maximum capacity utilization and yield improvement, Batch Size Increase (Efficiency): Higher output per batch, reducing the overall energy and resource usage per unit of product</li> </ul>

#### Biocon Biologics

Name of Product	Description of the risk/concern	Action Taken
No		

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).

**Biocon Limited**

Indicate input material	Recycled or re-used input material to total material	
	FY 25	FY 24
Process Solvents	42.08%	47%

**Biocon Biologics**

Indicate input material	Recycled or re-used input material to total material	
	FY 25	FY 24
Acetonitrile	62% (Reused)	NA

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

**Biocon Limited**

	FY 25			FY 24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	21	21	-	77	77
E-waste	-	10	10	-	8	8
Hazardous waste	-	16,760	16,760	-	17,328	17,328
Other waste	-	11,759	11,759	-	11,432	11,432

**Biocon Biologics**

	FY 25			FY 24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	100% as per EPR	Nil	Nil	100% as per EPR	Nil
E-waste	Nil	100%	Nil	Nil	100%	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Tablets	In FY 2024–25, we collected 169 kg of medicine, which was incinerated with energy recovery. All operations were performed in compliance with local and EU regulations.

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

**Essential Indicators**

**1. a. Details of measures for the well-being of employees:**

**Biocon Limited**

Category	Total (A)	% of employees covered by									
		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	3,328	3,328	100%	3,328	100%	NA	NA	3,328	100%	3,328	100%
Female	876	876	100%	876	100%	876	100%	NA	NA	876	100%
Total	4,204	4,204	100%	4,204	100%	876	21%	3,328	79%	4,204	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

\*The data is including overseas as well as Indian sites.

**Biocon Biologics**

Category	Total (A)	% of employees covered by									
		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	3,345	3,328	99%	3,286	98%	NA	NA	3,345	100%	3,345	100%
Female	1,592	1,583	99%	1,570	99%	1,592	100%	NA	NA	1,592	100%
Total	4,937	4,911	99%	4,856	98%	1,592	32%	3,345	68%	4,937	100%
Other than Permanent employees**											
Male	130	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	83	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	213	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

\*The data includes India and Malaysia sites.

\*\*Note: The data disclosed here includes contract workers engaged by the Company through third-party agencies

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

**Biocon Limited**

Category	Total (A)	% of workers covered by									
		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 workers									
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
		Other than Permanent workers**									
Male	933	933	100%	933	100%	0	0%	0	0%	933	100%
Female	199	199	100%	199	100%	199	100%	0	0%	199	100%
Total	1,132	1,132	100%	1,132	100%	199	100%	0	0%	1,132	100%

\*\*Note: The data disclosed here includes contract workers engaged by the Company through third-party agencies

Biocon Biologics

Category	Total (A)	% of workers covered by									
		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 workers									
Male	682	682	100%	682	100%	NA	NA	682	100%	682	100%
Female	205	205	100%	205	100%	205	100%	NA	NA	205	100%
Total	887	887	100%	887	100%	205	23%	682	77%	887	100%
		Other than Permanent workers									
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format.

Biocon Limited

Particulars	FY 25	FY 24
Cost incurred on well-being measures as a % of total revenue of the company	24%	18%

Biocon Biologics

Particulars	FY 25	FY 24
Cost incurred on well-being measures as a % of total revenue of the company	16%	14%

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year

Biocon Limited

Benefits	FY 25			FY 24		
	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	100%	100%	N.A.	100%	0	N.A.
Gratuity	100%	100%	N.A.	100%	0	N.A.
ESI (India)	N.A.	100% (for applicable employees (whose monthly gross salary is less than 21,000 per month)	N.A.	100% (for applicable employees (whose monthly gross salary is less than 21,000 per month)	0	N.A.
Others	-	-	-	-	-	-

Biocon Biologics

Benefits	FY 25			FY 24		
	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	100%	0%	Yes	100%	0%	N.A.
Gratuity	100%	0%	Yes	100%	0%	N.A.
ESI (India)	100%	0%	NA	100% for applicable employees (whose monthly gross salary is less than 21,000 per month)	0%	N.A.
EPF (Malaysia)	97%	15%	Yes	94%	0%	N.A.
SOCISO (Malaysia)	100%	100%	Yes	93%	0%	N.A.

Benefits	FY 25			FY 24		
	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.)
EIS (Malaysia)	96.96%	15%	Yes	93.26%	0%	N.A.
HRDF (Malaysia)	96.96%	15%	Yes	93.34%	0%	N.A.

**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's Code of Conduct ensures equal opportunity for all employees. It is available at <https://www.biocon.com/%20investor-relations/corporate-governance/governance-documents-policies/>.

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

Biocon Limited

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	82%	NA	NA
Female	71%	89%	NA	NA
Total	93%	83%	NA	NA

Workers data is not applicable as there are no permanent workers in the company.

Biocon Biologics

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	NA	Currently Not Tracking the Data	
Female	72%	74%		
Total	89%	74%	-	NA

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable for permanent workers as company doesn't have permanent workers
Other than Permanent Workers	Yes, The Whistle blower policy* covers employees, contractor workers and interns.
Permanent Employees	Yes, the Company has a mechanism to receive and redress grievances. Biocon's Integrity Committee (IC) looks into the incidents and submits the record to the Audit Committee (AC) which oversees the reporting and investigation of incidents regarding unethical practices, facilitating both the Board and employees to voice their grievances. The Whistle Blower & Integrity Policy allows individuals to report unethical practices anonymously without fear of retaliation. The IC is responsible for evaluating whistleblower concerns and implementing appropriate corrective measures. Quarterly, a summary of significant investigations is presented to the Audit Committee. Additionally, the company operates an online grievance redressal system managed by HRBP(Human Resource Business Partners) where employees can lodge complaints/grievances regarding operational challenges or any relevant concerns. These complaints are reviewed by the HR team, and necessary actions are taken to address them. Similarly, a PoSH committee is in place to handle incidents of workplace sexual harassment.
Other than Permanent Employees	Yes, the whistleblower policy* covers contractor workers and interns as well

\*Note: <https://www.biocon.com/whistle-blower-integrity-policy/>

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

Category	FY 25			FY 24		
	Total employ-ees / workers in respective category (A)	No. of employ-ees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employ-ees / workers in respective category (C)	No. of employ-ees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	The Company is not associated with any associations or Unions.			The Company is not associated with any associations or Unions.		
Male						
Female						
<b>Total Permanent Worker</b>	-			-		
Male						
Female						

Biocon Biologics

Category	FY 25			FY 24		
	Total employ-ees / workers in respective category (A)	No. of employ-ees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employ-ees / workers in respective category (C)	No. of employ-ees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	The Company is not associated with any associations or Unions.			The Company is not associated with any associations or Unions.		
Male						
Female						
<b>Total Permanent Worker</b>	-			-		
Male						
Female						

8. Details of training given to employees and workers:

Biocon Limited

Category	FY 25					FY 24				
	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	3,328	1,181	35%	3,328	100%	3,572	797	22%	3,572	100%
Female	876	295	34%	876	100%	766	176	23%	766	100%
Total	4,204	1,476	35%	4,204	100%	4,338	973	22%	4,338	100%
Workers										
Male	933	910	97%	NA	NA	1,059**	934**	88%	NA*	NA*
Female	199	78	39%	NA	NA	224**	107**	48%	NA*	NA*
Total	1,132	988	87%	NA	NA	1,283**	1,041**	81%	NA*	NA*

\*Contract workers are not covered under skill upgradation training.

\*\*The Company has started tracking health and safety specific training data for contract workers and to enhance the consistency in reporting, FY 24 data is restated.

Note: From FY 25 the company has started considering mandatory training for reporting of this question and percentage has been taken on the basis of coverage



## Biocon Biologics

Category	FY25					FY24				
	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	3,345	3,345	100%	635	19%	3,899	3,004	77%	1,105	28%
Female	1,592	1,592	100%	299	19%	1,510	1,167	77%	282	19%
Total	4,937	4,937	100%	934	19%	5,409	4,171	77%	1,387	26%
Workers										
Male	682	682	100%	0	0%	0	0	0%	0	0%
Female	205	205	100%	0	0%	0	0	0%	0	0%
Total	887	887	100%	0	0%	0	0	0%	0	0%

\*Other than permanent employees are not covered under the skill upgradation and Health & Safety

Note: From FY 25 the company has started considering mandatory training for reporting of this question and percentage has been taken on the basis of coverage

### 9. Details of performance and career development reviews of employees and worker:

#### Biocon Limited

Category	FY 25			FY 24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	3,328	3,328	100%	3,572	2,988	84%
Female	876	876	100%	766	514	67%
<b>Total</b>	<b>4,204</b>	<b>4,204</b>	<b>100%</b>	<b>4,338</b>	<b>3,502</b>	<b>81%</b>
<b>Workers</b>						
Male	Not Applicable					
Female						
<b>Total</b>						

#### Biocon Biologics

Category	FY 25			FY 24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	3,345	2,978	89%	3,901	3,023	77%
Female	1,592	1,443	91%	1,566	944	60%
<b>Total</b>	<b>4,937</b>	<b>4,421</b>	<b>90%</b>	<b>5,467</b>	<b>3,967</b>	<b>73%</b>
<b>Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

\*Other than permanent employees are not covered under the performance and career development review

**10. Health and safety management system:****a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?**

Yes. The occupational health & safety management system ensures comprehensive coverage, including both permanent employees and contract workers. All of our sites, except site 6, are ISO 45001 certified. The health and safety framework extends to all members of the Biocon Group, including the joint ventures, suppliers, contractors, and other stakeholders, such as NGOs.

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

At Biocon, the process of identifying and assessing work-related hazards is a structured and continuous effort, encompassing both routine and non-routine operations. The overall risk management framework is typically divided into four key stages:

**1. Risk Identification & Assessment**

Biocon proactively identifies risks related to occupational health, operations, and environment, including both routine and non-routine activities (e.g., shutdowns, maintenance). Tools such as Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) are deployed to detect potential hazards at both process and task levels.

**2. Risk Prioritization**

Risks are prioritized using a standardized risk matrix based on severity and likelihood. The Management of Change (MOC) framework ensures risks from changes in equipment, processes, or materials are systematically reviewed and addressed.

**3. Risk Mitigation**

Biocon implements structured mitigation measures including engineering controls, PPE protocols, administrative safeguards, and procedure revisions. For high-risk and non-routine operations, Pre-Startup Safety Reviews (PSSR) are mandatory. Behaviour-Based Safety (BBS) programs promote a safety-first culture and reduce incidents stemming from human error.

**4. Monitoring & Reporting**

Risk control effectiveness is tracked via internal/external safety audits, incident reporting systems, and dashboard-based monitoring. Insights are regularly reviewed by senior management to strengthen governance and enhance workplace safety outcomes.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, Biocon has well-established mechanisms that allow both employees and contract workers to promptly report work-related hazards and withdraw from unsafe situations without fear of retaliation. These include regular safety committee meetings, departmental Toolbox Talks, and structured engagement with line managers and worker representatives to address health and safety concerns through defined Corrective and Preventive Actions (CAPA).

To enhance transparency and responsiveness, Biocon (Bengaluru sites) has implemented **BiopathZero**, a digital safety platform that captures real-time data on near-miss incidents, unsafe acts/conditions, and Gemba walk observations. This system enables timely interventions and supports a prevention-focused, data-driven safety culture across all operations, including third-party contract workers.

**d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes. Biocon ensures holistic employee well-being through 24/7 Occupational Health Centres (OHCs) at its facilities, staffed by qualified medical professionals. These centres address both occupational and general health needs.

**11. Details of safety-related incidents, in the following format:****Biocon Limited**

Safety Incident/Number	Category	FY 25	FY 24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	6	14
	Workers	3	13
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

## Biocon Biologics

Safety Incident/Number	Category	FY 25	FY 24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.52	0.50
	Workers	0	—
Total recordable work-related injuries	Employees	18	38
	Workers	3	—
No. of fatalities	Employees	0	0
	Workers	0	—
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	—

### 12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Measures to Ensure a Safe and Healthy Workplace at Biocon Limited

- Health & Safety Policies: Comprehensive policies aligned with local and international safety standards.
- Risk Assessments & Audits: Regular risk assessments and safety audits to identify and mitigate workplace hazards.
- Employee Training: Continuous safety training on emergency procedures, PPE usage, and hazard prevention.
- Emergency Preparedness: Well-established emergency response plans, fire safety drills, and evacuation procedures.
- Workplace Ergonomics: Ergonomic workstations to minimize physical strain and enhance comfort.
- Health Monitoring: Regular health check-ups and occupational health assessments to address potential health concerns.
- Clean and Safe Environment: Maintaining proper ventilation, hygiene, and safe waste management practices.
- Mental Health Support: Counselling services and programs focused on reducing stress and promoting well-being.
- Fires safety systems like Aerial ladder, Emergency response vehicle, advance life support ambulances, 24x7 Occupational Health Centre.

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

#### Biocon Limited

	FY 25			FY 24		
	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	-

#### Biocon Biologics

	FY 25			FY 24		
	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	NA	—	0	NA	—
Health & Safety	0	NA	—	0	NA	—

### 14. Assessments for the year:

#### Biocon Limited

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

**Biocon Biologics**

Particulars	% 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.**

There were no significant safety-related incidents requiring extensive corrective measures during the reporting period. However, potential work-related risks identified through routine safety inspections are systematically addressed through structured safety management practices. The company adopts a comprehensive suite of safety systems to proactively identify, assess, and control occupational health and safety risks include:

Hazard Identification and Risk Assessment (HIRA): for systematic recognition and prioritization of workplace hazards.

- Job Safety Analysis (JSA): to evaluate job-specific risks and implement control measures before task execution.

Behaviour-Based Safety (BBS): to reinforce a culture of safe behaviors through observation, engagement, and feedback.

Pre-Startup Safety Review (PSSR): to verify that all safety protocols and controls are in place and functioning effectively before commissioning new or modified equipment and processes.

Safety Management System (SMS): to provide an integrated framework encompassing safety policies, procedures, performance monitoring, and continuous improvement.

These systems enable to identify opportunities to prevent incidents, reduce occupational illnesses, and mitigate workplace hazards. Employee competency is regularly assessed to ensure all personnel receive appropriate training in HIRA, JSA, SOPs, and other safety procedures relevant to their roles. For risks evaluated as unacceptable, specific remedial measures are defined and implemented. These include corrective action plans and engineering, or administrative controls designed to enhance workplace safety and maintain regulatory compliance.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

**(A) Employees (Y/N) :** Yes, the Company provides Group Term Life Insurance and other applicable benefits to its employees.

**(B) Workers(Y/N) :** Yes, all contract workers are covered either under ESI or through insurance. ESI ensures medical, disability, and death benefits, while others are protected under Group Medical Cover (GMC) and Group Personal Accident (GPA) insurance.

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

Biocon ensures all applicable statutory deductions related to its value chain transactions are duly made and deposited in line with regulatory requirements, with regular audit oversight. The Company collects necessary proofs from contractors for payments such as PF and ESIC for contractual workers. Clear expectations are set with value chain partners to comply with labour laws, human rights, and other relevant regulations.

**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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

**Biocon Limited**

Particulars	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	
	FY 25	FY 24	FY 25	FY 24
Employees	0	0	NA	NA
Workers	0	0	NA	NA

**Biocon Biologics**

Particulars	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	
	FY 25	FY 24	FY 25	FY 24
Employees	0	0	NA	NA
Workers	0	0	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

**Biocon Limited**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

**Biocon Biologics**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

6. 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: Business 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.

Biocon follows a structured process to identify stakeholders based on their influence on business operations and the extent to which they are impacted. Key groups include employees, investors, shareholders, customers, suppliers, regulatory authorities, local communities, NGOs, academic and research institutions, civil society bodies, and local government officials. Stakeholders are mapped by relevance and expectations to ensure targeted, meaningful engagement that fosters trust, transparency, and mutual value creation.

