



# The **Multiplier** Effect

MAXIMIZING VALUE

**BRSR, GRI & ESG Data Book**

## Contents

<b>Sr. No.</b>	<b>Statutory Reports</b>	<b>Page Nos.</b>
<b>1.</b>	<b>BRSR Report</b>	<b>3</b>
<b>2.</b>	<b>GRI Index</b>	<b>34</b>
<b>3.</b>	<b>ESG Data Book</b>	<b>39</b>

This Supplementary Data Book containing BRSR, GRI Index and ESG data book is being released along with Biocon Limited's Integrated Annual Report FY 2024

# BRSR REPORT

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24234KA1978PLC003417
2	Name of the Listed Entity	Biocon Limited
3	Year of incorporation	1978
4	Registered office address	20 <sup>th</sup> KM Hosur Road, Electronic City, Bengaluru – 560 100, India
5	Corporate address	20 <sup>th</sup> KM Hosur Road, Electronic City, Bengaluru – 560 100, India
6	E-mail	co.secretary@biocon.com
7	Telephone	+91 80 2808 2808 / +91 80 4014 4014
8	Website	www.biocon.com
9	Financial year for which reporting is being done	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹6,003 million (Biocon Limited) ₹17,583 million (Biocon Biologics)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Mayank Verma Email: co.secretary@biocon.com
13	Reporting Boundary	The reporting boundary for this BRSR Report includes Biocon Limited (BL) and Biocon Biologics Limited (India and Malaysia) (BBL), excluding Syngene International Limited, for the period from 1 <sup>st</sup> April, 2023 to 31 <sup>st</sup> March, 2024. The entities will collectively be referred to as the 'Company' for the length of this report, unless specified otherwise.
14	Name of assurance provider	Emergent Ventures India Pvt. Ltd.
15	Type of assurance obtained	Limited Assurance (Moderate Level Type 2 as per AA1000AS Standard)

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Generics	The foundation of our Generics business lies in our exceptional expertise in fermentation technology and our established position in chronic therapies. Our diverse portfolio encompasses a wide range of complex molecules, including cardiovascular medications, anti-obesity drugs, immunosuppressants, and targeted antibiotics. We remain committed to expanding our portfolio of unique Active Pharmaceutical Ingredients (APIs), focusing on those with technical challenges such as intricate manufacturing processes, potent compounds, or a combination of both.	19%
2	Biologics	Biocon Biologics operates as a fully integrated global biosimilars entity, harnessing state-of-the-art science, inventive technological platforms, and advanced research and development capabilities to enhance healthcare outcomes by reducing treatment expenses. With a robust research pipeline focusing on biosimilars for diabetes, oncology, immunology, and other noncommunicable diseases, Biocon Biologics has successfully transitioned five molecules from laboratory development to market availability in developed regions including the United States, European Union, Australia, Canada, and Japan.	58%



S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
3	Novels	The Novels portfolio comprises a combination of internally developed, partnered, and licensed products, with a specific emphasis on addressing inflammation and immuno-oncology. Biocon has successfully brought two novel biologics from laboratory development to commercialization, thereby facilitating cost-effective access to costly biological treatments for patients in India. These include Biomab EGFR for individuals with head and neck cancer and Alzumab for those suffering from psoriasis. Moreover, Alzumab has been repurposed to address complications related to Covid-19.	Nil
4	Research Services*	Includes four business divisions – Discovery Service, Development Services, Manufacturing Services and Dedicated R&D centers	23%

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

#### 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	Manufacture of pharmaceuticals, medicinal chemical, and botanical products	021	100

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

### III. Operations

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

Location	Number of plants	Number of offices	Total
<b>National</b>	5 Manufacturing Locations (2 plant - Bengaluru, 1 plant - Hyderabad, 2 plant - Visakhapatnam)	18	23
<b>International</b>	2 Manufacturing Locations (Malaysia, New, Jersey)	12	14

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	In addition to serving Indian markets, the Company has global footprints and serves a market of over 120+ countries.
International (No. of Countries)	

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

87% of the Company's total revenue can be attributed to its earnings from exports.

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

Our diverse customer base includes various stakeholders within the healthcare ecosystem ultimately all serving the patient, who is our end customer. These include:

- Wholesale and distribution partners
- Retail pharmacy chains
- Healthcare professionals and providers
- Hospitals and healthcare facilities
- Government institutions
- Other pharmaceutical and biopharmaceutical companies

#### 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	9,805	7,473	76%	2,332	24%
2.	Other than Permanent* (E)	2,194	1,735	79%	459	21%
3.	Total employees (D + E)	11,999	9,208	77%	2,791	23%

\*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)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	11	7	64%	4	36%
2.	Other than Permanent* (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	11	7	64%	4	36%

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

21. Participation/Inclusion/Representation of women

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

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

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	11	2	18.18%
Key Management Personnel	3	1	33%

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

22. Turnover rate for permanent employees and workers  
Turnover Rate Permanent Employees (Biocon Limited)

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Total Turnover Rate</b>	18%	21%	18%	19%	27%	20%	25%	39%	26%
<b>Voluntary Turnover Rate</b>	14%	17%	15%	16%	24%	17%	20%	23%	21%

Turnover Rate Permanent Employees (Biocon Biologics)

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Total Turnover Rate</b>	28%	22%	26%	27%	23%	26%	25%	24%	25%
<b>Voluntary Turnover Rate</b>	15%	10%	14%	23%	21%	22%	NA	NA	NA

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

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Syngene International Limited, India	Subsidiary	54.52%	Yes, all the entities, wherever applicable, participate in the relevant Business Responsibility initiatives of the Company, except the associate companies and joint venture companies.
2	Syngene Manufacturing Solutions Limited, India	Subsidiary	Refer note 6	
3	Syngene Scientific Solutions Limited, India	Subsidiary	Refer note 6	
4	Biocon Academy, India	Subsidiary	100%	
5	Biocon Pharma Limited, India	Subsidiary	100%	
6	Biocon SA, Switzerland	Subsidiary	100%	
7	Biocon Biologics Limited, India	Subsidiary	88.70%	
8	Biocon Biologics UK Limited, UK	Subsidiary	Refer note 2	
9	Biocon SDN BHD, Malaysia	Subsidiary	Refer note 3	
10	Biocon Pharma Inc, USA	Subsidiary	Refer note 4	
11	Biocon FZ LLC, Dubai	Subsidiary	100%	
12	Biocon Biologics Healthcare Malaysia SDN BHD, Malaysia	Subsidiary	Refer note 3	
13	Syngene USA Inc., USA	Subsidiary	Refer note 6	
14	Biocon Pharma UK Limited, UK	Subsidiary	Refer note 4	
15	Biocon Pharma Ireland Limited, Ireland	Subsidiary	Refer note 4	
16	Biocon Biologics Inc., USA	Subsidiary	Refer note 3	
17	Biocon Biosphere Limited, India	Subsidiary	100%	
18	Biocon Biologics FZ LLC, UAE	Subsidiary	Refer note 3	
19	Biocon Biologics Do Brasil Ltda, Brazil	Subsidiary	Refer note 3	
20	Biocon Pharma Malta Limited, Malta	Subsidiary	Refer note 4	
21	Biocon Pharma Malta I Limited, Malta	Subsidiary	Refer note 5	
22	Biocon Biologics Germany GmbH, Germany	Subsidiary	Refer Note 3	
23	Biocon Biologics Canada Inc, Canada	Subsidiary	Refer Note 3	
24	Biosimilars Newco Limited, UK	Subsidiary	Refer Note 7	
25	Biosimilar Collaborations Ireland Limited, Ireland	Subsidiary	Refer Note 3	
26	Biocon Biologics France S.A.S, France	Subsidiary	Refer Note 8	
27	Biocon Biologics Spain S.L.U, Spain	Subsidiary	Refer Note 8	
28	Biocon Biologics Switzerland AG, Switzerland	Subsidiary	Refer Note 8	
29	Biocon Biologics Belgium BV, Belgium	Subsidiary	Refer Note 8	
30	Biocon Biologics Finland OY, Finland	Subsidiary	Refer Note 8	
31	Biocon Generics Inc., USA	Subsidiary	Refer Note 4	
32	Biocon Biologics Morocco S.A.R.L.A.U, Morocco	Subsidiary	Refer Note 8	
33	Biocon Biologics Greece SINGLE MEMBER PC, Greece	Subsidiary	Refer Note 8	
34	Biocon Biologics South Africa (PTY) Ltd, South Africa	Subsidiary	Refer Note 8	
35	Biocon Biologics (Thailand) Co. Ltd, Thailand	Subsidiary	Refer Note 8	
36	Biocon Biologics Philippines Inc, Philippines	Subsidiary	Refer Note 8	
37	Biocon Biologics Italy S.R.L, Italy	Subsidiary	Refer Note 8 & 9	
38	Biocon Biologics Croatia LLC, Croatia	Subsidiary	Refer Note 8 & 9	
39	Neo Biocon FZ LLC, UAE	Joint Venture	49%	
40	Hinduja Renewables Two Private Limited	Associate	26%	

#### Notes:

1. Syngene International Limited, India has proposed a final dividend of 12.5% or Re. 1.25 per equity share as on the record date for distribution of final dividend.
2. Biocon Biologics Limited, India holds 100% of equity stake in Biocon Biologics UK Limited, UK.

3. Biocon Biologics UK Limited, UK holds 100% of equity stake in:-
  - a) Biocon Biologics FZ LLC, UAE
  - b) Biocon Biologics Do Brasil Ltda, Brazil
  - c) Biocon Biologics Healthcare Malaysia Sdn. Bhd., Malaysia
  - d) Biocon SDN BHD, Malaysia\*\*
  - e) Biocon Biologics Inc, USA
  - f) Biosimilar Collaborations Ireland Limited, Ireland
  - g) Biocon Biologics Germany GmbH, Germany
  - h) Biocon Biologics Canada Inc., Canada
4. Biocon Pharma Limited, India holds 100% of equity stake in:-
  - a) Biocon Pharma Inc., USA
  - b) Biocon Pharma UK Limited, UK
  - c) Biocon Pharma Ireland Limited, Ireland
  - d) Biocon Pharma Malta Limited, Malta
  - e) Biocon Generics Inc., USA
5. Biocon Pharma Malta Limited holds 100% of equity stake in Biocon Pharma Malta I Limited.
6. Syngene International Limited holds 100% of equity stake in :-
  - a) Syngene USA Inc., USA
  - b) Syngene Scientific Solutions Limited, India
  - c) Syngene Manufacturing Solutions Limited, India
7. Biocon Biologics Limited and Biocon Biologics UK Limited holds 70.82% and 29.18% of equity stake in Biosimilars NewCo Limited, respectively
8. Biocon Biologics UK Limited, UK holds 100% of equity stake in :-
  - a) Biocon Biologics France S.A.S, France incorporated on April 14, 2023
  - b) Biocon Biologics Spain S.L.U, Spain incorporated on April 21, 2023
  - c) Biocon Biologics Switzerland AG, Switzerland incorporated on April 25, 2023
  - d) Biocon Biologics Belgium BV, Belgium incorporated on April 28, 2023
  - e) Biocon Biologics Finland OY, Finland incorporated on May 10, 2023
  - f) Biocon Biologics Morocco S.A.R.L.A.U, Morocco incorporated on July 24, 2023
  - g) Biocon Biologics Greece SINGLE MEMBER P.C, Greece incorporated on July 27, 2023
  - h) Biocon Biologics South Africa (PTY) Ltd, South Africa incorporated on August 11, 2023
  - i) Biocon Biologics (Thailand) Co. Ltd, Thailand incorporated on September 08, 2023
  - j) Biocon Biologics Philippines Inc, Philippines incorporated on October 25, 2023
  - k) Biocon Biologics Italy S.R.L, Italy incorporated on December 27, 2023
  - l) Biocon Biologics Croatia LLC, Croatia incorporated on January 18, 2024
9. These subsidiaries are newly incorporated and did not have any operation during the year.

## VI. CSR Details

24.

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

Category	Biocon Limited	Biocon Biologics
Turnover (in ₹ million)	23,302	30,933
Net Worth (in ₹ million)	109,123	176,062

Note: As per India 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:

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 2024			FY 2023		
		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/shareholders	Yes	179	0	-	123	0	-
Employees and workers	Yes	0	0	-	0	0	-
^Customers	Yes	2,233	368	-	253	177	-
Value Chain Partners	Yes	0	0	-	0	0	-
*Other (please specify)	Yes	0	0	-	0	0	-

\* Whistleblowing complaints (only material complaints have been considered)

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

^ Related to Quality

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product quality	Risk	The company may face ongoing scrutiny regarding recalls, product safety, and adherence to evolving regulations. Moreover, shifting consumer expectations necessitate alignment with market demands to maintain competitiveness. Any lapse in product quality can prompt regulatory actions such as plant shut-downs and penalties, leading to direct financial losses and reputational harm. This underscores the critical need for stringent quality control measures to mitigate the potential negative impacts on finances and reputation.	We have implemented a system to ensure quality of products and continuous compliance to regulatory requirements. We have automated and simplified processes to minimize manual errors, along with digital initiatives such as implementing various management systems like Learning, Quality, Document, and Laboratory Information Management Systems. Additionally, there's a focus on fostering an improved quality and speak-up culture, continuous personnel training for knowledge enhancement, and strengthening investigation and root cause analysis processes. Timely implementation of corrective and preventive actions (CAPA) and infrastructure upgrades are also prioritized. Furthermore, Biocon actively tracks and addresses product-related risks through its pharmacovigilance process. This involves a dedicated team monitoring and investigating complaints received via a web portal and toll-free number, ensuring timely actions are taken, and providing regular pharmacovigilance and GxP compliance training for employees to continually improve product quality and regulatory compliance.	Negative: In the event of subpar product quality, Biocon may experience damage to both its reputation and operational effectiveness. This could result in diminished customer satisfaction and trust, ultimately impacting the company's bottom line.

