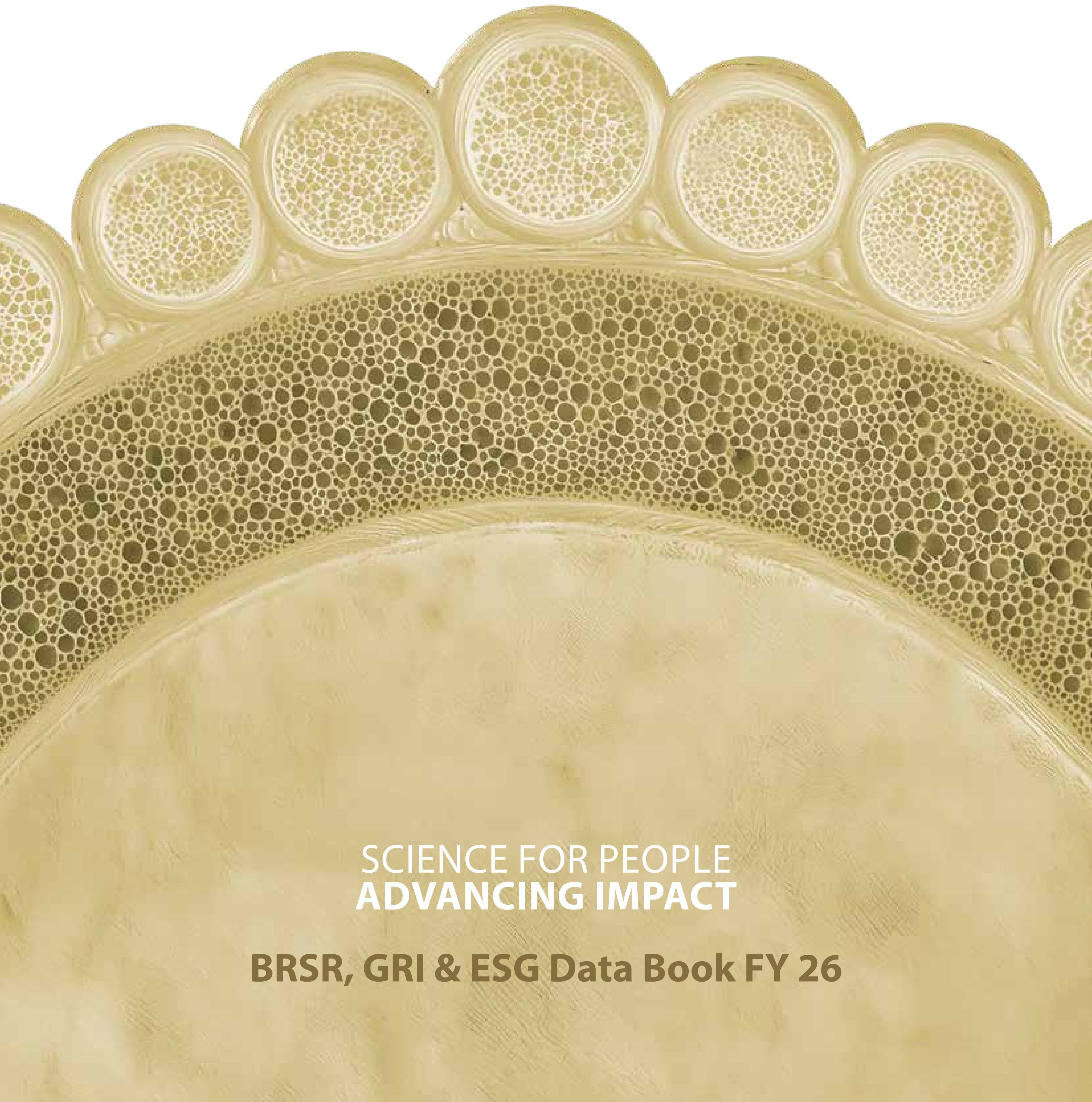

SCIENCE FOR PEOPLE
ADVANCING IMPACT

BRSR, GRI & ESG Data Book FY 26

Contents

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 2nd consecutive year
2	Sustainability & CSR Awards	Biocon Malaysia named Company of the Year - Biotechnology Manufacturing at the Sustainability & CSR Malaysia Awards.
3	Golden Peacock Award	Biocon Biologics has been awarded the Golden Peacock Award for Excellence in Corporate Governance 2025 by the Institute of Directors (IOD), India

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

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	U24119KA2016PLC093936
2	Name of the Listed Entity	Biocon Biologics Limited
3	Year of incorporation	08.06.2016
4	Registered office address	Biocon House, Ground Floor, Tower-3, Semicon Park Electronic City, Phase - II, Hosur Road Bengaluru Karnataka 560100 India
5	Corporate address	Biocon House, Ground Floor, Tower-3, Semicon Park Electronic City, Phase - II, Hosur Road Bengaluru Karnataka 560100 India
6	E-mail	Co.Secretarybiologics@biocon.com
7	Telephone	T: +91 080-6775 6775 F: +91 080 6775 1030
8	Website	https://www.bioconbiologics.com/
9	Financial year for which reporting is being done	FY26
10	Name of the Stock Exchange(s) where shares are listed	NA
11	Paid-up Capital	₹ 16,100 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	Name: Akhilesh Nand Designation: Global Head – GRC & Company Secretary Email: Akhilesh.Nand@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 for this BRSR Report includes Biocon Biologics Limited, India & Biocon Biologics Healthcare Malaysia SDN 2017 BHD, Malaysia. For the period from April 1, 2025, to March 31, 2026 (hereinafter referred to as the 'Company' for the length of this report, unless specified 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 of the 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	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 Viatris' 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):

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:

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

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?

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

c. A brief on types of customers

Biocon Biologics serves a diverse customer base comprising business and institutional partners, consumers, patients, healthcare providers, hospitals, government institutions, and pharmaceutical companies. The Company remains committed to building long-term relationships based on trust, quality, and shared value. Through its focus on operational excellence and customer satisfaction, it seeks to strengthen healthcare delivery and contribute to improved community well-being.

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			EMPLOYEES			
1.	Permanent(D)	5,570	3,752	67.4%	1,818	32.6%
2.	Other than Permanent (E)*	57	21	36.8%	36	63.2%
3.	Total employees (D+E)	5,627	3,773	67.1%	1,854	32.9%
			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%

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

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	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)	-	-	-	-	-
6.	Total differently abled workers (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

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)

	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	Biocon Biologics UK Limited, UK	Subsidiary	100%	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	Biocon SDN BHD Malaysia	Subsidiary	100%	
3	Biocon Biologics Healthcare Malaysia SDN BHD, Malaysia	Subsidiary	100%	
4	Biocon Biologics Inc., USA	Subsidiary	100%	
5	Biocon Biologics Do Brasil Ltda, Brazil	Subsidiary	100%	
6	Biocon Biologics FZ LLC, UAE	Subsidiary	100%	
7	Biosimilar Collaborations Ireland Limited, Ireland	Subsidiary	100%	
8	Biosimilars Newco Limited, UK*	Subsidiary	100%	
9	Biocon Biologics Germany GmbH, Germany	Subsidiary	100%	
10	Biocon Biologics Canada Inc, Canada	Subsidiary	100%	
11	Biocon Biologics France S.A.S, France	Subsidiary	100%	
12	Biocon Biologics Spain S.L.U, Spain	Subsidiary	100%	

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)
13	Biocon Biologics Switzerland AG, Switzerland	Subsidiary	100%	
14	Biocon Biologics Belgium BV, Belgium	Subsidiary	100%	
15	Biocon Biologics Finland OY, Finland	Subsidiary	100%	
16	Biocon Biologics Morocco S.A.R.L.A.U	Subsidiary	100%	
17	Biocon Biologics Greece SINGLE MEMBER P.C.	Subsidiary	100%	
18	Biocon Biologics South Africa (Pty) Ltd.	Subsidiary	100%	
19	Biocon Biologics (Thailand) Co., Ltd.	Subsidiary	100%	
20	Biocon Biologics Philippines Inc.	Subsidiary	100%	
21	Biocon Biologics Italy S.R.L.	Subsidiary	100%	
22	Biocon Biologics Croatia LLC	Subsidiary	100%	
23	Biocon Biologics Global Plc, UK	Subsidiary	100%	

*Biocon Biologics Limited and Biocon Biologics UK Limited holds 68% and 32% of equity stake in 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 Biologics
(ii) Turnover (in ₹ Million)	34,808
(iii) Net Worth (in ₹ Million)	195,981

*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 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.
				• 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	

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)
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.
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.

