



SCIENCE FOR PEOPLE
ADVANCING IMPACT

BRSR, GRI & ESG Data Book FY26

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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 2026

Recognition of ESG Performance

Sr. No.	Recognition / Achievement	Details
1	Dow Jones Sustainability Index (DJSI)	Featured in the S&P Global Sustainability Yearbook 2026 for the fourth consecutive year, Biocon Biologics included for the 2 nd consecutive year
2	CDP	Climate Change score improved to A- (from B); Water Security improved to B (from C)
3	BW India's Top 60 Most Sustainable Companies (2024–25)	Ranked among Top 20 overall and Top 3 in Healthcare & Pharma
4	CII Industrial Safety Excellence Awards	Visakhapatnam facility awarded Silver
5	ET Re Pharma Awards 2026	Recognized with the Excellence in ESG Award
6	TIME	Biocon got inducted to TIME World's Best Companies in Sustainable Growth 2026

Reporting Alignment

International Integrated Reporting Council (IIRC) Framework – 'in accordance'
Global Reporting Initiative (GRI) – 'with reference'
Aligned to: - United Nations Global Compact (UNGC) Principles - United Nations Sustainable Development Goals (SDGs) - SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework - S&P Global Dow Jones Sustainability Indices (DJSI)
Financial and statutory information complies with: - Companies Act, 2013 - Indian Accounting Standards - SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations)

Business Responsibility and Sustainability Report (BRSR) FY 26

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 th KM Hosur Road, Electronic City, Bengaluru – 560 100, Karnataka, India
5	Corporate address	20 th 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	2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 8,105 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	Rajesh Umakant Shanoy 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, 2025, to March 31, 2026. 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 - Type 2 assurance - AA1000 Assurance Standard (AA1000AS v3)

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 an established legacy in manufacturing statins and immunosuppressant active pharmaceutical ingredients (APIs), along with other products in our portfolio. In 2013, we expanded into generic formulations to build in-house capabilities for complex and differentiated APIs, strengthening our position across the value chain and improving reliability, quality, and supply for customers and patients. Our portfolio includes both generic formulations and API pipeline products across therapeutic areas such as cardiovascular, anti-diabetics, obesity, immunosuppressants, and specialty molecules. We follow 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 operate through a dual model combining direct operations in key markets with strategic alliances. In emerging markets such as Latin America, the Middle East, North Africa, and Asia, we primarily operate through a collaborative B2B model to improve market access and efficiency.	18%
2	Biosimilars	As a global leader in biosimilars, Biocon Biologics has a strong track record across the value chain, from R&D to manufacturing and commercialization. It is among the few global players with a comprehensive biosimilars portfolio, addressing key therapeutic areas such as oncology, diabetes, and immunology. With a continued focus on quality, affordability, and access, Biocon Biologics is working towards advancing health equity worldwide.	60%
3	CRDMO*	Provide scientific solutions through integrated research, development, and manufacturing	22%

*CRDMO 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., a fully owned 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, Biocon Biologics aims to reduce the costs of biological therapeutics while enhancing healthcare outcomes. Recently, Biocon Biologics achieved a significant milestone by acquiring Viartis' global biosimilars business, marking a pivotal moment in its journey of value creation. With the successful commercialization of eight biosimilars in key markets including the U.S., EU, Australia, Canada, and Japan, Biocon Biologics 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, Biocon Biologics 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

51% 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 diverse set of customers across the healthcare ecosystem; all aligned towards addressing patient needs as the ultimate end customer. Our customer base includes:

- Wholesale and distribution partners – supporting efficient supply chain management
- Retail pharmacy chains – improving patient access
- Healthcare professionals and providers – enabling better patient care
- Hospitals and medical institutions – ensuring effective treatment delivery
- Government agencies – promoting affordability and wider access to medicines
- Pharmaceutical and biopharmaceutical companies – collaborating on 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)	4,155	3,209	77%	946	23%
2.	Other than Permanent (E)	29	16	55%	13	45%
3.	Total employees (D+E)	4,184	3,225	77%	959	23%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)*	1,077	889	83%	188	17%
6.	Total workers (F+G)	1,077	889	83%	188	17%

*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)	5,570	3,752	67%	1,818	33%
2.	Other than Permanent (E)	57	21	37%	36	63%
3.	Total employees (D+E)	5,627	3,773	67%	1,854	33%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)*	870	662	76%	208	24%
6.	Total workers (F+G)	870	662	76%	208	24%

*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)	21	18	86%	3	14%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	21	18	86%	3	14%
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)	6	4	67%	2	33%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	6	4	67%	2	33%
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%

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	4	1*	25%

*Includes Kiran Mazumdar-Shaw

Biocon Biologics

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2*	25%
Key Management Personnel	4	1*	25%

*Includes Kiran Mazumdar-Shaw

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

Biocon Limited

	FY 26			FY 25			FY 24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	19%	18%	23%	19%	22%	18%	21%	18%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

Biocon Biologics

	FY 26			FY 25			FY 24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	16%	16%	24%	22%	23%	28%	22%	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	52.4%	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	98.7%	
8	Biocon Biologics International Limited (Formerly known as 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, UAE	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 FZ-LLC, UAE	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	Biocon Biologics UK PLC (Formerly known as Biosimilars Newco Limited, UK)	Subsidiary	Refer note 6	
25	Biocon Biologics Ireland Limited (Formerly known as Biosimilar Collaborations Ireland Limited, Ireland)	Subsidiary	Refer note 2	
26	Biocon Biologics France S.A.S, France	Subsidiary	Refer note 2	

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)
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 P.C., 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	
40	Neo Biocon FZ LLC, UAE	Joint Venture	-	

Notes:

1. Biocon Biologics Limited, India holds 100% of equity stake in Biocon Biologics International Limited (Formerly known as Biocon Biologics UK Limited, UK).
2. Biocon Biologics International Limited (Formerly known as Biocon Biologics UK Limited, UK) holds 100% of equity stake in:-
 - a. 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. Biocon Biologics Ireland Limited (Formerly known as 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 International Limited (Formerly known as Biocon Biologics UK Limited) holds 66.93% and 33.07% of equity stake in Biocon Biologics UK PLC (Formerly known as Biosimilars Newco Limited), respectively

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)	23,464	34,808
(iii) Net Worth (in ₹ Million)	270,798	195,981

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 26			FY 25		
		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	209	1	-	101	2	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	69	5	-	79	3	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (anonymous cases, contractual employees, former employees, other third parties)	Yes	4**	0	-	0	0	-

*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/>

** Substantiated cases reported

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 26			FY 25		
		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	0	0	-	13	5	-
Customers	Yes	3,130	406	-	3,093	186	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (Anonymous/Non-Employee)	Yes	4**	0	-	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>

**Substantiated cases reported

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	Environmental Performance and Climate Stewardship	Risk	Extreme weather events, heat stress, water scarcity, evolving climate regulations, and dependence on scarce natural resources can affect Biocon's operations, suppliers, logistics, and compliance readiness. These risks can disrupt production continuity and increase operating pressure across the value chain.	Mitigation measures include: - ISO 14001-certified Environmental Management Systems and ISO 50001 certification for energy management - Site-level control measures for extreme climate events - Renewable energy transition through wind-solar hybrid power and biomass - Energy-efficient cooling - Carbon sequestration through tree plantation - Procurement of zero ozone-depleting equipment - Quarterly monitoring of NOx, SOx, VOCs, particulate matter (PM) - Electrostatic precipitator (ESP) installed to capture PM - Transition to recyclable and biodegradable packaging, adoption of eco-design principles in packaging development	Negative: Environment and climate-related risks may increase Biocon's operational and compliance costs through higher spending on resource management, climate adaptation, regulatory compliance, and supply chain resilience. Disruptions caused by extreme weather, water scarcity, or resource constraints could impact production continuity, logistics, and supplier operations. Failure to keep pace with evolving environmental regulations may result in reputational and legal consequences.

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)
				- Compliance with Extended Producer Responsibility (EPR) requirements and waste handling to authorised recyclers - Water neutral strategy to reduce freshwater consumption - Wastewater treatment, rainwater harvesting, and enhanced water reuse and recycling across all sites - Biodiversity and No Deforestation Policy and Biodiversity Management Plans to address biodiversity-related risks - Integration of Climate risk into Enterprise Risk Management (ERM) framework - Supplier ESG assessments	
2	Future Ready Workforce	Risk	The pharmaceutical industry faces intense competition for limited STEM talent and highly skilled professionals. Failure to attract, develop, and retain critical talent may impact operational continuity, leadership pipelines, and innovation capacity. Additionally, workforce shortages, excessive work pressure, and sustained overtime may lead to employee burnout, stress-related illnesses, and deterioration in work-life balance. Occupational health and safety risks, including process safety failures or workplace health exposures, may further adversely affect employee well-being and safety, while disrupting manufacturing and operational continuity.	- Zero-accident safety culture and ISO 45001 certification - Mandatory health and safety trainings for all employees - Annual health check-ups and awareness sessions - EHSS digital platform for streamlined safety reporting - Detailed risk assessments on process safety and industrial hygiene - Tiered and calendar-based training programs for employees across all levels - Internal talent mobility and apprenticeship programs - Industry benchmarking for compensation - Enhanced employee engagement through HRBP, Buddy, and recognition programs - Digital hiring solutions and AI-enabled systems to support intelligent resume-to-role matching - Focused succession planning for leadership resilience	Negative: The absence of a safe and empowering workplace may lead to higher employee attrition, increased recruitment and training costs, reduced productivity, and loss of critical talent. Workplace safety incidents, burnout, and poor employee well-being can also result in absenteeism, operational disruptions, compensation claims, regulatory penalties, and reputational damage, ultimately affecting the company's ability to attract talent and sustain long-term 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)
3	Future Ready Workforce	Opportunity	Promoting human rights, diversity, and inclusion in the workplace enhances employee dignity and well-being, strengthens employee engagement and retention, and fosters a broader range of perspectives that contribute to more effective problem-solving and innovative solutions.	- Employee Resource Groups (ERGs) - Employee Referral Policy incentivises every successful referral of women candidates. - Structured support for women during maternity - Access to an on-campus crèche facility - Awareness sessions to break gender-bias - Internal assessments to ensure parity - UNGC aligned Human Rights Policy, Code of Conduct, POSH mechanisms, grievance redressal systems, whistleblower channels, and mandatory training covering all employees	Positive: Upholding human rights and promoting diversity can improve employee retention, leading to lower recruitment and training costs. In addition, a positive and inclusive workplace strengthens employer branding, supports talent attraction, and enhances stakeholder and investor confidence, contributing to long-term growth.
4	Access and affordability	Opportunity	Biocon's commitment to responsible pricing for both innovative and generic medicines strengthens patient reach, improves healthcare affordability, and enhances competitive differentiation across global markets. Rising demand for cost-effective healthcare solutions and the Company's presence across 120+ countries. can further support market expansion, improve patient access, and drive long-term business growth.	- Diversified Product Portfolio: Leverage generics, biosimilars, and novel biologics to enhance patient access. 'Patient Centricity' - ensuring timely and equitable access to essential medicines for patients in need and 'Access for All' – enabling wider access to lifesaving therapies across global markets lie at the core of value creation model - Guided by Fair Pricing framework that considers market benchmarks, cost of goods, and regulatory factors to deliver medicines at competitive prices - Supply chain optimization production scale-up, vertically integrated manufacturing and cost leadership initiatives to reduce costs and improve medicine affordability. - Patient support and assistance programs	Positive: By improving access to cost-effective therapies, Biocon can increase its patient base, strengthen market penetration and unlock long-term growth opportunities. A pricing approach centered on affordability, value, and patient outcomes can enhance trust and accessibility, reinforce the company's reputation, and differentiate it within the healthcare sector. These factors can contribute to stronger customer loyalty, increased demand, and sustainable financial performance over time.

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)
5	Community Engagement	Opportunity	Employee volunteering and strategic CSR initiatives can improve community welfare, deepen stakeholder trust, and strengthen Biocon's social licence to operate. Collaborations through public-private partnerships in healthcare and education can further expand the scale and effectiveness of social impact programmes.	- Biocon promotes social and economic inclusion of underserved and marginalized communities through the Biocon Foundation, Biocon Academy and strategic partnerships with like-minded organizations. - Focus areas of Biocon Foundation include healthcare, education, environmental conservation, women and child welfare, rural development and research - VEngage platform for employees to participate in social impact initiatives - Biocon Academy provides industry-aligned skill development programmes.	Positive: Proactive and meaningful social contributions can help mitigate potential community grievances and operational disruptions, while also strengthening brand reputation and employee engagement, supporting long-term business growth.
6	Research and Development	Risk	Clinical failures, delayed regulatory approvals, unsuccessful technology investments, delays in achieving planned product launches, challenges in identifying differentiated product portfolios, or adverse regulatory decisions may lead to significant costs, delayed revenue realization, and reduced market competitiveness for Biocon.	- Loss of exclusivity focused product universe screening and proactive evaluation of databases and screening of innovator pipeline. - Implemented Global product selection process - Comprehensive review by the leadership team of portfolio strategy and new products selection. - Use of digital and innovative solutions to increase the efficiency of R&D operations and reduce development costs. - Internal alignment on execution amongst cross functional teams. - Continuous program monitoring to avoid potential delays. - Proactive interaction with regulators to secure timely inputs. - Explore application of AI/ ML in process development. - Innovation-Led Technologies: Adoption of technologies to drive efficiencies, cost savings, and environmental sustainability.	Negative: This can result in sunk costs and potential asset write-offs, delaying revenue generation, weakening market competitiveness and disrupting growth plans. Prolonged delays or unsuccessful product commercialization can also affect investor confidence, profitability, and long-term business valuation.

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)
7	Supply Chain Sustainability	Risk	Supply chain disruptions caused by supplier insolvency, capacity limitations, logistics bottlenecks, regulatory actions, or geopolitical developments such as trade restrictions and regional instability may affect the timely availability of critical raw materials and finished products. Limited supply chain visibility and traceability can further increase quality and operational risks, potentially disrupting production, customer fulfilment, operational continuity, and overall business resilience for Biocon.	• AI-driven supply chain management, diversified sourcing, and strategic partnerships with Contract Manufacturing Organizations (CMOs) to reduce operational risks • Alternate vendors to minimize dependence on any single country or supplier for critical raw materials • Strategic inventory reserves for unforeseen supply disruptions • Planned inventory build-up, long-term supply contracts, and in-house manufacturing • Supplier Code of Conduct, integrated into all purchase orders • Suppliers categorized as critical or non-critical based on factors such as material importance, cost, ESG performance, geographic exposure, and commodity significance. • Suppliers undergo ESG and quality assessments, while critical suppliers are subject to physical audits • ESG training programmes conducted for suppliers	Negative: Increased procurement costs, while also causing production delays. Disruptions in the availability of critical raw materials or finished products can lead to delayed customer deliveries, revenue losses, contractual penalties, and reduced market competitiveness. Inadequate supply chain traceability may further increase quality-related risks, product recalls, and reputational damage, potentially affecting profitability.
8	Emerging Technologies and Digital Transformation	Opportunity	Rapid advancements in Artificial Intelligence (AI) and machine learning present significant opportunities to enhance operational efficiency, strengthen analytics capabilities, accelerate innovation, and improve speed to market.	• Multiple AI pilot programmes across various stages of the product value chain to improve operational efficiency and reduce product development timelines. • Established a dedicated AI Office. • AI steering committee comprising the CFO, CTO, and CHRO to oversee company's AI roadmap.	Positive: Leveraging advancements in AI can improve operational efficiency, optimize resource utilization, and reduce development and manufacturing costs. Over time, these capabilities can support margin improvement, scalable growth, and long-term value creation.