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	Research and Development	Opportunity	R&D investment contributes positively to green innovation and ESG (Environmental, Social, and Governance) performance within a company. Thus, strategically allocating resources to R&D and transparently disclosing these investments enable both internal and external stakeholders to grasp the organization's approach and the magnitude of its efforts.	To mitigate Research and Development related risks, Biocon has implemented innovation-led technologies to drive efficiencies, cost savings, and environmental sustainability in healthcare. A roadmap for innovation, focusing on Bio-Transformation pathways like Green Chemistry and proprietary enzyme development, has been established. This approach emphasizes transitioning to water-based reactions, adopting greener solvents, and enhancing solvent recovery capabilities. Additionally, a Lifecycle Assessment (LCA) framework has been put in place for API synthesis, comparing environmental impacts of enzymatic and chemical routes and to identify and minimize the use of hazardous substances, thus ensuring a sustainable and environmentally responsible R&D strategy.	Positive: Innovations stemming from cutting-edge technology can position the company at the forefront of industry-leading discoveries, paving the way for new avenues of business growth.
3	Access & affordability	Opportunity	Biocon's commitment to responsible pricing for both innovative and generic medicines including affordable access, a positive cost-benefit ratio, and the broader impact on healthcare costs. By prioritizing responsible pricing, Biocon aims to enhance its reach and favorability among patients, differentiating itself from competitors.	Biocon is committed to ensuring health equity by providing affordable and quality medicines worldwide. Leveraging our generics, biosimilars, and novel biologics businesses, we strive to enhance value and deliver top-notch solutions to patients. To mitigate access and affordability-related risks, we are actively exploring new technologies and implementing high-impact Cost Improvement Programs (CIPs) for long-term cost reduction.	Positive: By enabling access to affordable drugs and services, Biocon can expand its reach and drive growth, gaining a competitive advantage. Implementing responsible pricing strategies focusing on affordability and positive cost-benefit ratios, can significantly enhance presence among patients, foster loyalty, and enhance reputation. This can lead to sustained revenue growth and improved profitability.
4	Environmental performance	Risk	Biocon Limited's dedication to safeguarding the natural environment and preserving resources is deeply ingrained in our corporate values. Adhering to these principles and meeting relevant regulatory standards can impact overall performance positively, bolstering Biocon's reputation with stakeholders	Biocon mitigates product quality-related environmental performance risks through a multifaceted approach. We prioritize reducing our carbon footprint by recycling resources, transitioning to renewable energy sources, and adopting responsible sourcing practices. Our commitment to environmental management is evident through ISO 14001 certification, ensuring adherence to required guidelines. Additionally, we focus on using renewable energy, such as biomass briquettes, and energy-efficient cooling mediums to address climate risks. Our procurement strategy emphasizes equipment with zero ozone-depleting substance emissions, and we implement measures for effective water management.	Negative: In the event of failing to comply with environmental regulations, Biocon may suffer reputational harm and experience adverse financial consequences.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Future ready workplace	Risk	As a responsible employer, it's crucial to establish a safe and healthy workplace, devoid of injuries, fatalities, and illnesses. Moreover, creating an environment conducive to talent attraction and retention through empowerment, growth opportunities, flexibility, competitive remuneration, and a sense of purpose is essential. Retaining high-potential and critical resources in specialized areas is also vital.	Biocon is committed to fostering a future-ready workforce by implementing robust safety procedures and continuous improvement initiatives across all sites, with a focus on achieving a zero accident safety culture and ISO 45001 certification. We prioritize employee well-being through comprehensive training, protocols for preventing misconduct, and empowering processes aligned with personal and professional aspirations. To mitigate future workforce-related risks, we promote internal talent mobility, conduct industry benchmarking for compensation, onboard apprentices to nurture a talent pipeline, and enhance employee engagement through HRBP connections, buddy programs, and recognition initiatives. Additionally, we prioritize succession planning to groom future leaders and ensure organizational resilience.	Negative: The absence of a safe and empowering workplace could cause operational disruptions and damage to the company's reputation. Additionally, it could result in adverse financial consequences, including fines and penalties.
6	Digitization	Opportunity	Harnessing digital technology to enhance operational efficiency and quality management presents a significant opportunity for the company. This entails implementing digital initiatives to seamlessly integrate supply chains and enhance operational processes, thereby increasing adaptability and responsiveness.	Biocon is dedicated to enhancing its digital infrastructure to facilitate seamless data sharing across all departments. The company is actively transforming its facilities by integrating digital technologies, automation, and efficient data management practices to optimize operations. Central to Biocon's digital evolution is a commitment to Environmental, Social, and Governance (ESG) principles. The primary objectives include improving quality standards and compliance, boosting productivity through operational enhancements, and ensuring data integrity through transparent technological solutions.	Positive: Digitization has the potential to boost sales, productivity, and employment, consequently influencing the company's performance and differentiating it from its competitor.
7	Supply chain sustainability	Risk	In the pharmaceutical sector, maintaining a reliable supply chain is crucial for ensuring uninterrupted business operations. It's essential to take proactive measures to identify, address, and minimize any potential disruptions that could affect supply chain stability including risks of creating dependencies on single region/ vendors for input materials.	Biocon prioritizes an integrated approach to mitigate supply chain sustainability risks, ensuring uninterrupted availability of medicines worldwide. Emphasizing cost-effective and sustainable logistics, Biocon rationalizes its supply chain from raw material procurement to last-mile delivery, enhancing accessibility. Through mandatory environmental compliance for critical vendors and periodic audits, Biocon enforces adherence to sustainability standards. Furthermore, a Supplier Code of Conduct guides partners on legal, ethical, and behavioral standards. To reduce dependency, Biocon focuses on developing alternate vendors, strategically building inventory to tackle disruptions. This comprehensive strategy fortifies Biocon's commitment to sustainable and resilient supply chains.	Negative: Disruptions throughout Biocon's value chain can significantly disrupt operations, leading to product supply shortages and escalating costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Community engagement	Opportunity	It is crucial that Biocon engages with the communities we operate in to increase trust and foster harmony.	Biocon Foundation serves as the primary avenue for the corporate philanthropic endeavors of Biocon. It strives to create enduring solutions that empower marginalized communities to enhance their daily lives. The key focus areas include primary healthcare, environmental conservation, rural advancement, and educational empowerment.	Positive: By empowering and uplifting our surrounding communities, we can mitigate future grievances or concerns, thus safeguarding the business from any adverse events.
9	Inclusion and diversity	Opportunity	This element pertains to Biocon's capacity to foster a culture, recruitment strategies, and advancement practices that embrace representation from a varied and inclusive workforce at every organizational tier, including the board, senior, mid-level, and junior levels.	Biocon has implemented various strategies to foster diversity and inclusion in the workplace. These include initiatives such as offering extended maternity leave, providing part-time options for employees returning from leave, conducting gender sensitization sessions, and organizing women's health programs. Additionally, the company has established specific developmental programs aimed at preparing female employees for managerial and leadership positions. Furthermore, Biocon adheres to an 'Equal Pay for Equal Work' policy, ensuring that employees are compensated based on their merit regardless of their gender identity.	Positive: A diverse workforce comprising individuals of different genders, ages, and ethnic backgrounds will empower the company to enhance its offerings and reduce operational risks.
10	Governance	Risk	Governance poses a risk for Biocon Limited, as ensuring the smooth functioning of the company requires clear systems and defined roles and responsibilities for managing topics related to ethics and integrity. This includes areas such as anti-bribery and corruption, anti-money laundering, code of conduct, and whistle-blowing. Continuous compliance with the law of the land is essential to prevent penalties and loss of reputation.	To mitigate the risk associated with governance, Biocon resonates with principles of integrity, transparency, accountability, and ethics throughout the organization. Professional management teams and independent boards have been established across Biocon Limited, Biocon Biologics Limited, and Syngene International Limited to ensure better governance. By implementing global best practices in corporate governance and risk management, the group consistently preserves and enhances value. Additionally, Biocon has processes in place to independently track and ensure compliance with various statutory requirements, timely identify compliance changes, assess their applicability, and seek technical support as appropriate, including from external experts.	Negative: Negative implications arise from the absence of adherence to the company's policies on business conduct and ethical governance, potentially leading to reputational as well as operational damage.
11	Ethical sales and Marketing	Opportunity	Ethical sales and marketing practices position our company as responsible and trustworthy, attracting customers and investors who value integrity. This fosters stronger customer relationships, leading to increased loyalty and repeat business, while also ensuring long-term sustainability by mitigating regulatory risks and fostering goodwill among stakeholders.	We prioritize transparency and integrity in its sales and marketing efforts, adhering to ethical standards and promoting responsible business practices. Sales personnel regularly communicate their commitment to ethical conduct to stakeholders and invest in building strong customer relationships based on trust and transparency.	Positive: Our commitment to ethical sales and marketing practices may initially lead to higher upfront costs, but over time, it can result in increased customer loyalty, enhanced brand reputation, and reduced regulatory risks, ultimately contributing to long-term financial sustainability and growth.

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)
12	Climate Risk	Risk	Climate risk poses a threat to our company due to potential disruptions in the supply chain, increased operating costs, and regulatory pressures stemming from climate change-related regulations, impacting both production and distribution processes. Additionally, extreme weather events and changing environmental conditions may affect the availability and quality of raw materials essential for Biocon's operations.	Biocon is adopting a comprehensive approach to mitigate climate risks by investing in sustainable practices such as renewable energy sources, efficient water usage, and waste management. They are also incorporating climate risk considerations into their business strategy, supply chain management, and product development to enhance resilience and minimize environmental impact.	Negative: Climate risks can lead to increased operational costs due to the need for adaptation measures, such as investing in resilient infrastructure and implementing eco-friendly technologies. Additionally, regulatory compliance costs may rise, while potential disruptions to the supply chain could impact production schedules and revenue streams, affecting Biocon's financial performance and profitability.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
c. Web Link of the Policies, if available	<ul style="list-style-type: none"> <li>▪ Code of Conduct</li> <li>▪ Whistleblowerpolicy</li> <li>▪ TaxTransparency report</li> </ul>	<ul style="list-style-type: none"> <li>▪ Supplier Code of Conduct</li> <li>▪ Purchase order terms and conditions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Code of Conduct</li> <li>▪ Human-Rights policy</li> </ul>	<ul style="list-style-type: none"> <li>▪ CSR policy</li> <li>▪ Related Party Transaction policy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Human Rights policy</li> </ul>	<ul style="list-style-type: none"> <li>▪ EHSS policy</li> </ul>	N	<ul style="list-style-type: none"> <li>▪ CSR policy</li> <li>▪ CSR project approved</li> </ul>	<ul style="list-style-type: none"> <li>▪ Privacy-policy</li> </ul>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company's Supplier Code of Conduct largely includes the above-mentioned principles, and the value chain partners are expected to adhere to the requirements outlined.								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle**.	<ul style="list-style-type: none"> <li>▪ United Nations Global Compact (UNGC) Signatory</li> <li>▪ Environmental Management Systems (ISO 14001)</li> <li>▪ Occupational Health &amp; Safety Management Systems (ISO 45001)</li> <li>▪ Information Security Management Systems ISO 27001:2013</li> <li>▪ Good Manufacturing Practice (GMP) compliance certification for the Company's facilities across Bengaluru, Hyderabad and Visakhapatnam in India, and Malaysia</li> <li>▪ GxP Standards</li> <li>▪ Global Reporting Initiative standards 2021</li> <li>▪ Ecovadis framework</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ol style="list-style-type: none"> <li><b>1. Diversity, Equity Inclusion and Belonging</b> <ul style="list-style-type: none"> <li>▪ Diversity target: At least 20% women in the workforce by 2025 at Biocon Limited</li> </ul> </li> <li><b>2. Environmental Stewardship Biocon Limited</b> <ul style="list-style-type: none"> <li>▪ 25% reduction in Scope 1 and Scope 2 emissions by FY29 from baseline year FY20</li> <li>▪ 25% freshwater consumption reduction by FY29 from baseline year FY23</li> <li>▪ 100% circular waste by FY29 from baseline year FY23, includes zero waste to landfill by FY29</li> <li>▪ To plant 15,000 trees by FY29</li> </ul> </li> <li><b>3. Health and Safety</b> <p>We strive to sustain a zero Lost Time Injury Frequency Rate (LTIFR)</p> </li> <li><b>4. Access and Affordability</b> <p>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.</p> </li> </ol>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ol style="list-style-type: none"> <li><b>1. Diversity, Equity Inclusion and Belonging</b> <ul style="list-style-type: none"> <li>▪ In FY24, we achieved our target and have 17.6% of women in our workforce at Biocon Limited</li> </ul> </li> <li><b>2. Environmental Stewardship Biocon Limited</b> <ul style="list-style-type: none"> <li>▪ Recycled 78% of our water, up from 60% the previous year</li> <li>▪ 83% of the waste generated is recycled</li> </ul> <p><b>Biocon Limited and Biocon Biologics</b></p> <ul style="list-style-type: none"> <li>▪ 58% of the total power consumed in FY24 was sourced from renewable sources</li> <li>▪ 18,765 tCO<sub>2</sub>e GHG emissions (Scope 1 and Scope 2) offset</li> <li>▪ 155,414 metric tons of CO<sub>2</sub> emissions avoided due to energy saving initiatives</li> <li>▪ 100% of the wastewater generated via Company (India Operations) was recycled and reused in FY24.</li> <li>▪ 78% of the waste water generated is treated and recycled</li> <li>▪ Around 1000 saplings were planted at Yarendahalli lake and at our Biocon Park facility on World Environment day</li> </ul> </li> <li><b>3. Health and Safety</b> <p>Ensured 0 LTIFR at Biocon Limited</p> </li> <li><b>4. Access and Affordability</b> <p>Biocon Biologics reached out to 1,100+ patients through our various donation programs in low- and middle-income countries. In collaboration with Insulin for Life, a U.S.-based organization, we recently completed a donation of approximately 12,500 insulin glargine injection pens and 1,000 glargine vials. We collaborated with Action4Diabetes (A4D) to supply our insulin bGlargine at subsidized costs along with reusable pens and funds to procure accessories for 100 young people with Type 1 diabetes in Myanmar.</p> </li> <li><b>5. Sustainability assessment frameworks</b> <ul style="list-style-type: none"> <li>▪ Dow Jones Sustainability Index (DJSI) ESG score improved from 52 to 63</li> <li>▪ Biocon Limited inducted in S&amp;P Global's Sustainability Yearbook for 2024</li> <li>▪ Biocon, including Biocon Biologics, EcoVadis score increased from 66 to 70 and was rewarded with Silver Medal.</li> </ul> </li> </ol>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
----------------------	-----	-----	-----	-----	-----	-----	------	-----	-----