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)
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.
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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	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.
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	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.

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)
				• 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	
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.
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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Governance	Risk	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.
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.	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.

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)
				• 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.	

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7*	P8	P9
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**.	• United Nations Global Compact (UNGC) Signatory • Environmental Management Systems (ISO 14001)** 100% of manufacturing sites certified • Occupational Health & Safety Management Systems (ISO 45001)** 100% of manufacturing sites certified • ISO 50001**; 66% of manufacturing site certified and initiated for 34% of sites • Information Security Management Systems ISO 27001:2013** • Good Manufacturing Practice (GMP) compliance certification for the Company's facilities across Bengaluru in India, and Malaysia - GxP Standards • Global Reporting Initiative standards • EcoVadis framework								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	• 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.	• 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								
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) In FY26, Biocon Biologics continued to strengthen its position as a leading global biosimilars company, building on its integrated, multinational biopharmaceutical platform. With a presence in over 120 countries, the Company deepened its strategic focus on innovation, operational excellence, and financial discipline, driving sustained commercial growth across the U.S., Europe, and emerging markets. The year reflected continued and meaningful progress on sustainability and ESG priorities. Biocon Biologics advanced its efforts to reduce carbon emissions, freshwater usage, and waste generation, and has planted over 14,000 trees since FY2023 as part of its biodiversity and green cover initiatives. This year also marked a significant milestone with the formal submission of Biocon Biologics' SBTi Commitment, reinforcing its science-based approach to climate action. The Company's DJSI score improved from 53 to 63, and it was recognised in the S&P Global Sustainability Yearbook for the second consecutive year, underscoring the growing maturity and credibility of its sustainability commitment. The Company sustained its focus on employee engagement, pay equity, and diversity and inclusion across its global workforce. Regulatory and governance milestones continued to reinforce operational credibility and financial resilience. These achievements reflect the Company's enduring commitment to making high-quality, affordable biopharmaceuticals accessible globally, while building a responsible and resilient organisation. As it looks ahead to FY27, Biocon Biologics is well-positioned to deliver greater impact across patients, partners, and stakeholders.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At Biocon Biologics, Business Responsibility policies are governed and periodically reviewed by the CSR & ESG Committee, which is chaired by the CEO and includes key department heads and members of the executive leadership team. Oversight of this committee is provided by the CSR and ESG Committee of the Board, ensuring that our ESG initiatives remain aligned with the Company's overarching governance framework and long-term sustainability goals.								
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; The Board of Directors has entrusted the CSR and ESG Committee with oversight of sustainability-related matters. At Biocon Biologics Limited, this committee plays a key role in decision-making on sustainability initiatives, ensuring alignment with our corporate responsibility and ESG commitments.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7*	P8	P9

*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	At Biocon Biologics, the CSR and ESG Committee reviews the Company's Business Responsibility (BR) performance every quarter and shares its insights with the Board. The Board, in turn, evaluates the overall BR performance annually.																	
Compliance with statutory requirement of relevance to the principles, and, rectification of any non-compliances	The Business Responsibility Report is published annually as part of Biocon Biologics' Integrated Annual Report, in line with SEBI Listing Regulations. The website can be accessed at: www.bioconbiologics.com																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The Company does not currently conduct independent assessment through external agencies; however, all policies are regularly reviewed and monitored internally by the respective policy owners and board members to ensure effectiveness and compliance.								

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)	No	No	No	No	No	No	NA	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	No	No	No	No	No	NA	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	NA	No	No
It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No	NA	No	No
Any other reason (please specify)	No	No	No	No	No	No	NA	No	No

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	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	-	-	-

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):

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					
Compounding fee					

Non-Monetary

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	

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

Yes; the Company's Anti-Bribery Anti-Corruption Policy reaffirms commitment to ethical business practices and strict compliance with applicable anti-bribery laws. This policy provides a structured framework to guide employees in fostering a culture of integrity while ensuring adherence to anti-corruption regulations. This policy applies to all employees, including part-time, temporary, and contract employees, as well as trainees, consultants, volunteers, and members of the Board of Directors. The Company enforces a zero-tolerance stance on bribery in any form, emphasizing proactive prevention, robust detection mechanisms, and effective remedial actions to maintain the highest standards of integrity in all business engagements. The aforesaid policy on Biocon Biologics' Anti Bribery and Anti-Corruption is as follows: ABAC Policy_BBL

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

Particulars	FY 26	FY 25
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

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:**

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:

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		

Parameter	Metrics		FY 26	FY 25
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

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

Total number of awareness programmes held	Topics / principles covered under the training	%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 has established processes to manage conflicts of interest involving members of the Board. Individuals covered under the Code, including Directors, are required to avoid situations that may lead to a conflict of interest. In case of any potential conflict, a prior written approval needs to be taken from the board before full disclosure of the incident. For full-time Directors, the approval must come from the Board itself. The Company also reserves the right to take appropriate measures to prevent or address any conflict-of-interest scenarios.

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.**

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%	

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?** 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)	Extended Producer Responsibility (EPR): Biocon Biologics is registered as a brand owner under the Plastic Waste Management Rules with the Central Pollution Control Board (CPCB). The Company collaborates with authorized Waste Management Agencies (WMAs) to ensure the collection and recycling of plastic waste. Recycling certificates and EPR credits are obtained and submitted through the centralized EPR portal developed by CPCB.
E-Waste	Safe Disposal: E-waste generated at Biocon Biologics' facilities is disposed through authorized E-waste management agencies. The disposal process ensures that e-waste is recycled in an environmentally friendly and sustainable manner, in compliance with the E-Waste Management Rules, 2022. Recycling certificates and manifest forms are submitted to the State Pollution Control Boards (SPCBs) and CPCB as applicable.
Hazardous Waste	Authorized Disposal: Hazardous waste, including spent oil and other materials, is disposed of through authorized recyclers, co-processors, or Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDFs) registered with the respective SPCBs. This ensures that hazardous waste is managed in accordance with environmental regulations.

Product	Process to safely reclaim the product
Other Waste	Recycling and Reuse: Other non-hazardous waste, such as paper and food waste, sent for recycling. Biocon Biologics waste management practices are in line with applicable central and state regulations, ensuring responsible collection, recycling, and disposal of various waste types. The Company's efforts contribute to its goal of achieving a circular economy and minimizing environmental impact.

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

The Company adheres to all applicable guidelines concerning Extended Producer Responsibility (EPR). The waste collection and management plan at Biocon Biologics complies with relevant central and state regulations. Additionally, the Company has established a formal EPR system and is duly registered with the Central Pollution Control Board (CPCB) under the brand owner category.

Leadership Indicators

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

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

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).**

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:**

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	100%	3,752	100%	5,570	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

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 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**

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%	100%	97%	15%	Yes
SOCSO (Malaysia)	100%	100%	100%	100%	100%	Yes
EIS (Malaysia)	100%	100%	100%	96.96%	15%	Yes
HRDF (Malaysia)	100%	100%	100%	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.

Biocon Biologics complies with the provisions of the Rights of Persons with Disabilities Act, 2016, and ensures that its corporate offices and facilities are equipped with accessible infrastructure such as ramps, elevators, and other essential amenities.

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.**

Biocon Biologics is committed to maintaining an equitable and inclusive workplace. In line with this commitment, the Company has adopted a Human Rights Policy that provides equal opportunity to all individuals, irrespective of race, colour, religion, age, gender, sexual orientation, nationality, disability, political opinion, or any other characteristic protected under applicable labour laws. The policy is available at: BBL Human Rights Policy.

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

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%		

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	Biocon Biologics 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:**

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:**

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%	1500	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%

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

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

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

Category	FY 26			FY 25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	3,752	3162	84.3%	3,345	2,978	89%
Female	1,818	1539	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 Biologics has implemented an Occupational Health and Safety (OHS) management system that covers employees, contract workers, and visitors, supporting a safe and compliant working environment across its operations.

The Company's Environment, Health, Safety and Sustainability (EHSS) Policy is available in the public domain on its official website (EHSS Policy_v3), reflecting its commitment to transparency and employee well-being. The EHSS framework also encompasses water stewardship and waste management practices, ensuring responsible resource use and disposal in alignment with applicable regulatory requirements and the company's broader environmental commitments.

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 Biologics identifies workplace hazards and assesses associated risks through regular safety inspections, job hazard analyses, and employee reporting mechanisms for routine operations. For non-routine activities, the Company follows a Permit-to-Work system and a Management of Change process. Incident investigations and periodic EHS inspections further support risk management and drive continuous improvement in workplace safety.