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)
9	Ethical Sales and Marketing	Opportunity	Ethical sales and marketing practices position Biocon as a credible healthcare provider, helping build trust among customers, investors, healthcare professionals, and other stakeholders.	• Strict legal, compliance, and medical oversight over all promotional and marketing materials, with all content undergoing rigorous Medical, Legal, and Regulatory (MLR) review to ensure alignment with country-specific regulatory requirements and transparency standards. • Global policy governing interactions with Healthcare Professionals (HCPs) and Healthcare Organizations (HCOs), ensuring that all sales and marketing teams are well-trained and comply with country-specific regulations • Regular customer audits and structured customer grievance redressal process led by dedicated Customer Excellence teams.	Positive: This can enhance customer loyalty, support long-term business relationships, and reinforce brand value, while also reducing regulatory and compliance risks and contributing to sustainable business growth.
10	Governance	Risk	Weak internal governance can pose significant risks for Biocon because the company operates in a highly regulated pharmaceutical sector with stringent requirements related to drug quality, patient safety, ethics, clinical trials, data privacy, and financial disclosures. Continuous compliance with applicable laws and regulations is essential to avoid legal penalties, operational disruptions, and reputational damage.	• Professional management teams and independent Boards • Integrated ERM framework, regular review of risk assessment methodology, and relevant risk training support proactive risk identification • Code of Conduct, Anti-Bribery and Anti-Corruption (ABAC) policies, whistleblower mechanisms, and Board-level oversight to ensure ethical business conduct. • ISO 27001-certified information security systems, centralized digital platforms, validated GxP systems • Independent tracking and monitoring of statutory compliances • Access to external technical and legal expertise • Independent ethics committee, compliance with Declaration of Helsinki, the Indian Council of Medical Research Ethical Guidelines and Good Clinical Practices.	Negative: Poor governance, weak internal controls, or lack of accountability could lead to regulatory non-compliance, legal penalties, product recalls, operational disruptions, and reputational damage, ultimately affecting investor confidence and 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)
11	Product Stewardship	Risk	Product quality failures, contamination, manufacturing deviations, weak pharmacovigilance, counterfeit products, or diverted medicines can affect patient safety, treatment outcomes and trust in Biocon's therapies.	• Production Quality Risk Management System to identify, assess, and mitigate risks throughout the pharmaceutical value chain. • Strict site-level control measures to maintain consistent product quality • Strong CAPA framework, and Quality Management Maturity (QMM) program • Globally aligned Quality Management System (QMS), including cGMP and GxP (Good Practices) compliance, internal and external audits, and strong supplier and Contract Manufacturing Organisation (CMO) oversight • Automated critical processes using Learning, Quality, Document, and Laboratory Information Management Systems to minimize manual errors. • Dedicated pharmacovigilance teams uses specialized digital platforms, monitor and address product risks through complaint management and timely interventions. • Anti-counterfeiting measures: Serialization systems assign unique identities to products using advanced packaging and labelling techniques, Barcode-based tracking systems for APIs • Regular pharmacovigilance and GxP (Good Practices) training for employees to reinforce quality standards and regulatory adherence.	Negative: This can lead to costly product recalls, regulatory penalties, litigation expenses, compensation claims, and increased compliance costs. Such incidents can also disrupt manufacturing and supply chains, delay product approvals, reduce sales, and result in loss of market share and customer trust. In the long term, reputational damage and reduced confidence among regulators, healthcare providers, patients, and investors may adversely impact revenue growth.

Section B: Management & 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.

P1: Businesses should conduct and govern themselves with integrity 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 towards all its stakeholders

P5: Businesses should respect and promote human rights

P6: Businesses should respect, protect, and make efforts to 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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7*	P8	P9
Policy and management processes									
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	P1: https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf P2: https://www.bioconbiologics.com/docs/BBL-Business-Partner-Code-of-Conduct.pdf P3: https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf P4: https://www.bioconbiologics.com/docs/Policy-on-Related-Party-Transactions.pdf P5: https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf P6: https://www.biocon.com/docs/EHSS-Policy.pdf P8: https://www.bioconbiologics.com/docs/CSR-ESG-Charter-and-Policy.pdf P9: https://www.bioconbiologics.com/privacy-policy-bbl/								
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, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle**.	Biocon Limited - United Nations Global Compact (UNGC) Signatory - Environmental Management Systems (ISO 14001:2015**) (Sites-1,2,3,5,6) - Energy Management System (ISO 50001:2018**) (Sites-1,2) and 3,5,6 initiated - Occupational Health & Safety Management Systems (ISO 45001:2018**) (Site-1,2,3,5,6) - Information Security Management Systems (ISO 27001:2013**) (Sites-1,2,3,5,6 including BBL) - ISO 14001 & 45001: 83% of manufacturing sites - ISO 50001: 33% of manufacturing site certified and initiated for 50% of site - Good Manufacturing Practice (GMP) compliance certification for the Company's facilities across Bengaluru, Hyderabad, and Visakhapatnam in India, and Malaysia - GxP Standards - Global Reporting Initiative Standards 2021 - Ecovadis framework, CDP and DJSI Frameworks								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7*	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Biocon Limited Diversity, Equity Inclusion and Belonging Diversity target: At least 22.5% women in the workforce by 2026 at Biocon Limited. Environmental Stewardship 25% reduction in Scope 1 and Scope 2 emissions by FY29 from baseline year FY20 25% freshwater consumption reduction by FY29 from baseline year FY23 100% circular waste by FY29 from baseline year FY23, includes zero waste to landfill by FY29 - To plant 15,000 trees by FY29 Health and Safety We strive to sustain a zero Lost Time Injury Frequency Rate (LTIFR) Value Chain: - ESG Assessment for suppliers contributing to min of 40% spend value by March 2026. - Planning and conducting 2 ESG Training for suppliers by March 2026. Biocon Biologics - Reduction of Scope 1 & 2 by 63% by 2035 Vs 2023 (SBTi aligned). - Sustain Zero Waste to landfill certification and improve the circularity. - Reduce the freshwater intensity by 15% by 2030 vs 2025. - Plant 40,000 trees by 2030, by maintaining a biodiversity index of 2.5. - ESG Assessment Complete minimum of 75% spend value by March 2026. - Planning and conducting 2 ESG Training for suppliers by March 2026. - 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.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Biocon Limited Diversity, Equity Inclusion and Belonging Women representation in the workforce stood at 22.9% in FY 2026 against the target of achieving at least 22.5% women representation in the workforce by 2026. Environmental Stewardship: - Achieved 20% reduction of Scope-1&2 emission in FY26 compared to FY20 baseline value. - Achieved 22% reduction of fresh water in FY26 compared to FY23 baseline value. - Achieved 91% circularity in FY26 compared to FY23 baseline value. - Planted 14,500 saplings against target of 15,000 by FY29. - Ensured Zero LTIFR Value Chain: - Completed ESG assessment for suppliers contributing to 44% of purchase value. - Completed 3 ESG trainings. Biocon Biologics - Organization achieved Zero Waste to landfill certification for all the Indian sites. 14,000 Trees are planted by Biocon Biologics from FY 2023. - Renewable energy share increased to 30% in Malaysia. - ESG Assessment Completed for 80% spend and continuous ESG monitoring of critical suppliers. - Planned and conducted 4 ESG Training for suppliers and Providing 1X1 Support to many Small and medium scale suppliers								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7*	P8	P9
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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 FY26, we continued to make meaningful strides in reducing GHG emissions, progressing towards zero waste, and minimizing fresh water consumption through recycle, recovery and reuse practices. Our people agenda advanced through flagship programs BioRise and BioElevate, reinforcing our focus on leadership development, gender diversity, and employee well-being.

Our DJSI score stands at 73. We were featured in the S&P Global Sustainability Yearbook 2026 for the fourth consecutive year, with Biocon Biologics included for the second consecutive year. Our CDP Climate Change score improved to A- (from B), and Water Security improved to B (from C). We also received silver rating for EcoVadis, continuing to reflect the breadth and credibility of our ESG progress 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 requirement 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)	-	-	-	-	-	-	NA	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	NA	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	NA	-	-
Any other reason (please specify)	-	-	-	-	-	-	NA	-	-

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	8	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	74%
Employees other than BoD and KMPs	10 (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, Nonconscious bias, GDPR (general data protection regulation), Data privacy awareness, quality and Information and cyber 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	11	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	11	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	12	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 Obligations) 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 https://www.biocon.com/%20investor-relations/stock-exchange-disclosures/other-announcements-disclosures/ and the Integrated Report (Governance) filed under Regulation 27 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, filed on a quarterly basis with the Stock Exchanges accessible at: https://www.biocon.com/investor-relations/stock-exchange-disclosures/corporate-governance-report/ 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					

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
	Refer to the Company's website for all disclosures made under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 at: https://www.biocon.com/%20investor-relations/stock-exchange-disclosures/other-announcements-disclosures/ and the Integrated Report (Governance) filed under Regulation 27 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, filed on a quarterly basis with the Stock Exchanges accessible at: https://www.biocon.com/investor-relations/stock-exchange-disclosures/corporate-governance-report/ The above disclosures have been made in accordance with the Company's Policy for Determination of Materiality for Disclosures to the Stock Exchanges

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 maintains a robust Anti-Bribery and Anti-Corruption (ABAC) framework that reinforces its zero-tolerance approach towards bribery and corruption across all operations. The Company has implemented a comprehensive ABAC Policy, along with its Code of Conduct and Supplier Code of Conduct, which are applicable to all stakeholders including employees, trainees, contract workers, vendors, customers, auditors, consultants, business partners, and Board members.

The policy outlines clear guidance on identifying, preventing, and addressing bribery and corruption risks. It is supported by regular training and awareness programmes conducted by the Ethics & Compliance function to ensure effective implementation. Covered persons are encouraged to report any suspected unethical or non-compliant behaviour through established mechanisms under the Whistle Blower & Integrity Policy.

Non-adherence to the ABAC Policy may result in disciplinary action, including termination of employment or business relationships, and may also attract civil and/or criminal proceedings in line with applicable laws. Any deviation from the policy requires review and approval from the Ethics & Compliance Department.

These policies are also extended across the value chain through the Supplier Code of Conduct to mitigate corruption risks within the 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 26	FY 25
Directors	Nil	Nil
KMPs		
Employees		
Workers		

Biocon Biologics

Particulars	FY 26	FY 25
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Biocon Limited

Particulars	FY 26		FY 25	
	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 26		FY 25	
	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 26	FY 25
Number of days of accounts payables	109	156

Biocon Biologics

Particulars	FY 26	FY 25
Number of days of accounts payables	98*	130*

*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:

Biocon Limited

Parameter	Metrics	FY 26	FY 25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	16.11%	28%
	b. Number of trading houses where purchases are made from	111	129
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	54.26%	55%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	9%	10%
	b. Number of dealers / distributors to whom sales are made	3	4
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	9%	10%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.1%	1.1%
	b. Sales (Sales to related parties / Total Sales)	19%	19%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	99.8%	99.7%

Biocon Biologics

Parameter	Metrics	FY 26	FY 25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	15%*	11%
	b. Number of trading houses where purchases are made from	192*	269*
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	8%*	37%*
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.55%	0.54%
	b. Sales (Sales to related parties / Total Sales)	0.53%	0.80%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

*Note: Based purely on India spend only.

Leadership Indicators

- 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	- Sustainability - Defining ESG - Environmental aspects of ESG - Understanding Scope 1, 2 and 3 Emissions - How to calculate Emission Values - Roadmap and Target in Emission Reduction - Integrating Sustainability into our core business - Sustainability Reporting Landscape - External Sustainability Rating	32%

Biocon Biologics

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
4	Emissions, Scope 3, Product quality, Governance and ethics, Human rights, and Fair workplaces.	75%

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 26	FY 25	Details of improvements in environmental social impacts
R&D	2%	2%	R&D investments pertain to spending on various projects focused on improving the environmental and/or social impacts of our products and processes
Capex	15%	18%	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.

Biocon Biologics

Particulars	FY 26	FY 25	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 FY26.
Capex	100%	100%	

Biocon Limited

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes

b. If yes, what percentage of inputs were sourced sustainably? 0%

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? Not Applicable

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

Product	Process to safely reclaim the product
Plastics (including packaging)	Plastics waste, including primary, secondary, and tertiary packaging materials, is segregated at source into recyclable and non recyclable streams. Recyclable plastics are collected, baled, and handed over to authorised recyclers for recycling or co processing as per applicable regulations. Non recyclable or contaminated plastics are disposed of through approved waste treatment facilities, ensuring traceability and regulatory compliance.
E-Waste	Electronic waste such as IT equipment, electrical devices, and peripherals is identified, inventoried, and stored securely until disposal. E waste is handed over exclusively to government authorised e waste recyclers for environmentally sound dismantling, material recovery, and disposal. Data bearing devices are handled in line with defined data security and destruction protocols to prevent misuse and ensure compliance
Hazardous Waste	Hazardous waste generated from manufacturing and R&D activities is systematically identified, labelled, and segregated based on waste type. Such waste is stored in designated hazardous waste storage areas and transported through authorised transporters to approved Treatment, Storage and Disposal Facilities (TSDFs). Disposal methods such as incineration, stabilisation, or secure landfilling are adopted as per regulatory approvals, with full documentation and manifest based tracking
Other Waste	Other waste streams, including paper, metal, glass, organic waste, and inert waste, are segregated at source. Recyclable materials are sent to authorised recyclers for recovery and reuse. Organic waste is managed through composting or authorised treatment facilities, where applicable. Residual waste is disposed of through authorised waste management service providers, in compliance with applicable environmental regulations

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	Everolimus API	NA	Gate-to-gate	No	No
021	Orlistat API	NA	Gate-to-gate	No	No
021	Pravastatin API	NA	Gate-to-gate	No	No
021	Micafungin API	NA	Gate-to-gate	No	No

Generic Formulations

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.
21	Everolimus Tablets 5mg (Afinitor)	NA	Cradle to gate excluding API	No	No
21	Sacubitril Valsartan Tablets	NA	Cradle to gate excluding API	No	No
21	Lenalidomide Capsules	NA	Cradle to gate excluding API	No	No
21	Mycophenolic Acid DR Tablets	NA	Cradle to gate excluding API	No	No
21	Tacrolimus Capsules	NA	Cradle to gate excluding API	No	No
21	Micafungin for Injection 50 mg/vial Micafungin for Injection 100 mg/vial	NA	Cradle to gate excluding API	No	No
21	Norepinephrine Bitartrate Injection 4 mg/4 mL	NA	Cradle to gate excluding API	No	No
21	Daptomycin for Injection 500 mg/vial	NA	Cradle to gate excluding API	No	No

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	Yes	No
021	bevacizumab	NA	Cradle to Gate	Yes	No
021	Fulphila (PEG) PFS	NA	Cradle to Gate	Yes	No
021	ustekinumab	NA	Cradle to Gate	Yes	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
Everolimus API	Major contributor to environmental impact is solvent	NA
Orlistat API	Major contributor to environmental impact is solvent	Productivity improvement reduced environmental impact
Pravastatin API	Major contributor to environmental impact is solvent	NA
Micafungin API	Major contributor to environmental impact is liquid oxygen used during the process	NA

Generic Formulations

Name of Product/Service	Description of the risk/ concern	Action Taken
Micafungin for Injection 50 mg/vial & Micafungin for Injection 100 mg/vial	Excipients and Packing Material Process	NA: Being an integral part and non-substitutable Through process and resource efficiency initiatives, Biocon Limited improved environmental performance by reducing energy and emissions intensity in manufacturing operations. Batch size optimization and lyophilization cycle parameter optimization enhanced equipment utilization and shortened process cycle times, resulting in a reduction in energy intensity (energy consumed per unit of production). In addition, procurement of tubing in spool format improved material use efficiency and reduced process waste generation. The associated reduction in process energy demand contributed to a decrease in greenhouse gas emissions intensity.

Name of Product/Service	Description of the risk/concern	Action Taken
Norepinephrine Bitartrate Injection 4 mg /4 mL	Packaging, Excipients and Transport (Air) Process	NA (Being an integral part and unavoidable) 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
Daptomycin for Injection 500 mg/vial	Material process	NA: Being an integral part and cannot be substituted. As part of continuous manufacturing optimization, batch volume was increased enabling improved process yield and more efficient utilization of manufacturing assets. The higher batch scale reduced the total number of batches required to be executed annually to meet production demand, thereby lowering cumulative energy consumption associated with batch processing activities. This operational improvement contributed to enhanced energy efficiency and supported a reduction in emission intensity.
Everolimus (Afinitor) Tablets 5mg	Excipient & packaging Process	NA (Being an integral part) Process time reduction, Batch size increase and yield improvement. Reduced energy consumption significantly by utilizing equipment maximum capacity. Non-Renewable energy to renewable energy has reduced significant carbon emissions.
Sacubitril + Valsartan tablets	Excipient & packaging Process	NA (Being an integral part) Process time reduction, Batch size increase. Yield improvement. Reduced energy consumption significantly by utilizing maximum capacity. Non-Renewable energy to renewable energy has reduced significant carbon emissions.
Mycophenolic Acid DR Tablets	Excipient & packaging Process	NA (Being an integral part) High Impact of Energy utilization. Batch size increased, reduced unit operation time and simplification of processing steps, yield improvement with process time reduction. non-renewable energy to renewable energy has reduced significant carbon emissions.
Lenalidomide Capsules	Excipient & packaging Process	NA (Being an integral part) Process has been evaluated for ESG. Non-Renewable energy to renewable energy has reduced significant carbon emissions.
Tacrolimus Capsules	Excipient & packaging Process	NA (Being an integral part) Maximum capacity utilization and yield improvement. Batch size increase. Higher output. Reducing resource utilization. Non-Renewable energy to renewable energy has reduced significant carbon emissions.