**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)
- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).  
The Business Responsibility (BR) policies are broadly managed by the Board of Directors, Chief Executive Officer and the concerned departmental head(s).
- 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.  
Yes  
Biocon Limited and Biocon Biologics Limited have 'Corporate Social Responsibility and Environmental, Social and Governance Committee' (hereinafter referred as CSR and ESG Committee) which is responsible for decision making on sustainability related issues.

\*The Company plays a strong role in public policy advocacy through regular engagement with specific external stakeholders including industry associations, government bodies and regulatory departments. However, the Company does not have a formal advocacy policy.  
\*\*Link to the Company's ISO 14001 & ISO 45001 certifications: <https://www.biocon.com/responsibility/sustainability/ehs-certifications/>.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 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	The CSR and ESG Committee of the Board assesses the Business Responsibility (BR) performance of the Company on a quarterly basis and reports to the Board. The Board assesses the report on BR on an annual basis.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Business Responsibility report is being published annually as part of the Company's annual report in compliance with the provisions of SEBI Listing Regulations, which can be accessed at <a href="http://www.biocon.com">www.biocon.com</a> .																	

<b>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.</b>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
No, the Company does not conduct an independent assessment using external agencies. But all Company policies are regularly monitored and reviewed by respective policy owners.									

**12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:****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 awareness programmes
Board of Directors	10	Regularly, the Company conducts familiarization programs for its Board of Directors. These sessions encompass a wide range of topics, including the company's business growth, ESG and Sustainability performance, corporate governance practices, employee well-being, innovation and R&D, and regulatory updates. Furthermore, all Board members receive frequent updates on Company developments, significant regulatory changes, risks, compliances, and legal matters.  Further, an Induction Programme is also conducted for the new Directors at the time of joining the Board.	100%
Key Managerial Personnel	10	The topics or principles covered includes training on policies: Biocon's Code of Conduct, Know your EHS responsibilities at Workplace, Human Rights Policy, Introduction to Non Conscious , Bias Data Privacy Awareness, Anti Bribery & Anti-Corruption, Zero Tolerance – Refresher, ISMS Awareness Training, POSH - No Excuses, General Data Protection Regulation	100%
Employees other than BoD and KMPs	10 (Mandatory courses)	The topics or principles covered includes training on policies: Code of conduct, ABAC (anti bribery and anti-corruption), POSH, Zero tolerance, EHS, Human Rights, Non conscious bias, GDPR (general data protection regulation), Data privacy awareness, and Information security management system.	94% (average completion)

**Biocon Biologics**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors	15	Regularly, the Company hosts familiarization programs for its Board of Directors. These sessions encompass a wide range of topics, including the company's business growth, ESG and Sustainability performance, corporate governance practices, employee well-being, innovation and R&D, and regulatory updates. Furthermore, all Board members receive frequent updates on Company developments, significant regulatory changes, risks, compliances, and legal matters	100%
Key Managerial Personnel	15	Apart from Induction Programme conducted for the new inducted Directors on a periodic basis, the Company conducts familiarization programmes for its Board of Directors. The topics cover the company's overall business growth, strategy session, performance in ESG and Sustainability, employee well-being.	100%
Employees other than BoD and KMPs	59 ILTs 9 mandatory courses	Code of conduct, ABAC (anti bribery and anti-corruption), POSH, Culture &Values, EHS, Diversity Equity &Inclusion, pharmacovigilance, Information security management system	96% (2219 unique out of 2311 population)

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



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

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

**Monetary**

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Refer to the Company's website for all disclosures made under Regulation 30 of SEBI Listing Regulations at <a href="https://www.biocon.com/investor-relations/stock-exchange-disclosures/other-announcements-disclosures/">https://www.biocon.com/investor-relations/stock-exchange-disclosures/other-announcements-disclosures/</a>				
Settlement			Nil		
Compounding fee			Nil		

**Non-Monetary**

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

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

Nil

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

Yes, as per the company's ethical guidelines, we have implemented an anti-corruption and anti-bribery policy that applies to all individuals associated with the company, including full-time, part-time, temporary, contractual employees, trainees, consultants, volunteers, and members of the Board of Directors. This policy is an integral part of the company's code of conduct and can be accessed at <https://www.biocon.com/code-of-conduct/>. Biocon strictly prohibits any instance of bribery or corruption within its operations and remains steadfast in conducting its business with ethics and transparency.

Furthermore, Biocon's Supplier Code of Conduct (<https://www.biocon.com/docs/Supplier-Code-of-Conduct-2022.pdf>) underscores its commitment to preventing, detecting, and addressing any form of corruption or bribery within its supply chain. This code is applicable to all manufacturers, distributors, vendors, service providers, and business partners.

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

Particulars	FY 2024	FY 2023
Directors		
KMPs		
Employees	Nil	Nil
Workers		

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

Particulars	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	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 2024	FY 2023
Number of days of accounts payables	62 (BL) 116* (BBL)	65 (BL) 126* (BBL)

\*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 2024		FY 2023	
		BL	BBL	BL	BBL
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25%	13%	23%	
	b. Number of trading houses where purchases are made from	457	204	368	
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	47%	55%	52%	
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	8%		7%	*Not Applicable
	b. Number of dealers / distributors to whom sales are made	4	*Not applicable	4	
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	8%		7%	
** Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.1%	0.37%	0.1%	0.51%
	b. Sales (Sales to related parties / Total Sales)	20.8%	0.19%	13.7%	0.54%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0	0%	0
	d. Investments (Investments in related parties / Total Investments made)	99.6%	0	95.2%	0

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

\*\* Biocon Limited, Biocon Biologics and Syngene transactions included.

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

Total number of awareness programmes held	Topics / principles covered under the training	No. of value chain partners covered (by value of business done with such partners) under the awareness programmes
2 (BL)	<p>We conducted an extensive onsite capacity-building session for our suppliers, covering a range of topics including waste, water, and energy management, supplier roles and responsibilities, business continuity, circular economy principles, an overview of Ecovadis assessment and PSCI principles, as well as risk management and policies.</p> <p>Additionally, we have initiated the assessment of our key suppliers on essential ESG and sustainability criteria. Following a defined methodology, suppliers are classified into beginner, implementer, and steward categories based on their performance. After the assessment, any identified gaps are communicated to the suppliers, and corrective action plans (CAPA) are shared and monitored.</p>	24 (BL)

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

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

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

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

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

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

**Essential Indicators**

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

Particulars	FY 2024	FY 2023	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 annual integrated report FY24.
Capex	100%	100%	

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

Please refer to page number 142 and 52 of the Integrated report and ESG Data Book respectively for overview of our procedures in place for ensuring responsible and local sourcing. We also have set systems in place to periodically evaluate our suppliers, which are mentioned in these pages

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

Please refer to section "Waste Management: Circular Economy" on page numbers 120 - 121 of the Integrated Report and page 44 - 45 for ESG Data Book for details on the Company's waste management processes.

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

Yes, The company adheres to Extended Producer Responsibility (EPR) guidelines. Its waste collection and management plan comply with relevant central and state regulations. The company has established a formal EPR system and is registered with the Central Pollution Control Board (CPCB) under the importer category. Various measures have been implemented to responsibly collect and dispose of the different types of waste generated through its operations.

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**

If yes, provide details in the following format?

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	Sitagliptin	NA	Cradle to gate	No	No
021	Tacrolimus	NA	Cradle to gate	No	No
021	Liraglutide	NA	Cradle to gate	No	No
021	Atorvastatin	NA	Cradle to gate	No	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
Sitagliptin	Nil	NA
Tacrolimus	Nil	NA
Liraglutide	Nil	NA
Atorvastatin	Nil	NA

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

Indicate input material	*Recycled or re-used input material to total material	
	FY 2024	FY 2023
Process Solvents	47%	54%

\*Information pertains to BL only.

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

Please refer to page nos. 44 - 45 of ESG Data Book for details on waste management through reuse, recycle and other forms of disposal undertaken by the Company.

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees*</b>											
Male	7,473	7,473	100%	7,473	100%	NA	NA	7,473	100%	7,473	100%
Female	2,332	2,332	100%	2,332	100%	2,332	100%	NA	NA	2,332	100%
Total	9,805	9,805	100%	9,805	100%	2,332	24%	7,473	76%	9,805	100%
<b>Other than Permanent employees**</b>											
Male											
Female											
Total											

\* Data is of India location.

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

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

We employ third party contractor workers and wellbeing programs are extended through the contractor agency.

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

Particulars	FY 2024	FY 2023
* Cost incurred on wellbeing measures as a % of total revenue of the company	18% (BL) 14% (BBL)	19% (BL) 16% (BBL)

\*Note: Data for employees only.

**2. Details of retirement benefits:**

Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF (India)	100%	0	N.A.	100%	0	N.A.
Gratuity (India)	100%	0	N.A.	100%	0	N.A.
ESI (India)	100% ( for applicable employees (whose gross is less than 21k per month	0	N.A.	100% for applicable employees (whose gross is less than 21k per month	0	N.A.
EPF (Malaysia)	94%	0	N.A.	93%	0	N.A.
SOCSSO (Malaysia)	93%	0	N.A.	100%	0	N.A.
EIS (Malaysia)	93%	0	N.A.	93%	0	N.A.
HRDF (Malaysia)	93%	0	N.A.	93%	0	N.A.

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

**3. Accessibility of workplaces**

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

Yes

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

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

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

Please refer to page number 51 of ESG Data Book for details on the Company's Return to work and Retention rate.

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? 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	<p>Yes, the Company has a mechanism to receive and redress grievances.</p> <p>Biocon's Integrity Committee (IC) or Audit Committee (AC) oversees the reporting and investigation of suspicions regarding unethical practices, facilitating both the Board and employees to voice their grievances. The Integrity and Whistleblower Policy allows individuals to report unethical practices anonymously, without fear of retaliation. The IC is responsible for evaluating whistleblower concerns and implementing appropriate corrective measures. Quarterly, a summary of significant investigations is presented to the Audit Committee.</p> <p>Additionally, the company operates an online grievance redressal system managed by HRBP's, where employees can lodge complaints regarding operational challenges or concerns. These complaints are reviewed by the HR team, and necessary actions are taken to address them. Similarly, a PoSH committee is in place to handle incidents of workplace sexual harassment.</p>
Other than Permanent Employees	Yes, The Whistle blower policy* covers employees, contractor workers and interns.

\*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:**

The Company is not associated with any associations or Unions.

**8. Details of training given to employees\* and workers\*\*:**

Category	FY 2024					FY 2023				
	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)
<b>Employees</b>										
Male	7,471	6,387	85%	2,695	36%	7,741	7,544	97%	6,238	81%
Female	2,276	1,851	81%	699	31%	1,957	1,880	96%	1,413	72%
Total	9,747***	8,238	85%	3,394	35%	9,698	9,424	97%	7,851	81%

Note:

\* The numbers disclosed for FY'24 and FY23 is across locations of Biocon Limited.

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

\*\*\* Some employees and contractor workers have undergone training and subsequently left the organization.

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	7,473	6,011	80%	7,463	6,049	81%
Female	2,332	1,458	63%	1,693	1,222	72%

Note: \* Only permanent employees are given the performance appraisal

**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 of such a system?**

Yes.

The system provides complete coverage, encompassing both permanent employees and contract workers. Several of our sites are certified for ISO 45001. Every member of the Biocon Group, including those involved in joint ventures, suppliers, contractors, and other stakeholders such as NGOs, is included in the health and safety system.

