



# The **Integration** Effect

BUILDING MOMENTUM

**BRSR, GRI & ESG Data Book**

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This Supplementary Data Book containing BRSR, GRI Index and ESG data book is being released along with Biocon Biologics Limited 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	U24119KA2016PLC093936
2	Name of the Listed Entity	Biocon Biologics Limited
3	Year of incorporation	08.06.2016
4	Registered office address	Biocon House, Ground Floor, Tower-3, Semicon Park Electronic City, Phase - II, Hosur Road Bengaluru Karnataka 560100 India
5	Corporate address	Biocon House, Ground Floor, Tower-3, Semicon Park Electronic City, Phase - II, Hosur Road Bengaluru Karnataka 560100 India
6	E-mail	Co.Secretarybiologics@biocon.com
7	Telephone	T: +91 080-6775 6775 F: +91 080 6775 1030
8	Website	<a href="https://www.bioconbiologics.com/">https://www.bioconbiologics.com/</a>
9	Financial year for which reporting is being done	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	NA
11	Paid-up Capital	INR 17,583 million
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Deepika Srivastava Designation: Company Secretary Email: Co.secretarybiologics@biocon.com
13	Reporting Boundary	The reporting boundary for this BRSR Report includes Biocon Biologics Limited ("BBL"), for the period from 1 <sup>st</sup> April 2023 to 31 <sup>st</sup> March 2024 (hereinafter referred to as the 'Company' for the length of this report, unless specified otherwise)
14	Name of assurance provider	Emergent Ventures India Private Limited
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	Biologics	Biocon Biologics Ltd. (BBL), a fully owned subsidiary of Biocon Ltd., is a distinctive global biosimilars Company dedicated to enhancing healthcare accessibility and improving lives by providing affordable, high-quality biosimilars to millions worldwide. Utilizing state-of-the-art science, innovative technology platforms, extensive manufacturing capabilities, and top-notch quality systems, BBL aims to reduce the costs of biological therapeutics while enhancing healthcare outcomes. Recently, BBL achieved a significant milestone by acquiring Viatrix' global biosimilars business, marking a pivotal moment in its journey of value creation. With the successful commercialization of eight biosimilars in key markets including the U.S., EU, Australia, Canada, and Japan, BBL boasts a robust pipeline of 20 biosimilar assets spanning various therapeutic areas such as diabetology, oncology, immunology, and other non-communicable diseases. The Company has garnered several industry "firsts" in biosimilars. Moreover, BBL is committed to environmental, social, and governance (ESG) initiatives, focusing on advancing patient health, promoting employee well-being, and contributing to sustainable development goals set by the United Nations.	100%

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

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

\*As per National Industrial Classification – Ministry of Statistics and Programme Implementation, Medicinal Chemical and Botanical Products

### III. Operations

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

Location	Number of plants	Number of offices	Total
<b>National</b>	1	2	3
<b>International</b>	1	12	13

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 a 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?

Over 90% of the Company's total revenue can be attributed to its earnings from exports.

\* Please note export here represents the total income of the Group derived from customers located outside India

c. A brief on types of customers

Our diverse customer portfolio covers a wide range of stakeholders that majorly include business partners, institutional partners, consumers, pharmacy chains, patients, healthcare providers, hospitals, government institutions and other pharmaceutical 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)	5,467	3,901	71%	1,566	29%
2.	Other than Permanent* (E)	951	706	74%	245	26%
3.	Total employees (D + E)	6,418	4,607	72%	1,811	28 %

\*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)	8	4	50%	4	50%
2.	Other than Permanent* (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	8	4	50%	4	50%

\*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	11	2	18.18%
Key Management Personnel	3	1	33.33%

Note: Kiran Mazumdar Shaw, Executive Chairperson and Shreehas Tambe, CEO and Managing Director, are Executive Directors as well as KMPs, Hence, we have covered them in the category of Board of Directors and not in the category of Key Managerial Personnel.

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

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</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

The details of holding/ subsidiary/ associate companies/ joint ventures are given in Form AOC-1, as Annexure-I to the Board's Report forming part of the Integrated Annual Report 2024.

Do the entities indicated in above table, participate in the business responsibility initiatives of the Company? (Yes/No)

Biocon SDN BHD, Malaysia, a subsidiary of the Company is closely integrated with our corporate business responsibility initiatives.

## VI. CSR Details

24.

- Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes\*
- Turnover (in Rs.) 30,933 million
- Net worth (in Rs.) - 176,062 million

\*As per India as Standalone Financial Statements

## VII. Transparency and Disclosure 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 the close of the year	Remarks
Communities	Yes	0	0	--	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers**	Yes	0	0	-	0	0	-
^Customers	Yes	2182	365	-	197	162	-
Value Chain Partners	Yes	0	0	-	0	0	-
*Other (please specify)	-	-	-	-	0-	0-	-