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 26	FY 25
Process Solvents	33.6%	42.08%

Biocon Biologics

Indicate input material	Recycled or re-used input material to total material	
	FY 26	FY 25
Acetonitrile	67% (Reused)	62% (Reused)

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:

	FY 26			FY 25		
	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
NIL	NA

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		% of employees covered by									
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees*											
Male	3,209	3,209	100%	3,209	100%	NA	NA	3,209	100%	3,209	100%
Female	946	946	100%	946	100%	946	100%	NA	NA	946	100%
Total	4,155	4,155	100%	4,155	100%	946	100%	3,209	100%	4,155	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	3,752	3,752	100%	3,752	100%	NA	NA	3,752	100%	3,752	100%
Female	1,818	1,818	100%	1,818	100%	1,818	100%	NA	NA	1,818	100%
Total	5,570	5,570	100%	5,570	100%	1,818	33%	3,752	67%	5,570	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers**											
Male	889	889	100%	889	100%	0	0%	0	0%	889	100%
Female	188	188	100%	188	100%	188	100%	0	0%	188	100%
Total	1,077	1,077	100%	1,077	100%	188	100%	0	0%	188	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	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
		Other than Permanent workers									
Male	662	662	100%	662	100%	0	0%	662	100%	662	100%
Female	208	208	100%	208	100%	208	100%	0	0%	208	100%
Total	870	870	100%	870	100%	208	100%	662	100%	870	100%

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 26	FY 25
Cost incurred on well-being measures as a % of total revenue of the company	23%	24%

Biocon Biologics

Particulars	FY 26	FY 25
Cost incurred on well-being measures as a % of total revenue of the company	18%	16%

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

Biocon Limited

Benefits	FY 26			FY 25		
	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%	100%	N.A.
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI (India)	N.A.	100% (for applicable employees (whose monthly gross salary is less than 21k per month))	N.A.	N.A.	100% (for applicable employees (whose monthly gross salary is less than 21k per month))	N.A.
Others	-	-	-	-	-	-

Biocon Biologics

Benefits	FY 26			FY 25		
	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%	Yes
Gratuity	100%	0%	Yes	100%	0%	Yes
ESI (India)	100%	0%	NA	100%	0%	NA
EPF (Malaysia)	100%	100%	Yes	97%	15%	Yes
SOCSSO (Malaysia)	100%	100%	Yes	100%	100%	Yes
EIS (Malaysia)	100%	100%	Yes	96.96%	15%	Yes
HRDF (Malaysia)	100%	100%	Yes	96.96%	15%	Yes

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%	92%	NA	
Female	88%	91%		
Total	97%	92%		

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	99%	81%	NA	
Female	98%	71%		
Total	99%	71%		

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

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	The Company has established mechanisms to uphold workplace integrity and address employee concerns in a timely manner. The Integrity Committee and Audit Committee oversee grievance-related matters, with quarterly updates submitted to the Audit Committee. Under the Whistleblower Policy, employees may report concerns anonymously and are protected against retaliation. Cases relating to harassment are addressed through the POSH Committee, while operational grievances are managed by HR Business Partners through an online system. The Integrity Committee is responsible for examining whistleblower complaints and ensuring appropriate corrective action, reflecting the Company's commitment to accountability, employee rights, and ethical business conduct.
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 26			FY 25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	The Company is not associated with any associations or Unions.			The Company is not associated with any associations or Unions.		
Male						
Female						
Total Permanent Worker	-			-		
Male						
Female						

Biocon Biologics

Category	FY 26			FY 25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	The Company is not associated with any associations or Unions.			The Company is not associated with any associations or Unions.		
Male						
Female						
Total Permanent Worker	-			-		
Male						
Female						

8. Details of training given to employees and workers:

Biocon Limited

Category	FY 26					FY 25				
	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	3,209	3,209	100%	2,182	68%	3,328	1,181	35%	3,328	100%
Female	946	908	96%	681	72%	876	295	34%	876	100%
Total	4,155	4,117	99%	2,863	69%	4,204	1,476	35%	4,204	100%
Workers										
Male	889	889	100%	NA	NA	933	910	97%	NA	NA
Female	188	188	100%	NA	NA	199	78	39%	NA	NA
Total	1,077	1,077	100%	NA	NA	1,132	988	87%	NA	NA

Note: From FY 26 the company has started considering mandatory training for reporting of this question and percentage has been taken on the basis of coverage

- 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 25 data is restated.

Biocon Biologics

Category	FY 26					FY 25				
	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	3,572	2,893	81%	1,500	42%	3,345	3,345	100%	635	19%
Female	1,818	1,473	81%	724	40%	1,592	1,592	100%	299	19%
Total	5,570	4,366	78%	2,224	40%	4,937	4,937	100%	934	19%
Workers										
Male	662	662	100%	NA	NA	682	682	100%	0	0%
Female	208	208	100%	NA	NA	205	205	100%	0	0%
Total	870	870	100%	NA	NA	887	887	100%	0	0%

Note: From FY26 the company has started considering mandatory training for reporting of this question and percentage has been taken on the basis of coverage.

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

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

Biocon Limited

Category	FY 26			FY 25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees *						
Male	2,785	2,785	100%	3,328	3,328	100%
Female	705	705	100%	876	876	100%
Total	3,490	3,490	100%	4,204	4,204	100%
Workers						
Male	Not Applicable					
Female						
Total						

*100% of the employees who were eligible for FY26 appraisal cycle underwent performance reviews

Biocon Biologics

Category	FY 26			FY 25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	3,752	3,162	84.3%	3,345	2,978	89%
Female	1,818	1,539	84.7%	1,592	1,443	91%
Total	5,570	4,701	84.4%	4,937	4,421	90%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

*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.

Biocon has implemented a robust Occupational Health and Safety (OHS) Management System across all its operations, guided by its Environment, Health, Safety and Sustainability (EHSS) Policy.

The system covers: Employees, contract workers, and partners under Biocon's operational control Manufacturing facilities, R&D laboratories, utilities, offices, and associated operations Routine and non-routine activities, including those involving hazardous materials

The system is supported by leadership oversight, defined accountabilities, regular performance reviews, and legal compliance mechanisms

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

Biocon follows a structured, risk-based hazard identification and risk assessment process, consistent with global pharmaceutical best practices. Key elements include:

- A Process Safety Management (PSM) approach aligned with the Centre for Chemical Process Safety (CCPS) framework. Thermal stability and powder safety studies for all new products prior to start-up
- Structured risk assessment tools such as What-If analysis, Hazard Identification and Risk Assessment (HIRA), and Hazard and Operability (HAZOP) studies, conducted across the product lifecycle
- Digital reporting of unsafe acts, unsafe conditions, and near-miss incidents
- Regular safety walks, inspections, and audits
- Identified risks are addressed through inherent safety design and a defined hierarchy of controls, supporting continuous improvement and reliable operations

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 established formal processes enabling workers to:

- Report work-related hazards, unsafe acts, unsafe conditions, and near-miss incidents through digitised platforms and direct reporting channels
- Participate in safety improvement through Behaviour Based Safety (BBS) programmes, toolbox talks, and digital Gemba walk observations
- Workers are empowered to stop work or remove themselves from situations they believe may cause injury or ill health, without fear of retaliation. These practices are reinforced through leadership engagement, training, and a strong safety culture, in line with leading pharma peer practices

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

Yes.

Biocon facilitates access to non-occupational medical and healthcare services for employees and eligible contract workers through:

- On-site or designated medical facilities
- Medical support and referral mechanisms
- Health awareness and wellness initiatives supported through training and communication platforms

These services complement Biocon's occupational health programmes and support overall workforce wellbeing, consistent with pharmaceutical industry peers

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

Biocon Limited

Safety Incident/Number	Category	FY 26	FY 25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries*	Employees	0	0
	Workers	0	0
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 26	FY 25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.24	0.14
	Workers	0	0
Total recordable work-related injuries*	Employees	0	0
	Workers	0	0
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

* Recordable injuries restated for FY25

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

Biocon is committed to providing a safe and healthy workplace for its employees, contractors, and partners as an integral part of its sustainability strategy. The Company has implemented a robust Occupational Health and Safety (OHS) framework, guided by its Environment, Health, Safety and Sustainability (EHSS) Policy, supported by leadership oversight, defined accountabilities, and regular performance reviews.

Given the nature of its manufacturing and R&D activities involving hazardous materials, Biocon follows a risk-based Process Safety Management (PSM) approach aligned with the Centre for Chemical Process Safety (CCPS) framework. Safety studies such as thermal stability and powder safety assessments are conducted prior to new product start-up, along with What-If analysis, Hazard Identification and Risk Assessment (HIRA), and HAZOP studies across the product lifecycle. Identified risks are addressed through inherent safety design and a defined hierarchy of controls.

To strengthen safety culture, Biocon has implemented a Behaviour Based Safety (BBS) programme, supported by daily toolbox talks, role-specific training, and AI-enabled digital learning modules for employees and contract personnel. Safety performance is monitored through the Biocon Safety Index (BSI) to enable data-driven improvement.

The Company maintains a structured Emergency Preparedness and Response (EPR) framework, supported by trained emergency response teams, certified first aiders, and periodic fire and emergency drills.

Biocon has also digitised key safety processes, including reporting of unsafe acts, unsafe conditions, and near-miss incidents, and digital Gemba walk observations, enabling proactive risk management and timely corrective action.

Through strong governance, proactive risk identification, employee engagement, and continuous improvement, Biocon works towards its goal of zero harm and zero incidents, in line with pharmaceutical industry best practices

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

Biocon Limited

	FY 26			FY 25		
	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 26			FY 25		
	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 behaviours 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 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 26	FY 25	FY 26	FY 25
Employees	0	0	0	0
Workers	0	0	0	0

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 26	FY 25	FY 26	FY 25
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	44%
Working Conditions	44%

Biocon Biologics

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	80%
Working Conditions	80%

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 fulltime 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 linkages with local government stakeholders, understand community uptake of new initiatives, Ensure timely reporting
Local Government officials Civil Society Institutions Residents Welfare Associations Academic and Research institutions	No	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	Baseline house to house visits and screenings Awareness campaigns, Employee-led volunteering activities in the communities	Regular and on continuous basis	Actively engaging communities through awareness drives aligned with global observance days such as World No Tobacco Day and World Hypertension Day, strategically leveraging national and international observance dates as launch platforms for targeted health initiatives. The “Namma Arogya, Namma Matu” initiative was launched as a community feedback platform to gather insights, suggestions, and lived experiences directly from beneficiaries of healthcare programs, enabling continuous improvement and responsiveness. Conducting sensitization programs on solid waste management for waste workers, residential communities, and local stakeholders, fostering responsible environmental practices and improving community health outcomes.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	By Email, through phone, In person, through meetings (visual and/or face to face).	Event driven and on need basis	Regarding ANDA/DMF/Query response submissions, GDUFA compliance activities, clarification on guidelines and advice on technical/regulatory points, controlled correspondence, pre-ANDA meeting, CARES ACT, Marketing Application submissions, Follow ups, Discussions, Query response submissions for regulatory approvals/ permissions, Post approval variation submissions/ Fee payment correspondence, Scientific advice
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.	Understand and respond effectively to customer needs, address grievances, and enhance overall satisfaction and trust. Engagement activities focus on ensuring product quality, safety, availability, affordability, and compliance with applicable regulations, while also promoting responsible product usage.
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.
Investors and shareholders	No	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.

Engagement with vulnerable and marginalized stakeholder groups was undertaken on an ongoing basis through community-based health, education, and social development programmes. Actions included outreach initiatives to improve access to essential healthcare services, awareness generation, and targeted interventions to support women and children, addressing barriers related to access, affordability, and inclusion.

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 26			FY 25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4,155	4,155	100%	4,099	4,099	100%
Other than permanent	-	-	-	-	-	-
Total Employees	4,155	4,155	100%	4,099	4,099	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent*	1077	1077	100%	1,132	1,132	100%
Total Workers	1077	1077	100%	1,132	1,132	100%

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

Biocon Biologics

Category	FY 26			FY 25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	5,570	4,511	81%	4,937	4,937	100%
Other than permanent	57	57	100%	213	213	100%
Total Employees	5,627	4,568	81%	5,150	5,150	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	870	870	100%	887	887	100%
Total Workers	870	870	100%	887	887	100%

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

Biocon Limited

Category	FY 26					FY 25				
	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	4,155	1,857	45%	2,298	55%	4,099	1,758	43%	2,341	57%
Male	3,209	1,223	38%	1,986	62%	3,255	1,213	37%	2,042	63%
Female	946	634	67%	312	33%	844	545	65%	299	35%
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	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
Other than Permanent **	1,077	268	25%	809	75%	1,132	1,075	95%	58	5%
Male	889	252	28%	637	72%	933	894	96%	40	4%
Female	188	16	9%	172	91%	199	181	91%	18	9%

*Considered Basic and other components to arrive at minimum wages or greater than minimum wage

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

Biocon Biologics

Category	FY 26					FY 25				
	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	5,570	344	6%	5,226	94%	3,558	695	20%	2,863	80%
Male	3,752	178	5%	3,601	95%	2,576	434	17%	2,142	83%
Female	1,818	170	9%	1,860	91%	982	261	27%	721	73%
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	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	870	853	98%	17	2%	887	880	99%	8	0.90%
Male	662	648	98%	14	2%	682	675	99%	7	1.02%
Female	208	205	99%	3	1%	205	205	100%	1	0.48%

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	5.95	2	8.17
Key Managerial Personnel	3	43.73	1	50.57
Employees other than BoD and KMP	3,206	0.47	945	0.88
Workers	NA [^]			

[^]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)	6	6.82	1	6.02
Key Managerial Personnel	3	88.02	1	60.42
Employees other than BoD and KMP	3,749	1.15	1,817	0.97
Workers	NA [^]			

[^]Workers Data is Not Applicable as there are no permanent workers in the company

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

Biocon Limited

	FY 26	FY 25
Gross wages paid to females as % of total wages	17.30%	16%

Biocon Biologics

	FY 26	FY 25
Gross wages paid to females as % of total wages	31.58%	19.72%

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 26			FY 25		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	11	0	-	8	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	-

Biocon Biologics

Particulars	FY 26			FY 25		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	3	0	-	4	0	-
Discrimination at workplace	4	0	-	1	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

	FY 26	FY 25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	11	8
Complaints on POSH as a % of female employees / workers	1.16%	0.85%
Complaints on POSH upheld	0	0

Note: POSH complaints are reported as per calendar year format

Biocon Biologics

	FY 26	FY 25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	4
Complaints on POSH as a % of female employees / workers	0.17%	0.25%
Complaints on POSH upheld	0	0

Note: POSH complaints are reported as per calendar year format

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	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	

11. Provide details of any corrective actions taken or underway to address significant risks/ concerns 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:

- Reviewing operational and supply chain activities for risks related to child labour, forced labour, discrimination, unsafe working conditions, and unfair labour practices
- Engaging with relevant functions and partners to monitor compliance and surface risks early
- 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	44%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

*<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%
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 26	FY 25
From renewable sources			
Total electricity consumption (A)	GJ	358,716	320,023
Total fuel consumption (B)	GJ	352,432	318,162
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	711,148	638,185
From non-renewable sources			
Total electricity consumption (D)	GJ	134,230	117,141
Total fuel consumption (E)	GJ	231,336	256,556
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	365,566	373,698
Total energy consumed (A+B+C+D+E+F)	GJ	1,076,714	1,011,883
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Million INR	45.88	40.72
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/Million INR adjusted to PPP	933.26	841.30
Energy intensity in terms of physical output	GJ/kg	6.79	1.93
Energy intensity (optional)- the relevant metric may be selected by the entity	-	-	-

Note: Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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 26	FY 25
From renewable sources			
Total electricity consumption (A)	GJ	358,667	260,678
Total fuel consumption (B)	GJ	491,416	130,189
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	850,093	390,867
From non-renewable sources			
Total electricity consumption (D)	GJ	305,213	341,168
Total fuel consumption (E)	GJ	362,836	337,919 ^a
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	668,049	679,087^a
Total energy consumed (A+B+C+D+E+F)	GJ	1,518,142	1,069,954^a
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Million INR	29.18	23.72
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/Million INR adjusted to PPP	593.56	490.07 ^a
Energy intensity in terms of physical output	GJ/kg	-	-
Energy intensity (optional)- the relevant metric may be selected by the entity	-	-	-

Note: Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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

^aRestated number for FY25

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.