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

This is typically divided into four key stages:

1. Risk identification and assessment - The initial phase involves identifying, evaluating, and classifying potential risks that could impact the company's operations or strategy. This entails a thorough analysis of current and emerging risks, as well as internal and external factors affecting the company's objectives.
2. Risk prioritization - Next, risks are prioritized based on their likelihood and potential impact.
3. Risk mitigation - The third stage entails creating and executing strategies to mitigate identified risks, involving a deep understanding of the risks, their potential impact, and available mitigation options. This includes implementing controls to prevent risks or accepting them based on cost-benefit analysis.
4. Risk monitoring and reporting - The fourth and final stage is risk monitoring and reporting. Here, we continuously assess the effectiveness of risk mitigation strategies to reduce exposure and detect any new risks. We employ performance metrics and reporting mechanisms to track progress and identify areas for enhancement. Regular risk reporting is integral to this stage.

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

Yes, we have established a reporting mechanism for near misses, unsafe acts, and unsafe conditions to empower workers to report work-related hazards and risky situations. Regular safety committee meetings serve as a platform for management, employees, and contract workers to collaborate in identifying and resolving health and safety issues. These meetings occur quarterly and comprise representatives from all units and departments, as Line Managers ensure their presence. For each issue raised, the responsible individual proposes corrective and preventive actions (CAPA), with target dates determined during the meeting.

At the department level, periodic safety meetings are held, allowing workers to openly address safety concerns in the workplace. Additionally, department heads engage with their teams through daily Toolbox talks, discussing critical action points and assigning daily tasks. During these talks, workers can voice grievances and offer suggestions for improvement.

Note: The information disclosed here includes contract workers engaged by the company through third party agencies

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

Yes

The company provides its employees with access to medical and healthcare services beyond occupational needs. Furthermore, it maintains well-equipped occupational health centers within its facilities, staffed with skilled paramedics and physicians. Regular examinations are conducted to detect early signs of any occupational diseases among employees. The HR and EHS teams drive various initiatives to facilitate employees' access to non-occupational medical and healthcare services.

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

For details on the Company's health and safety track record over the past year, please refer to page numbers 108 of Human Capital chapter and page no. 51 of the ESG data book.

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

Please refer to page numbers 108 of the Integrated Annual Report for details on the measures set in place by the Company to ensure a safe working environment for all its employees.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

**14. Assessments for the year:**

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.**

Regarding safety-related incidents, no major corrective actions were taken or needed to be taken. On the other hand, work-related risks that are found during regular safety inspections are routinely addressed. Hazard identification and risk assessment (HIRA) has been used to determine the risk and its priority. During the HIRA procedure, safety experts assess opportunities for the mitigation and prevention of occupational illnesses and unintentional injuries at work. A person's competency is also examined to determine whether or not they have received training in HIRA and are familiar with standard operating procedure. Remedial actions are defined as a result of assessment for risks that are deemed unacceptable and involve the proposal and execution of corrective action plans and control measures.

**Leadership Indicators**

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

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

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

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

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

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

Note: The information disclosed here includes contract workers engaged by the company through third party agencies.

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 2024	FY 2023	FY 2024	FY 2023
Employees	0	0	0	0
Workers*	0	0	0	0

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

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

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

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

#### Essential Indicators

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

Please refer to page number 44-49 under section "Sustainability Strategy" of the Integrated Report for the process followed by the Company to identify and interact with its key stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	By Email, through phone, In person, through meetings (visual and/or face to face).	Event driven and on need basis	Regarding ANDA/DMF/Query response submissions, GDUFA compliance activities, clarification on guidelines and advice on technical/regulatory points, controlled correspondence, Pre-ANDA meeting, CARES ACT, Marketing Application submissions, Follow ups, Discussions, Query response submissions for regulatory approvals/ permissions, Post approval variation submissions/ Fee payment correspondence, Scientific advice
NGOs	No	Direct Engagement at the project site, CSR activities and project team engagement, visit to NGO facilities and offices	Event driven and on need basis	Provide support to NGOs for social upliftment Ensure communities we operate in are supported through a network of NGOs Creating shared value
Academia	No	Meetings, thought leadership events, campus events	Event driven and on need basis	Transfer of knowledge through engagement with students and universities Recruitment and hiring of freshers
Employees	No	Town Halls, emails, employee engagement surveys, grievance mechanisms, training activities, and appraisals	Regular and on continuous basis	Providing employees with adequate training and development for career progression Ensuring employees are aligned with organizational values and code of conduct Addressing employee grievances Instilling health and safety practices in the organization



<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Customers	Yes, based on predefined criteria such as income, gender, etc.	Customer feedback forms, emails, telephone calls	Regular and on a continuous basis	Ensuring customer satisfaction and needs are met Resolving customer grievances Providing affordable and accessible healthcare
Suppliers	No	Audits, meetings, emails, initial screening, follow ups on services	Regular and on continuous basis	Ensuring business ethics and alignment with organizational values Ensure quality of material is met Integration of ESG aspects into supplier operations
<ul style="list-style-type: none"> <li>• Local NGOs</li> <li>• Local Health officials</li> <li>• Front-line Healthcare workers</li> <li>• Civil Society Institutions</li> <li>• Residents Welfare Associations</li> </ul>	Not all stakeholder groups are considered vulnerable. (In the local community, the company works with the lower socio-economic section of society)	Pamphlets / Community Meetings	Fortnightly/ Monthly meetings	Topics of engagement: <ol style="list-style-type: none"> <li>1. Building awareness towards health services</li> <li>2. Sensitization workshops on preventive health</li> <li>3. Lake management updates</li> <li>4. Civic issues</li> <li>5. Capacity Building on relevant topics in health / education</li> </ol>
Local community	Yes, based on predefined criteria such as income, gender, etc.	CSR activities, local community visits	Regular and on continuous basis	Ensuring community growth and development with regards to employment, education, healthcare, etc.
Investors	No	<ul style="list-style-type: none"> <li>- Calls/In Person Meetings (one on one/group)</li> <li>- Annual General Meeting</li> <li>- Through Press Releases and website</li> <li>- Publishing Annual Report</li> <li>- Investor Presentations</li> </ul>	Quarterly/ Annually, Event based and need based	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/ issues (if any)
Shareholders	No	Shareholder meets, annual and sustainability reports, communication of financial results through emails, media and news	Annual, Quarterly, Need Basis	To discuss about business performance and outlook, details of the announced events and to discuss about concerns/issues (if any) Ensure transparency and accountability

**PRINCIPLE 5: Businesses should respect and promote human rights****Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D) of /	% (D / C)
<b>Employees</b>						
Permanent	9,805	9,805	100%	8,307	8,139	98%
Other than permanent*	2,194	2,194	100%	1,357	1,357	100%
<b>Total Employees</b>	<b>11,999</b>	<b>11,999</b>	<b>100%</b>	<b>9,664</b>	<b>9,496</b>	<b>98%</b>

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

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

Category	FY 2024					FY 2023				
	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)
<b>Employees</b>										
Permanent	8,487	3,399	40%	5,088	60%	8,160	3,626	44%	4,534	56%
Male	6,694	2,406	36%	4,288	64%	6,686	2,802	42%	3,884	58%
Female	1,793	993	55%	800	45%	1,474	824	56%	650	44%
Other than Permanent**	2,143	1,454	68%	689	32%	2,158	734	34%	1,424	66%
Male	1,721	1,188	69%	533	31%	1,736	661	38%	1,075	62%
Female	422	266	63%	156	37%	422	78	18%	344	85%

\*Data excludes Biocon Foundation and Biocon Academy. It is applicable for India location.

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

**3. Details of remuneration/ salary/ wages****a. Median remuneration/wages****Biocon Limited**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ million)	Number	Median remuneration/ salary/ wages of respective category (₹ million)
Board of Directors (BoD)*	5	6.24	2	5.97
Key Managerial Personnel	2	31.37	1	38.43
Employees other than BoD and KMP	3,536	0.72	749	0.49
Workers	NA - Workers Data is Not Applicable as there are no permanent workers in the company			

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

**Biocon Biologics**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ million)	Number	Median remuneration/ salary/wages of respective category (₹ million)
Board of Directors (BoD)	9	6.6	2	27.75
Key Managerial Personnel	2	23.01	1	5.93
Employees other than BoD and KMP	3,150	0.85	1,039	0.59
Workers	NA - Workers Data is Not Applicable as there are no permanent workers in the company			

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as a % of total wages	14.7% (BL) 19.04% (BBL)	13.2% (BL) 16.9% (BBL)

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

Yes

The Board and staff are able to file grievances with Biocon's Integrity Committee (IC) or Audit Committee (AC), which also oversees the reporting and investigation of any claims of possible unethical activity.

Employees can file grievances regarding issues or challenges with operations through the company's online grievance redressal system, which is overseen and run by HRBPs. The HR team reviews these in more detail and takes the appropriate steps to address the issue. In a similar vein, we have a PoSH committee to handle cases involving workplace sexual harassment.

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

The Group maintains a zero-tolerance stance against child labor, forced labor, discrimination, and human rights violations. This commitment is upheld through comprehensive Human Rights Policies, mandatory training, and a code of conduct aligned with the UN Global Compact principles. Each subsidiary—Biocon Limited, Biocon Biologics, and Syngene—has its own Human Rights Policy, covering all personnel including contractual employees, with a focus on various areas like labor rights, diversity, and environmental safety. Our Code of Conduct reinforces these principles, supplemented by ancillary policies such as Business Partner/Supplier Code of Conduct and Grievance Redressal Policy. Internal audits ensure compliance across all aspects, including child labor, forced labor, discrimination, and wages.

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

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

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

Particulars	FY 2024			FY 2023		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	8	0	-	9	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced labour/ Involuntary labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

Particulars	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	9
Complaints on POSH as a % of female employees / workers	0.34%	0.46%
Complaints on POSH upheld	0	0

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

The organization has a policy in place called Prevention of Sexual Harassment (PoSH), which firmly states that there will be no tolerance for any kind of harassment or discrimination. Regardless of a person's gender, race, creed, religion, place of origin, sexual orientation, pregnancy, childbirth, or related medical conditions, disability, or economic status, Biocon is dedicated to providing a workplace free from harassment, discrimination, and victimization. The company has established an Internal Complaints Committee ("ICC") in accordance with the policy to address and raise awareness of any and all allegations of sexual harassment in the workplace.

The organization also has a Code of Conduct and Whistle Blower policy that elaborate on the creation of committees to handle discrimination-related cases. Through our Whistleblower Policy, anyone can anonymously report unethical behavior without worrying about facing consequences.

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

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

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

Yes

10. Assessments for the year:

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

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

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

Leadership Indicators

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

Yes

2. Details on assessment of value chain partners % of value chain partners (by value of business done with such partners) that were assessed:

Sexual Harassment	*Our principles of collaborating with suppliers or business partners are governed through Biocon Limited Supplier Code of Conduct, and Biocon Biologics' Business Partner Code of Conduct. Each of the policies includes fundamental environmental, social, and governance factors that every supplier must commit to in order to conduct business. Completed for ESG assessment for 10 critical value chain partners in last 3 financial years covering 39% of total spend value
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify*	

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

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

Essential Indicators

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

Please refer to page numbers 42 of the ESG Data Book for details on the Company's energy consumption.

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

Not Applicable

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

Please refer to page number 119 under the Natural Capital chapter of the Integrated Report and page number 44 of the ESG Data Book for details on the Company's water consumption.

4. Provide the following details related to water discharged:

Please refer to page number 119 under the Natural Capital chapter of the Integrated Report and page number 44 of the ESG Data Book for details on the Company's water discharge practices.

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

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

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

Please refer to page number 35 of the ESG Data Book for details on the Company's air emissions.

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

Please refer to page number 43 of the ESG Data Book for details on the Company's GHG emissions.

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

Please refer to page number 116 - 118 under the Natural Capital chapter of the Integrated Report and page number 43 of the ESG Data Book for details on the Company's reducing GreenHouse Gas emission initiatives.

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

Please refer to section "circular economy: waste management" on page number 120 - 121 under the Natural Capital chapter of the Report and page no. 44 - 45 for the ESG data book regarding details on the company's waste generation and management processes.

**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.**

Please refer to page numbers 120 - 121 of the annual Integrated report for details on the Company's waste management practices

**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.
--------	--------------------------------	--------------------	--

No the Company operations/offices are not located in/around ecologically sensitive areas.

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

Nil

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

The company is compliant with all national and state regulations.

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

Nil

NA

NA

NA

**Leadership Indicators**

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

Please refer to page number 116 under the Natural Capital chapter of the Integrated Report and page 42 for the ESG data book for details on the Company's break-up of total energy consumed.

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

Please refer to page number 117 under the Natural Capital chapter of the Integrated Report for details on the company's Scope 3 emissions.

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

Please refer to page numbers 112-120 of the annual Integrated report for initiatives/interventions undertaken by the Company to improve resource efficiency, reduce emissions/effluent discharge/waste generated.

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

With important mitigating measures in place, the company's disaster management system covers both man-made and natural disasters, including bomb attacks, as well as natural disasters like floods and earthquakes. The Site Controller, Incident Controller, Central Utility In charge, and Shift Engineer are the ones with the power to systematically apply mitigation measures. The Site Controller will take action in accordance with the On Site Emergency Plan in the event of a bomb threat.

The company's information technology (IT) team has put in place a disaster recovery capability that, in an emergency, helps the organization minimize the impact on business operations while quickly regaining access to critical systems and IT infrastructure.