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

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

^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	All pharmaceutical companies are constantly being evaluated on possible recalls, product safety and as per the changing regulatory landscape. Also, the consumers' expectations are constantly changing and with so many alternatives available, it is crucial to align with their expectations. Any issue relating to product quality may result in bans by regulatory authorities, penalties, etc. and thus would incur a direct financial impact and can lead to reputational loss. resulting in significant financial ramifications and reputational damage.	We have implemented a system to ensure the quality of products and continuous compliance with regulatory requirements. Additionally, through the pharmacovigilance process, Biocon tracks responses to actively address product-related risks and continuously improve the products. A dedicated pharmacovigilance team tracks and reports complaints received via a purpose-built web portal. We also have a toll-free number, publicly available on the web portal for patients or other stakeholders to report complaints. All reports are proactively investigated to ensure that timely action is taken where necessary. Further, all employees undergo mandatory pharmacovigilance-training. Also, periodic GxP (good x ractice) training is conducted that helps ensure GxP compliance and leads to improvement in Quality.	Negative: In the case of poor product quality, Biocon Biologics can face reputational as well as operational damage. This may also lead to a decrease in customer satisfaction and trust
2	Research & Development	Opportunity	R&D investment has a positive impact on green innovation and ESG performance of an enterprise. Therefore, strategically Investing in R&D and disclosing publicly on its investments allows internal and external stakeholders to understand the approach and scale taken by an organization.	The key area of focus is 'Green Chemistry' and we have implemented several initiatives for the same. These include transitioning from solvent-based reactions to water-based reactions, using harmless, greener solvents instead of hazardous solvents, enhancing our solvent recovery capabilities and overall, improving our processes to maximize the incorporation of all materials used. We have also conducted a Life Cycle Assessments (LCA) for a few of our products to identify and further reduce the use of hazardous substances which potentially results in a negative environmental impact.	<b>Positive:</b> Cutting edge technological innovations can place The company at the forefront of industry-leading discoveries and open new avenues for business growth. <b>Negative:</b> Disruption across Biocon Biologics' value chain can adversely impact the operations, thus hampering the supply of products and increasing cost
3	Access & affordability	Opportunity	Responsible pricing for innovative and generic medicines that take into consideration affordable access, positive cost-benefit ratio, and overall healthcare costs impact The company's reach and favour amongst patients, as compared to its competitors.	At Biocon Biologics, we aim to achieve health equity and believe that everyone, across the globe, has the right to access affordable and quality medicines. Through our generics, biosimilars and novel biologics businesses, we consistently work towards enhancing our value proposition and deliver best-in-class solutions to our patients.	Positive:Enabling access to affordable drugs and other services can support the reach and growth of Biocon Biologics, providing a competitive edge.
4	Environmental performance	Risk	Biocon Biologics' commitment towards protecting the natural environment and conserving resources have been embedded in our value system. Upholding these principles and complying with applicable regulatory requirements can affect the overall performance and enhance Biocon Biologics' image with the stakeholders.	To limit the environmental impact of the operations, Biocon Biologics continuously strives to reduce the carbon footprint, recycle resources, transition to renewable energy, adopt responsible sourcing practices, drive productivity across the value chain and adopt digital solutions that reduce inefficiencies. Our facilities are ISO 14001 certified (Environmental Management Systems) and required guidelines are followed during the operations.	Negative: In case of any non-compliance with environmental norms and regulations, Biocon Biologics can face reputational damage as well as well as adverse financial repercussions.

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 is our duty to create a safe and healthy workplace that is free of injuries, fatalities and illness. In addition to this, it is imperative to foster a conducive workplace that attracts and retains talent by enabling e m p o w e r m e n t, growth, flexibility, remuneration and purpose.	Biocon Biologics implements robust procedures and continuous process safety improvements at all the sites to show commitment towards a zero accident safety culture. Our facilities are ISO 45001 certified (Occupational Health and Safety Management Systems). There are employee training and processes and protocols for preventing, reporting and addressing behavior that is not in line with the Business Principles and standards, including sexual, discriminatory or other misconduct. To inculcate an empowering workplace, we have developed stringent processes which focus on enabling our employees to achieve their aspirations as well as their professional goals.	Negative: The absence of a safe and empowering workplace could result in adverse financial consequences such as fines and penalties. Additionally, it could lead to operational and reputational damage for the Company.
6	Digitization	Opportunity	Utilization of digital technology to improve efficiency in operations and quality management is a clear opportunity for the Company. This includes deploying digital initiative to fully integrate supply chains and improve operational processes, making them more adaptive and responsive.	Biocon Biologics is investing in building a robust digital architecture that will support data platform networks across all functions. Company is in the process of repurposing the facilities with digital technologies, automation, and the use of smart data management to drive operational excellence. ESG is at the core of Biocon Biologics' digital transformation where the aim is to enhance quality and compliance, augment productivity through enhanced operational excellence and enable data integrity through technology-led data transparency.	Positive: Digitization can lead to improved sales, productivity and employment which impact the Company's performance and impact as compared to its peers.
7	Supply chain sustainability	Risk	In the Pharmaceutical Industry, it is extremely imperative to ensure a stable supply chain to ensure business continuity. Initiatives must be undertaken to anticipate, prevent and mitigate any concerns that causes disruptions.	The integrated supply chain ensures uninterrupted medicine availability to the customers, patients, partners and healthcare systems globally. Biocon relies on cost-effective and sustainable logistics and supply chain rationalization to increase access, right from the stage of procurement of raw materials to the last-mile delivery of products to patients. Biocon Biologics enforces a mandatory minimum level of adherence towards environmental compliance for our critical vendors through periodic site audits. Additionally, a Supplier Code of Conduct to guide the value chain partners on applicable laws, regulations, policies and procedures, as well as the behavioral and ethical standards has been developed and communicated to all vendors (including service providers).	Negative: Disruption across Biocon Biologics' value chain can adversely impact the operations, thus hampering the supply of products and increasing costs.