- 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

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

Biocon Limited

Parameter	FY 26	FY 25
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	0	0
(iii) Third Party Water (Municipality + Tanker)	455,289	500,656
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater)	2,352	947
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	457,641	501,603
Total volume of water consumption (in kilolitres)	498,161	501,603
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (KL/INR Million)	21.23	20.19
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL per USD Million)	431.84	417.04
Water intensity in terms of physical output	3.14	0.95
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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 26	FY 25
Water withdrawal by source (kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	0	0
(iii) Third Party Water	1,254,712	1,077,765
(iv) Seawater / desalinated water	0	0
(v) Others - Tanker	98,106	55,569
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,352,818	1,133,334
Total volume of water consumption (in kilolitres)	1,445,507	1,191,148
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (KL/INR Million)	27.78	26.41
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL per USD Million)	565.16	545.58
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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.

4. Provide the following details related to water discharged:

Biocon Limited

Parameter	FY 26	FY 25
Water discharge by destination and level of treatment (in kilolitres)	-	-
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	31,944	20,968
-With treatment-please specify level of treatment	-	-
v) Others	-	-
-No treatment	-	-
-With treatment-please specify level of treatment	-	-
Total water discharge (in kilolitres)	31,944	20,968

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 26	FY 25
Water discharge by destination and level of treatment (in kilolitres)	-	-
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	139,452	134,637
-No treatment	-	-
-With treatment- Tertiary Treatment (Final Filtration Module)	-	-
Total water discharge (in Kilolitres)	139,452	134,637

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.

The entity has implemented a Zero Liquid Discharge (ZLD) mechanism at 3 (Bangalore & Hyderabad) out of its 6 operational sites, covering locations with higher water consumption and effluent generation. At these sites, 100% of industrial wastewater is treated through advanced Effluent Treatment Plants (ETP) incorporating processes such as biological treatment, membrane systems (RO/MBR), and evaporation systems (MEE). Treated water is entirely reused within the facilities for utilities and non-process applications, and no effluent is discharged outside the premises.

The remaining 3 sites (Vizag and US locations) manage wastewater in accordance with applicable regulatory requirements, wherein effluent is treated onsite as required and subsequently sent to authorized Common/Integrated Effluent Treatment Facilities, in line with consent conditions issued by the respective regulatory authorities. This is carried out in full compliance with environmental regulations and approvals.

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 26	FY 25
NOx	MT	34.65	29.16
SOx	MT	25.26	22.99
Particulate matter (PM)	MT	23.21	12.53
Persistent organic compounds (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

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 26	FY 25
NOx	Micro gram/Cubic meter	12.81	11.92
SOx	Micro gram/Cubic meter	5.12	4.81
Particulate matter (PM)	Micro gram/Cubic meter	33.13	33.27
Persistent organic compounds (POP)	Micro gram/Cubic meter	-	-
Volatile organic compounds (VOC)	Micro gram/Cubic meter	0.55	0.47
Hazardous air pollutants (HAP)	Micro gram/Cubic meter	-	-
Others-TPM	Micro gram/Cubic meter	22.16	18.10

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.

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

Biocon Limited

Parameter	Unit	FY 26	FY 25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	27,632	23,898
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	25,503	23,656
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e/Million INR	2.26	1.91
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 ₂ e/Million INR adjusted to PPP	46.06	39.53
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO ₂ e/kg	0.34	0.09
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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 26	FY 25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,956	4,053
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	79,949	90,436
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e/Million INR	1.61	2.09
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 ₂ e/Million INR adjusted to PPP	32.81	43.28
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO ₂ e/kg	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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

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.

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

Initiative undertaken	Outcome of the initiative
The entity has undertaken and continues to implement multiple projects and initiatives aimed at reducing Green House Gas (GHG) emissions across its operations. These include, but are not limited to:	During FY 2025–26, the entity achieved significant Scope 1 and Scope 2 GHG emission reductions through a combination of renewable energy adoption, fuel substitution, and energy conservation initiatives across multiple sites.
Energy efficiency improvement projects, such as optimization of utilities, replacement of conventional equipment with energy efficient alternatives, and process improvements to reduce energy consumption.	Renewable energy (solar and wind) usage across sites resulted in an emission avoidance of 73,332 MTCO ₂ e, supported by the use of grid emission factors.
Increased use of renewable energy, including sourcing electricity from renewable sources and installation of on site renewable energy systems, where feasible.	Fuel substitution projects, involving replacement of natural gas and coal with biomass, contributed to an emission reduction of 23,508 MTCO ₂ e, reflecting the entity's efforts to transition away from fossil fuels.
Reduction in fossil fuel consumption through fuel switching, improved boiler and utility efficiency, and enhanced operational controls.	Energy conservation projects, including electricity, natural gas, and process energy savings, resulted in additional emission reductions of 4,043 MTCO ₂ e.
Process optimization and digitization initiatives to minimize energy losses and improve monitoring of energy and emission performance	Overall, these initiatives enabled a total Scope 1 and Scope 2 emission reduction / avoidance of 100,890 MTCO ₂ e during FY 2025–26. These projects demonstrate the entity's structured approach towards climate change mitigation, energy efficiency, and increased reliance on low carbon and renewable energy sources, in alignment with its sustainability and GHG reduction objectives

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

Biocon Limited

Parameter	FY 26	FY 25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	19.42	21
E-waste (B)	4.15	10
Bio-medical waste (C)	12.67	16.35
Construction and demolition waste (D)	0	0
Battery waste (E)	42.01	1.24
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)	28,808	16,742
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.)	11,980	11,759
Total (A+B + C + D + E + F + G + H)	40,866	28,550
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ INR Million)	1.74	1.15
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/Million USD)	35.42	23.74
Waste intensity in terms of physical output	0.26	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	14,166	13,919
ii) Re-used	11,315	0

Parameter	FY 26	FY 25
iii) Other recovery operations	0	0
Total	25,481	13,919
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	333	122
ii) Landfilling	3,400	2,907
iii) Other disposal operations - Composting & Co-processing	11,655	11,495
Total	15,388	14,524

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 26	FY 25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	141	62
E-waste (B)	7	9
Bio Medical Waste (C)	143	98
Construction and demolition waste (D)	0	0
Battery waste (E)	1.06	0.74
Radioactive waste (F)	0	0
Other Hazardous Waste - (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	17,241	14,348
Other Non-hazardous waste generated (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.) (H)	2,175	1,301
Total (A+B + C + D + E + F + G + H)	19,708	15,820
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ INR Million)	0.38	0.35
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/Million USD)	7.71	7.25
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	9,078	3,306
ii) Re-used	0	0
iii) Other recovery operations (Co Processing)	9,180	11,658
Total	18,258	14,964
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	1,449	849
ii) Landfilling	0	0
iii) Other disposal operations	0	0
Total	1,449	849

Note: Revenue from operations has been adjusted for PPP using the IMF-published PPP conversion factors for India of 20.66 for FY 2024-25 and 20.34 for FY 2025-26

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.

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.

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.
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None of the Company operations/offices are 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:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No expansion activity carried out during the financial year.					

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:

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
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The Company complies with all applicable national and state environmental regulations, including the Water (Prevention and Control of Pollution) Act, 1974 and the Air (Prevention and Control of Pollution) Act, 1981. The Company remained compliant with these regulations across its operations during the reporting period, and there were no instances of non-compliance.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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 26	FY 25
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
	-	-
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.

Biocon Biologics

Parameter	FY 26	FY 25
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

Parameter	FY 26	FY 25
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 26	FY 25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	120,160	74,014
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e/Million ₹	5.12	2.98
Total Scope 3 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 26	FY 25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	258,413	209,805
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e/Million ₹	4.97	4.65
Total Scope 3 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.

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 since the company does not operate in ecological sensitive areas.

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	Variable Frequency Drives (VFDs)	VFDs installed for utility systems and effluent treatment plants at Sites 1 & 2 to optimize motor speed.	Power saving of 1.0859 MU; Cost saving ₹6.07 Mn
2	Motor & pump efficiency improvement	High-efficiency motors and pumps implemented in utility and ETP systems at Sites 1 & 2.	Energy saving of 0.6072 MU; Cost saving ₹3.41 Mn
3	Auto tube cleaning for chillers	Automatic tube cleaning systems installed for chiller condensers and evaporators.	Energy saving of 0.2201 MU; Cost saving ₹1.21 Mn
4	Hydro-turbine for cooling tower fan	Hydro-turbine installed to recover energy from cooling tower water flow at Site 1.	Energy saving of 0.2138 MU; Cost saving ₹1.22 Mn
5	Chiller primary pump optimization	Optimization of primary pump operation based on cooling demand at Site 1.	Energy saving of 0.0587 MU; Cost saving ₹0.33 Mn
6	VFD-based water & brine chillers	Replacement of fixed-speed chillers with VFD-based water and water-cooled brine chillers.	Energy saving of 0.3332 MU; Cost saving ₹1.90 Mn
7	Steam turbine for power generation	Steam turbine installed for captive power generation at Site 2.	Energy saving of 0.3505 MU; Cost saving ₹1.94 Mn
8	Steam condensate recovery	Recovery and reuse of steam condensate in boiler systems at Site 1.	331 MMBTU energy & 2082 KL water saved; Cost saving ₹0.65 Mn
9	MEE feed reduction with RO	Feed reduction to Multiple Effect Evaporator using RO system at Site 2.	27,854 MMBTU & 0.2812 MU saved; Cost saving ₹25.26 Mn
10	Fresh water reduction with RO	Utilization of RO reject water to reduce fresh water consumption at Site 1.	Water saving of 29,490 KL; Cost saving ₹2.65 Mn
11	Reuse of clean utility water	Reuse of treated clean utility water across Sites 1 & 2.	Water saving of 28,486 KL; Cost saving ₹2.80 Mn
12	Rainwater harvesting	Rainwater collection and utilization systems at Site 1.	Water saving of 2,433 KL; Cost saving ₹0.24 Mn
13	Steam control valve for stripper	Installation of steam control valve in effluent treatment stripper at Site 2.	Energy saving of 1,046 MMBTU; Cost saving ₹0.96 Mn
14	Reuse of steam condensate water	Reuse of steam condensate water as boiler feed at Site 3.	Water saving of 8,684 KL; Cost saving ₹1.30 Mn
15	Brine chiller condenser replacement	Performance improvement of brine chiller through condenser replacement at Site 3.	Energy saving of 0.1141 MU; Cost saving ₹0.97 Mn
16	Reuse of reject water in CT	Reuse of softened reject water in cooling towers at Site 3.	Water saving of 15,333 KL; Cost saving ₹1.30 Mn
17	Chilled water pump optimization	Optimization of chilled water pump operation at Site 3.	Energy saving of 0.1555 MU; Cost saving ₹1.32 Mn
18	Motor efficiency improvement	Upgradation to energy-efficient motors at Site 3.	Energy saving of 0.0117 MU; Cost saving ₹0.10 Mn
19	Motion sensors for lighting	Installation of motion sensors for lighting control at Site 3.	Energy saving of 0.0085 MU; Cost saving ₹0.07 Mn
20	Energy-efficient CT fan blades	Replacement of cooling tower fan blades with energy-efficient models at Site 3.	Energy saving of 0.0299 MU; Cost saving ₹0.25 Mn
21	Temperature controller for CT fans	Temperature-based controllers installed for CT fan operation.	Energy saving of 0.0172 MU; Cost saving ₹0.14 Mn
22	Reuse of RO reject & skid water	Reuse of RO reject, RO skid water and PW plant reject for gardening and CTs.	Water saving of 15,953 KL; Cost saving ₹2.27 Mn

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 and Code of Conduct for our purchase and service orders require vendors to confirm that they have read, understood, and will comply with the Biocon Supplier Code of Conduct. In addition, we conduct ESG supplier assessments, through which suppliers are evaluated for potential environmental issues and performance. No supplier-reported adverse environmental impacts were recorded in FY26.

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

Biocon Limited

44%

Biocon Biologics

80%

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

- By the listed entity
- 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	US India Business Council	International
2	USA India Chamber of Commerce Inc	International
3	Global Compact Network	International
4	Indian Institute of Technology (IIT)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	Confederation of Indian Industry (CII)	National
7	Indian Drug Manufacturers Association (IDMA)	National
8	Association of Biotechnology Led Enterprises (ABLE)	National
9	Karnataka Drugs and Pharmaceuticals Manufacturers Association (KDPMA)	State
10	Bulk Drug Manufacturers Association (BDMA)	National

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.	Regulatory reforms	Representations via Industry Associations on key reforms including Rule 101 implementation gaps; BA/BE studies; NDCT operational reforms; clinical trial execution risks; easing of export NOC requirements; licensing conditions; early stage R&D and FIH trials; clinical trial framework and timelines; SEC functioning; RCGM and advanced therapy reforms; and CDSCO capacity augmentation and digital enablement (Sugam/NSWS, CTRI rationalisation). Industry association led stakeholder interactions with CDSCO, DoP, MoHFW, USIBC, CII and FICCI, along with direct representations.	Inputs provided under government- stakeholder consultation. Final regulatory policy outcome publicly notified	Annual Report declarations ESG declarations On a need basis	CDSCO website
2	High level of non financial regulatory restructuring	Industry engagements via FICCI: Pharma specific deregulation discussions through working group led industry interactions with the Gauba Committee on deregulation.	Inputs provided under stakeholder- government consultation	As above	Not publicly disclosed
3.	New biopharma scheme (Bio Shakti)	Direct inputs, industry inputs and via IPA as solicited by the DoP on scheme design & incentives. Voice multiplication through CII, FICCI,.	Inputs provided under stakeholder - government consultation Final policy outcome publicly notified	Annual Report declarations ESG declarations On a need basis	Yes – policy outcome publicly notified PIB press release
4.	PRIP scheme	Routed feedback on initial scheme design through BL and BBL recommendations. Parallel feedback routed through CII, FICCI and ABLE.	Yes	As above	Yes – policy outcome publicly notified https://prip.pharma-dept.gov.in https://pharma-dept.gov.in

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
5.	ANRF / RDI Fund	Aided ANRF in the design of life sciences priorities for biopharma innovation through direct engagement with ANRF.	Final outcome publicly notified	As above	Yes – final outcome publicly notified
6.	Bio Economy Report	Via ABLE: Inputs to the NITI Aayog Bio Economy Report. Viksit Bharat 2047 and National Vision 2030 inputs on the future of the bio economy, medicines, biopharma, affordable medicines, health security and resilient supply chains.	No	As above	Not yet publicly released
7	Public Health, Pharma Access related policy publications	Direct engagements contributing to national reports including Harvard–Lancet Commission on India (Lancet); FICCI–PwC Pharma Regulatory Report; Pharmexcil global positioning report; and CII biotech vision document.	Yes for lancet No for FICCI-PWC, Pharmexcil and CII	Annual Report declarations ESG declarations On a need basis	Lancet commission for India https://www.thelancet.com/commissions-do/india-citizen-health For FICCI-PwC, Pharmexcil, CII reports: Not publicly disclosed
8	Union Budget Submissions	Pre Budget proposal submissions covering taxation, GST, incentives and duty structures through invitation based inputs to the Ministry of Finance. Pre-budget submission on expanded scheme for Biopharma. Pre reads to the Chief Economic Advisor, submissions to the Hon'ble Finance Minister Above routed via FICCI, CII, ABLE, USIBC and via pany comaengagements with the DoP, Department of Expenditure.	Yes	As above	Yes – final budget outcome publicly notified Ministry of Finance Union Budget https://pib.gov.in/allRel.aspx https://pharma-dept.gov.in (for Bio Shakti)
9	GST rationalisation (GST 2.0), affordability of cancer and life saving therapies	Industry association led advocacy through USIBC, CII, FICCI and ABLE. Reduction of GST to 5% for most cancer medicines and exemption of 33+ cancer and life threatening drugs, materially improving patient access and affordability for oncology, rare diseases and chronic conditions.	Yes	As above	Yes – GST outcome publicly notified https://www.pib.gov.in/FactsheetDetails.aspx?Id=150302&reg=3&lang=2