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

Yes, Biocon Biologics has established systems to identify and manage work-related hazards. These include a QR code-based reporting mechanism at its Malaysia facility and modular safety training delivered through the SAP-SF LMS platform. Regular indoor air quality testing and industrial hygiene assessments at Biocon Park further support effective risk control. In addition, employees receive training on EHS and sustainability, while the Company's collaboration with the British Safety Council supports alignment with global OHS standards.

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

Yes. Biocon Biologics provides employees and contract workmen with access to non-occupational medical and healthcare services through on-site health centres, annual health check-ups, wellness programmes, and medical insurance coverage, thereby supporting their overall well-being beyond workplace-related health requirements..

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

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 Biologics maintains a safe and responsible workplace through regular employee training, defined protocols for the prevention and reporting of misconduct, and periodic internal and external audits. Instances of non-compliance are addressed through timely corrective and preventive actions, while safety practices are continuously strengthened through expert guidance. Process Hazard Analysis is undertaken for new product introductions to identify and eliminate risks at the initial stage. Routine safety audits, inspections, and emergency mock drills covering scenarios such as fire, chemical spills, and biological hazards further strengthen operational preparedness. In addition, periodic Safety Committee meetings are conducted to discuss and address occupational health and safety concerns of both employees and contract workmen.

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

	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:**

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.**

During the reporting year, no adverse findings were observed in the assessments conducted; accordingly, no corrective actions were required.

Leadership Indicators

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

Yes, the entity extends life insurance and a compensatory package in the event of death.

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

The Company ensures that all applicable statutory payments relating to its value chain partners are duly deducted and deposited in accordance with relevant laws and regulations. These processes are reviewed through internal controls and statutory audits to ensure ongoing compliance.

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

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)**

Biocon Biologics provides regular skill development programmes to employees based on their roles and functional responsibilities. These programmes are aimed at strengthening job-related capabilities, building domain knowledge, and supporting continuous professional development. The skills imparted through such training remain relevant and useful beyond the period of employment.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety 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 Biologics identifies its key stakeholder groups through a structured assessment of its business model, value chain, and industry context. Stakeholders are prioritised based on their influence on the Company and the impact of the Company's operations on them. These stakeholders include employees, patients, investors, regulators, healthcare professionals, suppliers, and communities. This process helps the Company understand stakeholder expectations and incorporate them into its decision-making, thereby supporting effective engagement and responsible business conduct.

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
Regulators and government agencies	No	By Email, through phone, In person, through meetings (visual and/or face to face)	Event driven and on need basis	• Regulatory Submissions and Approvals • Compliance with Regulatory Requirements, • Adverse Event Reporting and Safety Monitoring • Product Information Updates • Pharmacovigilance and Risk Management • Public Health Initiatives, Pricing • Collaboration and Policy Advocacy

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
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
Health Care Professionals / KOLs	No	Meetings, thought leadership events, campus events	Event driven and on need basis	• Clinical Data and Research • Product Education and Training • Educational resources and materials • Clinical Guidelines and Best Practices • Adverse Event Reporting and Pharmacovigilance Thought Leadership • Continuing Medical Education (CME) and Training
Media	No	By Email, through phone, In person, through meetings (visual and/or face to face	-	• Product Launches and Updates • Clinical Trials and Research Findings • Regulatory Updates and Approvals • Corporate News and Events -Public Health Initiatives -Patient Stories and Testimonials • Expert Interviews and Opinion Pieces • Corporate Social Responsibility (CSR) Initiatives • Industry Trends and Insights
Employees	No	Town Halls, emails, employee engagement surveys, grievance mechanisms, training activities, and appraisals	Regular and on a	• Providing employees with adequate training and development for career progression • Ensuring employees are aligned with organizational values and code of conduct • Addressing employee grievances • Instilling health and safety practices in the organization
Customers	Yes, based on predefined criteria such as income, gender, etc	Customer feedback forms, emails, telephone calls	Regular and on a continuous basis	• Product Information -Regulatory Updates • Research and Development • Supply Chain Management • Sales and Marketing -Training and Education • Adverse Event Reporting • Support Services • Compliance and Legal Matters

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
Suppliers	No	Supplier/Vendor Portals, Email and Direct Messaging, Vendor Meetings, Supplier Newsletters, Supplier Surveys and Feedback	Regular and on continuous basis	• Order Placement and Fulfilment • Product Specifications and Quality Standards • Supplier Qualification and Audits • Contract Negotiations and Terms -Supply Chain Collaboration • Continuous Improvement Initiatives • Regulatory Compliance • Risk Management and Contingency Planning • Sustainability and Corporate Social Responsibility (CSR)
Investors	No	• Calls/In Person Meetings (one on one/group) • Annual General Meeting • Through Press Releases and website • Publishing Annual Report • Investor Presentations	Quarterly/ Annually, Event based and need based	To discuss business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any)
Shareholders	No	Shareholder meets, annual and sustainability reports, communication of financial results through emails, media and news	Annual, Quarterly, Need Basis	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any) Ensure transparency and accountability.
Industry associations and trade groups	No	Email, Newsletter and Publications, Website, Social Media, Webinars and Online Events, In-person Meetings	-	Policy and Advocacy Industry Trends and Market Insights Networking
Competitors	No	Website, Social Media	-	Industry Standards and Best Practices, Regulatory and Compliance Issues, Ethical Business Conduct, Industry Events and Conferences

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 Biologics undertakes structured stakeholder consultations on ESG-related matters through regular interactions, surveys, and engagement forums with key stakeholder groups, including employees, investors, patients, customers, suppliers, regulators, and community representatives.

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.**

   Yes, Biocon Biologics engages with stakeholders to identify and address key environmental and social issues. The Company gathers inputs through various channels, including community outreach programmes, employee feedback mechanisms, engagement with NGOs, and interactions with regulatory authorities. The insights from these engagements are considered in the Company's sustainability policies and operational approach to ensure alignment with stakeholder expectations and community requirements.

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:**

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:**

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:**

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:**

	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)**

Biocon Biologics addresses human rights matters through its established governance and ethics oversight mechanisms, including review of concerns relating to ethical conduct and employee rights. The Company's Human Rights Policy sets out its commitment to uphold and respect human rights across its operations and applies to employees, contractual workers, trainees, consultants, volunteers, apprentices, and business partners. The policy also defines governance responsibilities, with the Board of Directors providing oversight and HR supporting implementation, review, and reporting on labour and human rights matters. The policy is available at: BBL Human Rights Policy.

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

Biocon Biologics has established internal mechanisms to address grievances relating to human rights in line with its Human Rights Policy. The policy applies to employees, contractual workers, business partners, and other relevant stakeholders, and provides that concerns relating to unethical or non-compliant conduct may be raised through multiple channels under the Integrity and Whistle blower Policy.

The policy further states that HR is responsible for supporting implementation of the policy and ensuring that labour and human rights issues are identified and addressed.

The policy is available at: **https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf**.

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

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:**

	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

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

Biocon Biologics is committed to providing a safe, respectful, and inclusive workplace. In cases of discrimination or harassment, the Company has established mechanisms to ensure that whistleblowers are protected against retaliation or any adverse consequences. All complaints are handled with due confidentiality, and dedicated grievance redressal bodies, including the Internal Committee constituted under the POSH Act, ensure fair investigation and resolution while safeguarding the rights and dignity of the complainant.

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

Yes, human rights requirements form part of our business agreements and contracts.

10. **Assessments for the year:**

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/ concerning arising from the assessments at Question 10 above.**

Not Applicable

Leadership Indicators

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

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

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

Biocon Biologics monitors its suppliers' policies and management mechanisms relating to human rights, child labour, labour practices, prevention of sexual harassment, payment of minimum wages, and the provision of a free and fair workplace.

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, in line with the requirements of the Rights of Persons with Disabilities Act, 2016, Biocon Biologics has ensured that its offices and sites are equipped with accessible infrastructure, including ramps, elevators, and other necessary facilities for differently abled individuals.

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

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 were 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:**

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#
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	**GJ**	**668,049**	**679,087#**
Total energy consumed (A+B+C+D+E+F)	**GJ**	**1,518,142**	**1,069,954#**
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#
Energy intensity in terms of physical output	**GJ/kg**	**-**	**-**
Energy intensity (optional)- the relevant metric may be selected by the entity		-	-

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.

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

#Restated number for FY25

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

No, Biocon Biologics Limited does not have any site or facility that qualifies as a designated consumer under the Perform, Achieve and Trade (PAT) scheme.