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
Academia	No	Direct Digital Communication: E-mail, SMS, WhatsApp Social Media Platforms: LinkedIn, Instagram, Facebook, YouTube Owned Media: Biocon Group websites, Biocon Academy website Print & Public Relations: Brochures, press releases, media statements Collaborative Platforms: Industry-academia meetings, events, and forums	Engage regularly based on six courses being offered as per annual training calendar and driven by events	Transfer of Industry skills and knowledge through full-time training courses for students and faculty; Interacting with Industry to place trained students; Interacting with Universities & Colleges to help them
NGOs	No	On-site project involvement, regular progress reporting, participation in CSR initiatives and team engagement, review meetings, and visits to NGO offices and facilities.	Monthly, Quarterly, Yearly and on need basis	Understand gaps and challenges, linkages with local government stakeholders Understand community uptake of new initiatives, provide support and create shared value Ensure timely reporting



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
Local Government officials Civil Society Institutions Residents Welfare Associations Academic and Research institutions	While not every stakeholder group is deemed vulnerable (for instance resident welfare associations) the company focuses its efforts on supporting the lower socio-economic strata within the local community	Dissemination forums, Community Meetings	Annual and need based meetings	Engagement Focus Areas: Raising awareness on health and access to local health services Workshops on preventive healthcare and environmental hygiene Updates on environment stewardship and sustainable ecosystem practices Dialogue on civic and environmental challenges Capacity building in health, education, and sustainability
Local community	Yes, based on predefined criteria such as income, gender, etc	Baseline house to house visits and screenings Awareness campaigns, Employee-led volunteering activities in the communities	Regular and on continuous basis	Engaging the community through awareness drives tied to global observance days like World No Tobacco Day and World Hypertension Day, turning dates into catalysts for change Driving inclusive growth through initiatives in employment, education, and healthcare—empowering the community to thrive sustainably
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
Customers	Yes, based on predefined criteria such as income, rural communities, gender, and patients lacking access to essential medicines.	Customer feedback forms, emails, telephone support/ calls, webinars	Regular/ ongoing engagement, and Ad-hoc, in response to customer inquiries, complaints or feedback.	Meeting customer needs and resolving grievances to ensure customer satisfaction Engagement aims to build trust, ensure compliance, educate customers, and gather feedback. Stakeholders include patients, healthcare professionals, distributors, and regulators, focusing on product quality, affordability, and supply chain.
Suppliers	No	Audits, meetings, emails, initial screening, follow ups on services	Regular and on continuous basis	Ensuring business ethics and alignment with organizational values Ensure quality of material is met Integration of ESG aspects into supplier operations
Employees	No	Town Halls, emails, posters, employee engagement surveys, grievance mechanisms, training activities, and appraisals.	Regular and on 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

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
Investors and shareholders		In-person and virtual meetings (one-on-one and group) Earnings calls Investor presentations Shareholder meets Press releases and website updates Stock exchange communications Communication of financial results via disclosures, emails, media, and news Publishing Annual and Sustainability Reports Annual General Meeting (AGM)	Quarterly/ Annually, Event based and need based	To discuss the Company's business and financial performance, strategic outlook, and details of announced events, while addressing any concerns or issues, if any. These interactions also help ensure transparency and accountability in stakeholder communication.

#### Leadership Indicators

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

Biocon ensures regular stakeholder engagement and transparent communication across all levels. Key insights from stakeholder interactions led by operational and functional heads are shared with the Board and its committees through structured quarterly updates and monthly business review meetings with the Chairperson. Our engagement channels include investor and potential investor meetings, employee townhalls, CSR-driven community outreach, ongoing client interactions and annual satisfaction surveys, along with regular dialogue with local authorities on environment, health, and safety matters.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Biocon Limited actively uses stakeholder consultations to identify and manage key environmental and social topics. Inputs are collected through various engagement channels such as community meetings, employee surveys, NGO collaborations, regulatory interactions and materiality assessments

These consultations directly influence Biocon's sustainability policies and help align its activities with stakeholder expectations and on-ground needs.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Biocon is committed to addressing the needs of vulnerable groups, particularly those from lower socio-economic backgrounds, through continuous community engagement and inclusive development programs. Regular baseline surveys, household visits, and NGO partnerships guide the design of need-based interventions.

**Key initiatives include:**

Healthcare Access: Awareness drives on days like World Hypertension Day and World No Tobacco Day promote preventive healthcare in underserved areas.

Education & Skilling: Biocon Foundation runs training and scholarship programs to improve employability among disadvantaged youth. Community Well-being: Programs on sanitation, hygiene, and clean water access are conducted to enhance living conditions.

Inclusive Employment: Vocational training and job opportunities are extended to marginalized groups, with a focus on women and youth.

These efforts are continuously shaped through community-level feedback, ensuring relevance, sustainability, and impact.

**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:****Biocon Limited**

Category	FY 25			FY 24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent*	4,099	4,099	100%	4,295	4,295	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>4,099</b>	<b>4,099</b>	<b>100%</b>	<b>4,295</b>	<b>4,295</b>	<b>100%</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent**	1,132	1,132	100%	1,243	1,243	100%
<b>Total Workers</b>	<b>1,132</b>	<b>1,132</b>	<b>100%</b>	<b>1,243</b>	<b>1,243</b>	<b>100%</b>

\*Permanent employees: Applicable only to India Location and coverage is 100% of India employees.

\*\* The data disclosed here includes contract workers engaged by the Company through third-party agencies

**Biocon Biologics**

Category	FY 25			FY 24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	4,937	4,937	100%	5,467	5,467	100%
Other than permanent	213	213	100%	951	951	100%
<b>Total Employees</b>	<b>5,150</b>	<b>5,150</b>	<b>100%</b>	<b>6,418</b>	<b>6,418</b>	<b>100%</b>
<b>Workers</b>						
Permanent	887	887	100%	908	908	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total Workers</b>	<b>887</b>	<b>887</b>	<b>100%</b>	<b>908</b>	<b>908</b>	<b>100%</b>

**2. Details of minimum wages paid to employees and workers, in the following format\*:****Biocon Limited**

Category	FY 25					FY 24				
	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*	4,099	1,758	43%	2,341	57%	4,288	1,987	46%	2,301	54%
Male	3,255	1,213	37%	2,042	63%	3,538	1,516	43%	2,022	57%
Female	844	545	65%	299	35%	750	471	63%	279	37%
Other than Permanent**	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent**	1,132	1,075	95%	58	5%	1,261	834	66%	427	34%
Male	933	894	96%	40	4%	1,047	697	67%	350	33%
Female	199	181	91%	18	9%	214	137	64%	77	36%

\*Data applicable for India location only, excludes Biocon Foundation and Biocon Academy.

\*\* The data disclosed here includes contract workers engaged by the company through third party agencies.



**Biocon Biologics**

Category	FY 25					FY 24				
	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	3,558	695	20%	2,863	80%	4,199	1,412	34%	2,787	66%
Male	2,576	434	17%	2,142	83%	3,156	890	28%	2,266	72%
Female	982	261	27%	721	73%	1,043	522	50%	521	50%
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent	887	880	99%	8	0.90%	908	111	12%	797	88%
Male	682	675	99%	7	1.02%	700	99	14%	601	86%
Female	205	205	100%	1	0.48%	208	12	6%	196	94%
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

**3. Details of remuneration/ salary/ wages, in the following format:**
**a. Median remuneration/wages:**
**Biocon Limited**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ million)	Number	Median remuneration/ salary/ wages of respective category (₹ million)
Board of Directors (BoD)*	5	6.80	2	6.72
Key Managerial Personnel (KMP)**	3	11.18	1	42.28
Employees other than BoD and KMP***	3,252	0.80	843	0.46
Workers	NA****			

\*Kiran Mazumdar-Shaw, Executive Chairperson and Siddharth Mittal, Managing Director & CEO, have been considered under the head "Key Managerial Personnel". Hence, not counted in the Board of Directors category.

\*\*Mukesh Kamath was appointed as the Interim Chief Financial Officer and Key Managerial Personnel of the Company with effect from June 11, 2024.

\*\*\*Employees other than BoD and KMP comprises of Indian employees only.

\*\*\*\*Workers Data is Not Applicable as there are no permanent workers in the company

**Biocon Biologics**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ million)	Number	Median remuneration/ salary/ wages of respective category (₹ million)
Board of Directors (BoD)	7	7.40	2	27.25
Key Managerial Personnel (KMP)	2	24.87	0	0
Employees other than BoD and KMP**	3,252	1.14	1,521	0.96
Workers	682	0.02	205	0.02

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**
**Biocon Limited**

Particulars	FY 25	FY 24
Gross wages paid to females as % of total wages	16%	14.70%

**Biocon Biologics**

Particulars	FY 25	FY 24
Gross wages paid to females as % of total wages	19.72%	19.04%

**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 has established a robust governance framework to uphold and protect human rights across its operations. The **Integrity Committee (IC)** and **Audit Committee (AC)** serve as designated bodies to receive, investigate, and act upon grievances related to human rights and ethical concerns. Employees may also raise operational or behavioural concerns through the company's **online grievance redressal system**, which is actively monitored and resolved by the **HR Business Partner (HRBP) network**.

Additionally, Biocon has constituted an internal **POSH Committee** in accordance with the Prevention of Sexual Harassment Act. This committee addresses complaints related to workplace sexual harassment. **Dedicated awareness sessions are regularly conducted** for both employees and contract workforce. These sessions are often facilitated by IC members directly on the shop floor, ensuring broad coverage and real-time engagement.

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

Biocon enforces a **zero-tolerance policy** towards child labour, forced labour, workplace discrimination, and any form of human rights violation. This commitment is driven by a comprehensive set of policies aligned with the **UN Global Compact Principles** and reinforced through mandatory employee training and accountability mechanisms.

Each group company—**Biocon Limited, Biocon Biologics, and Syngene**—has a dedicated **Human Rights Policy**, applicable to all categories of personnel, including contractual staff. These policies address areas such as labour rights, workplace diversity, occupational safety, and equitable treatment.

Our ethical foundation is anchored in the **Code of Conduct**, which is supported by critical governance policies including: **Business Partner and Supplier Code of Conduct, Grievance Redressal Policy, Whistleblower Policy, and Human Rights Policy**. Periodic **internal audits** are conducted to assess compliance with these policies and relevant legislation. These audits cover areas such as child labour, forced labour, fair wages, discrimination, and working conditions—ensuring that Biocon remains compliant, accountable, and ethical across the board.

Our Human Rights Policy and associated governance documents are publicly accessible here: <https://www.biocon.com/investor-relations/corporate-governance/governance-documents/policies/>

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

**Biocon Limited**

Particulars	FY 25			FY 24		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	8	0	-	4**	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	-

\*\*Note: POSH complaints are reported as per calendar year format to maintain consistency and uniformity across all reports and all the reporting years.

**Biocon Biologics**

Particulars	FY 25			FY 24		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	4	0	-	4	0	-
Discrimination at workplace	1	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. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

**Biocon Limited**

Particulars	FY 25	FY 24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	4**
Complaints on POSH as a % of female employees / workers	0.85%	0.48%
Complaints on POSH upheld	0	0

\*\*POSH complaints are reported as per calendar year format to maintain consistency and uniformity across all reports and all the reporting years.

**Biocon Biologics**

Particulars	FY 25	FY 24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	4
Complaints on POSH as a % of female employees / workers	0.25%	0.25%
Complaints on POSH upheld	0	0

**8. Mechanisms to prevent adverse consequences to the complaint in discrimination and harassment cases.**

Biocon is dedicated to fostering a workplace that is safe, inclusive, and free from harassment, bias, or victimization, irrespective of an individual's gender, race, religion, origin, sexual orientation, pregnancy status, disability, or economic background.

The Company upholds a Prevention of Sexual Harassment (PoSH) policy, ensuring a zero-tolerance approach to any form of harassment or discrimination. To implement this commitment, Biocon has set up an Internal Complaints Committee (ICC) to address and promote awareness of workplace sexual harassment issues.

Additionally, the Code of Conduct and Whistleblower Policy detail the establishment of committees responsible for handling cases related to discrimination. The Whistleblower Policy enables individuals to report unethical conduct anonymously, ensuring protection against retaliation.

The PoSH policy and the Whistleblower and Integrity policy can be found here: <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>

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

Yes

**10. Assessments for the year:**

**Biocon Limited**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company plans to undertake an assessment in the next financial year.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	

**Biocon Biologics**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others-please specify	-

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

Not Applicable

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

No business processes were modified or introduced in response to human rights grievances or complaints, as no concerns or risks were identified.

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

Biocon Limited's **Human Rights Policy** establishes clear expectations for all employees, contractors, and value chain partners to uphold principles of dignity, fairness, and non-discrimination.

The Company is committed to conducting ongoing **human rights due diligence** to identify, assess, and address potential adverse impacts on internal and external stakeholders. This process includes:

- a. Reviewing operational and supply chain activities for risks related to child labour, forced labour, discrimination, unsafe working conditions, and unfair labour practices
- b. Engaging with relevant functions and partners to monitor compliance and surface risks early
- c. Taking **preventive or corrective actions** where necessary, in alignment with our Code of Conduct and the UN Guiding Principles on Business and Human Rights.

This due diligence framework helps Biocon proactively mitigate human rights risks and uphold its commitment to responsible, ethical business practices.

**3. 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

**4. Details on assessment of value chain partners:**

**Biocon Limited**

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	6%
Forced/involuntary labour	6%
Sexual harassment	6%
Discrimination at workplace	6%
Wages	-
Others-please specify	-

\*<https://www.biocon.com/docs/Supplier-Code-of-Conduct-2022.pdf>

**Biocon Biologics**

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	80% across our Value Chain Partners
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others- Employee assistance programs	

**5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.**

Not applicable, as no significant risks/concerns observed across the parameters as stated in question 4 above.

**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:**

**Biocon Limited**

Parameter	Unit	FY 25	FY 24
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	320,023	338,270
Total fuel consumption (B)	GJ	318,162	233,255
Energy consumption through other sources (C)		-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>638,185</b>	<b>571,525</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	117,141	110,700
Total fuel consumption (E)	GJ	256,556	315,095
Energy consumption through other sources (F)	GJ	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>373,698</b>	<b>425,795</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>1,011,883</b>	<b>997,320</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Million ₹	40.72	42.80
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/Million ₹ adjusted to PPP	841.30	958.71
<b>Energy intensity in terms of physical output</b>	<b>GJ/kg</b>	<b>1.93</b>	<b>1.92</b>
Energy intensity (optional)- the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

**Biocon Biologics**

Parameter	Unit	FY 25	FY 24
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	260,678	274,889
Total fuel consumption (B)	GJ	130,189	226,271
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>390,867</b>	<b>501,160</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	341,168	323,676
Total fuel consumption (E)	GJ	324,431	189,497
Energy consumption through other sources (F)	GJ	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>665,599</b>	<b>513,173</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>GJ</b>	<b>1,056,466</b>	<b>1,014,322</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Million ₹	23.42*	32.79
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/Million ₹ adjusted to PPP	738.81	734.52
<b>Energy intensity in terms of physical output</b>		-	-
Energy intensity (optional)- the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited

\*To calculate the intensity, turnover of both India and Malaysia is considered to maintain the uniformity and consistency in data.