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
10	Regulatory Data Protection	Industry engagements with DPIIT, Ministry of Commerce, MoHFW and CDSCO on the impact of RDP on delayed generic launches, including invited stakeholder discussions via IPA and CII. Counter analysis to RDP and Copenhagen Economics arguments. Development of alternative frameworks including no RDP beyond patent life, gated or milestone based approaches, and TRIPS compliant, access first safeguards.	Inputs provided under government consultation; not publicly disclosed	Annual Report declarations ESG declarations On a need basis	Not publicly disclosed
11	CDSCO circular on Level Playing Field	Level Playing Field notification under NDCT. Invited industry representations addressing structural disparity where first applicants bear full clinical trial costs while subsequent applicants rely on BE data. Advocacy to preserve the current system to enable faster generic entry, affordability and patient access, and to avoid monopolistic delays.	Yes	As above	https://cdsco.gov.in/opencms/opencms/en/Drugs/Subsequent-New-Drugs/
12	Pharma, Life Sciences & Sustainability Imperatives	Year long speaker representations across CII Life Science Summit, ABLE engagements, FICCI Pharma Meetings, briefings to the Ministry of Commerce, and BTS 2025. Net zero energy roadmap for Indian pharma advanced as a sectoral policy priority and submitted to PSA and DRIV.	Yes	As above	CII Life science website DRIV website
13	AI and Biosciences	Speaker and panel engagements, with coordination through MeitY, Google and the Data Security Council of India.	Yes	as above	https://impact.indiaai.gov.in (India AI Impact Summit 2026 official website, MeitY)
14	Start Ups	Direct policy positioning on women as central drivers of India and Start Up India through Fortune magazine engagements and a fireside chat at the India Innovation Renaissance – The Next Decade of Global Start ups, via the WAVES Summit.	Yes	As above	https://wavesindia.org/

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
INTERNATIONAL POLICY					
1	India–USA Tariff, TRUST (Make in USA)	Routed via the Ministry of Commerce, USIBC, IPA, CII and DPIIT, addressing explicit tariff risks (including proposed and speculative pharma tariffs), framed around India's role as a trusted backbone of US patient access. Advocacy included protection of generics and biosimilars from tariff escalation; FDA–CDSCO regulatory convergence and joint inspections; investment predictability for Indian biomanufacturing (not enforced relocation); iCET based R&D collaboration; talent mobility; and biosecurity and IP governance. Participation in the US Government led TRUST framework (Track 1.5), with engagements involving the US Embassy in India, White House representatives, and USIBC.	Inputs provided under government or industry consultation; final outcomes disclosed publicly	Annual declarations Report ESG declarations On a need basis	https://www.pib.gov.in/PressReleasePage.aspx-?PRID=2224783&reg=3&lang=1 https://www.whitehouse.gov/briefings-statements/2026/02/united-states-india-joint-statement/
2	Free Trade Agreements & Trade Negotiations	Representations and engagements via FICCI, CII and USIBC across EU–India FTA, India–UK FTA/CETA, India–US trade discussions, India–EFTA, India–Peru and India–Chile PTAs, India–Kenya Joint Trade Agreement, India–Guatemala dialogue, India–Saudi Arabia CEPA review, and the India–UK Economic & Financial Dialogue 2025. Positions focused on preventing tariff and non tariff asymmetry, enabling regulatory reliance, ensuring rules of origin discipline, and positioning biosimilars as strategic health assets.	As above	As above	https://www.mea.gov.in https://www.commerce.gov.in/

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	EU–India FTA	Via CII: Engagement with the European Parliament's Committee on International Trade (INTA), shaping EU understanding of India's pharma role. Policy inputs addressed implementation realities, regulatory convergence, the EU–India Trade and Technology Council, and India's stance on WTO/TRIPS, with emphasis on export facilitation and predictable access for Indian biosimilars, APIs and value added biologics.	As above	As above	https://policy.trade.ec.europa.eu/eu-trade-relationships-country-and-region/countries-and-regions/india/eu-india-agreements_en
4	UK–India FTA / CETA	FICCI–DPIIT task force at Ministry of Commerce, positioned India as a systemically reliable supplier to the UK health system, focusing on tariff enabled access, mutual recognition of CDSCO–MHRA approvals, strict origin enforcement, and talent mobility provisions including visa facilitation.	As above	As above	https://commonslibrary.parliament.uk/research-briefings/cbp-10258/#:~:text=The%20agreement%20was%20signed%20in,between%20the%20UK%20and%20India.
5	India–Brazil	Via FICCI and direct engagements with the Brazilian President, DPIIT and the India–Brazil Business Forum (MoU signed).	Yes	As above media reports	Government of Brazil; Apex Brazil; FICCI press note; Biocon media https://www.ficci.in (FICCI press note on India-Brazil Business Forum)
6	India–Egypt	Via Pharmexcil: Engagement aligned to the Cairo visit of the Hon'ble Health Minister, focused on regulatory reliance and API standardisation, including EDA–CDSCO joint inspections, removal of local testing requirements, DMF/ICH grade API alignment, CPP requirements and GMP reliance based on WHO ML 3 equivalence.	As above	As above	https://sis.gov.eg/en/media-center/news/health-minister-receives-his-indian-counterpart/
7	India–Qatar	Industry engagements with Qatari delegations on CEPA/PTA discussions, Ministry of Foreign Trade and Qatar Investment Authority, via FICCI and CII.	As above	As above	https://www.mea.gov.in/bilateral-documents.htm?dtl/39083/India++Qatar+Joint+Statement+February+18+2025

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
8	India–Russia	Via FICCI: Engagements with the Russian President and delegation, with year long coordination across the Pharma and Healthcare track to support exports.	As above	As above	https://www.ficci.in (FICCI co-organizer of Russia-India Business Forum)

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 established complaint-handling procedures aligned with its community initiatives. To assess their effectiveness, the Biocon Foundation team conducts regular stakeholder surveys and evaluates programme outcomes. In addition, third-party impact assessments and periodic surveys are undertaken to understand stakeholder perceptions.

Grievance redressal mechanisms are designed to be accessible and responsive, enabling community members to raise concerns through multiple channels, including community meetings, feedback surveys, and suggestion or complaint boxes at programme sites. All grievances are systematically reviewed and addressed in a timely and documented manner.

Transparent communication with communities, beneficiaries, public officials, and partners remains integral to this process, ensuring that stakeholders are kept informed and engaged.

Further, recognising that life sciences students often face limited exposure to practical skills within academia, Biocon Academy addresses this gap by providing hands-on training, supporting skill development, and enhancing industry readiness.

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

Biocon Limited

	FY 26	FY 25
Directly sourced from MSMEs/ small producers	17%	26%
Directly from within India	38.10%	53%

Biocon Biologics

	FY 26	FY 25
Directly sourced from MSMEs/ small producers	16%*	26%
Directly from within India	55%**	62%

*Reported for India Region Procurement spend only, excluding capital goods and projects.

** Reported for India spend/ operations only.

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 26	FY 25
Rural	NA	NA
Semi-urban	NA	NA
Urban	20%	17.40%
Metropolitan	80%	82.60%

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

Biocon Biologics

Location	FY 26	FY 25
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 (Reference: Question 1 of Essential Indicators above):

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:

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Karnataka	Yadgir	500,000

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
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
Not applicable		

6. Details of beneficiaries of CSR Projects:

Biocon Limited

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Sustainable urban mobility solution – Biocon-Hebbagodi Metro Station and Yellow Line Impact assessment.	For Biocon Hebbagodi metro- 13,000 per day For Yellow line ridership- 60,000 per day	NA
2	Median gardens and pier wall maintenance of Namma Metro	NA	NA
3	Solid waste management	15,208	100%
4	eLAJ Smart Clinics – Outpatient care	45,671	100%
5	eLAJ Smart Clinics – Specialists clinics	1,084	100%
6	Community health outreach	11,110	100%
7	Construction of classrooms in government schools (Kodambaliii)	N/A (under construction)	100%
8	Mobile Medical Dispensary	16,900	100%
9	Maintenance of Heritage Park	100,000	NA
10	Say No to Single-Use Plastics: Utkarsh Global	25,000	100%

Note: Beneficiaries figures are reported 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	eLAJ Smart Clinics – Outpatient care	45,671	100%
2	eLAJ Smart Clinics – Specialists clinics	1,084	100%
3	Oral cancer control program	28,506	100%
4	Sustainable urban mobility solution – Biocon-Hebbagodi Metro Station and Yellow Line Impact assessment.	for Biocon Hebbagodi metro- 13,000 per day For Yellow line ridership- 60,000 per day	100%
5	Median gardens and pier wall maintenance of Namma Metro	NA	NA
6	Mobile Medical Dispensary	16,900	100%
7	Solid waste management	15,208	100%
8	Biowise	15	100%
9	Biocon Chair	1,500	100%
10	Construction of classrooms in government schools (Kodambaliii)	N/A (under construction)	100%
11	Say No to Single-Use Plastics: Utkarsh Global	25,000	100%
12	RO – Potable Water at Byrapatna	200	100%
13	Biocon Academy	1,500	NA

Note: Number of beneficiaries reported are at the group level

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.

Yes. The Company receives and manages customer feedback and complaints through multiple channels, including telephone, company websites, business partners, distributors, and external service providers, ensuring due diligence in the process.

The pharmacovigilance team tracks and reports all complaints through a dedicated web portal, enabling stakeholders to directly submit grievances and feedback. The portal, available at: <https://pharmacovigilance.biocon.com/OnlineForm.aspx>, captures details of product-related issues, adverse events, or side effects, including descriptions, severity, potential causes, and outcomes.

In addition, patients and other stakeholders may report concerns via the toll-free number provided on the Company's website. Each complaint is subject to a detailed review to ensure timely and appropriate action.

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 26			FY 25		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
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	-

Biocon Biologics

Particulars	FY 26			FY 25		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
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	0	NA
Forced recalls	0	NA

Biocon Biologics

Particulars	Number	Reason for recall
Voluntary recalls	1	Media fill failure
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. The policy outlines the types of personal data collected, sources of such data, its usage, and the measures in place for its protection. It also details users' rights in relation to their personal information and is available at: Privacy Policy - Biocon. Biocon is committed to protecting the confidentiality of personal information and upholding privacy rights as part of its Human Rights Policy, which is accessible at: <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/>. To build cybersecurity awareness, the Company conducts annual training for all employees, along with targeted sessions on key focus areas during the year. A defined escalation matrix is in place to enable prompt reporting of any suspicious activity. Cybersecurity and information security are also incorporated as parameters in employee performance evaluations.

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 follow a structured and proactive approach to address issues related to advertising practices, delivery of essential services, cyber security, customer data privacy, product safety, and regulatory compliance. Any identified issues are managed through established corrective and preventive action (CAPA) mechanisms to ensure timely resolution and prevent recurrence.

Advertising and promotional materials undergo internal review to ensure accuracy, ethical standards, and regulatory compliance. Service delivery and data protection risks are monitored through defined controls, performance reviews, security frameworks, and incident response protocols, supported by regular employee awareness initiatives.

In the event of a product recall, a defined SOP is activated under a cross-functional team comprising Quality, Regulatory, Manufacturing, Supply Chain, Commercial and Safety functions. The process includes risk assessment, regulatory communication, product traceability, retrieval, and disposition, followed by root-cause analysis and preventive actions. All relevant team members undergo mandatory annual training. Any regulatory actions are addressed on priority, with learnings embedded into processes and training programs.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches** - 0
- b. **Percentage of data breaches involving personally identifiable information of customers** - 0
- c. **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 following website:

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

<https://liraglutide.biocon.com/>

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

The Company undertakes systematic steps to inform and educate consumers on the safe and responsible use of its products through transparent, accurate, and regulator-approved communication. All products are accompanied by comprehensive product labels, package inserts, Instructions for Use (IFUs), and patient information leaflets that provide clear guidance on indications, dosage, method of use, precautions, contraindications, and storage conditions. These materials are developed and reviewed in compliance with applicable local regulatory requirements to ensure accuracy and consistency.

Where appropriate, additional educational resources such as product-specific educational videos and digital content are made available on the Company's website to reinforce correct usage and improve consumer understanding. Content is tailored to the nature of the product and intended user and is periodically reviewed and updated based on regulatory changes, product updates, or feedback received.

The Company also collaborates with relevant stakeholders, including healthcare professionals and regulators, to enhance awareness and ensure responsible product usage. Continuous monitoring of consumer feedback and complaints further supports ongoing improvement in consumer education initiatives.

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

The Company has established mechanisms to proactively inform regulatory authorities and relevant stakeholders of any potential disruption or discontinuation of essential services or products, while prioritizing continuity of supply. An advance notification is provided in line with applicable regulatory requirements before any discontinuation.

Product life-cycle decisions are supported by demand forecasting, inventory planning, and supply-chain risk assessments to avoid shortages. The Company engages closely with health authorities and, where required, continues production until formal approval for discontinuation is granted. In international markets, country-specific regulatory notification processes are followed, supported by transparent communication with regulators. Through proactive planning, cross-functional coordination, and regulatory engagement, the Company remains committed to ensuring uninterrupted patient access to essential medicines.

4. a. 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.

b. 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 places strong emphasis on customer complaints and feedback, categorizing them based on urgency to enable timely resolution. The Company also undertakes regular customer satisfaction assessments to support continuous improvement in product quality and delivery. In parallel, it continues to enhance communication with healthcare professionals and patients, while strengthening its pharmacovigilance and customer service systems.

ESG Data

Environment, Social and Governance (ESG)

Economic Performance

Economic Value Generated

Category	Unit	FY 24		FY 25		FY 26	
		BL #	BBL	BL #	BBL	BL #	BBL
Total Income (Revenue)	₹ million	30,414	90,006	26,113	101,444	28,439	106,162

Includes Generics, Novel and Unallocable segment

Financial assistance received from government

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Financial assistance received from government	₹ million	250	275	250	258	0	13

Economic Value Distributed and Retained

Category	Unit	FY 24		FY 25		FY 26	
		BL #	BBL	BL #	BBL	BL #	BBL
Total operating cost	₹ million	16,987	55,242	17,524	54,744	12,235	62,833
Total employee-related expenses (salaries + benefits)	₹ million	5,052	12,702	5,986	15,619	6,340	18,436
Payments to providers of capital*	₹ million	1,804	0	600	0	668	0
Payment to government	₹ million	180	1,733	263	2,046	211	3,355
Community investments	₹ million	100	120	110	137	80	156
Economic value distributed (EVD)	₹ million	23,843	69,797	24,110	72,547	19,243	84,780
Economic value retained (EVR)	₹ million	6,571	20,209	2,003	28,897	9,196	21,382

Includes Generics, Novel and Unallocable segment, *Includes only equity capital

Contributions & Other Spending

Category	Unit	FY 25		FY 26	
		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	11.27	82.90	210.87	116.50
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	4.20	23.20	110.83	55.50

Spend on Associations/Memberships (Biocon Limited)

Associations	FY 26 Total (million ₹)
US India Business Council	110.83
USA India Chamber Of Commerce Inc	46.98
Global Compact Network	15.42
Indian Institute of Technology	14.06
Federation of Indian Chamber of Commerce and Industry (FICCI)	9.56
Confederation of Indian Industry (CII)	7.77
Indian Drug Manufacturers	1.87
Association of Biotechnology Led Enterprises (ABLE)	2.36
Karnataka Drugs and Pharmaceuticals	1.18
Bulk Drug Manufacturers Association of India (BDMA)	0.24
The Federation of Telangana	0.40
National Safety Council	0.18
Quality Circle Forum	0.04
Grand Total	210.87

Spend on Associations/Memberships (Biocon Biologics)

Associations	FY 26 Total (million ₹)
The Association for Accessible Medicines (AAM)	55.5
Biopolicy Innovations Llc	4.5
The Biosimilars Forum	25.7
Confederation Of Indian Industry	0.2
Idiversity Forum	0.1
Association of Biotechnology Led Enterprises	2.7
Canadian Generic Pharmaceutical Association	6.9
Medicines For Europe Aisbl	20.9
Grand Total	116.5

R&D Investment

Category	Unit	FY 24		FY 25		FY 26	
		BL#	BBL	BL#	BBL	BL#	BBL
R&D spending	₹ million	2,430	9,110	2,862	5,921	3,081	6,741
R&D spending as percentage of sales/revenue	%	9	10	9	7	10	6
No. of R&D positions	No.	406	451	500+	380+	325	424

Includes Generics, Novel and Unallocable segment

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 Tenure: - Independent Directors: 3.75 - Non-Independent Directors: 20.94 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	- Independent Directors: 4 - Non-Independent Directors: 4	- Younger than 50: 1 - Between 50 & 60: 2 - Older than 60: 5	- Indian: 4 - Foreign: 4

Board Effectiveness

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Average board meeting attendance	%	98.14	93.18	95.42	93.06	96.3	100
No. of non-executive/ independent directors with 4 or less other mandates	No.	2	9	5	7	7	6
Number of other mandates for Non-Executive / Independent Directors restricted to listed entity directorships	No.	7	0	7	0	6	4
Number of independent or non-executive members with industry experience (e.g., excludes executives)	No.	7	9	2	5	2	4

Ethics: Incidents and Compliance Overview

Category	Unit	FY 24		FY 25		FY 26	
		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.	3*	0	0	0	0	0
No. of incidents of discrimination -	No.	0	0	0	1	0	4
No. of Incidents of POSH	No.	4	4	8	4	11	3
No. of incidents of conflicts of interest*	No.	0	0	0	0	4	2
No. of incidents of money laundering or insider trading	No.	0	0	2	2	0	0
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 24		FY 25		FY 26	
		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.