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

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 Millions)	565.16	545.58
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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:**

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)	139,452	134,637
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.**

All manufacturing facilities in India are equipped with zero liquid discharge systems. For the manufacturing facility in Malaysia, wastewater discharge is maintained within the permissible regulatory limits.

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

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:**

Parameter	Unit	FY 26	FY 25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3,956	4,053
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 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)	MtCO2e/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#)	MtCO2e/Million INR adjusted to PPP	32.81	43.28
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO2e/kg	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

#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.

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

Yes, Biocon Biologics has undertaken several initiatives to reduce greenhouse gas emissions, achieving a total GHG emission reduction of 2,845 MT-CO_2eq this year across five key Multiple areas:

- Utility Optimization and Energy Efficiency: Optimization of chilled water systems, compressed air, chillers, and shared utilities by improving operational controls, resulting in a reduction of 2,600 MT-CO_2eq.
- Process Optimization and Cycle Time Reduction: Reduction of autoclave loads, cycle times, and equipment assembly duration by combining operations, leading to lower energy, steam, and water usage, saving 150 MT-CO_2eq.
- Material Reduction, Reuse, and Waste Minimization: Reuse of glass bottles, reduction in consumables and packaging materials, minimizing waste and embedded carbon, contributing 60 MT-CO_2eq in reductions.
- Digitalization and Paperless Documentation: Digitalization of logbooks and documentation across facilities, reducing paper consumption and disposal impacts, saving 120 MT-CO_2eq.

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

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

Parameter	FY 26	FY 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

#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.**

Biocon Biologics has implemented waste management systems across all facilities, with a focus on regulatory compliance and sustainable disposal practices. Waste is managed in a manner that reduces landfill disposal and promotes environmentally responsible handling. At its manufacturing facilities in Bengaluru, Karnataka, the Company holds valid hazardous waste authorisations and ensures disposal within permitted limits through vendors authorised by the Karnataka State Pollution Control Board. These arrangements are governed through formal agreements, supported by detailed record-keeping and monthly waste data reporting to the Board. In FY26, the Company achieved a 92.5% waste circularity rate, reflecting its commitment to minimising environmental impact and advancing resource efficiency. The organization achieved zero waste to landfill certification for all the sites in India.

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

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

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

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
NA				

Leadership Indicators

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

   i) **Name of the area:** NA

   ii) **Nature of operations:** NA

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

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
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:**

Parameter	Unit	FY 26	FY 25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	258,413	209,805
Total Scope 3 emissions per rupee of turnover	MtCO2e/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 as the entity is not operating in ecologically 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:**

S. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1.	Utility Optimization and Energy Efficiency	Optimization of chilled water, compressed air, chillers, condenser pumps, cooling towers, AHUs, and shared utilities across facilities by leveraging existing infrastructure and improving operational controls. These initiatives significantly reduced electricity consumption and avoided duplication of utility systems.	GHG Emission Reduction (MT-CO_2eq): 2,600
2.	Process Optimization and Cycle Time Reduction	Reduction of autoclave loads, washer and tunnel cycle times, requalification frequency, and equipment assembly duration by combining operations and optimizing processes, leading to lower energy, steam, and water usage.	GHG Emission Reduction (MT-CO_2eq): 30
3.	Material Reduction, Reuse, and Waste Minimization	Reduction in consumables, reuse of glass bottles, prevention of destruction of plastic components, optimization of packaging materials, and reduction of silicon tubing, gloves, and garments to minimize waste and embedded carbon emissions.	GHG Emission Reduction (MT-CO_2eq): 110
4.	Digitalization and Paperless Documentation	Digitalization and reduction of logbooks, waste forms, and documentation across facilities, reducing paper consumption, printing, storage, and disposal impacts while improving compliance and traceability.	GHG Emission Reduction (MT-CO_2eq): 85
5.	Workplace Efficiency, Safety, and Sustainable Practices	Initiatives related to ergonomics, safety improvements, hygiene optimization, and extended usage of garments and consumables, indirectly contributing to sustainability by reducing material turnover and rework.	GHG Emission Reduction (MT-CO_2eq): 20

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

   Biocon Biologics has established a Business Continuity and Disaster Management Plan to support the uninterrupted manufacture of essential pharmaceuticals and biopharmaceuticals across its operations in India. The plan covers regular risk assessments, compliance with safety protocols, and preparedness for both natural and man-made emergencies, including floods, earthquakes, and bomb threats. Under the On-Site Emergency Plan, designated personnel such as the Site Controller, Incident Controller, and Shift Engineer are responsible for implementing mitigation and response measures. In addition, the IT team has put in place a disaster recovery system to enable timely restoration of critical infrastructure and business operations during emergency situations.

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.**

   During the reporting period, no significant adverse environmental impacts were identified across Biocon Biologics' value chain. The Company has established a vendor evaluation portal to monitor key sustainability parameters, support risk assessment, and enable informed decision-making. It also tracks emerging environmental regulations, including those relating to emissions trading, energy efficiency standards, and climate-related disclosures, to remain prepared for evolving compliance requirements.

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

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

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

   a. By the listed entity

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

   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.**

   46

   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

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
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
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 https://anrf.gov.in https://rdifund.anrf.gov.in
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)

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
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
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/
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)

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
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/
		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 publicly disclosed	Annual Report declarations ESG declarations On a need basis	https://www.pib.gov.in/ 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	
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/
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
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
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 ₹)
Not applicable						

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

Biocon Biologics has established grievance redressal mechanisms to support effective community engagement and maintain stakeholder confidence. In line with responsible business practices, the Company provides multiple accessible channels, including online forms, email, and postal communication, for registering concerns and complaints, including those relating to product safety or ethical conduct.

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

	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**

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:**

Nil, as none of the CSR projects were undertaken in aspirational districts

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 Biologics follows a merit-based procurement process, under which suppliers are evaluated and selected based on their capabilities, quality, and commercial competitiveness. The Company does not extend any specific preference to suppliers from marginalised or vulnerable groups.

a. **From which marginalized /vulnerable groups do you procure?**

Not applicable

b. **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:**

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	1084	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 (Kodambalii)	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.**

   Biocon Biologics has established a structured mechanism for managing consumer complaints. Product safety-related concerns are addressed by the Pharmacovigilance team through a dedicated web portal, which enables stakeholders to report product-related issues, adverse events, and side effects for timely review and follow-up. Other complaints are directed to the relevant functions for appropriate resolution, reflecting the Company's commitment to customer responsiveness and responsible business conduct.

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

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:**

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:**

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.**

   Biocon Biologics has adopted a Privacy Policy that sets out its approach to data privacy and information security. The policy outlines the categories and sources of personal information collected, the purposes for which such information is processed, and the circumstances in which it may be disclosed. It also provides for measures to protect personal information, sets out the rights available to individuals in relation to their data, and specifies the contact mechanism for privacy-related requests or concerns. The policy is available at: https://www.bioconbiologics.com/privacy-policy-bbl/.

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.**

   Biocon Biologics has established communication mechanisms to ensure timely dissemination of service-related information to relevant stakeholders. In line with applicable legal requirements, the Company communicates announcements, updates, security alerts, and support or administrative messages through established channels. These mechanisms support timely coordination and effective stakeholder communication.

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 -** None

Leadership Indicator

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

   Details of Biocon Biologics' products and services are available on the Company's official website: https://www.bioconbiologics.com/products/.

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

   Biocon Biologics has mechanisms in place to promote the responsible use of its products, in line with its commitment to patient well-being and ethical business conduct. Through patient support initiatives such as the My Biocon Biologics programme, the Company provides assistance on treatment access, insurance navigation, and enrolment, thereby supporting informed and responsible product use.

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

   Biocon Biologics has constituted a Risk Management Committee to identify, assess, and mitigate risks, including those that may affect the continuity of essential services. The Company also maintains processes for transparent communication with relevant stakeholders in the event of any potential disruption or discontinuation of such services.

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 Biologics seeks to strengthen communication with healthcare professionals and patients through its pharmacovigilance framework and customer service systems, with a focus on timely support, product safety monitoring, and effective engagement across channels.