**5. 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.**

As far as the environment is concerned, the value chain has not shown any appreciable negative effects. The terms and conditions of our purchase (Link) and service (Link) orders require each vendor to certify that it has read, comprehended, and will comply by the Biocon Supplier Code of Conduct. Here at Biocon Biologics, we've also formalized our vendor evaluation portal, wherein data on important sustainability parameters—such as environmental ones—are gathered to comprehend risk or spot any gaps, and then appropriate business decisions are made. We continuously monitor any new or current regulations, particularly those pertaining to climate-related matters (such as emission trading programs, energy efficiency standards, reporting obligations, taxes associated with climate change, etc.). The businesses are informed about new developments and potential risks as a result.

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

At BL, 11 critical vendors/suppliers were assessed during FY24 on ESG parameters including environmental parameters.

At BBL, 127 critical vendors were assessed during FY24 on ESG parameters including environmental parameters.

**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.**

Fifteen

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

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

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

Nil

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development****Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

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:**

Not Applicable

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

The Company has established procedures for handling complaints that are tailored for particular community initiatives. In order to address this, the Company's Foundation team will regularly survey stakeholders and evaluate all programs. Additionally, third-party impact assessments or regular surveys will be used to assess stakeholder perceptions.

The primary complaint of the student body studying life sciences is that the industry does not require sufficient practical skills. Biocon Academy actively contributes to closing the skill gap that currently exists and strives to develop students into professionals who are prepared for the workforce.

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

Particulars	FY 2024	FY 2023
Directly sourced from MSME/ small producers	26% (BL) 27% (BBL)	20% (BL) 20% (BBL)
Directly from within India	47% (BL) 52% (BBL)	43% (BL) 19% (BBL)

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

Location	FY 2024	FY 2023
Rural	NA	NA
Semi-urban	NA	NA
Urban	18.8%	17.87%
Metropolitan	81.2%	82.13%

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

**Biocon Biologics**

Location	FY 2024	FY 2023
Rural	NA	NA
Semi-urban	NA	NA
Urban	NA	NA
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:**

Not Applicable

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

No, we don't have a preferential procurement policy. However, we do have a supplier code of conduct which covers our commitment towards human rights and labor practices, ethics and integrity, health and safety, environmental compliance and management systems.

The detailed supplier code of conduct can be accessed at <https://www.biocon.com/docs/Supplier-Code-of-Conduct-2022.pdf>.

At the organizational level, we prioritize the engagement and advancement of local small and medium enterprises, promoting economic development in our operational regions

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

Not applicable.

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

Not applicable.

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

Not Applicable

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

Not Applicable

**5. Details of beneficiaries of CSR Projects:**

Please refer to page numbers 127 - 137 under Social and Relationship Capital of the Integrated report for details related to CSR projects executed by the company.

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

**Essential Indicators**

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

The Company receives and handles customer feedback and complaints through appropriate channels and with due diligence. Via a specially designed web portal, our pharmacovigilance team monitors and reports any complaints that are received. Through this specially designed portal, stakeholders can directly report grievances and provide feedback: <https://pharmacovigilance.biocon.com/OnlineForm.aspx>.

The portal facilitates the recording of information regarding product-related problems, unfavorable incidents or side effects of our products, a thorough account of the event, any additional information regarding its severity or cause, and the event's final result. Additionally, patients or other interested parties can report complaints to the company by calling the toll-free number that is posted on the website (<https://www.biocon.com/more/contact-us/>).

Every report is thoroughly examined to make sure that, when required, prompt action is taken.

**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	All our products adhere to the innovator's guidelines for safe and responsible usage, as indicated on product labels and package inserts. These guidelines, which encompass necessary safety instructions, are based on the legal requirements and regulations of the countries where we operate.
Safe and responsible usage	
Recycling and /or safe disposal	

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

Particulars	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber Security	0	0	-	0	0	-
Delivery of essential services	0	0	-	56	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	-
Forced recalls	0	-

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

Yes

The company has a specific privacy policy in place for risks associated with data privacy and cybersecurity. It offers details on the kinds of personal data that are collected, where the data comes from, how the data is used, and how it is safeguarded. It also provides important guidance on the rights of users to share their personal information. You can view the aforementioned policy at <https://www.biocon.com/privacy-policy-biocon/>.

The company's information security management system and IT infrastructure have undergone external third-party audits and are certified to ISO 27001:2013. Third-party vulnerability analyses, which include simulated hacker attacks, are added to this.

In addition, Biocon pledges to protect the confidentiality of any personal information the company may have about any individual and to respect their right to privacy under its human rights policy.

Visit <https://www.biocon.com/investor-relations/corporate-governance/governance-documents-policies/> to access the aforementioned policy.

Every year, the company provides information security and cyber security awareness training to all of its employees. During the year, special sessions on important focus areas are also held. An escalation matrix that is easy to understand has been set up to encourage staff members to promptly report any suspicious activity. Cybersecurity and information security are also included as evaluation criteria for employee performance.

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

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

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

- a. Number of instances of data breaches - Zero
- b. Percentage of data breaches involving personally identifiable information of customers - Zero
- c. Impact, if any, of the data breaches - Zero

# GRI INDEX

GRI Standard Number	Disclosure number	Description	Section/Subsection Title	Page No.
<b>General Disclosures</b>				
<b>GRI 2 - General disclosures</b>	2-1	Organizational details	About Biocon Group	Integrated Annual Report: 7-21
	2-2	Entities included in the organization's sustainability reporting	About the Report	Integrated Annual Report: 2
	2-3	Reporting period, frequency and contact point	About the Report	Integrated Annual Report: 2
	2-5	External assurance	About the Report	Integrated Annual Report: 2
	2-6	Activities, value chain, and other business relationships	About Biocon Group Value Creation Model	Integrated Annual Report: 7-21, 39-43
	2-7	Employees	ESG Data Book	Supplementary Databook: 45-46
	2-8	Workers who are not employees	ESG Data Book	Supplementary Databook: 47
	2-9	Governance structure and composition	Governance, Ethics and Compliance	Integrated Annual Report: 50-60
	2-10	Nomination and selection of the highest governance body	Governance, Ethics and Compliance	Integrated Annual Report: 51
	2-11	Chair of the highest governance body	Governance, Ethics and Compliance	Integrated Annual Report: 54
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance, Ethics and Compliance	Integrated Annual Report: 50-52
	2-13	Delegation of responsibility for managing impacts	Risk Management: Risk Governance	Integrated Annual Report: 62
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Strategy -ESG Governance Framework & Approach	Integrated Annual Report: 49
	2-15	Conflicts of interest	Governance, Ethics and Compliance	Integrated Annual Report: 51
	2-16	Communication of critical concerns	Governance, Ethics and Compliance	Integrated Annual Report: 51
	2-17	Collective knowledge of the highest governance body	Governance, Ethics and Compliance -Meet the Board, Board Skills and Competence	Integrated Annual Report: 53-59
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Report	Integrated Annual Report: 216
	2-19	Remuneration policies	Corporate Governance Report	Integrated Annual Report: 221
	2-20	Process to determine remuneration	Corporate Governance Report	Integrated Annual Report: 221-222
	2-21	Annual total compensation ratio	Corporate Governance Report	Integrated Annual Report: 179
	2-22	Statement on sustainable development strategy	Chairperson's Message, Biocon Group CEO's Message, Biocon Limited CEO's Message, Biocon Biologics CEO's Message, Syngene CEO's Message	Integrated Annual Report: 22-38
	2-23	Policy commitments	Governance, Ethics and Compliance, UNGC Alignment	Integrated Annual Report: 51, 370
	2-24	Embedding policy commitments	Governance, Ethics and Compliance	Integrated Annual Report: 51
	2-25	Processes to remediate negative impacts	Governance, Ethics, and Compliance	Integrated Annual Report: 51
	2-26	Mechanisms for seeking advice and raising concerns	Governance, Ethics, and Compliance	Integrated Annual Report: 51
	2-27	Compliance with laws and regulations	ESG Databook	Supplementary Databook: 40
	2-28	Membership associations	ESG Databook	Supplementary Databook: 40-41
	2-29	Approach to stakeholder engagement	Sustainability Strategy, BRSR: Principle 4	Integrated Annual Report: 46-47, Supplementary Databook: 23-24
	2-30	Collective bargaining agreements	Human Capital - Human Rights	Integrated Annual Report: 109

GRI Standard Number	Disclosure number	Description	Section/Subsection Title	Page No.
<b>GRI 3: Material Topics</b>	3-1	Process to determine material topics	Sustainability Strategy - Materiality Assessment	Integrated Annual Report: 46-48
	3-2	List of material topics	Sustainability Strategy - Materiality Assessment	Integrated Annual Report: 46-48
	3-3	Management of material topics	Sustainability Strategy - Materiality Assessment	Integrated Annual Report: 46-49
<b>GRI 201 - Economic performance</b>	201-1	Direct economic value generated and distributed	ESG Data Book	Supplementary Databook: 39
	201-2	Financial implications and other risks and opportunities due to climate change	Natural Capital - Climate Strategy	Integrated Annual Report: 112-115
	201-3	Defined benefit plan obligations and other retirement plans	ESG Databook, BRSR Principle 3	Supplementary Databook: 53, 20
<b>GRI 203- Indirect Economic Impacts</b>	203-1	Infrastructure investments and services supported	ESG Data Book	Supplementary Databook: 39
	203-2	Significant indirect economic impacts	Social & Relationship Capital	Integrated Annual Report: 124-138
<b>GRI 204: Procurement Practices</b>	204-1	Proportion of spending on local suppliers	ESG Data Book	Supplementary Databook: 52
<b>GRI 205: Anti-Corruption</b>	205-1	Operations assessed for risks related to corruption	Governance, Ethics and Compliance	Integrated Annual Report: 51
	205-2	Communication and training about anti-corruption policies and procedures	Governance, Ethics, and Compliance	Integrated Annual Report: 51
	205-3	Confirmed incidents of corruption and actions taken	ESG Data Book	Supplementary Databook: 40
<b>GRI 206: Anticompetitive Behavior</b>	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	ESG Databook	Supplementary Databook: 40
<b>GRI 302 - Energy</b>	302-1	Energy consumption within the organization	ESG Data Book	Supplementary Databook: 42
	302-3	Energy intensity	ESG Data Book	Supplementary Databook: 42
	302-4	Reduction of energy consumption	Natural Capital - Energy Management, ESG Databook	Integrated Annual Report: 116, Supplementary Databook: 43
<b>GRI 303 - Water and Effluents</b>	303-1	Interactions with water as a shared resource	Natural Capital - Water Management	Integrated Annual Report: 119-120
	303-2	Management of water discharge-related impacts	Natural Capital - Water Management	Integrated Annual Report: 119-120
	303-3	Total water withdrawal by source	ESG Data Book	Supplementary Databook: 44
	303-4	Water discharge	ESG Data Book	Supplementary Databook: 44
	303-5	Water consumption	ESG Data Book	Supplementary Databook: 44
<b>GRI 305 - Emissions</b>	305-1	Direct (Scope 1) GHG emissions	ESG Data Book	Supplementary Databook: 43
	305-2	Energy indirect (Scope 2) GHG emissions	ESG Data Book	Supplementary Databook: 43
	305-3	Other indirect (Scope 3) GHG emissions	ESG Data Book	Supplementary Databook: 43
	305-4	GHG emissions intensity	ESG Data Book	Supplementary Databook: 43
	305-5	Reduction of GHG emissions	Natural Capital - GHG Emissions; ESG Data Book	Integrated Annual Report: 113-117; Supplementary Databook: 43
	305-6	Emissions of ozone-depleting substances (ODS)	ESG Data Book	Supplementary Databook: 43
	305-7	Nitrogen Oxides (NOX), Sulphur Oxides (SOX), and other significant air emissions	ESG Databook	Supplementary Databook: 43