**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:

**Biocon Limited**

Parameter	FY 25	FY 24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	0	0
(ii) Ground Water	0	0
(iii) Third Party Water (Municipality + Tanker)	500,656	631,903
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater)	947	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>501,603</b>	<b>631,903</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>501,603</b>	<b>631,903</b>
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	20.19	27.12
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	417.04	607.44
Water intensity in terms of physical output	0.95	1.22
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

**Biocon Biologics**

Parameter	FY 25	FY 24
<b>Water withdrawal by source (kilolitres)</b>		
(i) Surface Water	0	0
(ii) Ground Water	0	0
(iii) Third Party Water	1,077,765	1,035,243
(iv) Seawater / desalinated water	0	0
(v) Others - Tanker	55,569	55,320
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,133,334</b>	<b>1,090,563</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,191,148</b>	<b>1,151,273</b>
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	26.41*	37.22
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	545.58	833.69
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

\*To calculate the intensity, turnover of both India and Malaysia is considered to maintain the uniformity and consistency in data.

4. Provide the following details related to water discharged:

**Biocon Limited**

Parameter	FY 25	FY 24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>	-	-
i)To surface water	-	-
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
ii)To Groundwater	-	-
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
iii)To Seawater	-	-
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
iv)Sent to third-parties	-	-
-No treatment	20,968	28,600
-With treatment-please specify level of treatment	-	-
v)Others	-	-
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
Total water discharge (in kilolitres)	20,968	28,600

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

**Biocon Biologics**

Parameter	FY 25	FY 24
<b>Water discharge by destination and level of treatment (in Kilolitres)</b>	-	-
i)To surface water	0	0
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
ii)To Groundwater	0	0
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
iii)To Seawater	0	0
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
iv)Sent to third parties	0	0
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
v)Others	134,637	111,685
-No treatment	-	-
-With treatment- Tertiary Treatment (Final Filtration Module)	-	-
Total water discharge (in Kilolitres)	134,637	111,685

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

5. 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 designed for complete water recycling. This system integrates Multiple Effect Evaporation (MEE) and a Vertical Thin Film Dryer (VTDF) for efficient wastewater treatment. Water is first processed through a biological treatment system, followed by a three-stage reverse osmosis system. The fully treated water is then repurposed for non-process applications, ensuring 100% utilization.

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

Biocon Limited

Parameter	Please specify unit	FY 25	FY 24
NOx	MT	29.16	50.47*
Sox	MT	22.99	33.46*
Particulate matter (PM)	MT	12.53	15.59*
Persistent organic compounds (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

\*Values of FY24 have been restated to streamline the calculation approach with FY25 by considering the stack monitoring reports (excluding the ambient air quality parameters)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

Biocon Biologics

Parameter	Please specify unit	FY 25	FY 24
NOx	Micro gram/Cubic meter	11.92	19.75
SOx	Micro gram/Cubic meter	4.81	10.40
Particulate matter (PM)	Micro gram/Cubic meter	33.27	41.50
Persistent organic compounds (POP)	Micro gram/Cubic meter	-	-
Volatile organic compounds (VOC)	Micro gram/Cubic meter	0.47	1.47
Hazardous air pollutants (HAP)	Micro gram/Cubic meter	-	-
Others-TPM	Micro gram/Cubic meter	18.10	20.73

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

Biocon Limited

Parameter	Unit	FY 25	FY 24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	23,898	23,273
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	23,656	25,307
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO <sub>2</sub> e/Million ₹	1.91	2.08
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCo <sub>2</sub> e/Million ₹ adjusted to PPP	39.53	46.70
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO <sub>2</sub> e/kg	0.09	0.09
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.



## Biocon Biologics

Parameter	Unit	FY 25	FY 24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,053	8,491
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	90,436	78,721
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCo2e/Million ₹	2.09*	2.82
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCo2e/Million ₹ adjusted to PPP	43.28	63.15
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

\*To calculate the intensity, turnover of both India and Malaysia is considered to maintain the uniformity and consistency in data.

### 8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details

Biocon Limited has undertaken a range of focused initiatives to reduce its greenhouse gas (GHG) emissions across various sites and operations. These efforts are aligned with our sustainability goals and contribute to mitigating climate change impacts.

Key GHG reduction projects implemented during the reporting period:

1. Biocon Limited transitioned to 99% renewable energy sourcing for its operations at Site-1 and Site-2 in Bangalore. This shift has resulted in zero Scope 2 emissions from electricity consumption at these facilities.
2. Optimization of Air Handling Unit (AHU) and Cold room operating hours at Site-6, based on actual manufacturing needs, led to energy savings of 3,05,136 kWh and an estimated reduction of approximately 221.83 tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e).
3. Steam optimization measures including AHU steam optimization, steam condensate recovery, boiler steam pressure optimization, and steam trap uptime improvement, were implemented at Site 6. These initiatives resulted in fuel savings of 234 tons of coal and a reduction of 561 tCO<sub>2</sub>e emissions.
4. The 70TR chilled brine plant at Site-3 was upgraded by replacing carbon steel oil coolers with efficient copper tube oil coolers. This resulted in a saving of 189,000 kWh and a reduction of 137 tCO<sub>2</sub>e.
5. A PLC-based HMI system was introduced for the 400TR water chilling plant at Site-3 to optimize operating hours and power usage. The project yielded 324,000 kWh in energy savings and 235 tCO<sub>2</sub>e in emission reductions.
6. Automatic temperature-based control systems were installed for cooling tower fans at Site-3, enabling optimized operations. This initiative saved 48,000 kWh of electricity and avoided approximately 35 tCO<sub>2</sub>e.
7. Compressed air lines were interconnected, replacing the operation of multiple air compressors at Site 3. This resulted in an energy saving of 36,000 kWh and a reduction of 26 tCO<sub>2</sub>e emissions.
8. Reverse osmosis (RO) systems were implemented to reduce the feed volume to Multiple Effect Evaporators (MEE), resulting in the conservation of 2,74,995 standard cubic meters (SCM) of fuel and 1,36,513 kWh resulting in a GHG reduction of 662 tCO<sub>2</sub>e.
9. A heat pump was installed for pre-heating boiler feedwater, replacing traditional fuel-based heating methods. This measure saved 1,93,646 SCM of gas and avoided 396 tCO<sub>2</sub>e in emissions.
10. Variable Frequency Drives (VFDs) were deployed for motors operating pumps, fans, and blowers across various facilities. This helped save 6,18,104 kWh and reduced GHG emissions by 449 tCO<sub>2</sub>e.
11. Energy-efficient Fiber Reinforced Plastic (FRP) fans were installed in cooling towers, resulting in 3,47,107 kWh of electricity savings and a GHG reduction of 252 tCO<sub>2</sub>e.
12. Energy Saver device for air conditioners and Electronically Commutated fans for R&D Lab AHUs were implemented at Site 1 and 2. These measures resulted in an energy saving of 204,257 kWh and a reduction of 150 tCO<sub>2</sub>e emissions.

13. Auto tube cleaning for chiller condensers, steam turbine for power generation, and pump efficiency improvements in effluent treatment were implemented at Site 2. These initiatives resulted in an energy saving of 3,27,796 kWh and a reduction of 238 tCO<sub>2</sub>e emissions.
14. A hydro-turbine was implemented at Site 1, utilizing the kinetic energy of return water to rotate the cooling tower fan, eliminating the need for a motor. This resulted in an energy saving of 52,392 kWh and a reduction of 38 tCO<sub>2</sub>e emissions
15. Biocon has also made significant progress in reducing Scope-1 emissions by replacing fossil fuels with biomass briquettes for steam generation:  
At Site-2, this transition avoided 84,85,300 SCM of fossil fuel use and reduced emissions by 17,356 tCO<sub>2</sub>e.  
At Site-3, 1,797 SCM Tons of fossil fuel was avoided, leading to a reduction of 2,399 4,313 tCO<sub>2</sub>e.  
  
These projects collectively demonstrate Biocon's ongoing commitment to environmental responsibility, energy efficiency, and carbon footprint reduction in alignment

**9. Provide details related to waste management by the entity, in the following format:**

**Biocon Limited**

Parameter	FY 25	FY 24
Total Waste generated (in metric tonnes)	4,053	23,273
Plastic waste (A)	21	77
E-waste (B)	10	8
Bio-medical waste (C)	16.35	20
Construction and demolition waste (D)	0	0
Battery waste (E)	1.24	2
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc)	16,742	17,307
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.)	11,759	11,432
Total (A+B + C + D + E + F + G + H)	28,550	28,846
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	1.15	1.24
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	23.74	27.73
Waste intensity in terms of physical output	0.05	0.05
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i) Recycled	13,919	12,719
ii) Re-used	0	0
iii) Other recovery operations	0	0
Total	13,919	12,719
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	122	231
ii) Landfilling	2,907	5,078
iii) Other disposal operations - Composting & Co-processing	11,495	5,225
Total	14,524	10,534

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

## Biocon Biologics

Parameter	FY 25	FY 24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	62	31
E-waste (B)	9	2
Bio Medical Waste (C)	98	78
Construction and demolition waste (D)	0	0
Battery waste (E)	0.74	0.09
Radioactive waste (F)	0	0
Other Hazardous Waste - (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	14,348	10,268
Other Non-hazardous waste generated (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.) (H)	1,301	1,054
Total (A+B + C + D + E + F + G + H)	15,820	11,433
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.35*	0.37
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	7.25	8.28
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i) Recycled	3,306	1,138
ii) Re-used	0	0
iii) Other recovery operations (Co Processing)	11,658	0
Total	14,964	1,138
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	849	711
ii) Landfilling	0	0
iii) Other disposal operations	0	9,584
Total	849	10,295

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

\*To calculate the intensity, turnover of both India and Malaysia is considered to maintain the uniformity and consistency in data.

### 10. 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.

#### Waste Management Practices:

- Segregation and Recycling: Strict segregation of hazardous and non-hazardous waste at source. Non-hazardous waste is recycled, and water is treated and reused through Zero Liquid Discharge (ZLD).
- Waste Minimization: Focus on reducing waste generation through process optimization and lean manufacturing.
- Safe Disposal: Hazardous waste, such as chemical residues, is treated and disposed of through authorized vendors, ensuring compliance with environmental regulations.
- Documentation and Audits: Waste management is tracked, documented, and audited regularly to ensure compliance with environmental standards.

#### Strategy for Reducing Hazardous Chemicals:

- Green Chemistry: Integration of green chemistry principles in R&D to minimize toxic chemical usage and develop safer alternatives.

- Chemical Substitution: Replacing hazardous chemicals with environmentally friendly alternatives.
- Process Optimization: Improving processes to reduce the use of hazardous chemicals and enhance efficiency.
- \*Composting of Organic Waste: Food and garden waste are disposed to authorised compost manufacturer to produce organic manure used in green spaces.
- ETP sludge and process residues, once incinerated or landfilled, are now co-processed, reducing emissions and supporting material reuse.
- Transitioned from incineration to recycling for disposable PPE (e.g., gloves, shoe covers, tissues).
- The deployment of Paddle Dryers for ETP sludge handling is a technically robust and environmentally responsible solution and significantly reduces sludge volume (by up to 80%) it aligns with Biocon's broader commitment to sustainable manufacturing, resource efficiency, and circular waste management.

#### Management of Hazardous Wastes:

- Safe Storage and Handling: Hazardous chemicals are stored and handled per safety protocols to prevent leaks or exposure.
- Proper Disposal: Certified contractors manage hazardous waste disposal through incineration or safe landfilling.
- Employee Training: Ongoing training ensures safe handling and proper waste disposal practices across all levels.

11. 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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of the Company operations/offices are not located in/around ecologically sensitive areas.			

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

Nil

13. 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. For each facility/ plant located in areas of water stress, provide the following information:

i) Name of the area

ii) Nature of operations

iii) Water withdrawal, consumption and discharge in the following format:

Biocon Limited

Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA

Parameter	FY 25	FY 24
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
ii) Into Groundwater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iii) Into Seawater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iv) Sent to third-parties	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
v) Others	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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Parameter	FY 25	FY 24
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
ii) Into Groundwater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iii) Into Seawater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iv) Sent to third parties	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
v) Others	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

**Biocon Limited**

Parameter	Unit	FY 25	FY 24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	74,014	77,342
<b>Total Scope 3 emissions per rupee of turnover</b>	MtCO <sub>2</sub> e/Million ₹	2.98	3.32
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

**Biocon Biologics**

Parameter	Unit	FY 25	FY 24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	209,805	171,390
<b>Total Scope 3 emissions per rupee of turnover</b>	MtCO <sub>2</sub> e/Million ₹	4.65*	2.85
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

\*To calculate the intensity, turnover of both India and Malaysia is considered to maintain the uniformity and consistency in data.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

**4. 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:**

**Biocon Limited**

S. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1	Renewable Energy (Site-1,2 & BPL)	99% renewable energy source for Biocon Limited operations of Bangalore	Zero emission
2	AHU and Cold Room Optimisation (Site-6)	Optimisation of AHU and cold room running hours based on manufacturing requirements	305,136 units saved (Emission reduction of 221.83 tonnes CO <sub>2</sub> e)
3	Fuel Savings	AHU steam optimization, steam condensate recovery, boiler steam pressure optimization, and steam trap uptime improvement	234 tons of coal saved (Emission reduction of 561 tonnes CO <sub>2</sub> e)
4	Performance Improvement of Chilled Brine Plant (Site-3)	Improved 70TR chilled brine plant performance by replacing CS tubes oil cooler with efficient copper tubes oil cooler (Aug-2024)	189,000 units saved (Emission reduction of 137 tonnes CO <sub>2</sub> e)
5	Optimisation of Chiller Running Hours (Site-3)	400TR water chilling plant (PLC-based HMI introduced) to reduce power consumption and running hours	324,000 units saved (Emission reduction of 235 tonnes CO <sub>2</sub> e)
6	Automatic Operation of Cooling Tower Fan (Site-3)	Auto Cut-IN and OFF instruments implemented for cooling tower fan operation	48,000 units saved (Emission reduction of 35 tonnes CO <sub>2</sub> e)
7	Energy Savings	Compressed air lines interconnection replacing multiple air compressors operation	36,000 units saved (Emission reduction of 26 tonnes CO <sub>2</sub> e)

S. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
8	Feed Reduction in Multiple Effect Evaporator	Feed reduction to Multiple Effect Evaporator with RO system	274,995 SCM saved (Emission reduction of 562 tonnes CO2e)
9	Fuel Saving for Water Heating	Heat pump for boiler feed water heating	7,391 MMBTU of Natural gas of Natural gas and 136,513 units (Emission reduction of 396 tonnes CO2e)
10	Energy Saving for Pumps	VFD installation for pumps, fans, and blowers	618,104 units saved (Emission reduction of 449 tonnes CO2e)
11	Energy Saving for Cooling Tower	FRP fan installation for cooling tower	347,107 units saved (Emission reduction of 252 tonnes CO2e)
12	Fresh Water Reduction	RO system for reject water	8,702 KL water saved
13	Green Belt Development	Social forestry, planting trees in lakes	9,700 saplings planted in 25.6 acres. Carbon sequestration potential after 2031: 11,350 tonnes CO2
14	Scope-1 Emission Reduction	- Biomass briquettes for steam generation (Site-2)	- 323,866 MMBTU of Natural gas usage avoided (17,356 tonnes CO2e)
		- Biomass briquettes for steam generation (Site-3)	- 2,085 Tons of Coal usage (5,300 tonnes CO2e)
15	Energy Saving	- Energy saver devices for air conditioners and electronically commutated fans for R&D lab AHUs	- 204,257 units saved (Emission reduction of 150 tonnes CO2e)
		- Auto tube cleaning for chiller condensers, steam turbine for power generation, pump efficiency improvements in effluent treatment	- 327,796 units saved (Emission reduction of 238 tonnes CO2e)
		- Hydro-turbine for cooling tower fan	- 52,392 units saved (Emission reduction of 38 tonnes CO2e)

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

The company has a comprehensive disaster management system that addresses both man-made and natural disasters, including bomb threats, floods, and earthquakes, with key mitigation measures in place.