   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).**

   We place 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

Economics

Economic Value Generated

Category	Unit	FY24	FY25	FY26
Total Income (Revenue)	₹ million	90,006	101,444	106,162

Financial assistance received from government

Category	Unit	FY24	FY25	FY26
Financial assistance received from government	₹ million	275	258	13

Economic Value Distributed and Retained

Category	Unit	FY 24	FY 25	FY 26
Total operating cost	₹ million	55,242	54,744	62,833
Total employee-related expenses (salaries + benefits)	₹ million	12,702	15,619	18,436
Payments to providers of capital*	₹ million	0	0	0
Payment to government	₹ million	1,733	2,046	3,355
Community investments	₹ million	120.30	137	156
Economic value distributed (EVD)	₹ million	69,797.30	72,547	84,780
Economic value retained (EVR)	₹ million	20,209	28,897	21,382

**Includes only equity capital*

Contributions & Other Spending

Category	Unit	FY24	FY25	FY26
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	51.30	82.90	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	22.80	23.20	55.50

Spend on Associations/Memberships (Biocon Limited)

Associations	FY 26 Total (million ₹)
US India Business Council	55.5
USA India Chamber of Commerce Inc.	4.5
Global Compact Network	25.7
Indian Institute of Technology	0.2
Federation of Indian Chambers	0.1
Confederation Of Indian Industry	2.7
Indian Drug Manufacturers	6.9

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 (CII)	0.2
IDiversity Forum	0.1
Association of Biotechnology Led Enterprises (ABLE)	2.7
Canadian Generic Pharmaceutical Association	6.9
Medicines For Europe AISBL	20.9
Grand Total	**116.5**

R&D Investment

Category	Unit	FY24	FY25	FY26
R&D spending	₹ million	9.110	5,921	6,741
R&D spending as percentage of sales/ revenue	%	10	7	6
No. of R&D positions	No.	451	380+	424

CEO to Employee Pay Ratio

Employee Compensation	Median Employee Compensation	Mean Employee
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation	156.97	141.48

Gender Pay Indicator

Employee Compensation	Average women salary	Average men salary
Executive level (base salary only)	15,963,245	9,685,408
Executive level (base salary + other cash incentives)	24,434,724	19,730,758
Management level (base salary only)	2,818,894	1,627,296
Management level (base salary + other cash incentives)	4,500,256	3,344,848
Non-management level (base salary only)	202,199	184,776
Non-Management level (base salary + other cash incentives)	854,896	821,260

Corporate Governance

Board Type: ONE-TIER SYSTEM

	Average Tenure of the Board (years)	Board of Directors by age	Indian and Foreign Nationality
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

	Unit	FY24	FY25	FY26
Average board meeting attendance	%	93.18	93.06	100%
No. of non-executive/ independent directors with 4 or less other mandates	No.	9	7	7
No. of other mandates for non-executive/ independent directors restricted to listed entity directorships	No.	0	0	0
Number of independent or non-executive members with industry experience (e.g., excludes executives)	No.	9	5	4

Ethics: Incidents and Compliance Overview

Category	Unit	FY 24	FY 25	FY 26
Fines or settlements related to anti-competitive practices	₹ million	0	0	0
Confirmed cases of corruption & bribery	No.	0	0	0
No. of incidents of discrimination -	No.	4	1	4
No. of Incidents of POSH	No	4	4	3
No. of incidents of conflicts of interest*	No.	0	0	2
No. of incidents of money laundering or insider trading	No.	0	2	0
No. of complaints related to child labor/ forced labor/involuntary labor	No.	0	0	0
Incidents of non-compliance concerning product and service information and labelling	No	0	0	0
Upheld regulatory complaints concerning marketing and selling practices	No.	0	0	0
Upheld self-regulatory complaints concerning marketing and selling practices	No.	0	0	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0
Total no. of information security breaches	No.	0	0	0
Total no. of clients, customers and employees affected by the breaches	No.	0	0	0

* Substantiated whistleblower complaints

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

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

Fuel Energy Consumption

	Unit	FY24	FY25	FY26
Diesel	MWh	6,500*	3,750*	833
Coal	MWh	0	0	0
Natural gas	MWh	52,067	88,870	98,898
LPG	MWh	564	1,246	1,057
Biomass	MWh	62,853	36,164	136,505
Total fuel	MWh	121,984	130,030	237,293
Renewable power from fuel (biomass)*	%	52%[#]	28%[#]	58%

*Restated number for Diesel consumption

[#]Restated number for RE% consumption

Grid Electricity Consumption

Category	Unit	FY 24	FY 25	FY 26
Grid power – Non Renewable	MWh	89,910	94,768	84,782
Grid Power - Renewable power*	MWh	76,358	69,004	94,684
Total Power	MWh	166,268	163,773	179,466
% Renewable power from Grid	%	46%	43%	53%

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

Total Energy Consumption

	Unit	FY 24	FY 25	FY 26
Total Non-Renewable Energy	MWh	142,548	188,634**	185,570
Total Renewable Energy	MWh	139,211	108,574	236,138
Total Energy*	MWh	281,759	297,207**	421,708
Total Renewable Energy	%	49%	37%	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

	Unit	FY24	FY25	FY26
Scope 1: Direct emissions	tCO2	8,491	4,053	3,956
Scope 2: Indirect emissions	tCO2	78,721	90,436	79,949
Scope 3: Indirect emissions	tCO2	171,390	209,805	258,413
Total GHG emissions	tCO2	87,212	304,294	342,088
GHG emission intensity (Scope 1 & Scope 2)	tCO2 eq/Revenue in million ₹*	0.97	2.09	1.61
Biogenic emissions	tCO2	64,714	54,309	55,043

*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 23 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	FY24	FY25	FY26
1. Purchased goods and services	tCO2e	108,755	138,217	186,329
2. Capital good	tCO2e	15,277	16,317	16,741
3. Fuel-and-energy-related activities (not included in Scope 1 or 2)	tCO2e	24,530	25,221	25,198
4. Upstream transportation and distribution	tCO2e	6,910	16,776	19,133
5. Waste generated in operations	tCO2e	3,574	2,902	218
6. Business travel	tCO2e	1,363	1,143	1,120
7. Employee commuting	tCO2e	8,732	8,368	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	2,249	861	9
13. Downstream leased assets	tCO2e	-	-	-
14. Franchises	tCO2e	-	-	-
15. Investments	tCO2e	-	-	-
Total	**tCO2e**	**171,390**	**209,805**	**258,413**

GHG Emission Reduction

	Unit	FY24	FY25	FY26
GHG Emission Reduction (tCO2e)	tCO2e	62,461	52,783	157,530

Emissions of ozone-depleting substances (ODS)

	Unit	FY24	FY25	FY26
HCFC-22 or R-22	Tons	0.015	0.0315	0.021

Air Pollutant Management

Category	Unit	FY24	FY 25	FY 26
Particulate Matter (PM)	Micro gram/ Cubic meter	41.50	33.27	33.13
Nitrogen Oxide (NOx)	Micro gram/ Cubic meter	19.75	11.92	12.81
Sulfur Oxide	Micro gram/ Cubic meter	10.40	4.81	5.12
Persistent organic compounds (POP)	Micro gram/ Cubic meter	-	-	-
Volatile organic compounds (VOC)	Micro gram/ Cubic meter	1.47	0.47	0.55
Hazardous air pollutants (HAP)	Micro gram/ Cubic meter	-	-	-
Others-TPM	Micro gram/ Cubic meter	20.73	18.10	22.16

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

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

Water Management

	Unit	FY24	FY25	FY26
Surface Water (river, pond, lake, etc.)	million m^3	0	0	0
Groundwater	million m^3	0	0	0
Third Party Water/ Municipality	million m^3	1.04	1.08	1.25
Rainwater - pit	million m^3	0	0	0
Other Sources - Tanker	million m^3	0.06	0.06	0.1
Total water Withdrawal	**million m^3**	**1.10**	**1.13**	**1.35**
Total Water Consumption	**million m^3**	**1.15**	**1.19**	**1.44**
Water Recycle				
Recycled / Reused water as a percentage of total water withdrawal	%	70%*	74%	76%
Surface Water	million m^3	0	0	0
Groundwater	million m^3	0	0	0
Seawater	million m^3	0	0	0
Sent to third parties	million m^3	0	0	0
Other	million m^3	0.10	0.13	0.14
Total water discharged	**million m^3**	**0.03**	**0.13**	**0.14**

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

Waste Management

Waste Generated: Hazardous waste

	Unit	FY24	FY25	FY26
Plastic waste (A)	Tons	31	62	141
E-Waste (B)	Tons	2	9	7
Bio-medical waste (C)	Tons	78	99	143
Construction & Demolition waste (D)	Tons	0	0	-
Battery waste (E)	Tons	0.09	0.74	1.06
Radioactive waste (F)	Tons	0	0	0
Other hazardous waste generated (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	Tons	10,268	14,349	17,241
Total Hazardous waste (A+B+C+D+E+F+G)	Tons	10,379	14,519	17,533
Total Non-hazardous waste (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.)	Tons	1,054	1,301	2,175
Total Waste Generated	Tons	11,433	15,820	19,708