S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Community engagement	Opportunity	It is crucial that Biocon engages with the communities we operate in to increase trust and foster harmony.	The Biocon Foundation is the principal channel for the corporate philanthropy undertaken by the Company. The aim of this Foundation is to build resilient solutions that enable underserved communities to live better, every day. The core areas of intervention are: <ul style="list-style-type: none"> <li>• Primary Healthcare</li> <li>• Environmental Sustainability</li> <li>• Rural Development</li> <li>• Educational certifications</li> </ul>	Positive: By empowering and uplifting our surrounding communities, we can mitigate future grievances or concerns, thus safeguarding the business from any adverse events.
9	Inclusion and diversity	Opportunity	This aspect addresses a Company's ability to ensure that its culture, hiring and promotion practices embrace representation from a diverse and inclusive workforce across all levels of the organization (board, senior, mid and junior levels).	Numerous steps have been undertaken to build a gender inclusive workplace, which includes an extended maternity leave, parttime opportunities for returnees, gender sensitization sessions and women's health initiatives. The Company also has several distinct developmental programs in place, focused on the Company's female employees, geared towards preparing them for managerial and leadership roles. The Company has an 'Equal Pay for Equal Work' practice in place, where employees are compensated based on their merit, irrespective of the gender they identify with.	Positive: A pool of diverse workforce from different genders, ages and ethnic diversity, will enable the Company to develop its services further and mitigate operational risks.
10	Governance	Risk	To ensure the smooth functioning of the Company, Biocon has implemented clear systems and defined roles and responsibilities of concerned personnel for managing topics related to ethics and integrity (e.g. anti-bribery and corruption, anti-money laundering, code of conduct, whistle blowing etc.)	The principles of integrity, transparency, accountability, and ethics resonate throughout the organization. Professional management teams and independent Boards for Biocon Limited, Biocon Biologics Limited, and Syngene International Limited have been built to allow better governance across the Biocon Group. By implementing global best practices in corporate governance and risk management, we ensure that the Group consistently preserves and enhances value.	Negative: Absence of adherence with the policies of the Company on business conduct and ethical governance can lead 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. They regularly communicate their commitment to ethical conduct to stakeholders and invest in building strong customer relationships based on trust and transparency.	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 Biologics' operations.	Biocon Biologics' 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.	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 Biologics' 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 in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect, and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	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	Refer to Code of Conduct, whistleblower policy & Tax transparency report in <a href="https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf">https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf</a>	Refer to Supplier code of conduct and Purchase order terms & conditions on <a href="https://www.bioconbiologics.com/docs/BBL-Business-Partner-Code-of-Conduct.pdf">https://www.bioconbiologics.com/docs/BBL-Business-Partner-Code-of-Conduct.pdf</a>	Refer to Code of Conduct & Human Rights Policy on <a href="https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf">https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf</a> and <a href="https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf">https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf</a>	Refer to CSR Policy and Related transaction party policy <a href="https://www.bioconbiologics.com/docs/Policy-on-Related-Party-Transactions-2024.pdf">https://www.bioconbiologics.com/docs/Policy-on-Related-Party-Transactions-2024.pdf</a> and <a href="https://www.bioconbiologics.com/docs/CSR-ESG-Charter-and-Policy.pdf">https://www.bioconbiologics.com/docs/CSR-ESG-Charter-and-Policy.pdf</a>	Refer to Human Rights Policy on <a href="https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf">https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf</a>	Refer to EHSS Policy <a href="https://www.bioconbiologics.com/docs/EHSS-Policy.pdf">https://www.bioconbiologics.com/docs/EHSS-Policy.pdf</a>	N	Refer to CSr Policy & CSR project approved <a href="https://www.bioconbiologics.com/docs/CSR-ESG-Charter-and-Policy.pdf">https://www.bioconbiologics.com/docs/CSR-ESG-Charter-and-Policy.pdf</a>	Refer to Privacy Policy <a href="https://www.bioconbiologics.com/privacy-policy-bbl/">https://www.bioconbiologics.com/privacy-policy-bbl/</a>

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company's Supplier Code of Conduct largely includes the above-mentioned principles, and the value chain partners are expected to adhere to the requirements outlined								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) 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 in India, and Malaysia - GxP Standards</li> <li>▪ Global Reporting Initiative standards</li> <li>▪ Ecovadis framework</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>As an organization deeply committed to integrating ESG principles into our business operations, establishing clear and measurable targets has consistently been a top priority.</p> <p>These targets serve as guideposts, ensuring that we remain aligned with our overarching ESG strategy and fulfil stakeholder expectations.</p> <p>Our systematic approach ensures that key performance indicators (KPIs) at every departmental level are directly linked to the Company's ESG objectives.</p> <p>Consequently, everyone within a department is responsible for contributing to Biocon Biologics' ESG agenda.</p> <p>Our targets encompass various aspects, including:</p> <ul style="list-style-type: none"> <li>▪ Environment: Carbon footprint – increase in green power</li> <li>▪ Environment: Natural resource consumption – reduction in freshwater consumption</li> <li>▪ Social: Improve access in LIC / LMIC - Increase regulatory filings to open new markets</li> <li>▪ Social: Embracing diversity - Gender diversity at BBL</li> </ul>								
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>▪ Recycled 1,419 KLD of water against a target of 1000 KLD</li> <li>▪ 29% of women employees in the workforce</li> <li>▪ 9 % reduction across Scope 1 &amp; Scope 2 emissions from the previous year</li> <li>▪ ~5.5 million patients reached globally through products</li> </ul>								