Designated personnel like the Site Controller, Incident Controller, and Shift Engineer are responsible for implementing these measures systematically during such events. In the event of a bomb threat, the Site Controller will act in accordance with the On-Site Emergency Plan.

Additionally, the company's IT team has established a disaster recovery system to minimize disruptions during emergencies. This system ensures rapid restoration of critical IT infrastructure and business operations.

**6. 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.**

To ensure compliance, the terms and conditions & Code of conduct of our purchase and service orders require vendors to certify that they have read, understood, and will adhere to the Biocon Supplier Code of Conduct. Any adverse Impact on the environment by the supplier was not reported in FY 25 by suppliers.

At Biocon Biologics, we have also established a vendor evaluation portal to collect data on key sustainability parameters, including environmental factors. This helps us assess risks, identify gaps, and make informed business decisions.

We continuously monitor new and existing regulations, particularly those related to climate change, such as emission trading programs, energy efficiency standards, reporting obligations, and climate-related taxes. Businesses are kept informed of regulatory updates and potential risks to ensure compliance and proactive decision-making.

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

**Biocon Limited**

NA

**Biocon Biologics**

80% of our value chain partners were assessed for environmental impacts

**8. How many Green Credits have been generated or procured:**

a. By the listed entity

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

**Biocon Limited**

There were no green credits generated or procured during the current reporting period.

**Biocon Biologics**

There were no green credits generated or procured during the current reporting period.

**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.**

36

**b. List the top 10 trade and industry chambers/associations (determined based on the total members of such 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 Chamber of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Association of Biotechnology Led Enterprises (ABLE)	National
4	USIBC	Global
5	The Association for Accessible Medicines (AAM)	Global
6	Biosimilars Forum	Global
7	Medicines for Europe	Global
8	Biosimilars Canada	Global
9	Bulk Drug Manufacturers Association of India (BDMA)	National
10	Malaysian Organisation of Pharmaceutical Industries (MOPI)	Global

**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.**

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

**Leadership Indicators****1. Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Policy and regulatory harmonization with Central Drugs Standard Control Organization (CDSCO), Ministry of Health & Family Welfare (MOHFW), Department of Pharmaceuticals (DoP), Ministry of Commerce etc to support ease of doing business and patient access.	Representation made directly or through industry chambers/associations (as listed above)	Yes (WITH ASSOCIATIONS)	Quarterly	<a href="https://www.ficci.in">https://www.ficci.in</a> <a href="https://www.cii.in">https://www.cii.in</a> <a href="https://www.ableindia.in/">https://www.ableindia.in/</a> <a href="https://www.uschamber.com/">https://www.uschamber.com/</a> <a href="https://pharmexcil.com/">https://pharmexcil.com/</a> <a href="https://accessiblemeds.org/">https://accessiblemeds.org/</a> <a href="https://biosimilarsforum.org/">https://biosimilarsforum.org/</a> <a href="https://www.medicinesforeurope.com/">https://www.medicinesforeurope.com/</a> <a href="https://biosimilarscanada.ca/">https://biosimilarscanada.ca/</a> <a href="https://bdmai.org/">https://bdmai.org/</a> <a href="https://mopi.org.my/">https://mopi.org.my/</a>
2.	Advocacy and support for policies and regulatory framework that support R&D, biomanufacturing.	Representation made directly or through industry associations	Yes (WITH ASSOCIATIONS)	On need basis	



S No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
3.	Policy advocacy for equitable access to biopharma- USIBC, Ayushman Bharat Mission, National Associations SDG 3 (Good Health and Well-being).	Representation made through associations, e.g., <ul style="list-style-type: none"> <li>• Association for Accessible Medicines</li> <li>• Biosimilars Forum</li> <li>• Biosimilars Canada</li> <li>• Medicine for Europe</li> </ul> Contributions to multilateral dialogues and forums such as the WHO, SAARC, and G20 Health Tracks.	Yes (WITH ASSOCIATIONS)	On need basis	No
4.	Contributions to health data governance frameworks and digital health policies.	Representation via policy working groups, technical committees of industry chambers	No	On need basis	No
5.	Exports, trade and intellectual property matters during India's FTA negotiations.	Represented through trade and industry associations and interfaces with PHARMEXCIL (associations listed under the table: Membership in Industry Associations Refer Pg 79-80 of Databook)	Yes (WITH ASSOCIATIONS)	On need basis	No
6.	State-level collaboration to develop biotech manufacturing hubs in Karnataka, Telangana, and Andhra Pradesh.	Representation made through associations, e.g., Bangalore Chamber of Industry and Commerce (BCIC)	Yes (WITH ASSOCIATIONS)	On need basis	No
7.	Adoption of green biomanufacturing standards under India's National Biomanufacturing Policy.	Engagement through industry submissions to policy consultations and expert forums.	Yes (WITH ASSOCIATIONS)	On need basis	No
8.	Integration of biotechnology in climate mitigation strategies, including carbon capture and renewable bio-based materials.	Engagement with Invest India and BIRAC through multi-stakeholder forums.	Yes (WITH ASSOCIATIONS)	On need basis	No

Biocon Limited actively engages in public policy advocacy at the local, national, and international levels to create an enabling environment for pharmaceutical innovation, biomanufacturing, and global health resilience. The Company's public policy efforts are driven by its commitment to responsible business conduct and are closely aligned with its long-term ESG goals and sustainability strategy.

Biocon advances its policy positions through a combination of direct representations and active involvement in industry associations such as the FICCI, CII, USIBC, USIAC, ABLE, PHARMEXCIL the Association of Biotechnology Led Enterprises (ABLE), Invest India, and via direct engagement with allied government line ministries both nationally and internationally. Alignment between the company's values and association activities is ensured through regular participation in policy councils, periodic reviews, and a strong internal governance framework.

The Company maintains a strict no-political-contribution policy, with zero expenditure on political donations in the reporting year. Its total expenditure on lobbying and advocacy was less than USD 0.5 million, covering memberships, advisory services, and participation in policy consultations.

Governance of public policy activities is anchored in Biocon's transparency, ethical conduct, and risk management systems. These include annual disclosures, board-level oversight, and adherence to good governance and anti-bribery standards. Public policy engagement at Biocon is ultimately guided by the principle of advancing the public and industrial good and contributing to a robust, equitable, and sustainable healthcare ecosystem.

**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**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not applicable

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
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Not applicable

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

The company has implemented specific complaint-handling procedures tailored to its community initiatives. To ensure their effectiveness, the Biocon Foundation team conducts regular stakeholder surveys and evaluates program outcomes. Additionally, third-party impact assessments and periodic surveys help gauge stakeholder perceptions.

Grievance redressal mechanisms are designed to be accessible and responsive, allowing community members to raise concerns through various channels such as community meetings, feedback surveys, and suggestion or complaint boxes placed at program sites. All grievances are systematically reviewed and addressed in a timely and documented manner.

Transparent and effective communication with communities, beneficiaries, public officials, and partners is integral to this process, ensuring that all stakeholders remain informed and engaged throughout.

One of the primary concerns among life sciences students is the Academia's limited focus on practical skills. Biocon Academy actively addresses this challenge by training students with hands-on expertise, bridging the skill gap, and preparing them for successful careers in the industry.

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

Particulars	FY 25	FY 24
Directly sourced from MSMEs/ small producers	26%	26%
Directly from within India	53%	47%

**Biocon Biologics**

Particulars	FY 25	FY 24
Directly sourced from MSMEs/ small producers	26%	27%
Directly from within India	62%	52%

**5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost****Biocon Limited**

Location	FY 25	FY 24
Rural	NA	NA
Semi-urban	NA	NA
Urban	17.40%	18.8%
Metropolitan	82.60%	81.20%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

## Biocon Biologics

Location	FY 25	FY 24
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100%	100%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

## Leadership Indicators

### 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments:

Details of negative social impact identified	Corrective action taken
Not applicable	

### 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Not Applicable

S. No.	State	Aspirational District	Amount spent (In ₹)
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### 3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable group? (Yes/ No)

No, Biocon does not have a formal preferential procurement policy. However, the company follows a fair and transparent supplier selection process, guided by its Supplier Code of Conduct. It remains committed to responsible sourcing and encourages inclusion of local and diverse suppliers wherever feasible.

### b. From which marginalized /vulnerable groups do you procure?

Not applicable

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

Not applicable

### 4. 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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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Not applicable

### 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
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Not applicable

### 6. Details of beneficiaries of CSR Projects:

Biocon Limited

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.*	eLAJ Smart Clinics - support to strengthen the delivery of preventive and primary healthcare through 5 Primary Health Centers of the Government, 3 NGO-run centers in tribal areas and 3 clinics of Biocon Foundation across 6 districts in Karnataka	35,800	100%
2.*	Specialist Clinics - provision of services to address non-communicable diseases, and women, child, and geriatric health issues.	900	100%



S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3.*	Community Health Outreach - includes health checkups for school students, NCDs screening camps, health education sessions on breastfeeding, nutrition, breast & cervical cancers, adverse effects of tobacco on oral health, menstrual & personal hygiene, population enumeration, community risk profiling and so on. Some of these activities involve employees in the execution process.	20,700	100%
4.	Mass Transit System – financial contribution to the Bengaluru Metro Rail Corporation Limited (BMRL) towards construction of Biocon-Hebbagodi Metro Station in Hebbagodi, Bengaluru	N/A (Under construction)	N/A
5.	Water Stewardship – maintenance of revitalized Hebbagodi Lake	50,000	100%
6.	IISc PG Medical School & Hospital – funding the construction of 147-bedded Biocon-Syngene General Medicine block of the hospital. It will provide affordable access to high-quality care with specialists and state-of-art diagnostic capabilities. It is expected to be operational in the year 2025.	N/A (Under construction)	N/A
7.	Maintenance of landscape developed at Minsk Square, a site of historical importance	100,000+	100%
8.	Women's Initiative for Nurturing Growth & Self-Employment (WINGS) – vocation training of underprivileged women in professional beautician skills across two locations - Koppal and Gangavathi	200	100%
9.	WASH Initiative – a sanitation complex has been constructed at Government Women's Degree College in Sangareddy, Telangana	400	100%
10.	Disaster Relief – donation of flood relief materials for Wayanad, Kerala	500	100%

\*CSR projects carried out at the Group level

#### Biocon Biologics

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Mass Rapid Transit System	NA	NA
2	IISc PG Medical School & Hospital	NA	NA
3	Oral Cancer Surveillance Program	29,639	100%
4	Yarandahalli Lake Rejuvenation	50,000	100%
5	IBAB Chair	327	30%
6	Biocon Academy	154	NA

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

#### Essential indicator

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

The company actively receives and manages customer feedback and complaints through dedicated channels such as telephone, company websites, business partners, distributors, and external service providers with due diligence.

Our pharmacovigilance team monitors and reports all complaints via a specialized web portal, allowing stakeholders to directly submit grievances and feedback, the link to which can be found here: <https://pharmacovigilance.biocon.com/OnlineForm.aspx>.

The portal records details of product-related issues, adverse events, or side effects, including a comprehensive description, severity, possible causes, and final outcomes.

Additionally, patients and other stakeholders can report concerns by calling the toll-free number listed on our website.

Each report undergoes a thorough review to ensure an appropriate and timely action is taken.

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

**Biocon Limited**

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

**Biocon Biologics**

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

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

**Biocon Limited**

Particulars	FY 25		Remarks	FY 24		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

Note: Biocon operates primarily in the biopharmaceutical sector with a focus on research, manufacturing, and B2B partnerships. Its core operations are directed towards serving other businesses, rather than directly engaging with end consumers.

**Biocon Biologics**

Particulars	FY 25		Remarks	FY 24		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	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:

**Biocon Limited**

Particulars	Number	Reason for recall
Voluntary recalls	1	Dissolution test failure
Forced recalls	0	-

**Biocon Biologics**

Particulars	Number	Reason for recall
Voluntary recalls	0	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 to address risks related to data privacy and cybersecurity. This policy outlines the types of personal data collected, its sources, usage, and protection measures. It also provides guidance on users' rights regarding their personal information at <https://www.biocon.com/privacy-policy-biocon/>. The company's Information Security Management System (ISMS) and IT infrastructure have been externally audited and are ISO 27001:2013 certified. Additionally, third-party vulnerability assessments, including simulated cyberattacks, are conducted to enhance security. Biocon is committed to maintaining the confidentiality of personal information and upholding privacy rights as part of its Human Rights Policy, it can be accessed at <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>. To strengthen cybersecurity awareness, the company provides annual training to all employees, along with special sessions on key focus areas throughout the year. An easy-to-follow escalation matrix is in place, encouraging employees to report any suspicious activity promptly. Additionally, cybersecurity and information security are included as evaluation criteria in employee performance assessments

**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.

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches** - Nil
- Percentage of data breaches involving personally identifiable information of customers** - Not Applicable
- Impact, if any, of the data breaches** - Not Applicable

**Leadership Indicator**

**1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information about the Company's products is available on the website.

<https://www.biocon.com/products/>

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.**

The company actively collaborates with stakeholders to ensure transparent communication on the safe and responsible usage of its products. We ensure full adherence to applicable regulatory standards, with each product label and leaflet providing clear and detailed guidance to facilitate safe and responsible usage.

**3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.**

Biocon ensures prior notification to regulatory authorities before discontinuing any drug included in the National List of Essential Medicines. In alignment with global best practices, the company remains committed to patient access and regulatory compliance across all geographies it operates in.

For international markets, Biocon adheres to the respective national and regional regulatory requirements, ensuring transparency and collaboration with health authorities. The company proactively engages with global regulatory bodies to manage product life cycles responsibly and mitigate any risk of supply disruptions.

Upon request from authorities, Biocon continues production until formal approval for discontinuation is granted, thereby ensuring supply continuity, safeguarding patient well-being, and maintaining trust with regulators worldwide.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)**

Yes. Biocon provides product information beyond what is mandated by local laws, including detailed usage guidelines, safety instructions, and storage conditions to promote responsible and informed use.

**If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Biocon prioritizes customer complaints and feedback, categorizing them by urgency for timely resolution. It also conducts regular studies to assess customer satisfaction and drive continuous improvement in product quality and delivery, improving communication with healthcare professionals and patients, and strengthening its pharmacovigilance and customer service systems.