Total Waste Disposal

	Unit	FY24	FY25	FY26
Total Hazardous waste disposed	Tons	10,379	14,512	17,531
Total Non-hazardous waste disposed	Tons	1,054	1,300	2,175

Total Waste Disposal and Diversion by Origin

	Unit	FY24	FY25	FY26
Landfilling (A)	Tons	0	0	0
Incineration (B)	Tons	711	849	1,449
Coprocessing (C)	Tons	0	11,659	9,180
Composting (D)	Tons	0	0	0
Other disposal operations (E)	Tons	9,584	0	9,078
Total (A+B+C+D+E)	Tons	10,296	12,508	19,710
Recycled (A)	Tons	1,138	14,964	18,258
Reused (B)	Tons	0	0	0
Other recovery operations (C)	Tons	0	0	0
Total (A+B+C)	Tons	1,138	14,964	18,258

Environment Management System Coverage

Parameter	Coverage
EMS is verified through international standards	100% (All of the 3 manufacturing sites in India and Malaysia are ISO 14001 certified)
Third-party certification/audit/verification by specialized companies.	All the sites are certified by TUV Nord
Internal certification/audit/verification by the company's own specialists from headquarters.	Biocon Biologics conducts internal audits at frequent intervals as per the defined schedule.
Total	100%

Product Stewardship

Materials

	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

	FY25	FY26
Total products covered by the Life Cycle Assessment (LCA)	50%	66%

Social Performance

Total Workforce

Employee Category		FY24	FY25	FY26
Senior management (L12+)	Male	121	104	119
	Female	23	25	27
	<30	0	0	0
	30-50	82	68	69
	>50	62	61	77
Middle management (L5-11)	Male	2,171	1,723	1,903
	Female	593	586	682
	<30	124	80	83
	30-50	2,476	2,035	2,237
	>50	164	194	265
Junior management (L1-L4)	Male	1,609	1,518	1,730
	Female	950	981	1,109
	<30	1,606	1,677	1,903
	30-50	934	804	923
	>50	19	18	13
Contractual employees	Male	706	130	662
	Female	245	83	208
	<30	475	127	411
	30-50	449	73	433
	>50	27	13	26

Employee Hires

Employee Category		FY24	FY25	FY26
Senior management (L12+)	Male	45	9	13
	Female	14	4	5
	<30	0	0	0
	30-50	32	5	9
	>50	27	8	9
Middle management (L5-11)	Male	615	173	292
	Female	259	93	125
	<30	64	33	56
	30-50	684	203	321
	>50	126	30	40
Junior management (L1-L4)	Male	294	565	684
	Female	310	325	373
	<30	487	790	925
	30-50	102	99	131
	>50	15	1	1

Hiring Trend

Category	Unit	FY24	FY25	FY26
Percentage of open positions filled by internal candidates (internal hires)	%	11%	22%	28%
Average hiring cost/FTE	₹	NA	NA	63,022

Human Capital Return on Investment

Category	FY25	FY26
HC ROI	3.98	3.35

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%	4046
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%	1114
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

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
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		FY24	FY25	FY26
Senior management (L12+)	Male	24	26	13
	Female	6	3	4
	<30	0	0	0
	30-50	25	12	6
	>50	5	17	11
Middle management (L5-11)	Male	571	376	258
	Female	105	116	86
	<30	46	13	14
	30-50	613	453	299
	>50	17	26	31
Junior management (L1-L4)	Male	533	465	312
	Female	206	229	187
	<30	461	467	319
	30-50	277	226	175
	>50	1	1	5

Voluntary Turnover

Employee Category		FY24	FY25	FY26
Senior management (L12+)	Male	13	15	9
	Female	1	3	3
	<30	0	0	0
	30-50	12	7	5
	>50	2	11	7
Middle management (L5-11)	Male	278	308	214
	Female	51	97	72
	<30	18	12	12
	30-50	310	383	258
	>50	1	10	16
Junior management (L1-L4)	Male	340	386	262
	Female	101	200	163
	<30	288	401	280
	30-50	153	184	143
	>50	0	1	2

Total Employee Turnover Rate

Category	Unit	FY24			FY25			FY26		
		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	FY24	FY25	FY26
No. of women in total permanent workforce	No.	1,566	1,592	1,854
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	29%	32%	33%
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	7	7	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)	%	18%	16%	17%

Share of Women in select roles

Category	Unit	FY24	FY25	FY26
Share of women in STEM-related positions (as % of total STEM positions)	%	27%	30%	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.)	%	3%	11%	12%

Training Man-hours

Category	Unit	FY24	FY25	FY26
Total training hours	Hrs	221,898	584,926	385,442
Average training hours per employee	Hrs	44	118	69

Training Man Hours (Gender and Management-wise)

Employee Category	FY24	FY25	FY26
Senior Management (L12+)	6,657	14,278	9,424
Middle Management (L5-L11)	99,854	273,760	180,736
Junior Management (L1-L4)	115,387	296,062	195,282
Male	158,657	396,834	261,457
Female	63,241	188,092	123,985

Training Spend

	FY24	FY25	FY26
Total training spend (₹)	20,000,000	37,912,500	51,385,336
Average training spend (₹)	3,658	7,800	9,225

Parental Leave

Employee Category	Unit	FY24	FY25	FY26
Employees entitled for maternity leave	No.	1,566	1,592	1,818
Employees that took maternity leave	No.	70	76	84
Employees that returned to work in the reporting period after maternity leave ended	No.	29	55	51
Employees that returned to work after maternity leave ended and were still employed 12 months after their return to work	No.	11	63	44
Rate of return to work who took maternity leave	%	86%	72%	98%
Retention rates of employees that took maternity leave	%	71%	74%	71%

Note- Based on returning date of employees

Type of Individual Performance Appraisal and Employee Engagement

Category	Unit	FY24	FY25	FY26
Management by objectives: systematic use of agreed measurable targets by line superior	% of All Employees	100	100	100
Formal comparative ranking of employees within one employee category	% of All Employees	100	100	100

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

Health and Safety

Parameter	Unit	FY24	FY25	FY26
Fatalities	No.	0	0	0
Near-miss incidents	No.	43	70	139
Occupational disease cases	No.	0	0	0
*Recordable injuries	No.	38	0	0
**Reportable Injuries (Total)	No.	3	2^	4^
Man-hours worked	No. of. Hrs	13,935,584	14,558,254	16,448,463
Total working days scheduled for the workforce	No.	290	290	290
Lost time injury frequency rate (LTIFR)	Rate	0.21	0.14	0.24
High consequence work-related injury/ ill-health/ fatalities	No.	0	0	0

Note: Only lost time injuries will be considered here.

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,

Employee Satisfaction

	Unit	FY24	FY25	FY26
Employee Satisfaction	% of employees with the top level of engagement, satisfaction, well-being, or employee net promoter score (E-NPS)	-	-	90%*
Data Coverage	% of employees responded to the survey	-	-	90%*

*Note: We have moved to continuous format on employee surveys and moved away from annual surveys which are not effective We also now don't ask generic questions but event specific – like integration or Performance or Goal Setting. Our scores continue in all of these at >9/10 in all parameters we have surveyed.

Supply Chain Management

Suppliers and Procurement Spend

	Unit	FY24	FY25	FY26
Supplier Count				
Total suppliers	No.	2,446	3,307*	2,420*
Critical suppliers**	No.	183	230	97*
Non-critical suppliers	No.	2,361	3,077	2,323
Total tier-1 suppliers	No.	2,446	3,307	2,420*
Total Critical tier-1 suppliers	No.	183	230	97*
Non-critical tier-1 suppliers	No.	2,361	3,077	2,323*
Critical Non-tier-1 suppliers	No.	0	0	0
Procurement Spend				
Total procurement spends	₹million	25,075	33,362	60,363.95*
Procurement spends on critical suppliers	₹million	13,076	26,668	48,254.33*
Procurement spends on non-critical suppliers	₹million	1,199	6,694	11,940.82
Procurement spends on locally-based suppliers***	₹million	5,655	16,024	15,225.98
Procurement spends on critical tier-1 suppliers as % of total tier 1 suppliers	%	61%	80%	80%
Procurement spends on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	39%	20%	20%

*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.