**Governance, leadership and oversight**

7. Statement by the 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 Board of Directors guides policies and their implementation.
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.	<p>Yes, the Board of Directors have entrusted the responsibility relating to sustainability-related issues to the Corporate Social Responsibility and Environmental, Social and Governance Committee (hereinafter referred to as CSR and ESG Committee).</p> <p>Biocon Biologics Limited have CSR and ESG Committee which is responsible for decision-making on sustainability-related issues</p>

\*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.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the 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 the above policies and follow up action	This is the second year wherein the Company has published the BRSR report, and it is done voluntarily																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	BRSR is published voluntarily by the Management. The guidelines provided by the SEBI on BRSR do not apply to the Company as it is an unlisted entity.																	
<b>11. Has the entity carried out an 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 the respective policy owner								

12. If the 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)	The Company is an unlisted Company and at present voluntarily adopted to present BRSR.								
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:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in a 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 the Company developments, significant regulatory changes, risks, compliances, and legal matters	100%
Key Managerial Personnel*	15	Apart from the Induction Programme conducted for the newly 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, and 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%*

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

\*Kiran Mazumdar-Shaw and Shreehas Tambe being Executive Chairperson and CEO & Managing Directors respectively, are also Key Managerial Personal of 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			Nil		
Settlement			Nil		
Compounding fee			Nil		

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

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

Nil

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

Yes, as part of the Company's code of conduct, we have an anti-corruption and anti-bribery policy applicable to all its employees including part time/ temporary/contractual employees, trainees, consultants, volunteers, and members of the Board of Directors. It is enshrined in the Company's code of conduct and can be accessed at <https://www.biocon.com/code-ofconduct/>.

Biocon Biologics strictly prohibits any form of bribery and corruption in its operations and is committed to conduct its business ethically and transparently. Biocon Biologics' Supplier Code of Conduct (<https://www.bioconbiologics.com/docs/BBL-Business-Partner-Code-of-Conduct.pdf>) highlights its commitment to prevent, detect, and tackle any form of corruption or bribery in its supply chain. It is applicable to all manufacturers, distributors, vendors, service providers and business partners.

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

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	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Not Applicable

**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	116*	126*

\*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
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	13 % (India)*	NA*
	b. Number of trading houses where purchases are made from	204 (India)*	NA*
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	55% (India)*	NA*
Concentration of Sales*	a. Sales to dealers/distributors as % of total sales	Not Applicable*	
	b. Number of dealers/distributors to whom sales are made	-	
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.37%	0.51%
	b. Sales (Sales to related parties / Total Sales)	0.19%	0.54%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

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

## 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 products and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 24	FY 23	Details of improvements in environmental social impacts
R&D	100%	100%	For details on environmental and social benefits driven by the Company, please refer to chapters - (Human Capital), (Intellectual Capital) and (Natural Capital) of the Integrated Report FY 24
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 85 and 42 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 the section "waste management" on page numbers 79 of the Integrated Report and page 36 for ESG Data Book for details on the Company's waste management processes

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

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

**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	3,901	3,901	100%	3,901	100%	NA	NA	3,901	100%	3,901	100%
Female	1,566	1,566	100%	1,566	100%	1,566	100%	NA	NA	1,566	100%
Total	5,467	5,467	100%	5,467	100%	1,566	29%	3,901	71%	5,467	100%
<b>Other than Permanent employees**</b>											
Male											
Female											
Total											

\*\*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 well-being programs are extended through the contractor agency

**c. Spending on measures towards the 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	14%	16%

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

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)	93.53%	0	N.A.	93%	0	N.A.
SOCSSO (Malaysia)	93.26%	0	N.A.	100%	0	N.A.
EIS (Malaysia)	93.26%	0	N.A.	93%	0	N.A.
HRDF (Malaysia)	93.34%	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, 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.

**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 - Code of Conduct which can be accessed at Code-of-Conduct.pdf <https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf> (bioconbiologics.com).

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

Please refer to page number 41 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.**

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

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 Whistleblower policy* covers employees, contractor workers and interns.
Permanent Employees	<p>Biocon Biologic's Integrity Committee (IC) or Audit Committee (AC) governs the reporting and investigation of allegations of suspected unethical practices and enables the Board and employees to report their grievances. Biocon Biologic's Integrity and Whistleblower Policy enables a person to report an unethical practice in an anonymous manner, without the fear of retribution. The responsibility of the IC is to assess the concerns raised by the whistleblower and initiate appropriate corrective action. A summary of key investigations is presented quarterly to the Audit Committee.</p> <p>The Directors and employees of Biocon Biologics can take their complaints to the Company's Integrity Committee (IC), which is responsible for investigating claims of unethical behavior. Our Integrity and Whistleblower Policy encourages everybody to disclose such claims without fear of retaliation. The IC's job is to evaluate the report from the whistleblower and take necessary corrective action. The IC receives a quarterly update on the status of the most important investigations. Concerns of any nature can be raised at <a href="mailto:integritybiologics@biocon.com">integritybiologics@biocon.com</a>.</p> <p>Similarly, we have a PoSH committee to redress incidents related to sexual harassment at the workplace</p>
Other than Permanent Employees	Yes, The Whistle blower policy* covers employees, contractor workers and interns.