GRI Standard Number	Disclosure number	Description	Section/Subsection Title	Page No.
<b>GRI 306 - Waste</b>	306-1	Waste generation and significant waste-related impacts	Natural Capital - Circular Economy: Waste Management	Integrated Annual Report: 120-121
	306-2	Management of significant waste-related impact	Natural Capital - Circular Economy: Waste Management	Integrated Annual Report: 120-122
	306-3	Waste generated	ESG Data Book	Supplementary Databook: 44-45
	306-4	Waste diverted from disposal	ESG Data Book	Supplementary Databook: 45
	306-5	Waste directed to disposal	ESG Data Book	Supplementary Databook: 45
<b>GRI 308: Supplier Environmental Assessment</b>	308-1	New suppliers that were screened using environmental criteria	Social and Relationship Capital -Managing relationships with suppliers; ESG Data Book	Integrated Annual Report: 139 Supplementary Databook: 52-53
	308-2	Negative environmental impacts in the supply chain and actions taken	Social and Relationship Capital -Managing relationships with suppliers	Integrated Annual Report: 138-142
<b>GRI 401 Employment</b>	401-1	New employee hires and employee turnover	ESG Data Book	Supplementary Databook: 46, 48-49
	401-2	Benefits provided to full-time employees	ESG Data Book	Supplementary Databook: 53
	401-3	Parental leave	ESG Data Book	Supplementary Databook: 51,53
<b>GRI 403 - Occupational health and safety</b>	403-1	Occupational health and safety management system	Human Capital -Employee Health & Safety	Integrated Annual Report: 108
	403-2	Hazard identification, risk assessment, and incident investigation	Human Capital -Employee Health & Safety	Integrated Annual Report: 108
	403-3	Occupational health and services	Human Capital - Employee Health & Safety	Integrated Annual Report: 108
	403-4	Worker participation, consultation and communication on occupational health and safety	Human Capital - Employee Health & Safety	Integrated Annual Report: 108
	403-5	Worker training on occupational health and safety	Human Capital - Employee Health & Safety	Integrated Annual Report: 108
	403-6	Promotion of worker health	Human Capital - Employee Health & Safety	Integrated Annual Report: 108
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital - Employee Health & Safety	Integrated Annual Report: 108
	403-8	Workers covered by an occupational health and safety management system	Human Capital- Employee Health & Safety	Integrated Annual Report: 108
	403-9	Work-related injuries	ESG Data Book	Supplementary Databook: 51
	403-10	Work-related health	ESG Data Book	Supplementary Databook: 51
<b>GRI 404- Training and Education</b>	404-1	Average hours of training per year per employee	ESG Data Book	Supplementary Databook: 50
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital - Learning & Development	Integrated Annual Report: 101-104
	403-3	Percentage of employees receiving regular performance and career development reviews	ESG Data Book	Supplementary Databook: 51
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employees	Governance, Ethics and Compliance; ESG Data Book	Integrated Annual Report: 53. Supplementary Databook: 45, 46, 50
	405-2	Ratio of basic salary and remuneration of women to men	Human Capital: Diversity, Equity, Inclusion and Belonging	Integrated Annual Report: 99
<b>GRI 406: Non-discrimination</b>	406-1	Incidents of discrimination and corrective actions taken	ESG Data Book	Supplementary Databook: 40

<b>GRI Standard Number</b>	<b>Disclosure number</b>	<b>Description</b>	<b>Section/Subsection Title</b>	<b>Page No.</b>
<b>GRI 408: Child Labor</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	ESG Data Book	Supplementary Databook: 40, 52
<b>GRI 409: Forced or Compulsory Labor</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESG Data Book	Supplementary Databook: 40, 52
<b>GRI 413- Local communities</b>	413-1	Operations with local community engagement, impact assessments, and development programs	Social and Relationship Capital -Community Outreach	Integrated Annual Report: 126-136
<b>GRI 414: Supplier Social Assessment</b>	414-1	New suppliers that were screened using social criteria	Social and Relationship Capital - Managing relationships with suppliers; ESG Data Book	Integrated Annual Report: 139 Supplementary Databook: 52, 53
	414-2	Negative social impacts in the supply chain and actions taken	Social and Relationship Capital - Managing relationships with supplier	Integrated Annual Report: 138-142
<b>GRI 415: Public Policy</b>	415-1	Political contributions	ESG Data Book	Supplementary Databook: 40
<b>GRI 416: Customer Health and Safety</b>	416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	ESG Data Book	Supplementary Databook: 40
<b>GRI 417: Marketing and Labeling</b>	417-1	Requirements for product and service information and labeling	Social and Relationship Capital - Ethical and Responsible Marketing Practices	Integrated Annual Report: 143
	417-2	Incidents of non-compliance concerning product and service information and labeling	ESG Data Book	Supplementary Databook: 40
	417-3	Incidents of non-compliance concerning marketing communications	ESG Data Book	Supplementary Databook: 40
<b>GRI 418: Customer Privacy</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Data Book	Supplementary Databook: 40

# ESG Data Book

# Environment, Social and Governance (ESG)

## Economic Performance:

(Syngene is not included)

### Economic Value Generated

Category	Unit	FY 2023		FY 2024	
		BL#	BBL	BL#	BBL
Total Income (Revenue)	₹ million	26,905	55,958	30,414	90,006

\* Includes Generics, Novel and Unallocable segment

### Economic Value Distributed and Retained

Category	Unit	FY 2023		FY 2024	
		BL#	BBL	BL#	BBL
Total operating cost	₹ million	18,237	36,889	16,987	55,242
Total employee-related expenses (salaries + benefits)	₹ million	4,905	8,488	5,052	12,702
Payments to providers of capital*	₹ million	600	228	1,804	0
Payment to government	₹ million	569	832	180	1,733
Community investments	₹ million	60	50^	100	120.30
Economic value distributed (EVD)	₹ million	23,742	46,487	23,843	69,797.30
Economic value retained (EVR)	₹ million	3,163	9,471	6,571	20,209

\* Includes Generics, Novel and Unallocable segment

\*Includes only equity capital

^Cash Spend

### Philanthropic Contributions

Category	Unit	FY 2023		FY 2024	
		BL#	BBL	BL#	BBL
CSR expense	₹ million	60	50^	100	120.30
Charitable donations	% of total CSR spend	0	0	0	0
Community investments	% of total CSR spend	100	100	100	100

\* Includes Generics, Novel and Unallocable segment

^Cash Spend

### R&D

Category	Unit	FY 2023		FY 2024	
		BL#	BBL	BL#	BBL
R&D spending	₹ million	2,166	8,890	2,430	9,110
R&D spending as percentage of sales/revenue	%	9	16	9	10
No. of R&D positions	No.	507	543	406	451

\* Includes Generics, Novel and Unallocable segment



**Fines/Settlements/Complaints**

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Fines or settlements related to anti-competitive practices	₹	0	0	0	0
Confirmed cases of corruption & bribery	No.	0	0	3**	0
No. of incidents of discrimination and harassment	No.	8	1	4*	4
No. of incidents of conflicts of interest	No.	0	2	0	0
No. of incidents of money laundering or insider trading	No.	0	0	0	0
No. of complaints related to child labor/forced labor/involuntary labor	No.	0	0	0	0
Upheld regulatory complaints concerning marketing and selling practices	No.	0	0	0	0
Upheld self-regulatory complaints concerning marketing and selling practices	No.	0	0	0	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0	0
Total no. of information security breaches	No.	0	0	0	0
Total no. of clients, customers and employees affected by the breaches	No.	0	0	0	0

\* For "No. of incidents of discrimination and harassment" all the 4 cases being reported are of POSH and out of that 2 have been closed in the FY 24 and 2 are still under closure.

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

**Product Recall, Regulatory Inspection & Warning Letters**

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Class I product recalls	No.	0	2	0	0
Class II product recalls	No.	1	1	0	0
Regulatory agency inspections	No.	9	19	3	15
Form 483 Observations (or equivalent)	No.	3	28	0	23
FDA Warning Letters (or equivalent)	No.	0	0	0	0

**Contributions & Other Spending**

Category	Unit	FY 2024	
		BL	BBL
Contributions and other spending: contribution to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups	₹ million	13.13	51.30
Largest contribution and expenditures: contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation	₹ million	5.70	22.80

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

Associations	FY 2024 Total (million ₹)
Association of Biotechnology Led Enterprises	0.10
Confederation of Indian Industry	0.33
USA-India Chamber of Commerce	5.70
Federation of Indian Chambers of Commerce and Industry	0.75
Delhi Research Implementation and Innovation Foundation	0.59
Karnataka Drugs & Pharmaceuticals Manufacturer's Association	1.50
U.S.-India Business Council	4.16
<b>Total</b>	<b>13.13</b>

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

Associations	FY 2024 Total (million ₹)
Confederation of Indian Industry	0.70
Indian Institute of Technology, Delhi	-
Association for Accessible Medicines	14.70
Bangalore Chamber of Industry and Commerce	-
The Associated Chambers	0.10
Biopolicy Innovations LLC	3.80
The Biosimilars Forum	22.80
IDiversity Forum	-
Bombay Chamber of Commerce & Industry	-
Association of Diabetes Care	2.50
CPD Network Association	1.70
Association of Biotechnology Led Enterprises	4.00
Canadian Generic Pharmaceutical Association	1.00
Canadian Association	-
Medicines for Europe AISBL	-
<b>Total</b>	<b>51.30</b>

**Board Effectiveness**

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Average board meeting attendance	%	100	96	98.14	93.18
No. of non-executive/ independent directors with 4 or less other mandates	No.	7	8	2	9
No. of other mandates for non-executive/ independent directors restricted to	No.	7	0	7	0
Number of independent or non-executive members with industry experience (e.g., excludes executives)	No.	7	8	7	9

**Emerging Risks:****1. Malicious use of AI; emergence of a new strains of ransomware**

While AI /Generative AI based tools have immense potential to help most industries, including biotechnology sector (for processes like drug discovery, quality control, operational efficiency etc.), the underlying technology could be unfortunately mis-used to deploy ransomware strains that have the capability to go unnoticed due to a faster rate of adoption to security systems, generally understood as polymorphism. For a traditional system, such ransoms might go completely un-noticed.

As some of our operations have started using AI based systems to drive operational efficiency, be it for an equipment or for resource management, and as a whole since the extent of digitization has seen a significant increase in the past years, making our Tech / IT/ IoT based systems well-guarded to these types of threats has become increasingly important.

As part of our "defence in depth" cybersecurity strategy for defending against threats, we equip ourselves with the next-generation technologies to safeguard, detect, and respond to any threats that arise. We have fortified our network and security barriers with robust perimeter defense that include intrusion detection and protection features. Our devices are safeguarded with advanced anti-virus software capable of identifying and responding to previously unknown threats through behavioural analysis using machine learning. We continuously improve our ability to monitor incidents by applying artificial intelligence and machine learning algorithms to identify threats associated with new technologies.

We establish strong protections around data security by implementing a strict access control policy based on the principle of "need to know." All data, both in transit and at rest, is encrypted according to its importance and the level of risk. We have implemented a comprehensive data leak prevention (DLP) system using top-tier technology and procedures to prevent any potential data breaches.

We also tap into the expertise and technologies of external specialists to proactively detect, analyze, and update our systems against unconventional threats, in addition to addressing any data leaks that may occur. We are active members of industry groups that share best practices in this area. We recognize that maintaining the security of our systems against these threats requires ongoing and continuous efforts.

## 2. Extreme and Erratic Weather Events

Though extreme weather events have been a global phenomenon since quite some, it is being considered as an 'emerging risk' due to the observed increase in the intensity, frequency, and unpredictability of such events. Recent examples relevant to our operations are – the almost unprecedented levels of temperature in Bangalore, India, which happens to be one of our main manufacturing and office locations. Occurrence of extreme events could impact our day-to-day operations, especially in the absence of risk assessment and mitigation strategies

Initiatives such as adopting sustainability goals, roadmap for GHG reduction, water conservation, waste management through circular economy principles, increasing share of renewable power, introduction of energy efficient systems in core operations add to mitigation strategy against these events. We also see this as an opportunity for resource conservation and for harnessing efficiencies that are associated with energy efficiency pathways.

## Environmental Performance

### Energy Consumption

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Diesel	MWh	4	4	2,40	6,50
Coal	MWh	20,472	0	49,689	0
Furnace oil	MWh	0	0	0	0
Natural gas	MWh	118,954	95,226	37,793	52,067
LPG	MWh	0	*535	0	564
Biomass	MWh	11,868	**35,756	64,793	62,853
<b>Total fuel</b>	<b>MWh</b>	<b>151,298</b>	<b>131,517</b>	<b>152,275</b>	<b>115,492</b>

\*Data updated for FY 2024

\*\* Data has been reinstated. Previously, Biomass as Agro based was considered instead of woodchips. In Malaysia, facility, woodchips is used for steam generation.

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Grid power – Non Renewable	MWh	44,000	*90,285	30,750	89,910
Grid Power - Renewable power**	MWh	68,000	70,367	93,964	76,358
Total Power	MWh	112,000	160,652	1,24,714	166,268
% Renewable power	MWh	61%	44%	75%	46%

\*Data has been reinstated as power consumed at Chennai facility was not accounted.

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

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Total Non-Renewable Energy	MWh	183,430	186,050	118,235	142,548
Renewable Energy	MWh	79,868	106,123	158,757	139,211
Total Energy	MWh	263,298	292,173	276,992	281,759

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

**Energy and GHG Saving Initiatives (FY 24)**

Initiative	BL		BBL		Total (BL+BBL)	
	GHG Savings (tCO <sub>2</sub> e)	Avoid-ed GHG Emissions (tCO <sub>2</sub> e)	GHG Savings (tCO <sub>2</sub> e)	Avoid-ed GHG Emissions (tCO <sub>2</sub> e)	GHG Savings (tCO <sub>2</sub> e)	Avoid-ed GHG Emissions (tCO <sub>2</sub> e)
Through various energy optimization initiatives	3,112	NA	894	NA	4,006	NA
Emission savings from increase in renewable power vs FY 2023	9,358	NA	302	NA	9,660	NA
Emission savings from reducing natural gas usage	5,100	NA	NA	NA	5,100	NA
Avoided emissions from renewable power	NA	66,588	NA	54,223	NA	120,811
Fuel switch from Natural gas to Biomass briquettes	NA	26,365	NA	8,239	NA	34,604
<b>Total</b>	<b>17,570</b>	<b>92,953</b>	<b>1,196</b>	<b>62,461</b>	<b>18,766</b>	<b>155,414</b>

**GHG emissions**

Category	Unit	FY 2023		FY 2024	
		BL	*BBL	BL	BBL
Scope 1: Direct emissions	tCO <sub>2</sub>	31,456	8,256	23,273	8,491
Scope 2: Indirect emissions	tCO <sub>2</sub>	31,809	87,936	25,307	78,721
Scope 3: Indirect emissions	tCO <sub>2</sub>	67,830	156,387	77,342	NA
Total GHG emissions	tCO <sub>2</sub>	131,095	96,192	125,922	87,212
GHG emission intensity (Scope 1 & Scope 2)	tCO <sub>2</sub> eq/Revenue in million ₹*	2.35	1.72	1.60	0.97
Biogenic emissions	tCO <sub>2</sub>	0	46,264	24,979	64,714

\*Data for Scope 1 and Scope 2 emissions has been reinstated. Earlier, natural gas was considered in Scope 1 emission. However, now fugitive emissions are being considered in scope 1 and purchased steam in Scope 2.