Emerging risks

Emerging risk	Category	Business Impact	Mitigation Approach
AI powered Drug Discovery	Technology	AI can expedite R&D, improve productivity and lower costs, but pose risks in terms of data governance, bias, and IP disputes.	Define the context of use for AI tools, set clear governance standards for data quality and model validation, and maintain continuous oversight as the systems evolve.
Supply Chain Disruption due to Trade War/ Wars and Tariffs	Operational	Supply chain disruptions, rising costs, and shrinking margins	- Diversify supply sources and increase in house manufacturing to reduce dependency. - Diversify the supplies intended for warzone countries to other countries with demand. - End to end filing to launch processes are streamlined to enable efficient and timely product commercialization - Diversify the customer / geography concentration risk
Biodiversity	Sustainability	Reputational and Social Impacts	- Biodiversity conservation initiatives undertaken through plantation drives, habitat support, and water restoration programs. - Biodiversity assessments and CSR led policies are in place to guide focused and sustained action.
Climate Change	Sustainability	Social and Financial Impact	A climate resilience strategy has been developed with focused measures to manage climate risks and ensure business continuity.

Environmental Performance

Fuel Energy Consumption

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Diesel	MWh	2.4	6,500*	1,656	3,750*	4.96	833
Coal	MWh	49,689	0	34,381	0	40,960	0
Natural gas	MWh	37,793	52,067	35,191	88,870	35,686	98,898
LPG	MWh	42*	564	38	1,246	0.030	1,057
Biomass	MWh	64,793	62,853	88,378	36,164	76,890	136,505
Total fuel	MWh	152,319	121,984	159,644	130,030	153,542	237,293
Renewable power from fuel (biomass)	%	43%	52% [‡]	55%	28% [‡]	50%	58%

*Restated number for Diesel consumption

[‡]Restated number for RE% consumption

Grid Electricity Consumption

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Grid power - Non Renewable	MWh	30,750	89,910	32,539	94,768	37,289	84,782
Grid Power - Renewable power*	MWh	93,964	76,358	88,895	69,004	99,643	94,684
Total Power	MWh	124,714	166,268	121,435	163,773	136,929	179,466
% Renewable power from Grid	%	75%	46%	73%	43%	73%	53%

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

Total Energy Consumption

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Total Non-Renewable Energy	MWh	118,234	142,548	103,805	188,634**	113,938	185,570
Total Renewable Energy	MWh	158,757	139,211	177,274	108,574	176,534	236,138
Total Energy*	MWh	276,991	281,759	281,079	297,207**	290,472	421,708
Total Renewable Energy	%	57%	49%	63%	37%	61%	56%

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

*On-site RE and Diesel generation not considered in Total Energy

**Restated number for electricity consumption

GHG Emissions

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Scope 1: Direct emissions	tCO2	23,273	8,491	23,898	4,053	27,632	3,956
Scope 2: Indirect emissions (Market Based)	tCO2	25,307	78,721	23,656	90,436	25,503	79,949
Scope 2: Indirect emissions (Location Based)	tCO2	-	-	88,283	140,602	96,250	147,867
Scope 3: Indirect emissions	tCO2	77,342	171,390	74,014	209,805	120,160	258,413
Total GHG emissions	tCO2	125,922	87,212	121,568	304,294	173,295	342,088
GHG emission intensity (Scope 1 & Scope 2)	tCO2 eq/ Revenue in million ₹*	1.6	0.97	1.58	1.05	2.26	1.61
Biogenic emissions	tCO2	24,979	64,714	27,086	54,309	35,243	55,043

*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 26	FY 26
		BL	BBL
1. Purchased goods and services	tCO2e	93,018	186,329
2. Capital good	tCO2e	2,744	16,741
3. Fuel-and-energy-related activities (not included in Scope 1 or 2)	tCO2e	13,934	25,198
4. Upstream transportation and distribution	tCO2e	3,586	19,133
5. Waste generated in operations	tCO2e	2,215	218
6. Business travel	tCO2e	354	1,120
7. Employee commuting	tCO2e	4,301	9,539
8. Upstream leased assets	tCO2e	-	126
9. Downstream transportation and distribution	tCO2e	-	-
10. Processing of sold products	tCO2e	-	-
11. Use of sold products	tCO2e	-	-
12. End-of-life treatment of sold products	tCO2e	8	9
13. Downstream leased assets	tCO2e	-	-
14. Franchises	tCO2e	-	-
15. Investments	tCO2e	-	-
Total	tCO2e	1,20,160	258,413

GHG Emission Reduction

Category	Unit	FY 25		FY 26	
		BL	BBL	BL	BL
GHG Emission Reduction(tCO ₂ e)	tCO ₂ e	68,029	52,783	100,890	157,530

Emissions of ozone-depleting substances (ODS)

Category	Unit	Biocon Total (BL+BBL) FY 24	Biocon Total (BL+BBL) FY 25	Biocon Total (BL+BBL) FY 26
HCFC-22 or R-22	Tons	0.015	0.184	0.199
Metric tons of CFC-11 equivalent	Tons	0	0	0

Air Pollutant Management

Category	Unit	FY 25	FY 26
		BL	BL
Particulate Matter (PM)	Tons	12.53	23.21
Nitrogen Oxide (NO _x)	Tons	29.16	34.65
Sulfur Oxide	Tons	22.99	25.26

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.

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

Water Management

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BL	BL	BBL
Surface Water (river, pond, lake, etc.)	million m ³	0	0	0	0	0	0
Groundwater	million m ³	0	0	0	0	0	0
Third Party Water/ Municipality	million m ³	0.52	1.04	0.5	1.08	0.38	1.25
Rainwater - pit	million m ³	0	0	0	0	0.0024	0
Other Sources - Tanker	million m ³	0.12	0.06	0	0.06	0.08	0.1
Total water Withdrawal	million m³	0.63	1.10	0.5	1.13	0.46	1.35
Total Water Consumption	million m³	0.69	1.15	0.5	1.19	0.50	1.44

Water Recycle

Recycled / Reused water as a percentage of total water withdrawal	%	78%	70%	78%	74%	74%	76%
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Water Discharge

Surface Water	million m ³	0	0	0	0	0	0
Groundwater	million m ³	0	0	0	0	0	0
Seawater	million m ³	0	0	0	0	0	0
Sent to third parties	million m ³	0.03	0	0	0	0.03	0
Other	million m ³	0	0.1	0.02	0.13	0	0.14
Total water discharged	million m³	0.03	0.1	0.02	0.13	0.03	0.14

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

Waste Management

Waste Generated: Hazardous waste

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BL	BL	BBL
Plastic waste (A)	Tons	77	31	22	62	19.42	141
E-Waste (B)	Tons	8	2	10	9	4.15	7
Bio-medical waste (C)	Tons	20	78	16	99	12.67	143
Construction & Demolition waste (D)	Tons	0	0	0	0	0	0
Battery waste (E)	Tons	2	0.09	1.24	0.74	42.01	1.06
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	17,307	10,268	16,472	14,349	28,808	17,241
Total Hazardous waste (A+B+C+D+E+F+G)	Tons	17,414	10,379	16,791	14,519	28,886	17,533
Total Non-hazardous waste (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.)	Tons	11,432	1,054	11,759	1,301	11,980	2,175
Total Waste Generated	Tons	28,846	11,433	28,550	15,820	40,866	19,708

Total Waste Disposal

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Total Hazardous waste disposed	Tons	17,414	10,379	16,831	14,512	28,785	17,531
Total Non-hazardous waste disposed	Tons	11,394	1,054	11,608	1,300	12,084	2,175

Total Waste Disposal and Diversion by Origin

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Landfilling (A)	Tons	5,078	0	2,907	0	3,400	0
Incineration (B)	Tons	231	711	122	849	333	1,449
Coprocessing (C)	Tons	5,225	0	3,613	11,659	3,184	9,180
Composting (D)	Tons	5,594	0	7,882	0	8,471	0
Other disposal operations (E)	Tons	0	9,584	0	0	0	9,078
Total (A+B+C+D+E)	Tons	16,127	10,296	14,524	12,508	15,388	19,708
Waste Diverted from Landfill							
Recycled (A)	Tons	12,719	1,138	13,919	14,964	14,166	18,261
Reused (B)	Tons	0	0	0	0	11,315	0
Other recovery operations (C)	Tons	0	0	0	0	0	0
Total (A+B+C)	Tons	12,719	1,138	13,919	14,964	25,481	18,261

Product Stewardship

Materials (Biocon Limited)

	FY 26
% of raw materials sourced from renewable sources	25%
% of packaging materials sourced from renewable sources	75%

Materials (Biocon Limited)

	FY 26
% of raw materials sourced from renewable sources	Not Applicable
% of packaging materials sourced from renewable sources	Not Applicable

Life Cycle Assessment FY2025-26

		BL	BBL
Total products covered by the Life Cycle Assessment (LCA)	%	API: 14.1 GF: 16.7	66

Social Performance

Total Workforce

Employee Category		FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	81	121	79	104	72	119
	Female	14	23	14	25	12	27
	<30	0	0	0	0	0	0
	30-50	54	82	54	68	37	69
	>50	41	62	39	61	47	77
Middle management (L5-11)	Male	1401	2171	1394	1723	1371	1,903
	Female	212	593	229	586	230	682
	<30	50	124	71	80	46	83
	30-50	1484	2476	1476	2035	1442	2,237
	>50	79	164	76	194	113	265
Junior management (L1-L4)	Male	2090	1609	1855	1518	1766	1,730
	Female	540	950	633	981	704	1,109
	<30	1526	1606	1509	1677	1326	1,903
	30-50	1087	934	942	804	1095	923
	>50	17	19	37	18	49	13
Contractual employees	Male	1,029	706	933	130	889	662
	Female	214	245	199	83	188	208
	<30	394	475	349	127	280	411
	30-50	770	449	696	73	698	433
	>50	79	27	87	13	99	26

Employee Hires

Employee Category		FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	8	45	10	9	7	13
	Female	5	14	1	4	0	5
	<30	0	0	0	0	0	0
	30-50	9	32	8	5	6	9
	>50	9	27	3	8	1	9
Middle management (L5-11)	Male	234	615	152	173	106	292
	Female	58	259	45	93	31	125
	<30	37	64	38	33	18	56
	30-50	250	684	156	203	115	321
	>50	5	126	3	30	4	40
Junior management (L1-L4)	Male	505	294	349	565	356	684
	Female	250	310	208	325	211	373
	<30	613	487	483	790	476	925
	30-50	140	102	68	99	84	131
	>50	2	15	6	1	7	1

Hiring Trend

Category	Unit	FY 25		FY 26	
		BL	BBL	BL	BBL
Percentage of open positions filled by internal candidates (internal hires)	%	10	22	36	28
Average hiring cost/FTE	₹	26,143	NA	24,525	63,022

Human Capital Return on Investment

Category	FY 26	
	BL	BBL
HC ROI	3.48	3.35

Biocon Limited – Coverage of Workforce Data: Nationality of Workforce FY 26

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	1.49%	34	24	4	62
Brazilian	0.07%	0	3	0	3
Guyanese	0.02%	1	0	0	1
Honduran	0.02%	1	0	0	1
Indian	98.24%	2,431	1,572	79	4,082
Sri Lankan	0.02%	1	0	0	1
Nepalese	0.02%	1	0	0	1
Irish	0.02%	0	0	1	1

Biocon Biologics - Coverage of Workforce Data: Nationality of Workforce FY 26

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	2.32%	0.8%	80.6%	18.6%	129
Belgian	0.18%	30.0%	50.0%	20.0%	10
Brazilian	0.22%	8.3%	83.3%	8.3%	12
British	0.20%	0.0%	72.7%	27.3%	11
Canadian	0.61%	0.0%	94.1%	2.9%	34
Chinese	0.02%	0.0%	100.0%	0.0%	1
Croatian	0.13%	28.6%	71.4%	0.0%	7
Czech	0.13%	0.0%	85.7%	14.3%	7
Egyptian	0.02%	0.0%	100.0%	0.0%	1
Filipino	0.20%	9.1%	90.9%	0.0%	11
Finnish	0.04%	0.0%	100.0%	0.0%	2
French	0.63%	2.9%	88.6%	8.6%	35
German	1.02%	0.0%	1.8%	98.2%	57
Greek	0.20%	0.0%	100.0%	0.0%	11
Indian	72.64%	48.8%	48.7%	2.4%	4,046
Irish	0.25%	14.3%	57.1%	28.6%	14
Israeli	0.04%	0.0%	50.0%	50.0%	2
Italian	0.16%	0.0%	100.0%	0.0%	9
Jordanian	0.04%	0.0%	100.0%	0.0%	2
Malaysian	20.00%	75.3%	24.4%	0.3%	1,114
Moroccan	0.25%	42.9%	50.0%	7.1%	14
Pakistani	0.02%	0.0%	100.0%	0.0%	1
Portuguese	0.04%	0.0%	50.0%	50.0%	2
Russian	0.02%	0.0%	100.0%	0.0%	1
Singaporean	0.00%	0.0%	0.0%	0.0%	0
Slovakian	0.11%	0.0%	100.0%	0.0%	6
South African	0.05%	66.7%	33.3%	0.0%	3
Spanish	0.20%	0.0%	100.0%	0.0%	11
Swiss	0.07%	0.0%	75.0%	25.0%	4
Thai	0.14%	50.0%	50.0%	0.0%	8
Austrian	0.04%	0.0%	100.0%	0.0%	2
Dutch	0.02%	0.0%	0.0%	100.0%	1
Tunisian	0.04%	0.0%	100.0%	0.0%	2

Employee Turnover

Employee Category		FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	20	24	16	26	14	13
	Female	2	6	1	3	3	4
	<30	0	0	0	0	0	0
	30-50	14	25	10	12	7	6
	>50	8	5	7	17	10	11
Middle management (L5-11)	Male	197	571	215	376	203	258
	Female	50	105	44	116	42	86
	<30	9	46	14	13	13	14
	30-50	227	613	232	453	216	299
	>50	11	17	13	26	16	31
Junior management (L1-L4)	Male	397	533	543	465	378	312
	Female	91	206	107	229	128	187
	<30	304	461	440	467	311	319
	30-50	183	277	210	226	193	175
	>50	1	1	0	1	2	5

Note: For BL, numbers are for India locations

Voluntary Turnover

Employee Category		FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Senior management (L12+)	Male	11	13	11	15	8	9
	Female	0	1	1	3	1	3
	<30	0	0	0	0	0	0
	30-50	6	12	7	7	3	5
	>50	5	2	5	11	6	7
Middle management (L5-11)	Male	169	278	184	308	141	214
	Female	43	51	37	97	24	72
	<30	6	18	11	12	7	12
	30-50	203	310	207	383	153	258
	>50	3	1	3	10	5	16
Junior management (L1-L4)	Male	322	340	435	386	313	262
	Female	69	101	89	200	103	163
	<30	239	288	350	401	261	280
	30-50	152	153	174	184	155	143
	>50	0	0	0	1	0	2

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 24)			BL (FY 25)			BL (FY 26)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	18%	21%	18%	23%	19%	22%	18.2%	18.99%	18.38%
Voluntary Turnover Rate	%	14%	17%	15%	19%	16%	18%	14.13%	14.05%	14.12%

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

Total Employee Turnover Rate (Biocon Biologics)

Category	Unit	BBL (FY 24)			BBL (FY 25)			BBL (FY 26)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	28%	22%	26%	24%	22%	23%	16%	16%	16%
Voluntary Turnover Rate	%	15%	11%	14%	20%	19%	19%	14%	14%	14%

Workforce Breakdown: Gender

Employee Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
No. of women in total permanent workforce	No.	766	1,566	876	1,592	946	1,854
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	17.6%	29%	21%	32%	22.8%	33%
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	3*	7	2	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)	%	11%	18%	8%	16%	9.5%	17%

*Includes, Kiran Mazumdar-Shaw, Executive Chairperson

Share of Women in select roles

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Share of women in STEM-related positions (as % of total STEM positions)	%	16	27	19	30	21.7%	31%
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	3	7	11	3.4%	12%

Training Manhours

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Total training hours	Hrs	83,193	221,898	248,273	584,926	312,614	385,442
Average training hours per employee	Hrs	19	44	60	118	76	69

Note: Training hours calculation methodology is corrected and revised for FY25 and same has been used FY26

Trainings Man Hours (Gender and Management wise)

Employee Category	FY 24		FY 25		FY 26	
	BL	BBL	BL	BBL	BL	BBL
Senior Management (L12+)	1,201	6,657	6,395	14,278	8,052	9,424
Middle Management (L5-L11)	36,380	99,854	110,862	273,760	139,593	180,736
Junior Management (L1-L4)	45,613	115,387	131,016	296,062	164,969	195,282
Male	67,363	158,657	183,995	396,834	246,352	261,457
Female	15,813	63,241	64,278	188,092	66,262	123,985

Note: Training hours calculation methodology is corrected and revised for FY25 and same has been used FY26.