\*Note: <https://www.bioconbiologics.com/docs/BBL-Whistleblower-and-integrity-Policy.pdf>

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

The employees are 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	3,899	3,004	77%	1,105	28%	4,306	4,306	100%	3,388	79%
Female	1,510	1,167	77%	282	19%	1,357	1,357	100%	1,012	75%
Total	5,409	4,171	77%	1,387	26%	5,663	5,663	100%	4,400	78%

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

\*\*Note: 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)
Male	3,901	3,023	77%	4,043	3,135	76%
Female	1,566	944	60%	1,080	791	73%

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

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

For details on the Company's Health and Safety management processes, please refer to page numbers 75 and 76 of the Integrated Report.

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

Biocon Biologics has achieved re-certification with ISO 45001:2018 for its Occupational Safety and Health Management System from TUV Nord, meeting EHS Management System Standard requirements. Our focus on digital solutions this year has led to significant enhancements in safety assessment and reporting, positioning us at the forefront of Occupational Health and Safety (OHS) standards:

1. We've developed an AI-powered system for detecting and recognizing safety anomalies, providing valuable insights to enhance safety, operational efficiency, and compliance.
2. Our e-learning platform, hosted on SAP-SF LMS, offers a comprehensive library of modular training courses covering various occupational safety topics, fostering awareness and promoting best practices.
3. The Malaysia facility has successfully implemented a QR code and scanner-based reporting system, enabling efficient reporting of hazards across four main categories: chemical, biological, ergonomic, and physical.
4. We've implemented Indoor Air Quality (IAQ) testing using specialized equipment (EVM) and conducted Industrial Hygiene exposure assessments for specific products at Biocon Park (Bengaluru), ensuring effective risk management and control measures.

Additionally, we conduct regular training sessions and solvents on Environmental, Occupational Health, Safety, and Sustainability for our employees. Collaboration with the British Safety Council further underscores our commitment to adopting and implementing the highest OHS standards and practices.

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

Yes

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

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

For details on the Company's health and safety track record over the past year, please refer to page numbers 75 of Human Capital chapter and page no. 41 of the ESG data book

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

Procedures and continuous process safety improvements have been implemented to ensure a zero-incident safety culture. These measures include:

- Regular employee training
- Protocols for preventing and reporting misconduct
- Strengthening the biological safety program through assessments, audits, and consultation
- Actions to address any adverse incidents/noncompliance with policies
- Internal and external audits to ensure compliance with these measures.

**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 &amp; safety practices and working conditions.

No significant corrective actions have been necessary in response to safety-related incidents. However, hazards identified during routine safety inspections are promptly addressed. We utilize Hazard Identification and Risk Assessment (HIRA) to determine the level of risk and prioritize necessary actions. Safety experts evaluate opportunities to prevent and mitigate workplace injuries and illnesses. Individual competency in adhering to standard operating procedures and understanding HIRA protocols is also evaluated. For risks deemed unacceptable, remedial actions are defined through corrective action plans, and control measures are implemented accordingly.

**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 95 under the section "Environment, Social and Governance" 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
Regulators and government agencies	No	By Email, through phone, In person, through meetings (visual and/or face to face)	Event driven and on need basis	Regulatory Submissions and Approvals, Compliance with Regulatory Requirements, Adverse Event Reporting and Safety Monitoring, Product Information Updates, Pharmacovigilance and Risk Management, Public Health Initiatives, Pricing, Collaboration and Policy Advocacy
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
Health Care Professionals / KOLs	No	Meetings, thought leadership events, campus events	Event driven and on need basis	Clinical Data and Research Product Education and Training Educational resources and materials Clinical Guidelines and Best Practices Adverse Event Reporting and Pharmacovigilance Thought Leadership Continuing Medical Education (CME) and Training

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication</b> (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	<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>
Media	No	By Email, through phone, In person, through meetings (visual and/or face to face		Product Launches and Updates Clinical Trials and Research Findings Regulatory Updates and Approvals, Corporate News and Events Public Health Initiatives Patient Stories and Testimonials Expert Interviews and Opinion Pieces Corporate Social Responsibility (CSR) Initiatives Industry Trends and Insights
Employees	No	Town Halls, emails, employee engagement surveys, grievance mechanisms, training activities, and appraisals	Regular and on a continuous basis	Providing employees with adequate training and development for career progression Ensuring employees are aligned with organizational values and code of conduct Addressing employee grievances Instilling health and safety practices in the organization
Customers	Yes, based on predefined criteria such as income, gender, etc.	Customer feedback forms, emails, telephone calls	Regular and on continuous basis	Product Information Regulatory Updates Research and Development Supply Chain Management Sales and Marketing Training and Education Adverse Event Reporting Support Services Compliance and Legal Matters
Suppliers	No	Supplier/Vendor Portals, Email and Direct Messaging, Vendor Meetings, Supplier Newsletters, Supplier Surveys and Feedback	Regular and on a continuous basis	Order Placement and Fulfillment Product Specifications and Quality Standards Supplier Qualification and Audits Contract Negotiations and Terms Supply Chain Collaboration Continuous Improvement Initiatives Regulatory Compliance Risk Management and Contingency Planning Sustainability and Corporate Social Responsibility (CSR)
Investors	No	- Calls/In Person Meetings (one on one/group) - Annual General Meeting - Through Press Releases and website - Publishing Annual Report - Investor Presentations	Quarterly/ Annually, Event based and need based	To discuss 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