For BL Fugitive emissions is not considered under Scope 1 emissions

For BBL Fugitive emissions is considered under Scope 1 emissions

**Emissions of ozone-depleting substances (ODS)\***

Category	Unit	Biocon Total (FY 2023)	Biocon Total (FY 2024)
HCFC-22 or R-22	Tons	0.06	0.015

\*Excludes BBL Malaysia

**Air Pollutant Management**

Category	Unit	FY 2023	FY 2024
		BL + BBL	BL + BBL
Particulate Matter (PM)	Tons	0.44	6.83
Nitrogen Oxide (NOx)	Tons	0.81	21
Sulfur Oxide	Tons	0.00	15

Note: Excludes BBL Malaysia

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

**Water Withdrawal, Consumption and Discharge**

Category	Unit	FY 2023		FY 2024	
		BL + BBL	BL	BBL	BBL
<b>Water Withdrawal</b>					
Surface Water (river, pond, lake, etc.)	million m3	0	0	0	0
Groundwater	million m3	0	0	0	0
Third Party Water/ Municipality	million m3	1.45	0.52	1.04	1.04
Rainwater - pit	million m3	0	0	0	0
Other Sources - Tanker	million m3	0.12	0.12	0.06	0.06
Total Withdrawal	million m3	1.57	0.63	1.10	1.10
Water Consumption					
Total Water Consumption	million m3	1.57	0.69	1.15	1.15
<b>Water Recycle</b>					
Recycled / Reused water as a percentage of total water withdrawal	%	78%*	78%*	70%*	70%*
<b>Water Discharge</b>					
Surface Water	million m3	0	0	0	0
Groundwater	million m3	0	0	0	0
Seawater	million m3	0	0	0	0
Sent to third parties	million m3	0.03	0.03	0	0
Other	million m3	0.09	0	0.1	0.1
<b>Total water discharged</b>	<b>million m3</b>	<b>0.12</b>	<b>0.03</b>	<b>0.1</b>	<b>0.1</b>

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

**Waste Management**

Parameters	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Plastic waste (A)	Tons	360.45	16.62	77	31
E-Waste (B)	Tons	24.13	1.80	8	2
Bio-medical waste (C)	Tons	54.12	240	20	78
Construction & Demolition waste (D)	Tons	0	0	0	0
Battery waste (E)	Tons	2.81	0.62	2	0.09
Radioactive waste (F)	Tons	0	0	0	0
Other hazardous waste generated (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	Tons	17,136.89	1,722.89	17,307	10,268
<b>Total Hazardous waste (A+B+C+D+E+F+G)</b>	<b>Tons</b>	<b>17,578.84</b>	<b>1,982</b>	<b>17,414</b>	<b>10,379</b>

Parameters	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Total Non-hazardous waste (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.)	Tons	10,124	707	11,432	1,054
Total Waste Generated	Tons	27,703	2,689	28,846	11,433
Total Hazardous waste disposed	Tons	17,578	1,982	17,414	10,379
Total Non-hazardous waste disposed	Tons	10,102	707	11,394	1,054

Disposed	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Landfilling (A)	Tons	6,213.95	0	5,078	0
Incineration (B)	Tons	244.04	646	231	711
Coprocessing (C)	Tons	6,576.43	0	5,225	0
Composting (D)	Tons	1,952.15	0	5,594	0
Other disposal operations (E)	Tons	836	0	0	9,584
<b>Total (A+B+C+D+E)</b>	<b>Tons</b>	<b>15,822.57</b>	<b>646</b>	<b>16,127</b>	<b>10,296</b>
Recycled (A)	Tons	11,586	2,042	12,719	1,138
Reused (B)	Tons	0	0	0	0
Other recovery operations (C)	Tons	0	0	0	0
<b>Total (A+B+C)</b>	<b>Tons</b>	<b>11,586</b>	<b>2,042</b>	<b>12,719</b>	<b>1,138</b>

All the Non-hazardous waste and some of the hazardous waste sent to authorized recyclers.

## Social Performance

### Employee Information

Category	Employees	Unit	FY 2023			FY 2024		
			BL	BBL	Total	BL	BBL	Total
Senior management (L12+)	Male	No.	69	96	165	81	121	202
	Female	No.	11	15	26	14	23	37
	<30	No.	0	0	0	0	0	0
	30-50	No.	54	77	132	54	82	136
	>50	No.	26	34	60	41	62	103
Middle management (L5-11)	Male	No.	1,297	2,285	3,582	1,401	2,171	3,572
	Female	No.	198	443	641	212	593	805
	<30	No.	41	277	318	50	124	174
	30-50	No.	1,385	2,409	3,794	1,484	2,476	3,960
	>50	No.	69	42	111	79	164	243

Category	Employees	Unit	FY 2023			FY 2024		
			BL	BBL	Total	BL	BBL	Total
Junior management (L1-L4)	Male	No.	2,069	1,925	3,994	2,090	1,609	3,699
	Female	No.	391	899	1,290	540	950	1,490
	<30	No.	1,458	2,108	3,566	1,526	1,606	3,132
	30-50	No.	989	711	1,700	1,087	934	2,021
	>50	No.	13	5	18	17	19	36
Contractual employees	Male	No.	1,063	674	1,737	1,029	706	1,735
	Female	No.	208	214	422	214	245	459
	<30	No.	449	512	961	394	475	869
	30-50	No.	749	360	1,109	770	449	1,219
	>50	No.	72	16	88	79	27	106

#### New Employee Hires

Category	Employees	Unit	FY 2023			FY 2024		
			BL	BBL	Total	BL	BBL	Total
Senior management (L12+)	Male	No.	14	21	35	13	45	58
	Female	No.	0	2	2	5	14	19
	<30	No.	0	0	0	0	0	0
	30-50	No.	14	20	34	9	32	41
	>50	No.	0	3	3	9	27	36
Middle management (L5-11)	Male	No.	249	719	968	234	615	849
	Female	No.	63	138	201	58	259	317
	<30	No.	30	202	232	37	64	101
	30-50	No.	281	651	932	250	684	934
	>50	No.	1	4	5	5	126	131
Junior management (L1-L4)	Male	No.	590	675	1,265	505	294	799
	Female	No.	221	450	671	250	310	560
	<30	No.	672	1,013	1,685	613	487	1,100
	30-50	No.	139	112	251	140	102	242
	>50	No.	0	0	0	2	15	17

#### Hiring Trend

Category	Unit	FY 2024	
		BL	BBL
Percentage of open positions filled by internal candidates (internal hires)	%	5%	11%
Average hiring cost/FTE	₹	23,900	NA

## Biocon Limited – Coverage of Workforce Data: Nationality of Workforce FY 2024

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	0.23%	0.08%	0.25%	4.21%	0.23%
Brazilian	0.09%	0.00%	0.25%	0.00%	0.09%
British	0.05%	0.00%	0.00%	2.11%	0.05%
Indian	99.54%	99.81%	99.44%	93.68%	99.54%
Iraqi	0.02%	0.00%	0.06%	0.00%	0.02%
Nepalese	0.02%	0.04%	0.00%	0.00%	0.02%
Palestine	0.02%	0.04%	0.00%	0.00%	0.02%
Sri Lankan	0.02%	0.04%	0.00%	0.00%	0.02%

## Biocon Biologics - Coverage of Workforce Data: Nationality of Workforce FY 2024

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	2.30%	0.51%	3.18%	17.36%	2.30%
Belgian	0.20%	0.16%	0.18%	1.39%	0.20%
Brazilian	0.26%	0.00%	0.47%	0.69%	0.26%
British	0.11%	0.00%	0.11%	2.08%	0.11%
Canadian	0.49%	0.00%	0.98%	0.00%	0.49%
Chinese	0.02%	0.00%	0.04%	0.00%	0.02%
Croatian	0.09%	0.08%	0.11%	0.00%	0.09%
Czech	0.18%	0.04%	0.25%	1.39%	0.18%
Dutch	0.02%	0.00%	0.00%	0.69%	0.02%
Egyptian	0.09%	0.00%	0.14%	0.69%	0.09%
Filipino	0.13%	0.00%	0.25%	0.00%	0.13%
Finnish	0.09%	0.12%	0.07%	0.00%	0.09%
French	0.59%	0.16%	0.98%	0.69%	0.59%
German	0.97%	0.04%	1.85%	0.69%	0.97%
Greek	0.20%	0.00%	0.40%	0.00%	0.20%
Indian	77.72%	72.92%	82.74%	66.67%	77.72%
Irish	0.22%	0.08%	0.18%	3.47%	0.22%
Israeli	0.04%	0.00%	0.04%	0.69%	0.04%
Italian	0.05%	0.00%	0.11%	0.00%	0.05%
Jordanian	0.02%	0.00%	0.04%	0.00%	0.02%



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
Malaysian	15.57%	25.52%	7.09%	1.39%	15.57%
Moroccan	0.24%	0.31%	0.14%	0.69%	0.24%
Pakistani	0.02%	0.00%	0.04%	0.00%	0.02%
Portuguese	0.04%	0.00%	0.04%	0.69%	0.04%
Russian	0.02%	0.00%	0.04%	0.00%	0.02%
Slovakian	0.11%	0.00%	0.22%	0.00%	0.11%
South African	0.05%	0.08%	0.04%	0.00%	0.05%
South Korean	0.02%	0.00%	0.04%	0.00%	0.02%
Spanish	0.09%	0.00%	0.18%	0.00%	0.09%
Swiss	0.04%	0.00%	0.04%	0.69%	0.04%
Thai	0.02%	0.00%	0.04%	0.00%	0.02%

### Employee Turnover

Category	Employees	Unit	Biocon Total (FY 2023)			Biocon Total (FY 2024)		
			BL	BBL	Total	BL	BBL	Total
Senior management (L12+)	Male	No.	13	16	29	20	24	44
	Female	No.	0	0	0	2	6	8
	<30	No.	0	0	0	0	0	0
	30-50	No.	8	8	16	14	25	39
	>50	No.	5	8	13	8	5	13
Middle management (L5-11)	Male	No.	202	608	810	197	571	768
	Female	No.	54	100	154	50	105	155
	<30	No.	16	144	160	9	46	55
	30-50	No.	233	552	785	227	613	840
	>50	No.	7	12	19	11	17	28
Junior management (L1-L4)	Male	No.	413	521	934	397	533	930
	Female	No.	84	210	294	91	206	297
	<30	No.	341	581	922	304	461	765
	30-50	No.	156	150	306	183	277	460
	>50	No.	0	0	0	1	1	2

(For BL numbers are of India location)

**Voluntary Turnover**

Category	Employees	Unit	Biocon Total (FY 2023)			Biocon Total (FY 2024)		
			BL	BBL	Total	BL	BBL	Total
Senior management (L12+)	Male	No.	10	11	21	11	13	24
	Female	No.	0	0	0	0	1	1
	<30	No.	0	0	0	0	0	0
	30-50	No.	7	6	13	6	12	18
	>50	No.	3	5	8	5	2	7
Middle management (L5-11)	Male	No.	180	498	678	169	278	447
	Female	No.	53	93	146	43	51	94
	<30	No.	15	109	124	6	18	24
	30-50	No.	214	474	688	203	310	513
	>50	No.	4	8	12	3	1	4
Junior management (L1-L4)	Male	No.	339	464	803	322	340	662
	Female	No.	68	197	265	69	101	170
	<30	No.	272	523	795	239	288	527
	30-50	No.	135	138	273	152	153	305
	>50	No.	0	0	0	0	0	0

Voluntary turnover for BL is Voluntary/regrettable.

(For BL numbers are of India location)

**Turnover Rate (BL)**

Category	Unit	BL (FY 2023)			BL (FY 2024)		
		Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	19%	27%	20%	18%	21%	18%
Voluntary Turnover Rate	%	16%	24%	17%	14%	17%	15%

Voluntary turnover rate for BL is Voluntary/regrettable.