Training Spend

Category	FY 24		FY 25		FY 26	
	BL	BBL	BL	BBL	BL	BBL
Total training spend (₹)	13,000,000	20,000,000	1,016,300	37,912,500	32,35,422	51,385,336
Average training spend (₹)	2,997	3,658	4,204	7,800	2,628	9,225

Parental Leave

Employee Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Employees entitled for maternity leave	No.	766	1,566	876	1,592	946	1,818
Employees that took maternity leave	No.	42	70	51	76	44	84
Employees that returned to work in the reporting period after maternity leave ended	No.	25	29	34	55	44	51
Employees that returned to work after maternity leave ended and were still employed 12 months after their return to work	No.	14	11	24	63	31	44
Rate of return to work who took maternity leave	%	78%	86%	71%	72%	88%	98%
Retention rates of employees that took maternity leave	%	93%	71%	89%	74.12%	91%	71%

Note- Based on returning date of employees

Standard Entry Wage Compared to Minimum wage in FY26 (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	100%	100%	100%	100%	100%	100%

CEO to Employee Pay Ratio

Employee Compensation	Median Employee Compensation	Mean Employee Compensation
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation	133.75	187.32

Employee Compensation	Average women salary	Average men salary
Executive level (base salary only)	45,30,374	54,20,166
Executive level (base salary + other cash incentives)	1,36,72,793	1,37,09,709
Management level (base salary only)	9,56,579	6,81,987
Management level (base salary + other cash incentives)	21,95,281	19,76,411
Non-management level (base salary only)	2,93,485	3,47,563
Non-Management level (base salary + other cash incentives)	5,48,233	7,62,980

Ratio of basic salary and remuneration in FY 26 (Biocon Limited)

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	0.61	0.50
Junior management (L1-L4) - Experienced > 2 years	0.20	0.16
Middle management (L5-11)	0.24	0.19
Senior management (L12 and above)	0.14	0.17

Type of Individual Performance Appraisal and Employee Engagement

Category	Unit	FY 24		FY 25		FY 26	
		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 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Fatalities	No.	0	0	0	0	0	0
Near-miss incidents	No.	174	43	248	70	237	139
Occupational disease cases	No.	0	0	0	0	0	0
*Recordable injuries	No.	28	38	9	0	0	0
** Reportable Injuries (Total)	No.	0	3 [^]	0	2 [^]	0	4 [^]
Note: Only lost time injuries will be considered here.							
Man-hours worked	No. of. Hrs	11,996,720	13,935,584	11,852,624	14,558,254	10,876,876	16,448,463
Total working days scheduled for the workforce	No.	290	290	290	290	290	290
Lost time injury frequency rate (LTIFR)	Rate	0	0.21	0	0.14	0	0.24
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 25	FY 26	
		BL	BL *	BBL **
Employee Satisfaction	% of employees with the top level of engagement, satisfaction, well-being, or employee net promoter score (E-NPS)	93%	93%	90%
Data Coverage	% of employees responded to the survey	89%	89%	90%

*The Employee Satisfaction Survey is conducted biennially. Accordingly, FY 2025 data has been considered for FY 2026 reporting purposes, considering the ongoing merger and integration process during the year.

**Having transitioned to continuous, event-specific employee surveys (covering integration, performance, and goal-setting), Biocon Biologics has recorded scores exceeding 9/10 across all surveyed parameters.

Supply Chain Management

Suppliers and Procurement Spend

	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Supplier Count							
Total suppliers	No.	2,484	2,446	2,860	3,307	821	2,420*
Critical suppliers**	No.	25	183	25	230	13	97*
Non-critical suppliers	No.	2,459	2,361	2,835	3,077	808	2,323
Total tier-1 suppliers	No.	2,484	2,446	2,860	3,307	821	2,420*
Total Critical tier-1 suppliers	No.	15	183	25	230	13	97*
Non-critical tier-1 suppliers	No.	2,459	2,361	2,835	3,077	808	2,323*
Critical Non-tier-1 suppliers	No.	0	0	0	0	0	0
Procurement Spend							
Total procurement spends	₹ million	23,446	25,075	24,353	33,362	12,714.6	60,363.95*
Procurement spends on critical suppliers	₹ million	11,750	13,076	12,166	26,668	6,467.7	48,254.33*
Procurement spends on non-critical suppliers	₹ million	11,697	1,199	12,187	6,694	6,246	11,940.82
Procurement spends on locally-based suppliers***	₹ million	6,324	5,655	12,798	16,024	3,964.3	15,225.98
Procurement spends on critical tier-1 suppliers as % of total tier 1 suppliers	%	54%	61%	50%	80%	50%	80%
Procurement spends on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	46%	39%	50%	20%	50%	20%

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* FY 2025-26 figures cover suppliers onboarded/assessed under the SCM purview for Raw Materials, Packaging Materials, and consumables only

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

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

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

**Criticality based on spend value – suppliers accounting for approx. 80% of spend value in respective years considered as critical.

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

Global Supplier Distribution (Biocon Limited)

Country/Region	Number of Suppliers	% of Total Suppliers
India	643	78.3%
China	81	9.9%
USA	30	3.7%
Germany	12	1.5%
Singapore	10	1.2%
Japan	7	0.9%
France	4	0.5%
Saudi Arabia	4	0.5%
South Korea	4	0.5%
Hong Kong	3	0.4%
Ireland	3	0.4%
Italy	3	0.4%
United Kingdom	3	0.4%
Belgium	2	0.2%

Country/Region	Number of Suppliers	% of Total Suppliers
Brazil	2	0.2%
Taiwan	2	0.2%
Austria	1	0.1%
Czech Republic	1	0.1%
Malaysia	1	0.1%
Spain	1	0.1%
Swaziland	1	0.1%
Switzerland	1	0.1%
Thailand	1	0.1%
The Netherlands	1	0.1%
Total Suppliers	821	

Supplier Assessment

	Unit	FY 25		FY 26	
		BL	BBL	BL	BBL
Total number of suppliers assessed via desk assessments/ on-site assessments	No.	16	84	18	97*
% of unique significant suppliers assessed	%	100%	90%	100%	15%*
Number of suppliers assessed with substantial actual/ potential negative impacts	No.	0	4	0	0
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	0	5%	0	0
Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	0	0	0	0

*Biocon Biologics has carried out 35 which make up to 15% of the total spend are new assessments, and the rest 65% previously done suppliers are monitored on a regular basis

	Unit	FY 25		FY 26	
		BL	BBL	BL	BBL
Total number of suppliers supported in corrective action plan implementation	No	4	4	3	4
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	0%	5%	0%	0%

Suppliers in capacity building programs

	Unit	FY 25		FY 26	
		BL	BBL	BL	BBL
Total number of suppliers in capacity building programs	No.	120	83	29	50
% of significant suppliers in capacity building programs	%	0%	75%	24%	40%

Benefits provided to Permanent employees and Temporary employees

Category/Types of benefits provided	Biocon Total (FY 26) – Both Biocon and Biocon Biologics	
	Permanent Employees	Contractors
Life insurance	Yes	Yes
Health insurance	Yes	Yes
Accident insurance	Yes	Yes
Parental Medical Insurance (including paternity leave option from Biocon Biologics, Malaysia)	Yes	No
Disability (Have GPA-Employees) and ESI(contractors)	Yes	Yes
Parental leave (**maternity leave or paternity leave)	Yes	Yes
Marriage leave (additional to normal leaves allotted)	Yes	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.	Yes	Yes
*Stock ownership	Yes	No
Transportation	Yes	Yes
Housing	Yes	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 FY26 (Biocon Limited)

	Number of projects	Share of R&D Budget Invested (%)	Success rate (%)
Pre-clinical development	Nil	81.3%	-
Clinical trials/ pathway to approval		18.7%	-
- Clinical trials: Phase I (BA/BE)	3	-	Pivotal: 89%
	9		-
- Clinical trials: Phase II	Nil	-	-

	Number of projects	Share of R&D Budget Invested (%)	Success rate (%)
- Clinical trials: Phase III	Nil	-	-
Total No. of Launch		11	

Healthcare Clinical Pipeline FY26 (Biocon Biologics)

	Number of projects	Share of R&D Budget Invested (%)	Success rate (%)
Total Product	33	-	-
Pre-clinical development	17	-	-
Clinical trials/ pathway to approval			
- Clinical trials: Phase I	3	-	-
- Clinical trials: Phase II	-	-	-
- Clinical trials: Phase III	-	-	-
Total No. of Launch		3	

Product Recall, Regulatory Inspection & Warning Letters

Compliance to Regulatory Standards:

Category	Unit	FY 24		FY 25		FY 26	
		BL	BBL	BL	BBL	BL	BBL
Class I product recalls	No.	0	0	0	0	0	0
Class II product recalls	No.	0	0	1	0	0	0
Regulatory agency inspections	No.	3	15	17	5	6	9
Form 483 Observations (or equivalent)	No.	0	23	42	18	3	28
FDA Warning Letters (or equivalent)	No.	0	0	0	0	0	0

Impact on Access to Healthcare FY2025-26

	BL	BBL
Number of patients with low-cost access to the organization's products or services to address diseases/ conditions)	16.5 million	6.5 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

Sr. No.	Name of the Trade and Industry Chambers/Associations	National/ International
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	Bangalore Commerce & Industry Chambers (BCIC)	National
5	Service Export Promotion Council (SEPC)	National
6	Export Promotion Council EOU'S and SEZ's (EPCES)	National
7	Hyderabad Management Association (HMA)	National
8	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	National

Sr. No.	Name of the Trade and Industry Chambers/Associations	National/ International
9	Bulk Drug Manufacturers Association (BDMA)	National
10	Federation of Indian Export Organization (FIEO)	National
11	Karnataka Drugs & Pharmaceuticals Manufacturer's Association	National
12	Delhi Research Implementation and Innovation (DRIIV) Foundation	National
13	Indian Institute of Technology Delhi	National
14	Bangalore Chamber of Industry & Commerce	National
15	The Associated Chambers	National
16	Diversity Forum	National
17	Bombay Chamber of Commerce and Industry	National
18	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	National
19	Invest India	National
20	USIBC Global Board of Directors	International
21	Association for Accessible Medicines (AAM)	International
22	Biosimilars Forum, U.S.	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 AISBIL	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)	National
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 2025 to 31st March 2026.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 2 - General Disclosures 2021- The organisation and its reporting practices	2-1 Name of the Organisation	About Biocon Group	Integrated Annual Report: Pg 9-13
	2-2 Entities included in the organization's sustainability reporting	About the Report	Integrated Annual Report: Pg 4-5
	2-3 Reporting period, frequency and contact point	About the Report	Integrated Annual Report: Pg 4-5
	2-4 Restatements of information	About the Report	Integrated Annual Report: Pg 4-5
	2-5 External assurance	About the Report	Integrated Annual Report: Pg 4-5
GRI 2 - General Disclosures 2021- Activities and workers	2-6 Activities, value chain and other business relationships	About Biocon Group	Integrated Annual Report: Pg 9-13
	2-7 Employees	ESG Databook: Total Workforce	77
	2-8 Workers who are not employees	ESG Databook: Total Workforce	77
GRI 2 -General Disclosures 2021- Governance	2-9 Governance structure and composition	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41
	2-10 Nomination and selection of the highest governance body	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41
	2-11 Chair of the highest governance body	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41
	2-13 Delegation of responsibility for managing impacts	Risk Management	Integrated Annual Report: Pg 43-45
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance	Integrated Annual Report: Pg 38-39
	2-15 Conflicts of interest	Conflicts of Interest	Integrated Annual Report: Pg 40
	2-16 Communication of critical concerns	Grievance Mechanism	Integrated Annual Report: Pg 40-41
	2-17 Collective knowledge of the highest governance body	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41
	2-18 Evaluation of the performance of the highest governance body	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41
	2-19 Remuneration policies	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 37-38
	2-20 Process to determine remuneration	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 2 - General Disclosures 2021– Strategy, policies and practices	2-21 Annual total compensation ratio	Corporate Governance: Particulars of Remuneration	Integrated Annual Report: Pg 215
	2-22 Statement on sustainable development strategy	Leadership Messages	Integrated Annual Report: Pg 14-25
	2-23 Policy Commitments	Ensuring Ethics & Compliance	Integrated Annual Report: Pg 39-41
	2-24 Embedding policy commitments	Ensuring Ethics & Compliance	Integrated Annual Report: Pg 39-41
	2-25 Processes to remediate negative impacts	Ensuring Ethics & Compliance	Integrated Annual Report: Pg 39-41
	2-26 Mechanisms for seeking advice and raising concerns	Ensuring Ethics & Compliance	Integrated Annual Report: Pg 40-41
	2-27 Compliance with laws and regulations	Ensuring Ethics & Compliance	Integrated Annual Report: Pg 39-41
	2-28 Membership associations	ESG Databook: Membership associations	87-88
GRI 2 - General Disclosures 2021– Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement BRSR P4	Integrated Annual Report: Pg 52 37-39
	2-30 Collective bargaining agreements	Human Capital: Freedom of Association and Collective Bargaining	Integrated Annual Report: Pg 116
GRI 3- Material Topics 2021	3-1 Process to determine Material Topics	Materiality	Integrated Annual Report: Pg 53-59
	3-2 List of Material topics	Materiality	Integrated Annual Report: Pg 53-59
	3-3 Management of material topics	Materiality	Integrated Annual Report: Pg 53-59
GRI 201 – Economic Performance 2016	201-1 Direct Economic Value Generated	ESG Databook: Economic Value Generated	69
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Natural Capital : Climate Strategy & Governance	Integrated Annual Report: Pg 125-129
	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	Notes to the consolidated financial statements: Employee benefit plans	Integrated Annual Report: Pg 393-396
	201-4 Financial Assistance Received from Government	Financial assistance received from government	69
GRI 202- Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	ESG Databook: Standard Entry Wage Compared to Minimum wage	82
	202 -2 Proportion of senior management hired from the local community	Human Capital	Integrated Annual Report: Pg 98-103
GRI 203- Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Corporate Social Responsibility	Integrated Annual Report: Pg 154-169
	203-2 Significant indirect economic impacts	Corporate Social Responsibility	Integrated Annual Report: Pg 154-169
GRI 204- Procurement Practices 2016	204-1 Proportion of spending on local suppliers	BRSR P8 E4	62