Supplier Assessment

Parameter	Unit	FY24	FY25	FY26
Total number of suppliers assessed via desk assessments/ on-site assessments	No.	127	84*	97*
% of unique significant suppliers assessed	%	80%	90%	15%*
Number of suppliers assessed with substantial actual/ potential negative impacts	No.	9	4	0
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	8%	5%	0
Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	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

Parameter	Unit	FY24	FY25	FY26
Total number of suppliers supported in the corrective action plan implementation	No	9	4	4
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	8%	5%	0%

Suppliers in capacity building programs

Parameter	Unit	FY24	FY25	FY26
Total number of suppliers in capacity building programs	No.	137	83	50
% of significant suppliers in capacity building programs	%	80%	75%	40%

Benefits provided to Permanent employees and Temporary employees

Category/Types of benefits provided	Biocon Biologics (FY 26)	
	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)	Yes	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	No	No
Food allowance	Yes	Yes
Extra paid holidays	Yes	Yes
Citizenship leave	No	No
Children education reimbursement	Yes	No
Higher education policy	Yes	No
Day care facilities	Yes	Yes
Employee car scheme policies	Yes	No

*For select cadres of employees

**Maternity, surrogacy, and adoption

Product Innovations (Healthcare)

Healthcare Clinical Pipeline 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	1	-	-
Total No. of Launch	3	-	-

Measures of contribution to healthcare

Key Programs	Description	Beneficiaries
Prevention	**OCTF (India):** Oral Cancer Surveillance Program (India): Technology-enabled and community-based oral cancer prevention and early screening initiative focused on awareness generation, risk reduction, and strengthening community-level screening ecosystems. Since 2014, the Foundation has worked to address India's high oral cancer burden through large-scale outreach, digital follow-up systems, and frontline workforce engagement.	**OCTF (India):** Since inception, more than 1,00,000 individuals have been screened across multiple states. During FY26, over 4,620 individuals were screened for oral cancer and 4,153 individuals were enrolled on a mobile health platform for longitudinal follow-up. Additionally, 23,886 individuals were reached through dental camps, with 16.7% receiving diagnosis and treatment for common dental conditions.
Diagnosis	Strengthening referral pathways, diagnostic access, and early detection through institutional collaborations, AI-supported image analysis, and standardized screening protocols. Partnerships with IISc and TANUH AI Centre of Excellence in Healthcare support development of scalable screening solutions.	Screen-positive individuals received support across the referral continuum, including biopsies, diagnosis, and treatment linkage through public health schemes. Contribution of over 30,000 clinical images enabled development of AI-supported screening models, resulting in a tenfold increase in screening efficiency within 18 months and identification of community-specific intervention strategies in regions such as Varanasi, Guwahati, Nagaland, Maharashtra, Karnataka.
Treatment (adherence/ compliance and rehabilitation)	Multi-stakeholder initiatives focused on research, evidence generation, policy engagement, and development of long-term oral cancer elimination strategies. The independent OCTF convenes oncologists, researchers, public health experts, and technology leaders to strengthen prevention and care ecosystems.	Annual consensus-based Head and Neck Cancer clinical practice guidelines were updated through expert collaboration. National and international experts, including representatives from IARC, NCI-USA, FHNO, IISc, Tata Memorial Centre, and district authorities contributed to policy discussions and strategic planning. A national microsimulation modelling workshop and district-level think tank meeting in Varanasi supported development of evidence-based oral cancer elimination roadmaps and scalable public health implementation models.
Prevention	**eLAJ Smart Clinics:** Through the eLAJ Smart Clinics program, prevention is delivered at the community level via structured door-to-door screenings using the CBAC (Community Based Assessment Checklist) tool, enabling early identification of individuals at risk for NCDs such as diabetes, hypertension, and common cancers. Trained community health workers conduct household visits, capture vital health parameters digitally, and facilitate timely triage and referral. Health education sessions, NCD camps, and continuous community engagement — including the hub-and-spoke outreach to Soliga tribal communities in the MM Hills — reinforce awareness, promote healthy behaviours, and build long-term trust in preventive care.	**eLAJ Smart Clinics:** Since Inception, more than 10,00,000 beneficiaries reached. In the year under consideration: 46,753 total beneficiaries reached across the program. 8,628 individuals screened for NCDs using CBAC

Key Programs	Description	Beneficiaries
Diagnosis	eLAJ Smart Clinics offer a comprehensive diagnostic ecosystem, combining free doctor consultations, a wide range of laboratory investigations, and AI-enabled tools such as portable ECGs to support accurate and timely clinical assessment. Patients identified through community screenings are linked to the nearest Smart Clinic for confirmation of findings, formal diagnosis, and initiation of care. Specialist referral clinics further ensure that complex or advanced cases receive appropriate secondary-level evaluation. The integrated EMR platform and ABDM-compliant digital infrastructure support real-time data capture and continuity across all diagnostic touchpoints.	42,275 laboratory tests conducted; 4,107 specialist clinic visits. Specialist referral clinics further ensure that complex or advanced cases receive appropriate secondary-level evaluation.
Treatment (adherence/ compliance and rehabilitation)	Treatment under eLAJ is designed for continuity and sustained outcomes. Once diagnosed, patients receive personalised care plans tailored to their condition, with access to evidence-based clinical protocols for chronic disease management. Regular follow-up calls, medication reviews, and counselling sessions reinforce adherence and support patients in managing long-term conditions effectively. .	Periodic NCD camps provide structured review opportunities, while frontline health workers maintain ongoing engagement at the household level to monitor compliance and address barriers to treatment uptake. Collectively, these efforts strengthen disease control, reduce complication risk, and support rehabilitation where needed.
Prevention	A community based, outreach healthcare initiative designed to address access gaps in tribal, remote, and underserved regions of Mayurbhanj and Keonjhar districts of Odisha, and adjoining areas of Jharkhand and West Bengal. The program delivers preventive and primary healthcare services through mobile medical units, complemented by community awareness sessions on hygiene, sanitation, nutrition, and disease prevention to promote long term health-seeking behaviours.	91 mobile medical camps were conducted across tribal, rural, hilly geographies. Nearly 16,900+ beneficiaries were reached, including men, women, and children.
Diagnosis	Provision of doorstep access to early diagnosis and basic clinical services through mobile medical units, including doctor consultations, screening for common illnesses, chronic conditions, and nutritional deficiencies. The model ensures timely identification of health conditions in geographically isolated settings, supported by systematic patient data recording for continuity of care and monitoring.	On average, ~185 patients per camp received medical consultations, basic diagnostics, and health assessments, enabling early detection of acute and chronic conditions. Regular outreach ensured coverage of underserved populations with limited or no access to formal healthcare facilities.
Treatment (adherence/ compliance and rehabilitation)	Delivery of free primary treatment services including essential medicines, follow up care, and referral. The program emphasises continuity of care through patient record maintenance and repeated camp engagements, alongside strengthening adherence through counselling and community engagement.	Free consultations and medicines significantly reduced out of pocket expenditure for vulnerable communities. Patients accessed treatment for common illnesses, chronic diseases, and nutritional deficiencies, contributing to improved health outcomes and sustained engagement with the healthcare system.
Prevention	**Ethiopia:** Biocon Biologics, in collaboration with Diabetes Africa and St Paul's Hospital, is advancing its 'Embedding Specialist Nurses in Diabetes Care' initiative. The first phase has developed a scalable model to upskill nurses into diabetes specialists, aimed at strengthening diabetes care across the country.	**Ethiopia:** Nurses upskilled as diabetes specialists across St. Paul's Hospital network; scalable care model established to expand diabetes management nationally.