(For BL numbers are of India location)

**Turnover Rate (BBL)**

Category	Unit	BBL (FY 2023)			BBL (FY 2024)		
		Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	27%	23%	26%	28%	22%	26%
Voluntary Turnover Rate	%	23%	21%	22%	15%	11%	14%

**Workforce Breakdown: Gender**

Category	Unit	Biocon Total (FY 2023)			Biocon Total (FY 2024)		
		BL	BBL	Total	BL	BBL	Total
No. of women in total permanent workforce	No.	600	1,357	1,957	766	1,566	2,332
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	15	24	20	17.60	29	24
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	2	2	4	3*	7	10
Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	%	12	7	8	11	18	15

\*Includes, Kiran Mazumdar-Shaw, Executive Chairperson

**Share of Women in select roles**

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Share of women in STEM-related positions (as % of total STEM positions)	%	13	23	16	27
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	%	10	12	10	3

**Trainings Man Hours**

Category	FY 2023			FY 2024		
	BL	BBL	BL + BBL	BL	BBL	BL + BBL
Total training hours	111,459	141,099	252,558	83,193	221,898	305,091
Average training hours	28	25	26	19	44	33

**Trainings Man Hours (Gender and Management wise)**

Category	FY 2023			FY 2024		
	BL	BBL	BL + BBL	BL	BBL	BL + BBL
Senior Management (L12+)	1,338	2,812	4,150	1,201	6,657	7,858
Middle Management (L5-L11)	36,781	70,550	107,331	36,380	99,854	136,234
Junior Management (L1-L4)	73,340	67,737	141,077	45,613	115,387	161,000
Male	98,083	108,759	206,842	67,363	158,657	226,020
Female	13,376	32,340	45,716	15,813	63,241	79,054

**Trainings Spend**

Category	FY 2023			FY 2024		
	BL	BBL	BL + BBL	BL	BBL	BL + BBL
Total training spend (₹)	21,750,000	23,410,000	45,160,000	13,000,000	20,000,000	33,000,000
Average training spend (₹)	5,436	5,321	5,376	2,997	3,658	3,366

**Parental Leave\***

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Employees entitled for maternity leave	No.	534	1,352	766	1,566
Employees that took maternity leave	No.	22	71	42	70
Employees that returned to work in the reporting period after maternity leave ended	No.	15	41	25	29
Employees that returned to work after maternity leave ended and were still employed 12 months after their return to work	No.	17	37	14	11
Rate of return to work who took maternity leave	%	88%	66%	78%	86%
Retention rates of employees that took maternity leave	%	77%	93%	93%	71%

Note- Based on returning date of employees

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

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
Management by objectives: systematic use of agreed measurable targets by line superior	% of All Employees	100	100	100	100
Formal comparative ranking of employees within one employee category	% of All Employees	100	100	100	100

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

S. No.	Category	Unit	Biocon Total (FY 2023)		Biocon Total (FY 2024)	
			BL	BBL	BL	BBL
1	Fatalities	No.	0	0	0	0
2	Near-miss incidents	No.	48	58	174	43
3	Occupational disease cases	No.	0	0	0	0
4	*Recordable injuries	No.	0	12	28	38
5	**Reportable Injuries (Total)	No.	0	0	0	^3
	Note: Only lost time injuries will be considered here.					
6	Man hours worked	No.	12,855,120	113,804,068	11,996,720	13,935,584
7	Total working days scheduled for the workforce	No.	290	290	290	290
8	Lost time injury frequency rate (LTIFR)	Rate	0	0	0	0.50
9	High consequence work-related injury/ ill-health/fatalities	No.	0	0	0	0

\*Recordable work related injuries as per OSHA

\*\*Loss time work related injuries as per Factories Act

^Data pertains to BBL Malaysia site only

**Trend of Employee well-being**

Core Focus	Unit	FY 2024
Employee Satisfaction	% of employees with the top level of engagement, satisfaction, well-being, or employee net promoter score (E-NPS)	91% (BL)
Data Coverage	% of employees responded to the survey	91% (BL)

**\*Suppliers and Procurement Spend**

Category	Unit	FY 2023		FY 2024	
		BL	BBL	BL	BBL
<b>Supplier Count<sup>^</sup></b>					
Total suppliers	No.	2,075	652	2,484	2,446
Critical suppliers**	No.	23	30	25	183
Non-critical suppliers	No.	2,052	622	2,459	2,361
Total tier-1 suppliers	No.	2,075	652	2,484	2,446
Total Critical tier-1 suppliers	No.	3	30	15	183
Non-critical tier-1 suppliers	No.	2,052	622	2,459	2,361
Critical Non tier-1 suppliers	No.	0	0	0	0
<b>Procurement Spend</b>					
Total procurement spend	₹million	17,206	19,862	23,446	25,075
Procurement spend on critical suppliers	₹million	8,578	10,725	11,750	13,076
Procurement spend on non-critical suppliers	₹million	8,628	9,137	11,697	11,999
Procurement spend on locally-based suppliers***	₹million	6,335	3,774	6,324	5,655
Procurement spend on critical tier-1 suppliers as % of total tier 1 suppliers	%	49%	54%	54%	61%
Procurement spend on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	51%	46%	46%	39%

<sup>^</sup>Excludes capital goods, spares, samples, finished goods and intercompany transfers.

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

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

<sup>^</sup>The supplier count for FY22 has increased. This is due to the change in scope. Last year, for FY22 only direct procurement groups were considered. The present scope for FY22 and FY 2023 now includes both direct and indirect procurement groups for products and services and hence there is an increase in the count of suppliers.

**KPIs for Supplier Assessment and Development**

S. No.	Supplier Assessment	Unit	BL (FY 2024)	BBL (FY 2024)
1.1	Total number of suppliers assessed via desk assessments/ on-site assessments	No.	6	127
1.2	Number of suppliers assessed with substantial actual/ potential negative impacts	No.	0	9
1.3	% of significant suppliers assessed	%	83%	80%
1.4	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	0	8%
1.5	Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	0	0

S. No.	Corrective action plan support	Unit	BL (FY 2024)	BBL (FY 2024)
1.1	Total number of suppliers supported in corrective action plan implementation	No.	6	9
1.2	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	0	8%

S. No.	Corrective action plan support	Unit	BL (FY 2024)	BBL (FY 2024)
1.1	Total number of suppliers in capacity building programs	No.	24	137
1.2	% of significant suppliers in capacity building programs	%	25%	80%

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

Category/Types of benefits provided	Biocon Total (FY 2024) – Both Biocon and Biocon Biologics	
	Permanent Em- ployees	Contractors
Life insurance	Yes	No
Health insurance	Yes	No
Accident insurance	Yes	No
Parental Medical Insurance (including paternity leave option from Biocon Biologics, Malaysia)	Yes	No
Disability(Have GPA-Employees) and ESI(contractors)	Yes	No
Parental leave (**maternity leave or paternity leave)	Yes	No
Marriage leave (additional to normal leaves allotted)	No	No
Bereavement leave (additional to normal leaves allotted)	Yes	No
Leave for Haj (additional to normal leaves allotted)	No	No
Leave for Baptism (additional to normal leaves allotted)	No	No
Leave for Circumcision Ceremony (additional to normal leaves allotted)	No	No
Retirement provision (Part of EPFO and NPS-Employees.	No	Yes (EPFO) No (NPS)
Stock ownership	*Yes	No
Transportation	Yes	Yes
Housing	No	No
Food allowance	Yes	Yes
Extra paid holidays	Yes	Yes
Citizenship leave	No	No
Children education reimbursement	Yes	No
Higher education policy	Yes	No
Day care facilities	Yes	Yes
Employee car scheme policies	Yes	No

\*For select cadres of employees

\*\*Maternity, surrogacy and adoption

## Independent Assurance Statement

### Introduction

Biocon Limited (“Company” with CIN number L24234KA1978PLC003417) engaged Emergent Ventures India Pvt. Ltd. (“EVI”) for carrying out an independent assurance of the non-financial disclosures, ESG data and BRSR (Core) indicators reported in the Biocon Integrated Report (“IR” or “Report”) for the reporting period from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024. The disclosures in this report have been prepared by the company based on the guiding principles and content elements of the International Integrated Reporting Council’s (IIRC) Framework, reference to the principles and requirements of the Global Reporting Initiative (GRI) Standards 2021, aligned with the United Nations Global Compact (UNGC) principles, United Nations Sustainable Development Goals (SDGs) and requirements of S&P Global Dow Jones Sustainability Indices (DJSI). The disclosures in this Report have been mapped based on the requirements of SEBI Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, prescribing format of the BRSR and the nine principles of the National Guidelines on Responsible Business Conduct, 2019 (‘NGRBC’) of the Ministry of Corporate Affairs, Government of India. The assurance has been conducted in accordance with the requirements of Assurance Standard AA1000AS v3.

### Scope and level of assurance

EVI has been engaged to provide Limited Assurance (Moderate Level Type 2 as per AA1000AS Standard) for the non-financial disclosures, ESG data and BRSR (Core) indicators reported in the Report for the reporting period from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024. The operations covered for this assurance include Biocon Limited’s operations in India and Biocon Biologics Limited’s operations in India and Malaysia.

### Activities undertaken

A number of activities have been undertaken for this assurance:

- a. Review of the Integrated Report, BRSR and ESG Data book to verify reported data under respective environment, social and governance category.
- b. Review the adherence to principles of Materiality, Inclusivity, Responsiveness and Impact as per AA1000AS.
- c. Conducting on-site audits for corporate office and manufacturing sites in Bengaluru on sample basis.
- d. Meeting with key officials to discuss and understand management approach towards sustainability.
- e. Meeting with the ESG Working committee members of Biocon Limited and Biocon Biologics Limited and key personnel responsible for data collation and compilation at site to discuss and assess the systems used for data compilation and reporting.
- f. Review and understand the appropriateness of various assumptions used for the estimation of a few data points by company.
- g. Assessment of site-specific data disclosures on ESG performance indicators on sample basis for its accuracy and reliability.

### Limitations

Assurance relied solely on the documentation maintained and provided by the company. Assessment is based on the assumption that the data and information provided in the report are proper and without any discrepancy. Assurance is subject to no physical verification of the inventories e.g. of material consumed, waste generated, emissions and effluents.

The scope of assurance does not further cover:

- The statements made in the Report that describe company’s approach, strategy, aim, expectation, aspiration or beliefs or intentions.
- Data related to the Company’s financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.
- The assurance does not extend to the activities and operations of the Company outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with the “Company”.
- Compliance with any environmental, social, and legal issues related to the regulatory authority.
- Mapping of the Report with reporting frameworks other than those specifically mentioned in assurance scope. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.

The reliability of assurance is subject to uncertainties that are inherent in the assurance process. Uncertainties stem from limitations in quantification models, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. The conclusions herein are also naturally subject to any inherent uncertainties involved in the assurance process. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

### Independence

EVI is an independent professional services company that specializes in the areas of Sustainability, Climate Change and Environmental Management. EVI adheres to Code of Ethics as per AA1000AS to maintain high ethical standards in assurance activities. No member of



the assurance team has a business relationship with the Company, its Directors, Managers, or officials beyond that required of this assurance. The team has conducted the assurance independently and there has been no conflict of interest. No member of the verifier team is involved in the preparation of the Report. The assurance has been carried out by experts from climate change and sustainability areas who have an excellent understanding of methodology and procedures for the assurance of sustainability reports and data as per AA1000AS.

### Company's responsibility

Biocon is responsible for preparing the Integrated Report, BRSR and ESG Databook in accordance with reporting Standards and for maintaining effective internal controls over the data and information disclosed. Biocon is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, data measurement, preparation, and presentation of information for the reports are the sole responsibility of the management of the Company. The intended user of this assurance statement is the Management of the company.

### Verifier's responsibility

The assurance statement should not be taken as a basis for interpreting the Company's overall performance. EVI do not accept or assume any liability whatsoever to any person or organization with regards to use or reliance on the contents of this assessment.

### Conclusion

Based on the Moderate Level Type 2 (Limited) Assurance procedures and activities conducted and data/evidence obtained, nothing has come to our attention that causes us to believe that the disclosures are not in conformance with the requirements of assurance standard AA1000AS v3 and BRSR core framework by SEBI.

### Observations and Recommendations

- **Principle of Inclusivity:** Company has applied the principle of inclusivity in engaging with its stakeholders. Different departments engage regularly with their relevant stakeholders through multiple engagement channels.
- **Principle of Materiality:** Company has followed a structured process of materiality determination to report key material issues.
- **Principle of Responsiveness:** Company has applied the principle of responsiveness with respect to its stakeholders. Company has well defined system for responding to any concern raised by key stakeholders.
- **Principle of Impact:** Company has identified, measured and disclosed the impact related with some of the key environmental, social and governance topics.
- **Reliability and quality of specified information:** The majority of the data and information verified by assurance team (on sample basis) during the assessment is found to be fairly accurate. All data is reported transparently without material error.

Without affecting the overall conclusions on the Report, the following recommendations are made:

- Company is already conducting training and awareness sessions on sustainability for onsite personnel. Further, enhanced level of trainings on requirements of sustainability standards may be organized for data owners.
- Data reporting formats may be further streamlined to be able to track and report ESG performance with respect to each facility/ company.
- Company may adopt advanced data capturing and reporting software to minimize the possibility of human error in data entry, calculations and reporting.

Assessed by:

Abhay Kumar Agarwal

Lead Assessor

**Emergent Ventures India Private Ltd.**

1002, Magnum Tower-1, Sector 58, Gurugram – 122001, Haryana, India

11 July 2024



**AA1000**  
Licensed Report  
000-96/V3-5QGW4



## Assurance Statement

---

The non-financial disclosures, ESG data and BRSR (Core) indicators have received limited assurance from Emergent Ventures India Private Limited (Moderate Level Type 2 as per AA1000AS Standard) as of July 11, 2024. The detailed assurance statement is given in this supplementary data book.



**Biocon Limited**

20th KM Hosur Road, Electronic City,  
Bengaluru, 560100, Karnataka, India  
Telephone: +91 80 2808 2808  
Email: [Group.Communications@biocon.com](mailto:Group.Communications@biocon.com)  
Website: [www.biocon.com](http://www.biocon.com)



Biocon Integrated  
Annual Report 2024



Supplementary Data  
Book