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 205- Anti-Corruption 2016	205-1 Operations Assessed for Risks Related to Corruption	Governance, Ethics and Compliance	Integrated Annual Report: Pg 36-41
	205-2 Communication and Training About Anti-Corruption Policies and Procedures	Governance, Ethics and Compliance	Integrated Annual Report: Pg 36-41
	205-3 Confirmed Incidents of Corruption and Actions Taken	ESG Data Book: Ethics and Compliance overview	71-72
GRI 206 - Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	ESG Data Book: Ethics and Compliance overview	71-72
GRI 207 - Tax 2019	207-1 Approach to tax	Tax Strategy & Governance	Integrated Annual Report: Pg 69-70
	207-2 Tax governance, control, and risk management	Tax Strategy & Governance	Integrated Annual Report: Pg 69-70
	207-3 Stakeholder engagement and management of concerns related to tax	Tax Strategy & Governance	Integrated Annual Report: Pg 69-70
	207-4 Country-by-country reporting	Financial Capital: Approach to Tax Transparency	Integrated Annual Report: Pg 70 Also, refer to Pg 11 of the Tax transparency report
GRI 301- Materials 2016	301-1 Materials used by weight or volume	ESG Databook: Materials (Biocon Limited)	77
	301-2 Recycled input materials used	BRSR P2 L3	28
	301-3 Reclaimed products and their packaging materials	Not applicable owing to the nature of the business and related regulations.	
GRI 302- Energy 2016	302-1 Energy Consumption Within the Organization	BRSR P6 E1	45
		ESG Databook: Total Energy Consumption	73
	302-3 Energy Intensity	BRSR P6 E1	45
		Natural Capital: Environmental Performance in FY26	Integrated Annual Report: Pg 124
	302-4 Reduction of Energy Consumption	ESG Databook: GHG Emission Reduction	75
		Natural Capital: Energy Management & Emission Reduction	Integrated Annual Report: Pg 132-137
	302-5 Reductions in Energy Requirements of Products and Services	Natural Capital: Energy Management & Emission Reduction	Integrated Annual Report: Pg 132-137
GRI 303- Water and Effluents 2018	303-1 Interactions with water as a shared resource	Natural Capital: Water Stewardship	Integrated Annual Report: Pg 138-139
	303-2 Management of water discharge related impacts	Natural Capital: Water Stewardship	Integrated Annual Report: Pg 138-139
	303-3 Water withdrawal	ESG Databook: Water Management	75
	303-4 Water discharge	ESG Databook: Water Disposal	75
	303-5 Water consumption	ESG Databook: Water Management	75
GRI 304: Biodiversity 2016	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	BRSR: P6 E1 1	52
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	BRSR: P6 L3	55
	Disclosure 304-3 Habitats protected or restored	Natural Capital: Biodiversity Management	Integrated Annual Report: Pg 145-152
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Natural Capital: Biodiversity Management	Integrated Annual Report: Pg 145-152

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 305 – Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	ESG Databook: GHG Emissions	74
	305-2 Energy Indirect (Scope 2) GHG Emissions	ESG Databook: GHG Emissions	74
	305-3 Other Indirect (Scope 3) GHG Emissions	ESG Databook: GHG Emissions	74
	305-4 GHG Emissions Intensity	ESG Databook: GHG Emissions BRSR P6 E7	74 49
	305-5 Reduction of GHG Emissions	ESG Databook: GHG Emissions Reduction Natural Capital: Energy Management & Emission Reduction	75 Integrated Annual Report: Pg 132-137
	305-6 Emissions of Ozone-Depleting Substances (ODS)	ESG Databook: Emissions of Ozone-Depleting Substances (ODS)	75
	305-7 Nitrogen Oxides (NOx), Sulphur Oxides (SOx), And Other Significant Air Emissions	ESG Databook: Air Pollutant Management	75
GRI 306- Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	Natural Capital: Waste & Resource Management	Integrated Annual Report: Pg 140-143
	306-2 Management of Significant Waste- Related Impacts	Natural Capital: Waste and Resource Management	Integrated Annual Report: Pg 140-143
	306-3 Waste Generated	ESG Databook: Waste Management	76
	306-4 Waste Diverted from Disposal	ESG Databook: Waste Management	76
	306-5 Waste Directed to Disposal	ESG Databook: Waste Management	76
GRI 401 – Employment 2016	401-1 New Employee Hires and Employee Turnover	ESG Databook: Employee Hires ESG Databook: Employee Turnover, Voluntary Turnover	78 80
	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	86 29
	401-3 Parental Leave	ESG Databook: Parental Leave	82
	402-1 Minimum notice periods regarding operational changes	The notice period for operational employment changes is defined in company policies and standard employment agreements.	
GRI 402 - Labor/ Management Relations 2016			
GRI 403 – Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-2 Hazard identification, risk assessment, and incident investigation	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-3 Occupational health services	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-4 Worker participation, consultation, and communication on occupational health and safety	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-5 Worker training on occupational health and safety	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-6 Promotion of worker health	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-8 Workers covered by an occupational health and safety management system	Human Capital: Occupational Health and Safety	Integrated Annual Report: Pg 117-119
	403-9 Work related injuries	ESG Databook: Health & Safety	83
	403 -10 Work related ill health	ESG Databook: Health & Safety	83

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Databook: Training Manhours	81
	404-2 Programs for upgrading employee skills and transition assistance programs	BRSR P3 L4	37
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital: Employee Performance Metrics ESG Databook: Type of Individual Performance Appraisal & Employee Engagement	Integrated Annual Report: Pg 106 83
GRI 405 – Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	Governance, Ethics & Compliance: Board Diversity ESG Databook: Total Workforce	Integrated Annual Report: Pg 37 77
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	ESG Databook: Ratio of basic salary and remuneration	83
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	ESG Databook: Incidents and Compliance Overview	71-72
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	BRSR P5 L4&5	45
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	ESG Databook: Incidents and Compliance Overview	71-72
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	ESG Databook: Incidents and Compliance Overview	71-72
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human Capital	Integrated Annual Report: Pg 116
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	ESG Databook: Incidents and Compliance Overview	71-72
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Relationship Capital: Corporate Social Responsibility (CSR)	Integrated Annual Report: Pg 154-169
	413-2 Operations with significant actual and potential negative impacts on local communities	ESG Databook: Incidents and Compliance Overview	71-72
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESG Databook: Supplier Assessment	85
	414-2 Negative social impacts in the supply chain and actions taken	ESG Databook: Supplier Assessment	85
GRI 415: Public Policy 2016	415-1 Political contributions	ESG Databook: Contributions & Other Spending	69-70
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	ESG Databook: Product Recall, Regulatory Inspection & Warning Letters	87
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Databook: Product Recall, Regulatory Inspection & Warning Letters	87
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	BRSR P9 L4	67
	417-2 Incidents of non-compliance concerning product and service information and labelling	ESG Databook: Incidents and Compliance Overview	71-72
	417-3 Incidents of non-compliance concerning marketing communications	ESG Databook: Incidents and Compliance Overview	71-72
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Databook: Incidents and Compliance Overview	71-72

Independent Assurance Statement

Independent Assurance Statement

To the Management and Stakeholders of Biocon Limited

DQS has been engaged by Biocon Limited (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 2025-26. 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 month of June 2026 and was concluded on July 1, 2026.

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 2025 to 31, March 2026. More specifically, this included assurance of:

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

Evaluating the quality of the reported sustainability performance information in scope is limited to the indicators described above.

Level of assurance and limitations

The assurance engagement was performed in accordance with a Type 2 assurance of the AA1000 Assurance Standard (AA1000AS v3), which consists of:

- Evaluating the company's sustainability framework and processes using the inclusivity, materiality, responsiveness and impact criteria of the AA1000 AccountAbility Principles (AA1000APS 2018), and
- Evaluating the quality of the reported sustainability performance information.

A moderate level of assurance under AA1000AS was provided for this engagement. Information and performance data subject to assurance is limited to the content of the sustainability report.

- 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 did not cover financial data, technical descriptions of buildings, equipment and production processes or other information not related to sustainability or already supported by existing documents, such as third-party audits or certifications and previous Biocon Limited annual reports. The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations.

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.

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 2025-26. 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.

DQS 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.

Independence and Competences of the Assurance Provider

The DQS Group is an independent professional services firm that provides assurance on sustainability disclosures under the major global and national reporting frameworks and other specialized sustainability management mechanisms. Independent verifiers of DQS have not been involved in the development of the report nor have they been associated with Biocon Limited's sustainability program, data collection or strategic processes.

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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. The assurance assessments are the only work undertaken by DQS for Biocon Limited, thus safeguarding our independence and impartiality throughout the engagement.

Assurance Quality Control and Practices

DQS have conducted this assurance engagement in accordance with the requirements of the AA1000 Assurance Standard (AA1000AS) and maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

DQS have complied with the independence and other ethical requirements of the 'DQS Group - 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 developed by DQS, which consists of the following steps:

1. Identifying statements and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process.
2. Reviewing the Guidance Document for the Sustainability Data Management
3. Identify samples of data to be assessed, reflecting the structure and operations of Biocon Limited
4. Assessing the collected information and provide recommendations for immediate correction where required or for future improvement of the report content.

In more detail:

- Assessing the acceptance of the engagement, including our independence, competence, ethical requirements, and the suitability of the reporting scope and criteria.
- Obtaining an understanding of the organisation, its sustainability context, governance arrangements, stakeholder relationships, and the systems and processes used to collect, consolidate, and report sustainability information.
- Evaluating the organisation's application of the AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact (where applicable), including the processes used to identify and prioritise material sustainability topics and respond to stakeholder expectations.
- Assessing the suitability of the reporting criteria and evaluating whether the reported sustainability information is relevant, complete, reliable, neutral, and understandable.
- Developing an assurance plan based on identified engagement risks, the reporting

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processes, and the effectiveness of internal controls over sustainability information.

- Obtaining sufficient and appropriate evidence through document review, interviews with relevant personnel, analytical procedures, observation, inspection, sampling, recalculation where appropriate, and testing of selected data and supporting records.
- Evaluating the evidence obtained and forming an assurance conclusion on whether the reported information and disclosures are presented in accordance with the applicable reporting criteria and the requirements of AA1000AS.
- Below is the list of BRSR Core Indicators covered in the ESG databook which were also verified with reasonable level of assurance and the verified figures 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 withdrawal
 - 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
 - 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
- 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 AA1000 Assurance Standard and relevant ethical standards. All procedures and findings were documented in a manner sufficient to support our conclusion

Evaluation of Data Quality

Nothing has come to our attention that causes us to believe that the environmental, human resources and health and safety performance indicators of Biocon Limited are materially misstated. The definitions, boundaries, assumptions, procedures and responsibilities for data management are mostly described in a comprehensive and transparent manner. The data templates for collecting and consolidating the data are structured in such a way as to enable independent verification.

Through a sampling procedure, the assurance team found that the sites generally adhere to the procedures set out in the guidance document. For certain sites, the assurance team noted isolated lapses in data quality, which did not affect the overall reliability of the reported information. Most of these lapses have been corrected during the course of the assurance engagement. For the remaining issues, measures will be taken to improve data quality in future reporting cycles even further.

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.

Evaluation of the adherence to following Principles

Inclusivity – *People should have a say in the decisions that impact them*

DQS 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 – *Decision makers should identify and be clear about the sustainability topics that matter*

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 – *Organizations should act transparently on material sustainability topics and their related impacts*

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 scope.

Impact – *Organizations should monitor, measure and be accountable for how their actions affect their broader ecosystems*

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.

Conclusion

On the basis of a moderate assurance engagement according to the above-listed criteria, nothing has come to our attention that causes us to believe that the Integrated Annual Report and the ESG Data Book are materially misstated. 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 BRSR and ESG Data Book for the reporting year FY 2025-26 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.

On behalf of the assurance team

July 7, 2026

Frankfurt, Germany



Guido Eggers

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Annexure – BRSR Core Indicators

1. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit of measurement	BL FY26	BBL FY26
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ is not available)	MtCO ₂ e	27,632	3,956
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ is not available)	MtCO ₂ e	25,503	79,949
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e/ Revenue from operations (Million INR)	2.26	1.61
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 ₂ e/ Revenue from operations adjusted for PPP (Million INR)	46.06	32.81
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO ₂ e/ physical output (Kgs)	0.34	-

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund (IMF)*

2. Details related to water withdrawal and consumption:

Parameter	Unit of measurement	BL FY26	BBL FY26
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	0	0
(iii) Third party water (Municipality + Tanker)	kilolitres	455,289	1,254,712
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others (Rainwater)	kilolitres	2,352	98,106
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	457,641	1,352,818
Total volume of water consumption	kilolitres	4,98,161	1,445,507
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kilolitres/ Revenue from operations (Million INR)	21.23	27.78
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Kilolitres/ Revenue from operations adjusted for PPP (Million INR)	431.8	565.16
Water intensity in terms of physical output	Kilolitres/ physical output (Kgs)	3.14	-

3. Details related to water discharged:

Parameter	Unit of measurement	BL FY26	BBL FY26
(i) Sent to third parties*			
- No treatment	kilolitres	31,944*	
- With treatment – please specify level of treatment -pH and Ammonia correction	kilolitres		
(ii) Others	kilolitres		139,452
- No treatment	kilolitres		-
- With treatment – please specify level of treatment	kilolitres		139,452
Total water discharged (in kiloliters)		31,944*	139,452

*This information pertains only to the Visakhapatnam locations of the company.

4. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	Unit of measurement	BL FY26	BBL FY26
Total electricity consumption (A)	Giga Joules	358,716	358,667
Total fuel consumption (B)	Giga Joules	352,432	491,416
Energy consumption through other sources (C)	Giga Joules	-	0
Total energy consumed from renewable sources (A+B+C)	Giga Joules	711,148	850,093
Total electricity consumption (D)	Giga Joules	134,230	305,213
Total fuel consumption (E)	Giga Joules	231,336	362,836
Energy consumption through other sources (F)	Giga Joules	-	0
Total energy consumed from non-renewable sources (D+E+F)	Giga Joules	365,566	668,049
Total energy consumed (A+B+C+D+E+F)	Giga Joules	1,076,714	1,518,142
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Giga Joules/ Million INR	45.88	29.18
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Giga Joules/Million INR adjusted to PPP	933.26	593.56
Energy intensity in terms of physical output	Giga Joules/ physical output (Kgs)	6.79	-

5. Details related to waste management by the entity:

Parameter	Unit of measurement	BL FY26	BBL FY26
i. Plastic waste (A)	Metric Tonnes	19.42	141
ii. E-waste (B)	Metric Tonnes	4.15	7
iii. Bio-medical waste (C)	Metric Tonnes	12.67	143
iv. Construction and demolition waste (D)	Metric Tonnes	0	0
v. Battery waste (E)	Metric Tonnes	42.01	1.06
vi. Radioactive waste (F)	Metric Tonnes	0	0

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	28,808	17,241
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	11,980	2,175
Total (A+B + C + D + E + F + G + H)		Metric Tonnes	40,866	19,708
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)		Metric Tonnes/ Revenue from operations (Million INR)	1.74	0.38
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		Metric Tonnes/ Revenue from operations adjusted for PPP (Million INR)	35.42	7.71
Waste intensity in terms of physical output		Metric Tonnes of Waste/Kilograms of Production	0.26	-
Category of waste				
i.	Recycled	Metric Tonnes	14,166	9,078
ii.	Re-used	Metric Tonnes	11,315	0
iii.	Other recovery operations	Metric Tonnes	0	9,180
Total			25,481	18,258
i.	Incineration	Metric Tonnes	333	1,449
ii.	Landfilling	Metric Tonnes	3400	0
iii.	Other disposal operations	Metric Tonnes	11,655	0
Total			15,388	1,449

6. Employees other than permanent:

	BL FY26	BBL FY26
Cost incurred on well-being measures as a % of total revenue of the company	23%	18%

7. Details of safety-related incidents:

Safety Incident/Number	Category	BL FY26	BBL FY26
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.24
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
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 FY26	BBL FY26
Gross wages paid to females as % of total wages	17.30%	31.58%

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

	BL FY26	BBL FY26
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	11	3
Complaints on POSH as a % of female employees / workers	1.16%	0.17%
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 FY26	BBL FY26
Directly sourced from MSMEs/ small producers	17%	16%*
Directly from within India	38.10%	55%**

**Reported for India Region Procurement spend only, excluding capital goods and projects.*

*** Reported for India spend/ operations only.*

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 FY26	BBL FY26
Rural	NA	0%
Semi-urban	NA	0%
Urban	20%	0%
Metropolitan	80%	100%

12. 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 FY26	BBL FY26
Number of days of accounts payable	109	98*

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

14. Open-ness of business:

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 FY26	BBL FY26
Concentration of Purchases	Purchases from trading houses as % of total purchases	16.11%	15%*
	Number of trading houses where purchases are made from	111	192*
	Purchases from top 10 trading houses as % of total purchases from trading houses	54.26%	8%*
Concentration of Sales	Sales to dealers/ distributors as % of total sales	9%	Not Applicable
	Number of dealers/ distributors to whom sales are made	3	
	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	9%	
Share of RPTs in	Purchases from trading houses as % of total purchases	5.1%	0.55%
	Sales (Sales to related parties / Total Sales)	19%	0.53%
	Loans & advances (Loans & advances given to related parties/Total loans & advances)	0%	0
	Investments (Investments in related parties/Total Investments made)	99.8%	0

* Based purely on India spend only.



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