## ESG Data

# Environment, Social and Governance (ESG)

## Economic Performance:

### Economic Value Generated

Category	Unit	FY 23		FY 24		FY 25	
		BL#	BBL	BL#	BBL	BL#	BBL
Total Income (Revenue)	₹ Million	26,905	55,958	30,414	90,006	26,113	101,444

\* Includes Generics, Novel and Unallocable segment

### Financial assistance received from government

Category	Unit	FY 24		FY 25	
		BL#	BBL	BL#	BBL
Financial assistance received from government	₹ Million	250	275	250	258

### Economic Value Distributed and Retained

Category	Unit	FY 23		FY 24		FY 25	
		BL#	BBL	BL#	BBL	BL#	BBL
Total operating cost	₹ Million	18,237	36,889	16,987	55,242	17,524	54,744
Total employee-related expenses (salaries + benefits)	₹ Million	4,905	8,488	5,052	12,702	5,986	15,619
Payments to providers of capital*	₹ Million	600	228	1,804	0	600	0
Payment to government	₹ Million	569	832	180	1,733	263	2,046
Community investments	₹ Million	60	50^	100	120.30	110	137
Economic value distributed (EVD)	₹ Million	23,742	46,487	23,843	69,797.30	24,110	72,547
Economic value retained (EVR)	₹ Million	3,163	9,471	6,571	20,209	2,003	28,897

# Includes Generics, Novel and Unallocable segment, \*Includes only equity capital, ^Cash Spend

### Contributions & Other Spending

Category	Unit	FY 24		FY 25	
		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	13.13	51.30	11.27	82.90
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	5.70	22.80	4.20	23.20



### Spend on Associations/Memberships (Biocon Limited)

Associations	FY 25 Total (Million ₹)
Association of Biotechnology Led Enterprises	2.39
British Deputy High Commission, Bangalore	0.35
Centre for Cellular and Molecular Platforms	0.90
Confederation of Indian Industry	2.15
Global Data Uk Ltd	1.12
Institute of Chemical Technology	0.05
Karnataka Drugs and Pharmaceuticals Manufacturers Association	0.10
U.S India Business Council	4.20
<b>Grand Total</b>	<b>11.27</b>

### Spend on Associations/Memberships (Biocon Biologics)

Associations	FY 25 Total (Million ₹)
Confederation of Indian Industry	0.37
Association for Accessible Medicines	38.43
Bangalore Chamber of Industry and Commerce	0.03
The Associated Chambers	0.06
Biopolicy Innovations LLc	3.63
The Biosimilars Forum	23.25
Confederation Of Indian Industry	0.24
Association of Biotechnology Led Enterprises	2.32
Canadian Generic Pharmaceutical Association	2.91
Canadian Association	1.74
Medicines For Europe Aisbl	8.51
Canadian Association for Pharmacy	1.21
Conseil National de l'Ordre	0.24
<b>Total</b>	<b>82.95</b>

### R&D Investment

Category	Unit	FY 23		FY 24		FY 25	
		BL#	BBL	BL#	BBL	BL#	BBL
R&D spending	₹ Million	2,304	8,890	2,430	9,110	2,862	5,921
R&D spending as percentage of sales/ revenue	%	8	16	9	10	9	7
No. of R&D positions	No.	507	543	406	451	500+	380+

# Includes Generics, Novel and Unallocable segment

For FY23 - R&D spending and R&D spending as percentage of revenue for BL have been restated

## Corporate Governance

Board Type: ONE-TIER SYSTEM

	Average Tenure of the Board (years)	Board of Directors by age	Indian and Foreign Nationality
Biocon Limited	Average: • Independent Directors: 2.75 • Non-Independent Directors: 19.94 Tenure of Directors (Nos): • 0-5 years – 5 • 6-10 years – 2 • More than 10 years – 2	• Younger than 50: 2 • Between 50 & 60: 1 • Older than 60: 6	Indian: 6 Foreign: 3
Biocon Biologics	Average: • Independent Directors: 5.30 • Non-Independent Directors: 5.13 Tenure of Directors (Nos): • 0-5 years – 4 • 6-10 years – 5 • More than 10 years – 0	• Younger than 50: 1 • Between 50 & 60: 2 • Older than 60: 6	Indian: 4 Foreign: 5

### Board Effectiveness

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Average board meeting attendance	%	100	96	98.14	93.18	95.42	93.06
No. of non-executive/ independent directors with 4 or less other mandates	No.	7	8	2	9	5	7
No. of other mandates for non-executive/ independent directors restricted to	No.	7	0	7	0	7	0
Number of independent or non-executive members with industry experience (e.g., excludes executives)	No.	7	8	7	9	2	5

### Ethics: Incidents and Compliance Overview

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Fines or settlements related to anti-competitive practices	₹ Million	0	0	0	0	0	0
Confirmed cases of corruption & bribery	No.	0	0	3*	0	0	0
No. of incidents of discrimination -	No.	0	0	0	0	0	1
No. of Incidents of POSH	No.	8	1	4	4	5	4
No. of incidents of conflicts of interest	No.	0	2	0	0	0	0
No. of incidents of money laundering or insider trading	No.	0	0	0	0	2	2
No. of complaints related to child labor/ forced labor/involuntary labor	No.	0	0	0	0	0	0
Incidents of non-compliance concerning product and service information and labelling	No.	0	0	0	0	0	0
Upheld regulatory complaints concerning marketing and selling practices	No.	0	0	0	0	0	0

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Upheld self-regulatory complaints concerning marketing and selling practices	No.	0	0	0	0	0	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0	0	0	0
Total no. of information security breaches	No.	0	0	0	0	0	0
Total no. of clients, customers and employees affected by the breaches	No.	0	0	0	0	0	0

\* These cases relate to corruption at vendor level. There were zero cases of confirmed bribery and corruption at Biocon Limited.

Note: POSH complaints are reported as per calendar year format to maintain consistency and uniformity across all reports and all the reporting years.

### Snapshot of Group's Comprehensive Risk Culture

Company-Wide Risk Management Training	All employees are required to undergo annual refresher training on Company policies, including the Code of Conduct, statutory and regulatory compliance, and associated risks, ensuring alignment with the organization's risk management framework.
Incentivizing Risk Management Performance	The variable pay of the Executive Leadership Team and their respective teams is directly tied to risk management metrics and targets related to critical risks.
Strengthening Internal Controls	We have implemented a robust internal control system, comprising policies, guidelines, and procedures, to ensure efficient business conduct, safeguard assets, prevent fraud, maintain accurate records, and ensure reliable financial reporting.
Encouraging Proactive Risk Identification	Dedicated employees gather feedback on risk management practices across various functions. This feedback is analyzed to identify potential risks, which are then monitored by the Executive Leadership Team.
Continuous Improvement of Risk Management Processes	To enhance our risk management practices, regular meetings are held between the Risk Management Committee, the Executive Leadership Team, and employees. This facilitates the identification of gaps and the development of improvements, with any changes requiring Board approval.

## Environmental Performance

Note: For Biocon Limited, environmental performance data pertains only to operations in India.

### Fuel Energy Consumption

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Diesel	MWh	4	4	2.4	6.5	1,656	3.75
Coal	MWh	20,472	0	49,689	0	34,381	0
Natural gas	MWh	118,954	95,226	37,793	52,067	35,191	88,870
LPG	MWh	0	535	42*	564	38	1246
Biomass	MWh	11,868	35,756	64,793	62,853	88,378	36,164
<b>Total fuel</b>	<b>MWh</b>	<b>151,298</b>	<b>131,521</b>	<b>152,319</b>	<b>115,491</b>	<b>1,59,644</b>	<b>126,283</b>
Renewable power from fuel (biomass)*	%	8%	27%	43%	54%	55%	29%

\*Restated from FY24 to include Site 1 LPG consumption accounted for in both FY24 and FY25.

## Grid Electricity Consumption

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Grid power – Non Renewable	MWh	44,000	90,285	30,750	89,910	32,539	94,768
Grid Power - Renewable power*	MWh	68,000	70,367	93,964	76,358	88,895	69,004
<b>Total Power</b>	<b>MWh</b>	<b>112,000</b>	<b>160,652</b>	<b>124,714</b>	<b>166,268</b>	<b>1,21,435</b>	<b>163,773</b>
% Renewable power from Grid	MWh	61%	44%	75%	46%	73%	43.00%

\* Renewable power includes wind and solar power procured from Group captive / captive plants and Discom

## Total Energy Consumption

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BL	BL	BBL
Total Non-Renewable Energy	MWh	183,430	186,050	118,234	142,548	1,03,805	184,888
Total Renewable Energy	MWh	79,868	106,123	158,757	139,211	1,77,274	108,574
<b>Total Energy</b>	<b>MWh</b>	<b>263,298</b>	<b>292,173</b>	<b>276,991</b>	<b>281,759</b>	<b>2,81,079</b>	<b>293,463</b>
Total Renewable Energy	%	30%	36%	57%	49%	63%	37%

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

## GHG Emissions

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Scope 1: Direct emissions	tCO2	31,456	8,256	23,273	8,491	23,898	4,053
Scope 2: Indirect emissions	tCO2	31,809	87,936	25,307	78,721	23,656	90,436
Scope 3: Indirect emissions	tCO2	67,830	156,387	77,342	171,390	74,014	209,805
<b>Total GHG emissions</b>	<b>tCO2</b>	<b>131,095</b>	<b>96,192</b>	<b>125,922</b>	<b>87,212</b>	<b>121,568</b>	<b>304,294</b>
GHG emission intensity (Scope 1 & Scope 2)	tCO2 eq/ Revenue in Million ₹*	2.35	1.72	1.6	0.97	1.58	1.05
Biogenic emissions	tCO2	0	46,264	24,979	64,714	27,086	54,309

\*For BL Fugitive emissions is not considered under Scope 1 emissions. For BBL Fugitive emissions is considered under Scope 1 emissions

**Quantification Methodology:** Biocon's GHG emissions inventory has been developed in line with the 'GHG Protocol Corporate Accounting and Reporting Standard' and the 'Corporate Value Chain (Scope 3) Accounting and Reporting Standard' of the GHG Protocol Initiative, a collaboration between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Emission factors are drawn from the GHG Protocol Cross-Sector Calculation Tool and the UK Government GHG Conversion Factors for Company Reporting.

**Baseline:** FY 2019-20 has been selected as the base year for comparing and calculating GHG emission reductions. This period was chosen because the inventory boundary aligns with the current reporting scope and the dataset provides the most comprehensive coverage of emission sources to date.

### GHG Scope 3

Scope 3 Category	Unit	FY 25	FY 25
		BL	BBL
1. Purchased goods and services	tCO2e	38,562	138,217
2. Capital good	tCO2e	16,444	16,317
3. Fuel-and-energy-related activities (not included in Scope 1 or 2)	tCO2e	12,535	25,221
4. Upstream transportation and distribution	tCO2e	4,206	16,776
5. Waste generated in operations	tCO2e	1,675	2902
6. Business travel	tCO2e	566	1,143
7. Employee commuting	tCO2e	17	8368
8. Upstream leased assets	tCO2e	-	-
9. Downstream transportation and distribution	tCO2e	-	-
10. Processing of sold products	tCO2e	-	-
11. Use of sold products	tCO2e	9	-
12. End-of-life treatment of sold products	tCO2e	-	861
13. Downstream leased assets	tCO2e	-	-
14. Franchises	tCO2e	-	-
15. Investments	tCO2e	-	-
<b>Total</b>	<b>tCO2e</b>	<b>74,014</b>	<b>209,805</b>

### GHG Emission Reduction

Category	Unit	FY 24		FY 25	
		BL	BBL	BL	BL
GHG Savings (tCO2e)	tCO2e	17,570	1,196	68,029	50,165
Avoided GHG Emissions (tCO2e)	tCO2e	92,953	62,461	22,363	52,783

### Emissions of ozone-depleting substances (ODS)

Category	Unit	Biocon Total (BL+BBL) FY 23	Biocon Total (BL+BBL) FY 24	Biocon Total (BL+BBL) FY 25
HCFC-22 or R-22	Tons	0.06	0.015	0.081
Metric tons of CFC-11 equivalent	Tons	0.033	0.000825	0.004455

### Air Pollutant Management

Category	Unit	FY 24	FY 25
		BL	BL
Particulate Matter (PM)	Tons	15.59	12.53
Nitrogen Oxide (NOx)	Tons	50.47	29.16
Sulfur Oxide (SOx)	Tons	33.46	22.99

Note: BBL does not have any stack emissions from its operations. Air quality is managed in compliance with applicable Pollution Control Board regulatory norms.

\*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 Management

Category	Unit	FY 23	FY 24		FY 25	
		BL+BBL	BL	BBL	BL	BBL
Water Withdrawal						
Surface Water (river, pond, lake, etc.)	Million m3	0	0	0	0	0
Groundwater	Million m3	0	0	0	0	0
Third Party Water/ Municipality	Million m3	1.45	0.52	1.04	0.50	1.08
Rainwater - pit	Million m3	0	0	0	0	0
Other Sources - Tanker	Million m3	0.12	0.12	0.06	0	0.06
Total water Withdrawal	Million m3	1.57	0.63	1.10	0.5	1.13
Total Water Consumption	Million m3	1.57	0.69	1.15	0.5	1.19
Water Recycle						
Recycled / Reused water as a percent- age of total water withdrawal	%	78%*	78%*	70%*	78%	74%
Water Discharge						
Surface Water	Million m3	0	0	0	0	0
Groundwater	Million m3	0	0	0	0	0
Seawater	Million m3	0	0	0	0	0
Sent to third parties	Million m3	0.03	0.03	0	0.02	0
Other	Million m3	0.09	0	0.1	0	0.13
Total water discharged	Million m3	0.12	0.03	0.1	0.02	0.13

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

## Waste Management

## Waste Generated: Hazardous waste

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BL	BL	BBL
Plastic waste (A)	Tons	360	17	77	31	22	62
E-Waste (B)	Tons	24	2	8	2	10	9
Bio-medical waste (C)	Tons	54	240	20	78	16	99
Construction & Demolition waste (D)	Tons	0	0	0	0	0	0
Battery waste (E)	Tons	2.81	0.62	2	0.09	1.24	0.74
Radioactive waste (F)	Tons	0	0	0	0	0	0
Other hazardous waste generated (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	Tons	17,137	1,723	17,307	10,268	16,472	14,349
<b>Total Hazardous waste (A+B+C+D+E+F+G)</b>	<b>Tons</b>	<b>17,579</b>	<b>1,982</b>	<b>17,414</b>	<b>10,379</b>	<b>16,791</b>	<b>14,519</b>
<b>Total Non-hazardous waste (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.)</b>	<b>Tons</b>	<b>10,124</b>	<b>707</b>	<b>11,432</b>	<b>1,054</b>	<b>11,759</b>	<b>1,301</b>
<b>Total Waste Generated</b>	<b>Tons</b>	<b>27,703</b>	<b>2,689</b>	<b>28,846</b>	<b>11,433</b>	<b>28,550</b>	<b>15,820</b>

### Total Waste Disposal

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BL	BL	BBL
Total Hazardous waste disposed	Tons	17,578	1,982	17,414	10,379	16,831	14,512
Total Non-hazardous waste disposed	Tons	10,102	707	11,394	1,054	11,608	1,300

### Total Waste Disposal and Diversion by Origin

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BL	BL	BBL
Landfilling (A)	Tons	6,214	0	5,078	0	2,907	0
Incineration (B)	Tons	244	646	231	711	122	849
Coprocessing (C)	Tons	6,576	0	5,225	0	3,613	11,659
Composting (D)	Tons	1,952	0	5,594	0	7,882	0
Other disposal operations (E)	Tons	836	0	0	9,584	0	0
<b>Total (A+B+C+D+E)</b>	<b>Tons</b>	<b>15,823</b>	<b>646</b>	<b>16,127</b>	<b>10,296</b>	<b>14,524</b>	<b>12,508</b>
<b>Waste Diverted from Landfill</b>							
Recycled (A)	Tons	11,586	2,042	12,719	1,138	13,919	14,964
Reused (B)	Tons	0	0	0	0	0	0
Other recovery operations (C)	Tons	0	0	0	0	0	0
<b>Total (A+B+C)</b>	<b>Tons</b>	<b>11,586</b>	<b>2,042</b>	<b>12,719</b>	<b>1,138</b>	<b>13,919</b>	<b>14,964</b>

## Product Stewardship

### Materials (Biocon Limited)

Associations	FY 25
% of raw materials sourced from renewable sources	28%
% of packaging materials sourced from renewable sources	06%

### Life Cycle Assessment FY2024-25

		BL	BBL
Total products covered by the Life Cycle Assessment (LCA)	%	API: 10.5% GF: 11.9%	50%

## Social Performance

### Total Workforce

Employee Category		FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	69	96	81	121	79	104
	Female	11	15	14	23	14	25
	<30	0	0	0	0	0	0
	30-50	54	77	54	82	54	68
	>50	26	34	41	62	39	61
Middle management (L5-11)	Male	1,297	2,285	1,401	2,171	1,394	1,723
	Female	198	443	212	593	229	586
	<30	41	277	50	124	71	80
	30-50	1,385	2,409	1,484	2,476	1,476	2,035
	>50	69	42	79	164	76	194
Junior management (L1-L4)	Male	2,069	1,925	2,090	1,609	1,855	1,518
	Female	391	899	540	950	633	981
	<30	1,458	2,108	1,526	1,606	1,509	1,677
	30-50	989	711	1,087	934	942	804
	>50	13	5	17	19	37	18
Contractual employees	Male	1,063	674	1,029	706	933	130
	Female	208	214	214	245	199	83
	<30	449	512	394	475	349	127
	30-50	749	360	770	449	696	73
	>50	72	16	79	27	87	13