Key Programs	Description	Beneficiaries
Prevention	**North America:** Patient Services and Support Programs (PSSPs) provide injection training, reminders, pharmacy coordination, nursing support, health coaching, and co-pay assistance, while Patient Assistance Programs (PAPs) help reduce financial barriers and improve access to treatment.	**North America:** 89,737 patients supported through PSSPs and PAPs across the U.S. and Canada - spanning co-pay assistance, reimbursement navigation, onboarding support, financial assistance, and insulin access programs across Immunology, Oncology, Ophthalmology, and Diabetes therapeutic areas.
Treatment (adherence/ compliance and rehabilitation)	**Philippines:** Biocon has implemented Oncology patient support program for senior citizens, patients with disability.	**Philippines:** Total number of patients supported in FY26 ~1600 Patients.
Treatment (adherence/ compliance and rehabilitation)	**Malaysia:** Oncology patient support program.	**Malaysia:** Biocon has implemented an Oncology patient support program supporting around ~600 Patients.
Treatment (adherence/ compliance and rehabilitation)	**North America:** Supported underserved patients through co-pay assistance, Patient Assistance Programs (PAPs), and free insulin and biosimilars distribution in collaboration with the Insulin for Life and Direct Relief partnerships.	**North America:** In FY26, ~4,500 patients across multiple therapeutic areas benefited from our continued partnerships with Direct Relief and Insulin for Life, organizations that provide free medicines to underserved communities and those affected by poverty, disaster, or conflict. Our timely donations provided access to insulin to approximately 1,200 patients with Type 1 diabetes. Additionally, 3,200 patients gained access to medicines that treat autoimmune and inflammatory conditions. These donations helped clinics across the U.S. maintain care for uninsured and underinsured patients.
End of Life Cycle Solutions / Other Program	**North America:** Ensured efficient biosimilar launches through robust supply chain and regulatory readiness; fostered strategic partnerships with advocacy organizations; aligned commercial execution with affordability and accessibility goals.	**North America:** Patients and providers gained access to affordable biosimilars; healthcare systems are experiencing reduced biologics cost burden; stakeholders engaged through advocacy initiatives.

Product Recall, Regulatory Inspection & Warning Letters

Compliance to Regulatory Standards:

Category	Unit	FY24	FY25	FY26
Class I product recalls	No.	0	0	0
Class II product recalls	No.	0	0	0
Regulatory agency inspections	No.	15	5	9
Form 483 Observations (or equivalent)	No.	23	18	28
FDA Warning Letters (or equivalent)	No.	0	0	0

Impact on Access to Healthcare FY2025-26

	FY26
Number of patients with low-cost access to the organization's products or services to address diseases/conditions)	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	Services 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
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 of Commerce and Industry (Assocham)	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	U.S.-India Business Council (USIBC)	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 Organization of Pharmaceutical Industries	International
31	Federation of Malaysian Manufacturers	International
32	United Nations Global Compact (Malaysia and Brunei)	International
33	Association of Malaysian Medical Industries	International
34	Malaysian Pharmacists Society	International
35	USA-India Chamber of Commerce (USAIC)	International
36	Medicines for Europe	International

Sr. No	Name of the Trade and Industry Chambers/Associations	National/ International
37	Egualia	International
38	Biosim International	International
39	Les entreprises du médicament (LEEM) (France)	International
40	L'association GEnérique Même MEdicament (GEMME) (France)	International
41	Medaxes (Belgium)	International
42	AG Pro Biosimilars (Germany)	International
43	Czech Association of Pharmaceutical Companies (CAFF) Czech Republic	International
44	Der Biosimilarsverband (The Biosimilars Association) (Austria)	International
45	Intergenerika (The Association of Generics and Biosimilars) (Switzerland)	International
46	Panhellenic Pharmaceutical Industry Association (PEF) (Greece)	International

GRI INDEX

Statement of use	Biocon Biologics has reported with reference to the GRI Standards for the period 1st April 2024 to 31st March 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI Standard / Other Source	Disclosure	Section	Page No
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	54
	2-8 Workers who are not employees	ESG Databook: Total Workforce	54
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 44-46
	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 36-41
	2-20 Process to determine remuneration	Governance, Ethics and Compliance Corporate Governance	Integrated Annual Report: Pg 36-41
GRI 2 - General Disclosures 2021– Strategy, policies and practices	2-21 Annual total compensation ratio	BRSR P5	28
	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 39-41
	2-27 Compliance with laws and regulations	Ensuring Ethics & Compliance	Integrated Annual Report: Pg 39-41
	2-28 Membership associations	ESG Databook: Membership associations	64-65

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 2 - General Disclosures 2021– Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement BRSR P4	Integrated Annual Report: Pg 52 24-25
	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	46
	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	ESG Databook: Benefits provided to Permanent employees and Temporary employees	60
	201-4 Financial Assistance Received from Government	Financial assistance received from government	46
GRI 202- Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	ESG Databook: BRSR P5	27
	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	41
GRI 205- Anti-Corruption 2016	205-1 Operations Assessed for Risks Related to Corruption	Ethics & Compliance	Integrated Annual Report: Pg 36-41
	205-2 Communication and Training About Anti-Corruption Policies and Procedures	Ethics & Compliance	Integrated Annual Report: Pg 36-41
	205-3 Confirmed Incidents of Corruption and Actions Taken	ESG Data Book: Ethics and Compliance overview	48
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	48
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	53
	301-2 Recycled input materials used	BRSR P2 L3	19
	301-3 Reclaimed products and their packaging materials	Not applicable owing to the nature of the business and related regulations.	

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 302- Energy 2016	302-1 Energy Consumption Within the Organization	BRSR P6 E1 ESG Databook: Total Energy Consumption	30 50
	302-3 Energy Intensity	BRSR P6 E1 Natural Capital: Environmental Performance in FY26	30 Integrated Annual Report: Pg 124
	302-4 Reduction of Energy Consumption	ESG Databook: GHG Emission Reduction Natural Capital: Energy Management & Emission Reduction	51 Integrated Annual Report: Pg 132-137
	302-5 Reductions in Energy Requirements of Products and Services	Natural Capital: Energy & Emission Management Initiatives	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	52
	303-4 Water discharge	ESG Databook: Water Disposal	52-53
	303-5 Water consumption	ESG Databook: Water Management	52
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 E11	33
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	BRSR: P6 L3	35
	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 305 – Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	ESG Databook: GHG Emissions	50
	305-2 Energy Indirect (Scope 2) GHG Emissions	ESG Databook: GHG Emissions	50
	305-3 Other Indirect (Scope 3) GHG Emissions	ESG Databook: GHG Emissions	50
	305-4 GHG Emissions Intensity	ESG Databook: GHG Emissions BRSR P6 E7	50 32
	305-5 Reduction of GHG Emissions	ESG Databook: GHG Emissions Reduction Natural Capital: Energy & Emission Reduction Initiatives	50 Integrated Annual Report: Pg 132-137
	305-6 Emissions of Ozone-Depleting Substances (ODS)	ESG Databook: Emissions of Ozone-Depleting Substances (ODS)	51
	305-7 Nitrogen Oxides (NOx), Sulphur Oxides (SOx), And Other Significant Air Emissions	ESG Databook: Air Pollutant Management	51
GRI 306- Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	Natural Capital: Waste Management	Integrated Annual Report: Pg 92-97
	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	52
	306-4 Waste Diverted from Disposal	ESG Databook: Waste Management	52
	306-5 Waste Directed to Disposal	ESG Databook: Waste Management	52

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 401 – Employment 2016	401-1 New Employee Hires and Employee Turnover	ESG Databook: Employee Hires ESG Databook: Employee Turnover, Voluntary Turnover	54 56
	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	60 20
	401-3 Parental Leave	ESG Databook: Parental Leave	58
GRI 402 - Labor/ Management Relations 2016	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 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	58
	403 -10 Work related ill health	ESG Databook: Health & Safety	58
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Databook: Training Manhours	57
	404-2 Programs for upgrading employee skills and transition assistance programs	BRSR P3 L4	24
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Databook: Type of Individual Performance Appraisal and Employee Engagement Human Capital: Employee Performance Metrics	58 Integrated Annual Report: Pg 106
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 54
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	ESG Databook: Gender Pay Indicator	47
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	ESG Databook: Incidents and Compliance Overview	48
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	29
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	ESG Databook: Incidents and Compliance Overview	48
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	48
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human Capital	Integrated Annual Report: Pg 116

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	ESG Databook: Incidents and Compliance Overview	48
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	48
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESG Databook: Supplier Assessment	59-60
	414-2 Negative social impacts in the supply chain and actions taken	ESG Databook: Supplier Assessment	59-60
	415-1 Political contributions	ESG Databook: Contributions & Other Spending	46-47
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	63
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Databook: Product Recall, Regulatory Inspection & Warning Letters	63
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	BRSR P9 L4	44
	417-2 Incidents of non-compliance concerning product and service information and labelling	ESG Databook: Incidents and Compliance Overview	48
	417-3 Incidents of non-compliance concerning marketing communications	ESG Databook: Incidents and Compliance Overview	48
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	48

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

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- 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

Evaluaton 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 broaders 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_2O, HFCs, PFCs, SF_6, NF_3 is not available)	$MtCO_2e$	27,632	3,956
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3 is not available)	$MtCO_2e$	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)	$MtCO_2e$/ 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)	$MtCO_2e$/ 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	$MtCO_2e$/ 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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