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
Industry associations and trade groups	No	Email, Newsletter and Publications, Website, Social Media, Webinars and Online Events, In-person Meetings		Policy and Advocacy Industry Trends and Market Insights Networking
Competitors	No	Website, Social Media		Industry Standards and Best Practices, Regulatory and Compliance Issues, Ethical Business Conduct, Industry Events and Conferences

#### 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 2023-24			FY 2022-2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D) of /	% (D / C)
<b>Employees</b>						
Permanent	5,467	5,467	100%	4,306	4,306	100%
Other than permanent*	951	951	100%	1,357	1,357	100%
<b>Total Employees</b>	<b>6,418</b>	<b>6,418</b>	<b>100%</b>	<b>5,663</b>	<b>5,663</b>	<b>100%</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 2023-24					FY 2022-23				
	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	4199	1412	34%	2787	66%	4,752	1,921	40%	2,831	60%
Male	3156	890	28%	2266	72%	3,779	1,381	37%	2,398	63%
Female	1043	522	50%	521	50%	973	540	55%	433	45%
Other than Permanent**	900	638	71%	262	29%	888	208	23%	680	77%
Male	692	509	74%	183	26%	674	179	27%	495	73%
Female	208	129	62%	79	38%	214	29	14%	185	86%

\* 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

#### Details of remuneration/ salary/ wages

##### a. Median remuneration/ wages

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ million)	Number	Median remuneration/ salary/ wages of respective category (₹ million)
Board of Directors (BoD)	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	19.04%	16.9%

**3. 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 Integrity Committee (IC) or Audit Committee (AC) at Biocon Biologics oversees the reporting and investigation of suspected unethical conduct, providing a platform for both the Board and employees to voice their grievances.

Directors and employees can bring their complaints to the Integrity Committee (IC), which investigates allegations of unethical behaviour.

Through our Integrity and Whistleblower Policy, all individuals are encouraged to report such claims without fear of reprisal. The IC assesses whistleblower reports and implements necessary corrective measures. The Audit Committee (AC) receives quarterly updates on the progress of key investigations. Any concerns can be addressed to [integritybiologics@biocon.com](mailto:integritybiologics@biocon.com).

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

Please refer to page no. 75 of the Integrated Report

Link to Human Rights policy: <https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf>

Link to Whistleblower and Integrity policy: <https://www.bioconbiologics.com/docs/BBL-Whistleblower-and-Integrity-Policy.pdf>

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

Particulars	FY 2023-24			FY 2022-23		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	4	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 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	1
Complaints on POSH as a % of female employees/workers	0.25%	0.07%
Complaints on POSH upheld	0	0

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

Biocon Biologics upholds a zero-tolerance stance against all forms of discrimination and harassment, as outlined in its Prevention of Sexual Harassment (PoSH) policy. The Company is dedicated to fostering a workplace environment that is free from harassment, discrimination, or victimization, regardless of factors such as gender, race, religion, sexual orientation, pregnancy, disability, or economic status. To enforce this policy, the Company has established an Internal Complaints Committee (ICC) to address and resolve all complaints of sexual harassment in the workplace.

Additionally, Biocon Biologics has implemented a Whistleblower policy and Code of Conduct, which detail the formation of committees to handle cases of discrimination. The Whistleblower Policy allows individuals to report unethical practices anonymously, without the fear of retaliation.

For reference, the PoSH policy can be accessed at: <https://www.bioconbiologics.com/docs/BBL-Policy%20on%20Prevention%20of%20Sexual%20Harassment.pdf>

Whistleblower and Integrity policy can be found at: <https://www.bioconbiologics.com/docs/BBL-Whistleblower-and-Integrity-Policy.pdf>

**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 at least 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 were 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

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

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**  
Please refer to page nos 34 and 35 of the ESG Data Book for details on the Company's energy consumption
- 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.**  
NA
- Provide details of the following disclosures related to water, in the following format**  
Please refer to page number 35 under the Natural Capital chapter and ESG Databook
- Provide the following details related to water discharged:**  
Please refer to page number 80 under the Natural Capital chapter of the Integrated Report and Page number 35 of the ESG Data Book for details on the Company's water discharge practices  
**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) If yes, the name of the external agency.
- Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**  
All the manufacturing facilities are zero liquid discharge facilities.
- Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**  
Please refer to page 34-35 of the ESG Data Book for details on the Company's air emissions
- Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**  
Please refer to page 35 of the ESG Data Book for details on the Company's GHG emissions.
- Yes, then provide details.**  
Yes. For information on Greenhouse Gas reduction initiatives, refer to page no.78- 79 under the Natural Capital chapter of the Integrated Report
- Provide details related to waste management by the entity, in the following format:**  
Please refer to the section on waste management" on page number 79 under the Natural Capital chapter of the Integrated Annual Report and page no. 35 and 36 for the ESG data book regarding details on the Company's waste generation and management processes.
- 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 79 of the Report for details on the Company's waste management practices
- If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**  
No, the Company operations/offices are not located in/around ecologically sensitive areas