### Employee Hires

Employee Category		FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	14	21	13	45	10	9
	Female	0	2	5	14	1	4
	<30	0	0	0	0	0	0
	30-50	14	20	9	32	8	5
	>50	0	3	9	27	3	8
Middle management (L5-11)	Male	249	719	234	615	152	173
	Female	63	138	58	259	45	93
	<30	30	202	37	64	38	33
	30-50	281	651	250	684	156	203
	>50	1	4	5	126	3	30
Junior management (L1-L4)	Male	590	675	505	294	349	565
	Female	221	450	250	310	208	325
	<30	672	1,013	613	487	483	790
	30-50	139	112	140	102	68	99
	>50	0	0	2	15	6	1



## Hiring Trend

Category	Unit	FY 24		FY 25	
		BL	BBL	BL	BBL
Percentage of open positions filled by internal candidates (internal hires)	%	5%	11%	10%	22%*
Average hiring cost/FTE	₹	23,900	NA	26,143	NA

\*Including Job Rotations and Promotions

## Human Capital Return on Investment

Category	FY 25	
	BL	BBL
HC ROI	2.43	3.98

## Biocon Limited – Coverage of Workforce Data: Nationality of Workforce FY 25

Breakdown based on Nationality	Share in total workforce (as a % of total workforce)	Share in all management positions including junior, middle, and senior management (as a % of total management workforce)			
		Junior Management (L1 – L4)	Middle Management (L5 – L11)	Senior Management (L12 – L16)	Grand Total
American	1.07%	0.02%	0.14%	0.07%	0.23%
Brazilian	0.09%	0.00%	0.10%	0.00%	0.10%
British	0.14%	0.00%	0.00%	0.05%	0.05%
Emirian	0.07%	0.02%	0.00%	0.00%	0.02%
Indian	98.46%	59.12%	38.32%	2.09%	99.53%
Iraqi	0.09%	0.00%	0.02%	0.00%	0.02%
Nepalese	0.07%	0.02%	0.00%	0.00%	0.02%

## Biocon Biologics - Coverage of Workforce Data: Nationality of Workforce FY 25

Breakdown based on Nationality	Share in total workforce (as a % of total workforce)	Share in all management positions including junior, middle, and senior management (as a % of total management workforce)			
		Junior Management (L1 – L4)	Middle Management (L5 – L11)	Senior Management (L12 – L16)	Grand Total
American	3%	0.08%	2.09%	0.43%	2.59%
Belgian	0%	0.06%	0.10%	0.04%	0.20%
Brazilian	0%	0.02%	0.22%	0.02%	0.26%
British	0%	0.00%	0.12%	0.06%	0.18%
Canadian	1%	0.00%	0.53%	0.04%	0.57%
Chinese	0%	0.00%	0.02%	0.00%	0.02%
Croatian	0%	0.04%	0.06%	0.00%	0.10
Czech	0%	0.00%	0.14%	0.04%	0.18%
Egyptian	0%	0.00%	0.06%	0.00%	0.06%
Filipino	0%	0.02%	0.14%	0.00%	0.16%
Finnish	0%	0.04%	0.04%	0.00%	0.08%
French	1%	0.08%	0.55%	0.04%	0.67%
German	1%	0.02%	1.11%	0.00%	1.13%

Breakdown based on Nationality	Share in total workforce (as a % of total workforce)	Share in all management positions including junior, middle, and senior management (as a % of total management workforce)			
		Junior Management (L1 – L4)	Middle Management (L5 – L11)	Senior Management (L12 – L16)	Grand Total
Greek	0%	0.00%	0.20%	0.00%	0.20%
Indian	73%	35.24%	35.99%	1.70%	72.94%
Irish	0%	0.06%	0.16%	0.08%	0.30%
Israeli	0%	0.00%	0.02%	0.02%	0.04%
Italian	0%	0.00%	0.14%	0.00%	0.14%
Jordanian	0%	0.00%	0.04%	0.00%	0.04%
Malaysian	19%	14.66%	4.40%	0.06%	19.12%
Moroccan	0%	0.18%	0.10	0.02%	0.30%
Pakistani	0%	0.00%	0.02%	0.00%	0.02%
Portuguese	0%	0.00%	0.02%	0.02%	0.04%
Russian	0%	0.00%	0.02%	0.00%	0.02%
Singaporean	0%	0.00%	0.02%	0.00%	0.02%
Slovakian	0%	0.00%	0.12%	0.00%	0.12%
South African	0%	0.04%	0.02%	0.00%	0.06%
Spanish	0%	0.00%	0.16%	0.00%	0.16%
Swiss	0%	0.00%	0.04%	0.02%	0.06%
Thai	0%	0.06%	0.06%	0.00%	0.12%
Austrian	0%	0.00%	0.02%	0.00%	0.02%
Dutch	0%	0.00%	0.00%	0.02%	0.02%
Tunisian	0%	0.00%	0.02%	0.00%	0.02%

## Employee Turnover

Employee Category		FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	13	16	20	24	16	26
	Female	0	0	2	6	1	3
	<30	0	0	0	0	0	0
	30-50	8	8	14	25	10	12
	>50	5	8	8	5	7	17
Middle management (L5-11)	Male	202	608	197	571	215	376
	Female	54	100	50	105	44	116
	<30	16	144	9	46	14	13
	30-50	233	552	227	613	232	453
	>50	7	12	11	17	13	26
Junior management (L1-L4)	Male	413	521	397	533	543	465
	Female	84	210	91	206	107	229
	<30	341	581	304	461	440	467
	30-50	156	150	183	277	210	226
	>50	0	0	1	1	0	1

Note: For BL, numbers are for India locations

## Voluntary Turnover

Employee Category		FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	10	11	11	13	11	15
	Female	0	0	0	1	1	3
	<30	0	0	0	0	0	0
	30-50	7	6	6	12	7	7
	>50	3	5	5	2	5	11
Middle management (L5-11)	Male	180	498	169	278	184	308
	Female	53	93	43	51	37	97
	<30	15	109	6	18	11	12
	30-50	214	474	203	310	207	383
	>50	4	8	3	1	3	10
Junior management (L1-L4)	Male	339	464	322	340	435	386
	Female	68	197	69	101	89	200
	<30	272	523	239	288	350	401
	30-50	135	138	152	153	174	184
	>50	0	0	0	0	0	1

Note: Voluntary turnover for BL is Voluntary/regrettable. For BL, numbers are of India location

## Total Employee Turnover Rate (Biocon Limited)

Category	Unit	BL (FY 23)			BL (FY 24)			BL (FY 25)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	19%	27%	20%	18%	21%	18%	23%	19%	22%
Voluntary Turnover Rate	%	16%	24%	17%	14%	17%	15%	19%	16%	18%

Note: Voluntary turnover rate for BL is Voluntary/regrettable. (For BL numbers are of India location)

## Total Employee Turnover Rate (Biocon Biologics)

Category	Unit	BL (FY 23)			BL (FY 24)			BL (FY 25)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	27%	23%	26%	28%	22%	26%	24%	22%	23%
Voluntary Turnover Rate	%	23%	21%	22%	15%	11%	14%	20%	19%	19%

## Workforce Breakdown: Gender

Employee Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
No. of women in total permanent workforce	No.	600	1,357	766	1,566	876	1,592
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	15%	24%	17.6%	29%	21%	32%
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	2	2	3*	7	2	7
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)	%	12%	7%	11%	18%	8%	16%

\*Includes, Kiran Mazumdar-Shaw, Executive Chairperson

## Share of Women in select roles

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Share of women in STEM-related positions (as % of total STEM positions)	%	13%	23%	16%	27%	19%	30%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	%	10%	12%	10%	3%	7%	11%

## Training Manhours

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Total training hours	Hrs	111,459	141,099	83,193	221,898	5,997,564	584,926
Average training hours per employee	Hrs	28	25	19	44	40	118

## Trainings Man Hours (Gender and Management wise)

Employee Category	FY 23		FY 24		FY 25	
	BL	BBL	BL	BBL	BL*	BBL
Senior Management (L12+)	1,338	2,812	1,201	6,657	94,534	14,278
Middle Management (L5-L11)	36,781	70,550	36,380	99,854	2,333,752	273,760
Junior Management (L1-L4)	73,340	67,737	45,613	115,387	3,569,278	296,062
Male	98,083	108,759	67,363	158,657	4,375,685	396,834
Female	13,376	32,340	15,813	63,241	1,621,879	188,092

\* The significant variation in training hours compared to the previous year is due to a change in the reporting approach to capture data at the organization level.

## Training Spend

Category	FY 23		FY 24		FY 25	
	BL	BBL	BL	BBL	BL	BBL
Total training spend (₹)	21,750,000	23,410,000	13,000,000	20,000,000	1,016,300	37,912,500
Average training spend (₹)	5,436	5,321	2,997	3,658	4,204	7,800

## Parental Leave

Employee Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Employees entitled for maternity leave	No.	534	1,352	766	1,566	876	1,592
Employees that took maternity leave	No.	22	71	42	70	51	76
Employees that returned to work in the reporting period after maternity leave ended	No.	15	41	25	29	34	55
Employees that returned to work after maternity leave ended and were still employed 12 months after their return to work	No.	17	37	14	11	24	63
Rate of return to work who took maternity leave	%	88%	66%	78%	86%	71%	72%
Retention rates of employees that took maternity leave	%	77%	93%	93%	71%	89%	74.12%

Note- Based on returning date of employees

#### Standard Entry Wage Compared to Minimum wage in FY25 (Biocon Limited)

Category	Bangalore		Hyderabad		Vizag	
	Male	Female	Male	Female	Male	Female
Ratios of standard entry level wage by gender compared to local minimum wage	1.5	1.5	1.6	1.6	1.6	1.6

#### Ratio of basic salary and remuneration in FY 25 (Biocon Limited)

Employee Category	Ratio of Women to Men - Basic salary	Ratio of Women to Men - Overall Remuneration
Junior management (L1-L4) - Freshers up to 2 years of experience	1.00	1.07
Junior management (L1-L4) - Experienced > 2 years	0.97	0.86
Middle management (L5-11)	1.00	0.99
Senior management (L12 and above)	1.48	1.28

#### Type of Individual Performance Appraisal and Employee Engagement

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Management by objectives: systematic use of agreed measurable targets by line superior	% of All Employees	100	100	100	100	100	100
Formal comparative ranking of employees within one employee category	% of All Employees	100	100	100	100	100	100

Note: Performance appraisals are carried out at least annually to evaluate employee performance.

#### Health and Safety

	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Fatalities	No.	0	0	0	0	0	0
Near-miss incidents	No.	48	58	174	43	248	70
Occupational disease cases	No.	0	0	0	0	0	0
*Recordable injuries	No.	0	12	28	38	9	21
**Reportable Injuries (Total)	No.	0	0	0	3^	0	2^
Note: Only lost time injuries will be considered here.							
Man-hours worked	No. of. Hrs	12,855,120	113,804,068	11,996,720	13,935,584	11,852,624	14,558,254
Total working days scheduled for the workforce	No.	290	290	290	290	290	290
Lost time injury frequency rate (LTIFR)	Rate	0	0	0	0.5	0	0.52
High consequence work-related injury/ ill-health/ fatalities	No.	0	0	0	0	0	0

Note: contains combined figures for permanent and contractual employees

\*Recordable work-related injuries as per OSHA, \*\*Loss time work related injuries as per Factories Act, ^Data pertains to BBL Malaysia site only

#### Employee Satisfaction

	Unit	FY 24		FY 25
		BL	BBL	BL
Employee Satisfaction	% of employees with the top level of engagement, satisfaction, well-being, or employee net promoter score (E-NPS)	91%	63%	93%
Data Coverage	% of employees responded to the survey	91%	75%	89%

## Supply Chain Management

### \*Suppliers and Procurement Spend

	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Supplier Count							
Total suppliers	No.	2,075	652	2,484	2,446	2,860	3,258
Critical suppliers**	No.	23	30	25	183	25	230
Non-critical suppliers	No.	2,052	622	2,459	2,361	2,835	3,077
Total tier-1 suppliers	No.	2,075	652	2,484	2,446	2,860	3,307
Total Critical tier-1 suppliers	No.	3	30	15	183	25	230
Non-critical tier-1 suppliers	No.	2,052	622	2,459	2,361	2,835	3,077
Critical Non-tier-1 suppliers	No.	0	0	0	0	0	0
Procurement Spend							
Total procurement spends	₹Million	17,206	19,862	23,446	25,075	24,353	33,362
Procurement spends on critical suppliers	₹Million	8,578	10,725	11,750	13,076	12,166	26,668
Procurement spends on non-critical suppliers	₹Million	8,628	9,137	11,697	11,99	12,187	6,694
Procurement spends on locally-based suppliers***	₹Million	6,335	3,774	6,324	5,655	12,798	16,024
Procurement spends on critical tier-1 suppliers as % of total tier 1 suppliers	%	49%	54%	54%	61%	50%	80%
Procurement spends on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	51%	46%	46%	39%	50%	20%

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

Excludes samples, finished goods and intercompany transfers, the data includes data from India and Malaysia unit/plants operations-BBL

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

Suppliers accounting for 80% of spent value in respective years considered as critical -BBL

\*\*\*Suppliers from the same or neighbouring districts as the respective facilities of BL and BBL India are considered as local.