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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
NA				

**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 (15)

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	Confederation of Indian Industry	National
2	Indian Institute of Technology Delhi	National
3	Association For Accessible	International
4	Bangalore Chamber of Industry and Commerce	State
5	The Associated Chambers	National
6	Biopolicy Innovations LLC	International
7	The Biosimilars Forum	International
8	IDiversity Forum	National
9	Bombay Chamber of Commerce & Industry	National
10	Association Of Diabetes Care	International
11	CPD Network Association	International
12	Association Of Biotechnology Led Enterprise	National
13	Canadian Generic Pharmaceutical Association	International
14	Canadian Association	International
15	Medicines For Europe AISBL	International

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.**

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

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

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

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

The Company has established processes to handle grievances tailored to specific community programs. This approach involves systematic monitoring and evaluation of all programs, including assessing stakeholder perceptions through regular surveys conducted by the Company's Foundation team or through third-party impact assessments.

A primary concern expressed by the life sciences student community is the insufficient practical skills necessary for the industry. Biocon Academy is actively addressing this skill gap and is dedicated to preparing students to enter the industry as competent professionals.

**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	27%	20%
Directly from within India	52%	19%

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

Location	FY 2023-24	FY 2022-23
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100%	100%

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

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has effective mechanisms in place and makes concerted efforts to address and resolve consumer feedback and complaints. A specialized pharmacovigilance team is dedicated to tracking and reporting complaints received through a custom web portal. Stakeholders have the option to directly submit their feedback and complaints via this portal, accessible at <https://pharmacovigilance.biocon.com/OnlineForm.aspx>

This portal serves as a platform for recording information related to product issues, adverse events, or side effects experienced by consumers. Users can provide detailed descriptions of the event, including any additional information regarding severity or causality, as well as the eventual outcome. Additionally, the Company offers a toll-free number, publicly accessible on the web portal, for patients and other stakeholders to report complaints <https://www.biocon.com/more/contact-us/>

All reports undergo proactive investigation to ensure timely and appropriate action is taken as necessary.



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 2023-24		Remarks	FY 2022-23		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 (consolidate)	0	-
Restrictive trade practices	0	0	-	0	0	-
Unfair trade Practice	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	0	-
Forced recalls	0	-

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

Yes

Yes. The Company has a dedicated privacy policy <https://www.bioconbiologics.com/privacy-policy-bbl/> in place for cybersecurity and risks related to data privacy

This policy outlines the types of personal information collected, its sources, and how it's utilized and safeguarded. Additionally, it emphasizes users' rights regarding the sharing of their personal data.

The Company's IT infrastructure and information security management system are certified to ISO 27001:2013 and undergo external third-party audits. Moreover, regular third-party vulnerability assessments, including simulated hacker attacks, are conducted.

Biocon Biologics also upholds a Human Rights policy accessible at <https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf> demonstrating its commitment to respecting individuals' privacy and the confidentiality of their personal data.

All employees receive annual awareness training on information security and cybersecurity, with special sessions held throughout the year on key focus areas. An established escalation process allows employees to report suspicious activities promptly. Information security and cybersecurity are also considered in employee performance evaluations.

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

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

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Zero
- Percentage of data breaches involving personally identifiable information of customers - Zero
- Impact, if any, of the data breaches - Zero

# GRI INDEX

GRI Standard Number	Disclosure number	Description	Section/Subsection Title	Page No./Explanation
<b>GRI 2 - General disclosures</b>	2-1	Organizational details	About the Report	Integrated Annual Report: 3
	2-2	Entities included in the organization's sustainability reporting	About the Report	Integrated Annual Report: 3
	2-3	Reporting period, frequency and contact point	About the Report	Integrated Annual Report: 3
	2-4	Restatements of information	ESG Data Book, GHG Emissions – Note	ESG Data Book: 35
	2-5	External assurance	About the Report	Integrated Annual Report: 3
	2-6	Activities, value chain and other business relationships	Value Creation Model	Integrated Annual Report: 14
	2-7	Employees	ESG Data Book	ESG Data Book: 36
	2-8	Workers who are not employees	ESG Data Book	ESG Data Book: 36
	2-9	Governance structure and composition	Governance. Ethics and Compliance	Integrated Annual Report: 97
	2-10	Nomination and selection of the highest governance body	Corporate Governance	Integrated Annual Report: 116
	2-11	Chair of the highest governance body	Meet the Board	Integrated Annual Report: 36
	2-12	Role of the highest governance body in overseeing the management of impacts	Meet the Board	Integrated Annual Report: 36
	2-13	Delegation of responsibility for managing impacts	Risk Management	Integrated Annual Report: 99
	2-14	Role of the highest governance body in sustainability reporting	Environment, Social and Governance, ESG Governance	Integrated Annual Report: 94
	2-15	Conflicts of interest	Governance. Ethics and Compliance	Integrated Annual Report: 97
	2-16	Communication of critical concerns	Governance. Ethics and Compliance, Grievance	Integrated Annual Report: 98
	2-17	Collective knowledge of the highest governance body	Meet the Board	Integrated Annual Report: 37
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance	Integrated Annual Report: 116
	2-19	Remuneration policies	Corporate Governance	Integrated Annual Report: 145
	2-20	Process to determine remuneration	Corporate Governance	Integrated Annual Report: 145
	2-21	Annual total compensation ratio	ESG Data Book, BRSR	ESG Data Book: 19
	2-22	Statement on sustainable development strategy	Leadership messages	Integrated Annual Report: 27
	2-23	Policy commitments	Governance. Ethics and Compliance, UNGC Alignment	Integrated Annual Report: 97
	2-24	Embedding policy commitments	Governance. Ethics and Compliance	Integrated Annual Report: 97
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	2-26	Mechanisms for seeking advice and raising concerns	Governance, Ethics, and Compliance	Integrated Annual Report: 98
	2-27	Compliance with laws and regulations	ESG Data Book, BRSR	ESG Data Book: 32
	2-28	Membership associations	ESG Data Book, BRSR	ESG Data Book: 32
	2-29	Approach to stakeholder engagement	Social and Relationship Capital, Stakeholder, Stakeholder communication	Integrated Annual Report: 89
	2-30	Collective bargaining agreements	Human Rights (Integrated Report) and Human Rights Policy	Integrated Annual Report: 75 Human rights policy: Page 2