Supplier within the country are considered as local for BBL

### Global Supplier Distribution (Biocon Limited)\*

Country/Region	Number of Suppliers (BL)	% of Total Suppliers (BL)
India	846	86.1%
China	84	8.5%
USA	14	1.4%
Germany	11	1.1%
United Kingdom	6	0.6%
Hong Kong	3	0.3%
Singapore	3	0.3%
Canada	2	0.2%
France	2	0.2%
Ireland	2	0.2%
South Korea	2	0.2%
Belgium	1	0.1%
Brazil	1	0.1%
Italy	1	0.1%
Japan	1	0.1%

Country/Region	Number of Suppliers (BL)	% of Total Suppliers (BL)
Saudi Arabia	1	0.1%
South Africa	1	0.1%
Taiwan	1	0.1%
Thailand	1	0.1%
<b>Total Suppliers</b>	<b>983</b>	

\*The data excludes capex purchases, spares and project related purchases

#### Supplier Assessment

	Unit	FY 24		FY 25	
		BL	BBL	BL	BBL
Total number of suppliers assessed via desk assessments/ on-site assessments	No.	6	127	16	84**
% of unique significant suppliers assessed	%	83%	80%	20%*	90%
Number of suppliers assessed with substantial actual/ potential negative impacts	No.	0	9	0	4
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	0	8%	0	5%
Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	0	0	0	0

\*Excluding Internal suppliers ( BBL,BL(API) , etc.,) who are part of the top 25 critical suppliers in FY 25

\*\* Biocon Biologics has carried out 84 new assessments and the previously done suppliers are monitored on a regular basis

	Unit	FY 24		FY 25	
		BL	BBL	BL	BBL
Total number of suppliers supported in corrective action plan implementation	No	6	9	4	4
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	0	8%	0	5%

#### Suppliers in capacity building programs

	Unit	FY 24		FY 25	
		BL	BBL	BL	BBL
Total number of suppliers in capacity building programs	No.	24	137	120	83
% of significant suppliers in capacity building programs	%	25%	80%	0%	75%

**Benefits provided to Permanent employees and Temporary employees**

Category/Types of benefits provided	Biocon Total (FY 25) – Both Biocon and Biocon Biologics	
	Permanent Employees	Contractors
Life insurance	Yes	No
Health insurance	Yes	No
Accident insurance	Yes	No
Parental Medical Insurance (including paternity leave option from Biocon Biologics, Malaysia)	Yes	No
Disability(Have GPA-Employees) and ESI(contractors)	Yes	No
Parental leave (**maternity leave or paternity leave)	Yes	No
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 (Part of EPFO and NPS-Employees)	No	Yes (EPFO) No (NPS)
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

## Product Innovations (Healthcare)

**Healthcare Clinical Pipeline FY25 (Biocon Limited)**

	Number of projects	Share of R&D Budget Invested (%)	Success rate (%)
Pre-clinical development	1	-	100%
Clinical trials/ pathway to approval	-	-	-
- Clinical trials: Phase I (BA/BE)	Pilot: 14 Pivotal: 14	6%	93% (Pivotal only)
- Clinical trials: Phase II	-	-	-
- Clinical trials: Phase III	-	-	-
<b>Total No. of Launch</b>	<b>13</b>		



## Product Recall, Regulatory Inspection & Warning Letters

### Compliance to Regulatory Standards:

Category	Unit	FY 23		FY 24		FY 25	
		BL	BBL	BL	BBL	BL	BBL
Class I product recalls	No.	0	2	0	0	0	0
Class II product recalls	No.	1	1	0	0	1	0
Regulatory agency inspections	No.	9	19	3	15	17	5
Form 483 Observations (or equivalent)	No.	3	28	0	23	42	18
FDA Warning Letters (or equivalent)	No.	0	0	0	0	0	0

Note: In FY 25, the total value of recalled products for BL: Nil, BBL: Nil

### Impact on Access to Healthcare FY2024-25

	BL	BBL
Number of patients with low-cost access to the organization's products or services to address diseases/conditions	15.4+ Million	5.8+ Million
Total number of patients for the organization's products or services to address diseases/conditions		

Note: All generics and biosimilars are designed to be affordable and to ensure wider access for patients.

## Membership in Industry Associations

Sl. No	Name of the Trade and Industry Chambers/Associations	National/ International
1	Federation of Indian Chamber of Commerce and Industry (FICCI)	India
2	Confederation of Indian Industry (CII)	India
3	Association of Biotechnology Led Enterprises (ABLE)	India
4	Bangalore Commerce & Industry Chambers (BCIC)	India
5	Service Export Promotion Council (SEPC)	India
6	Export Promotion Council EOU'S and SEZ's (EPCES)	India
7	Hyderabad Management Association (HMA)	India
8	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	India
9	Bulk Drug Manufacturers Association (BDMA)	India
10	Federation of Indian Export Organization (FIEO)	India
11	Karnataka Drugs & Pharmaceuticals Manufacturer's Association	India
12	Delhi Research Implementation and Innovation (DRIIV) Foundation	India
13	Indian Institute of Technology Delhi	India
14	Bangalore Chamber of Industry & Commerce	India
15	The Associated Chambers	India
16	Diversity Forum	India
17	Bombay Chamber of Commerce and Industry	India
18	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	India
19	Invest India	India
20	USIBC Global Board of Directors	International
21	Association for Accessible Medicines (AAM)	International
22	Biosimilars Forum, U.S.	International

Sl. No	Name of the Trade and Industry Chambers/Associations	National/ International
23	Biosimilars Canada	International
24	Canadian Association for Pharmacy Distribution Management (CAPDM)	International
25	Biopolicy Innovations LLC	International
26	Association of Diabetes Care	International
27	CPD Network Associates	International
28	Canadian Generic Pharmaceutical Association	International
29	Medicines for Europe AISBL	International
30	Malaysian Organisation of Pharmaceutical Industries.	International
31	Federation of Malaysian Manufacturers	International
32	United Nations Global Compact (Malaysia and Brunei)	International
33	United Nations Global Compact (India)	India
34	Association of Malaysian Medical Industries	International
35	Malaysian Pharmacists Society	International
36	USA-India Chamber of Commerce (USAIC)	International

## GRI INDEX

Statement of use		Biocon Limited and Biocon Biologics has reported with reference to the GRI Standards for the period 1st April 2024 to 31st March 2025.	
GRI 1 used		GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)		Not Applicable	
GRI Standard / Other Source	Disclosure	Section	Page No
<b>GRI 2 - General Disclosures 2021- The organisation and its reporting practices</b>	2-1 Name of the Organisation	About Biocon Group	Integrated Annual Report: 8-11
	2-2 Entities included in the organization's sustainability reporting	About the Report	Integrated Annual Report: 4-5
	2-3 Reporting period, frequency and contact point	About the Report	Integrated Annual Report: 4-5
	2-4 Restatements of information	About the Report	Integrated Annual Report: 4-5
	2-5 External assurance	About the Report	Integrated Annual Report: 4-5
<b>GRI 2 - General Disclosures 2021- Activities and workers</b>	2-6 Activities, value chain and other business relationships	About Biocon Group	Integrated Annual Report: 8-11
	2-7 Employees	ESG Databook: Total Workforce	70
	2-8 Workers who are not employees	ESG Databook: Total Workforce	70
<b>GRI 2 -General Disclosures 2021- Governance</b>	2-9 Governance structure and composition	Governance, Ethics and Compliance	Integrated Annual Report: 35
	2-10 Nomination and selection of the highest governance body	Governance, Ethics and Compliance	Integrated Annual Report: 35
	2-11 Chair of the highest governance body	Governance, Ethics and Compliance	Integrated Annual Report: 34
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance, Ethics and Compliance	Integrated Annual Report: 34-37
	2-13 Delegation of responsibility for managing impacts	Risk Management	Integrated Annual Report: 40
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance	Integrated Annual Report: 36-37
	2-15 Conflicts of interest	Conflicts of Interest	Integrated Annual Report: 39
	2-16 Communication of critical concerns	Grievance Mechanism	Integrated Annual Report: 39
	2-17 Collective knowledge of the highest governance body	Governance, Ethics and Compliance	Integrated Annual Report: 26-31
	2-18 Evaluation of the performance of the highest governance body	Governance, Ethics and Compliance	Integrated Annual Report: 35
	2-19 Remuneration policies	Governance, Ethics and Compliance	Integrated Annual Report: 35
	2-20 Process to determine remuneration	Governance, Ethics and Compliance	Integrated Annual Report: 35
	2-21 Annual total compensation ratio	Corporate Governance: Particulars of Remuneration	Integrated Annual Report: 213
	2-22 Statement on sustainable development strategy	Leadership Messages	Integrated Annual Report: 12-17
	2-23 Policy Commitments	Our Codes & Polices	Integrated Annual Report: 38-39
<b>GRI 2 - General Disclosures 2021- Strategy, policies and practices</b>	2-24 Embedding policy commitments	Our Codes & Polices	Integrated Annual Report: 38-39
	2-25 Processes to remediate negative impacts	Our Codes & Polices	Integrated Annual Report: 38-39
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Mechanism	Integrated Annual Report: 39
	2-27 Compliance with laws and regulations	Ethics & Compliance	Integrated Annual Report: 38-39
	2-28 Membership associations	ESG Databook: Membership associations	79-80

GRI Standard / Other Source	Disclosure	Section	Page No
<b>GRI 2 - General Disclosures 2021– Stakeholder engagement</b>	2-29 Approach to stakeholder engagement	Stakeholder Engagement	Integrated Annual Report: 49
		BRSR P4	35-37
	2-30 Collective bargaining agreements	Freedom of Association and Collective Bargaining	Integrated Annual Report: 125
<b>GRI 3- Material Topics 2021</b>	3-1 Process to determine Material Topics	Materiality	Integrated Annual Report: 50
	3-2 List of Material topics	Materiality	Integrated Annual Report: 52
	3-3 Management of material topics	Materiality	Integrated Annual Report: 53-57
<b>GRI 201 – Economic Performance 2016</b>	201-1 Direct Economic Value Generated	ESG Databook: Economic Value Generated	62
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Climate Strategy & Governance – IFRS S2 Alignment	Integrated Annual Report: 132-133
	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	Notes to the consolidated financial statements: Employee benefit plans	Integrated Annual Report: 395-397
	201-4 Financial Assistance Received from Government	Financial assistance received from government	62
<b>GRI 202- Market Presence 2016</b>	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	ESG Databook: Standard Entry Wage Compared to Minimum wage	75
	202-2 Proportion of senior management hired from the local community	Senior Management Hires from Local Community	Integrated Annual Report: 111
<b>GRI 203- Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Corporate Social Responsibility	Integrated Annual Report: 151-158
	203-2 Significant indirect economic impacts	Corporate Social Responsibility	Integrated Annual Report: 151-158
<b>GRI 204- Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	BRSR P8 E4	56
<b>GRI 205- Anti-Corruption 2016</b>	205-1 Operations Assessed for Risks Related to Corruption	Ethics & Compliance	Integrated Annual Report: 38-39
	205-2 Communication and Training About Anti-Corruption Policies and Procedures	Ethics & Compliance	Integrated Annual Report: 38-39
	205-3 Confirmed Incidents of Corruption and Actions Taken	ESG Data Book: Ethics and Compliance overview	64
<b>GRI 206 - Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	ESG Data Book: Ethics and Compliance overview	64
<b>GRI 207 - Tax 2019</b>	207-1 Approach to tax	Tax Strategy & Governance	Integrated Annual Report: 73-74
	207-2 Tax governance, control, and risk management	Tax Strategy & Governance	Integrated Annual Report: 73-74
	207-3 Stakeholder engagement and management of concerns related to tax	Tax Strategy & Governance	Integrated Annual Report: 73-74
	207-4 Country-by-country reporting	Financial statements: Tax	Integrated Annual Report: 345-348
<b>GRI 301- Materials 2016</b>	301-1 Materials used by weight or volume	ESG Databook: Materials (Biocon Limited)	69
	301-2 Recycled input materials used	BRSR P2 L3	26
	301-3 Reclaimed products and their packaging materials	BRSR P2 L4 & L5	26

Note: For BRSR: P refers to Principle; E refers to Essential Indicator; L refers to Leadership Indicator

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 302- Energy 2016	302-1 Energy Consumption Within the Organization	BRSR P6 E1	43
		ESG Databook: Total Energy Consumption	65-66
	302-3 Energy Intensity	BRSR P6 E1	43
		Natural Capital: Energy & Emission Management	Integrated Report: 136
	302-4 Reduction of Energy Consumption	ESG Databook: GHG Emission Reduction	67
		Natural Capital: Energy & Emission Management	Integrated Report: 136-138
	302-5 Reductions in Energy Requirements of Products and Services	Natural Capital: Energy & Emission Management Initiatives	Integrated Report: 136-138
GRI 303- Water and Effluents 2018	303-1 Interactions with water as a shared resource	Natural Capital: Water Management	Integrated Annual Report: 139-141
	303-2 Management of water discharge related impacts	Natural Capital: Water Management	Integrated Annual Report: 139-141
	303-3 Water withdrawal	ESG Databook: Water Management	68
	303-4 Water discharge	ESG Databook: Water Disposal	68
	303-5 Water consumption	ESG Databook: Water Management	68
GRI 304: Biodiversity 2016	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	BRSR: P6 E11	50
	304-2 Significant impacts of activities, products and services on biodiversity	BRSR: P6 L3	52
	304-3 Habitats protected or restored	Natural Capital: Biodiversity	Integrated report: 144-145
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Natural Capital: Biodiversity	Integrated report: 144-145
GRI 305 – Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	ESG Databook: GHG Emissions	66
	305-2 Energy Indirect (Scope 2) GHG Emissions	ESG Databook: GHG Emissions	66
	305-3 Other Indirect (Scope 3) GHG Emissions	ESG Databook: GHG Emissions	66-67
	305-4 GHG Emissions Intensity	ESG Databook: GHG Emissions	66
		BRSR P6 E7	46-47
	305-5 Reduction of GHG Emissions	ESG Databook: GHG Emissions Reduction	67
		Natural Capital: Energy & Emission Reduction Initiatives	Integrated Annual Report: 136-138
	305-6 Emissions of Ozone-Depleting Substances (ODS)	ESG Databook: Emissions of Ozone-Depleting Substances (ODS)	67
	305-7 Nitrogen Oxides (NOx), Sulphur Oxides (SOx), And Other Significant Air Emissions	ESG Databook: Air Pollutant Management	67

Note: For BRSR: P refers to Principle; E refers to Essential Indicator; L refers to Leadership Indicator

GRI Standard / Other Source	Disclosure	Section	Page No
<b>GRI 306- Waste 2020</b>	306-1 Waste Generation and Significant Waste-Related Impacts	Natural Capital: Waste Management	Integrated Annual Report: 142-143
	306-2 Management of Significant Waste-related Impacts	Natural Capital: Waste Management	Integrated Annual Report: 142-143
	306-3 Waste Generated	ESG Databook: Waste Management	68-69
	306-4 Waste Diverted from Disposal	ESG Databook: Waste Management	68-69
	306-5 Waste Directed to Disposal	ESG Databook: Waste Management	68-69
<b>GRI 401 – Employment 2016</b>	401-1 New Employee Hires and Employee Turnover	ESG Databook: Employee Hires ESG Databook: Employee Turnover, Voluntary Turnover	70 72-73
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Databook: Benefits provided to Permanent employees and Temporary employees BRSR: P3 E1	78 27
	401-3 Parental Leave	ESG Databook: Parental Leave	74
<b>GRI 402 - Labor/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	The notice period for operational employment changes is defined in company policies and standard employment agreements.	
<b>GRI 403 – Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-2 Hazard identification, risk assessment, and incident investigation	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-3 Occupational health services	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-4 Worker participation, consultation, and communication on occupational health and safety	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-5 Worker training on occupational health and safety	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-6 Promotion of worker health	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-8 Workers covered by an occupational health and safety management system	Human Capital: Occupational Health and Safety	Integrated Report: 126-127
	403-9 Work related injuries	ESG Databook: Health & Safety	75
	403-10 Work related ill health	ESG Databook: Health & Safety	75
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	ESG Databook: Training Manhours	74
	404-2 Programs for upgrading employee skills and transition assistance programs	BRSR P3 L4	35
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Databook: Type of Individual Performance Appraisal and Employee Engagement	75
<b>GRI 405 – Diversity and Equal Opportunity 2016</b>	405-1 Diversity of Governance Bodies and Employees	GRC: Board Diversity ESG Databook: Total Workforce	Integrated Report: 35 70
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	ESG Databook: Ratio of basic salary and remuneration	75
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	ESG Databook: Incidents and Compliance Overview	64

Note: For BRSR: P refers to Principle; E refers to Essential Indicator; L refers to Leadership Indicator

GRI Standard / Other Source	Disclosure	Section	Page No
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	BRSR P5 L4&5	42
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	ESG Databook: Incidents and Compliance Overview	64
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	ESG Databook: Incidents and Compliance Overview	64
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Human Capital: Training on Human Rights	Integrated Report: 124
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	ESG Databook: Incidents and Compliance Overview	64
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Social Relationship Capital: Corporate Social Responsibility (CSR)	Integrated Report: 151-158
	413-2 Operations with significant actual and potential negative impacts on local communities	ESG Databook: Incidents and Compliance Overview	64
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	ESG Databook: Supplier Assessment	77
	414-2 Negative social impacts in the supply chain and actions taken	ESG Databook: Supplier Assessment	77
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	ESG Databook: Contributions & Other Spending	62-63
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	ESG Databook: Product Recall, Regulatory Inspection & Warning Letters	79
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Databook: Product Recall, Regulatory Inspection & Warning Letters	79
<b>GRI 417: Marketing and Labelling 2016</b>	417-1 Requirements for product and service information and labelling	BRSR P9 L4	60
	417-2 Incidents of non-compliance concerning product and service information and labelling	ESG Databook: Incidents and Compliance Overview	64
	417-3 Incidents of non-compliance concerning marketing communications	ESG Databook: Incidents and Compliance Overview	64
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Databook: Incidents and Compliance Overview	65

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## Independent Assurance Statement

BR. No. 50261779



## Independent Assurance Statement

### To the Management and Stakeholders of Biocon Ltd.

DQS India Private Limited (DQS) have been engaged by Biocon Ltd (Corporate Identity Number L24234KA1978PLC003417) to provide independent limited level assurance on their Integrated Annual Report, and reasonable level assurance for their ESG Data Book for the reporting period 2024-25. The ESG data book also contained selected information disclosures which are known as **Business Responsibility and Sustainability Report (BRSR) core indicators** as defined by the **Securities and Exchange Board of India (SEBI)**. The engagement took place during the months of May to July 2025 and was concluded on July 15, 2025.

### Objectives

The objective of this assurance engagement was to independently assess and express conclusions on underlying sustainability reporting processes and validate qualitative and quantitative claims, to limit misstatement and increase the overall credibility of the reported information and data.

### Scope of Assurance

The scope of the assurance encompassed the non-financial portion of Biocon Limited's Integrated Annual Report and its Environmental, Social, and Governance (ESG) Data Book for the reporting period 1, April 2024 to 31, March 2025. More specifically, this included assurance of:

- 1. Integrated Annual Report (Limited Level Assurance):** Verification of non-financial disclosures to ensure alignment with reporting frameworks and stakeholder expectations.
- 2. ESG Data Book (Reasonable Level Assurance):** Detailed assurance of ESG data covering Biocon Limited's (BL) operations in India and Biocon Biologics Limited's (BBL) operations in India and Malaysia, and verification of BRSR (Business Responsibility and Sustainability Reporting) data.

### Assurance Criteria and Level of Assurance

The Assurance activities were provided following the requirements of **ISAE 3000 (Revised)**: International Standard on Assurance Engagements (Assurance on Non-Financial Information).

- The Integrated Annual Report was reviewed under Limited Level Assurance to assess the consistency, completeness, and alignment of non-financial disclosures with IIRC framework (*in accordance*) and GRI framework (*with reference*), ensuring alignment with stakeholder expectations.
- The ESG Data Book underwent Reasonable Level Assurance, verifying the accuracy and completeness of ESG and BRSR data including key environmental and social performance indicators in line with SEBI requirements.

The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations

### Responsibility

The management of Biocon Limited, the responsible party for this assignment, is responsible for the preparation and presentation of the Integrated Annual Report and ESG data book including BRSR Core Indicators for FY 2024-25. They are responsible for establishing and maintaining the internal controls and processes to ensure the collection, calculation, and reporting of accurate and reliable data for this sustainability report.

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We, DQS India Private Limited, being the assessor of the report is responsible for expressing assurance conclusion based on the work performed regarding the accuracy and completeness of the data and information presented in their reports.

### **Assurance Quality control and Practices**

We have followed International Standard on Quality Control 1 and accordingly maintaining 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 independence and other ethical requirements of the 'DQS India -Conflict of Interest and Code of Ethics Policy', which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior

### **Assurance Methodology**

The assurance procedures and principles used for this engagement were drawn from the **ISAE 3000** standard and methodology developed by DQS, which consists of the following steps:

- Assessing the suitability of the engagement, including the appropriateness of the subject matter and criteria, the competence of the assurance team, and the presence of necessary preconditions. The terms of the engagement were agreed upon with the responsible party.
- Developing comprehensive assurance strategy and plan based on the subject matter, its context, and internal controls. This included identifying risks of material misstatement and determining the nature, timing, and extent of assurance procedures.
- Evaluating the suitability of the criteria used to measure or evaluate the subject matter, ensuring they were relevant, complete, reliable, neutral, and understandable.
- Evidence gathering through detailed procedures including inquiries, inspections, observations, recalculations, analytical reviews, and testing of controls and underlying data.

Below is the list of BRSR Core Indicators which were verified with reasonable level and the final numbers verified are attached as Annexure.

- Green-house gas (GHG) footprint
  - Total Scope 1 emissions
  - Total Scope 2 emissions
  - GHG Emission Intensity (Scope 1 +2)
- Water footprint
  - Total water consumption
  - Water consumption intensity
  - Water Discharge by destination and levels of Treatment
- Energy footprint
  - Total energy consumed
  - % of energy consumed from renewable sources
  - Energy intensity
- Waste management
  - Plastic waste
  - E-waste

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- Bio-medical waste
- Construction and demolition waste
- Battery waste
- Radioactive waste
- Other Hazardous waste
- Other Non-hazardous waste generated
- Total waste generated
- Waste intensity
- Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations
- For each category of waste generated, total waste disposed by nature of disposal method
- Employee Wellbeing and Safety
  - Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company
  - Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)
- Gender Diversity in Business
  - Gross wages paid to females as % of wages paid
  - Complaints on POSH
- Inclusive Development
  - Input material sourced from following sources as % of total purchases
  - Job creation in smaller towns
- Customer and Supplier Engagement
  - Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
  - Number of days of accounts payable
- Open-ness of business
  - Concentration of purchases & sales done with trading houses, dealers, and related parties
  - Loans and advances & investments with related parties
- Materiality and Evaluation was conducted applying professional judgement on the evidence obtained to determine whether the subject matter conforms, in all material respects, with the applicable criteria.
- Reporting was based on the evidence obtained and its evaluation thereof, which led to preparation of this assurance report and expressed a positive form of conclusion on whether the subject matter is free from material misstatement.
- Quality Control and Documentation was part of DQS India's quality control system throughout the engagement in accordance with the requirements of ISAE 3000 (Revised) and relevant ethical standards. All procedures and findings were documented in a manner sufficient to support our conclusion.

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### Observations and Findings

In addition to providing reasonable assurance, we noted the following observations during our engagement:

- **Stakeholder Inclusivity:**  
We found no evidence to suggest that any key stakeholder groups were excluded from the stakeholder engagement processes related to the BRSR Core indicators. BL and BBL have demonstrated a proactive and inclusive approach, ensuring that diverse stakeholder perspectives are considered throughout their sustainability-related performance and disclosures.
- **Materiality:**  
We are not aware of any significant material sustainability topics related to the sustainability report that have been omitted. BL and BBL have identified and reported on the relevant topics, ensuring alignment with stakeholder expectations and sector-specific material issues, particularly those covered under the Integrated Annual report as per IIRC framework (*in accordance*) and GRI framework (*with reference*) and also BRSR framework.
- **Responsiveness:**  
BL and BBL have established robust processes to effectively respond to stakeholder concerns and manage its material sustainability issues. During the assurance process, we observed that the company demonstrates adequate responsiveness to relevant stakeholder concerns within this scope.
- **Impact:**  
BL and BBL have implemented effective processes to measure, evaluate, and manage the environmental and social impacts. These processes are aligned with key performance indicators (KPIs) relevant to the nature of its business and identified material sustainability issues.
- **Reliability:**  
Data management processes and internal controls are in place and provide a reasonable level of reliability for the reported information. While some data, particularly at the operational level, are based on site-specific measurement systems, the overall approach supports the accuracy and completeness of Core disclosures.

### Limitations and Exclusions

Excluded from the scope of our work is assurance of information relating to:

- Company's financial disclosures and forward-looking statements.

The following limitations should be noted:

- This assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data and information are dependent on the accuracy of metering and other production measurement arrangements employed at site level, which were not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

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### Conclusion

Based on the assurance engagement conducted, the Integrated Annual Report (subject to limited assurance) and the ESG Data Book (subject to reasonable assurance) demonstrated accuracy, reliability, and completeness. We can conclude that:

- 1) Nothing has come to our attention that causes us to believe that the non-financial disclosures of the Integrated Annual Report are not in conformance with requirements of **the IIRC framework (in accordance) and GRI framework (with reference)**.
- 2) Disclosures of Biocon Limited and Biocon Biologics Limited presented in the ESG Data Book for the reporting year FY 2024-25 are **fairly stated, in all material respects, in accordance with SEBI's BRSR framework and other applicable criteria**. The list of BRSR Core Indicators and numbers verified are attached as Annexure.

### Statement of Independence, Integrity, and Competence

DQS ensures that appropriately qualified individuals are selected for assurance engagements based on their qualifications, training, and experience. The outcome of all verification and assurance assessments is internally reviewed by senior management to ensure a rigorous and transparent approach is consistently applied. DQS provided assurance services to review BL's sustainability data and processes, ensuring alignment with relevant ISO standards and risk management principles. The assurance assessments are the only work undertaken by DQS for BL, thus safeguarding our independence and impartiality throughout the engagement.

On behalf of the assurance team

15 July 2025

Bengaluru, India

**Dr. Murugan Kandasamy**

CEO & Managing Director

Deutsch Quality Systems (India) Private Limited

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### **Annexure – BRSR Core Indicators**

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

Parameter	Unit	BL FY25	BBL FY25
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	23,898	4,053
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	23,656	90,436
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO <sub>2</sub> e/ Revenue from operations (Million INR)	1.91	2.09
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO <sub>2</sub> e/ Revenue from operations adjusted for PPP (Million INR)	39.53	43.28
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	MtCO <sub>2</sub> e/ physical output (Kgs)	0.09	-

*\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund (IMF)*

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

Parameter	BL FY25	BBL FY25
(i) Surface water (kilolitres)	0	0
(ii) Groundwater (kilolitres)	0	0
(iii) Third party water (Municipality + Tanker) (kilolitres)	500,656	1,077,765
(iv) Seawater / desalinated water (kilolitres)	0	0
(v) Others (Rainwater) (kilolitres)	947	55,569
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	501,603	1,133,334
<b>Total volume of water consumption (in kilolitres)</b>	501,603	1,191,148
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	20.19	26.41
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	417.04	545.58
<b>Water intensity in terms of physical output</b>	0.95	-

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## 3. Details related to water discharged:

Parameter	BL FY25	BBL FY25
(i) Sent to third parties*		
- No treatment (kilolitres)	20,968	
- With treatment – please specify level of treatment -pH and Ammonia correction (kilolitres)		
(ii) Others (kilolitres)		134,637
- No treatment (kilolitres)		-
- With treatment – please specify level of treatment (kilolitres)		134,637
<b>Total water discharged (in kiloliters)</b>	20,968	134,637

\*This information pertains only to the Hyderabad location of the company.

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

Parameter	Unit of measurement	BL FY25	BBL FY25
Total electricity consumption (A)	Giga Joules	320,023	260,678
Total fuel consumption (B)		318,162	130,189
Energy consumption through other sources (C)		-	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	Giga Joules	638,185	390,867
Total electricity consumption (D)	Giga Joules	117,141	341,168
Total fuel consumption (E)		256,556	324,431
Energy consumption through other sources (F)		-	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>		373,698	665,599
<b>Total energy consumed (A+B+C+D+E+F)</b>		1,011,883	1,056,466
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	Giga Joules/ Million INR	40.72	23.42
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	Giga Joules/Million INR adjusted to PPP	841.30	738.81
<b>Energy intensity in terms of physical output</b>	Giga Joules/ physical output (Kgs)	1.93	-

## 5. Details related to waste management by the entity:

Parameter	Unit of measurement	BL FY25	BBL FY25
i. Plastic waste (A)	Metric Tonnes	21	62
ii. E-waste (B)	Metric Tonnes	10	9
iii. Bio-medical waste (C)	Metric Tonnes	16.35	98
iv. Construction and demolition waste (D)	Metric Tonnes	0	0
v. Battery waste (E)	Metric Tonnes	1.24	0.74
vi. Radioactive waste (F)	Metric Tonnes	0	0

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vii. Other Hazardous waste. Please specify, if any. (G) – (Process residue, spent solvent, Off specification products, Date expired products, Spent carbon, Spent catalyst, Distillation residue, Discarded container, Process Sludge, Used Oil, Waste or Residue containing oil, spent liners, concentration & evaporation residues)	Metric Tonnes	16,742	14,348
viii. Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) – (Aluminium waste, SS waste, MS waste, GI waste, GI with Puff waste, FRP waste, Paper Waste, Used Carton/ Corrugated Box, Glass waste, Wood Waste, Tissue-paper waste.)	Metric Tonnes	11,759	1,301
<b>Total (A+B + C + D + E + F + G + H)</b>	Metric Tonnes	28,550	15,820
<b>Waste intensity per rupee of turnover</b> (Total waste generated/ Revenue from operations)	Metric Tonnes/ Revenue from operations (Million INR)	1.15	0.35
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	Metric Tonnes/ Revenue from operations adjusted for PPP (Million INR)	23.74	7
Waste intensity in terms of physical output	Metric Tonnes of Waste/Kilograms of Production	0.05	-
Category of waste			
i. Recycled	Metric Tonnes	13,919	3,306
ii. Re-used	Metric Tonnes	0	0
iii. Other recovery operations	Metric Tonnes	0	11,658
<b>Total</b>		13,919	14,964
i. Incineration	Metric Tonnes	122	849
ii. Landfilling	Metric Tonnes	2,907	0
iii. Other disposal operations	Metric Tonnes	11,495	0
<b>Total</b>		14,524	849

## 6. Employees other than permanent:

	BL FY25	BBL FY25
Cost incurred on well-being measures as a % of total revenue of the company	24%	16%

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## 7. Details of safety-related incidents:

Safety Incident/Number	Category	BL FY25	BBL FY25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.52
	Workers	0	0
Total recordable work-related injuries	Employees	6	18
	Workers	3	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Injury Frequency Rate is taken as 12-month rolling average.

## 8. Gross wages paid to females as % of total wages paid by the Company:

	BL FY25	BBL FY25
Gross wages paid to females as % of total wages	16%	19.72%

## 9. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	BL FY25	BBL FY25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	4
Complaints on POSH as a % of female employees / workers	0.85%	0.25%
Complaints on POSH upheld	0	0

Note: POSH complaints are reported as per calendar year format to maintain consistency and uniformity across all reports and all the reporting years.

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

	BL FY25	BBL FY25
Directly sourced from MSMEs/ small producers	26%	26%
Directly from within India	53%	62%

## 11. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	BL FY25	BBL FY25
Rural	NA	0%
Semi-urban	NA	0%
Urban	17.40%	0%
Metropolitan	82.60%	100%

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## 12. Provide the following information relating to data breaches:

- Number of instances of data breaches along with impact - Nil
- Percentage of data breaches involving personally identifiable information of customers – NA
- Impact, if any, of the data breaches – NA

## 13. Number of days of accounts payables (Accounts payable \*365) / Cost of goods/services procured) in the following format:

	BL FY25	BBL FY25
Number of days of accounts payable	156	130*

\*Accounts payable excludes allowances for Rebates / Incentives expected to be settled in cash with customers

## 14. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	BL FY25	BBL FY25
Concentration of Purchases	Purchases from trading houses as % of total purchases	28%	11%
	Number of trading houses where purchases are made from	129	269 (India)*
	Purchases from top 10 trading houses as % of total purchases from trading houses	55%	37% (India)*
Concentration of Sales	Sales to dealers/ distributors as % of total sales	10%	Not Applicable
	Number of dealers/ distributors to whom sales are made	4	
	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	10%	
Share of RPTs in	Purchases from trading houses as % of total purchases	1.1%	0.54%
	Sales (Sales to related parties / Total Sales)	19%	0.8%
	Loans & advances (Loans & advances given to related parties/Total loans & advances)	0%	0
	Investments (Investments in related parties/Total Investments made)	99.7%	0

\*Concentration of purchases/sales is not presented during the Transaction Support Agreement (TSA) period, post-acquisition of biosimilar business from Viartis.

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