GRI Standard Number	Disclosure number	Description	Section/Subsection Title	Page No./Explanation
<b>GRI 3: Material Topics</b>	3-1	Process to determine material topics	Environment, Social and Governance; Materiality	Integrated Annual Report: 95
	3-2	List of material topics	Environment, Social and Governance; Materiality	Integrated Annual Report: 95
	3-3	Management of material topics	Environment, Social and Governance; Materiality	Integrated Annual Report: 95
<b>GRI 201 - Economic performance</b>	201-1	Direct economic value generated and distributed	ESG Data Book	ESG Data Book: 31
	201-2	Financial implications and other risks and opportunities due to climate change	Natural Capital, Climate Strategy	Integrated Annual Report: 78
	201-3	Defined benefit plan obligations and other retirement plans	ESG Data Book, BRSR Principal 3	ESG Data Book: 14
<b>GRI 203- Indirect Economic Impacts</b>	203-1	Infrastructure investments and services supported	Financial Capital, Capital Expenditure	Integrated Annual Report: 49
	203-2	Significant indirect economic impacts	Economic Performance	ESG Data Book: 31
<b>GRI 204: Procurement Practices</b>	204-1	Proportion of spending on local suppliers	ESG Data Book	ESG Data Book: 42
<b>GRI 205: Anti-Corruption</b>	205-1	Operations assessed for risks related to corruption	Risk Management	Integrated Annual Report: 99
	205-2	Communication and training about anti-corruption policies and procedures	Governance, Ethics, and Compliance	Integrated Annual Report: 97
	205-3	Confirmed incidents of corruption and actions taken	Fines/Settlements/Complaints	ESG Databook: 31
<b>GRI 206: Anticompetitive Behavior</b>	206-1	Legal actions for anticompetitive behavior, antitrust, and monopoly practices	Fines/Settlements/Complaints	ESG Data Book: 31
<b>GRI 302 - Energy</b>	302-1	Energy consumption within the organization	ESG Data Book	ESG Data Book: 34
	302-3	Energy intensity	ESG Data Book	ESG Data Book: 34
	302-4	Reduction of energy consumption	ESG Data Book	ESG Data Book: 34
<b>GRI 303 - Water and Effluents</b>	303-1	Interactions with water as a shared resource	Natural Capital, Water Management	Integrated Annual Report: 80
	303-2	Management of water discharge-related impacts	Natural Capital, Water Management	Integrated Annual Report: 80
	303-3	Total water withdrawal by source	ESG Data Book	ESG Data Book: 35
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	305-3	Other indirect (Scope 3) GHG emissions)	ESG Data Book	ESG Data Book: 35
	305-4	GHG emissions intensity	ESG Data Book	ESG Data Book: 35
	305-5	Reduction of GHG emissions	ESG Data Book	ESG Data Book: 35
	305-6	Emissions of ozone-depleting substances (ODS)	ESG Data Book	ESG Data Book: 35
	305-7	Nitrogen Oxides (NOX), Sulphur Oxides (SOX), and other significant air emissions	ESG Databook	ESG Data Book: 35

GRI Standard Number	Disclosure number	Description	Section/Subsection Title	Page No./Explanation
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	306-2	Management of significant waste-related impact	Natural Capital, Waste Management	Integrated Annual Report: 79
	306-3	Waste generated	ESG Data Book	ESG Data Book: 36
	306-4	Waste diverted from disposal	ESG Data Book	ESG Data Book: 36
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<b>GRI 308: Supplier Environmental Assessment</b>	308-1	New suppliers that were screened using environmental criteria	Social and Relationship Capital, Sustainability Across Our Supply Chain ESG Data Book	Integrated Annual Report: 85 ESG Data Book: 42
	308-2	Negative environmental impacts in the supply chain and actions taken	Social and Relationship Capital, Sustainability Across Our Supply Chain	Integrated Annual Report: 85
<b>GRI 401 Employment</b>	401-1	New employee hires and employee turnover	ESG Data Book	ESG Data Book: 39
	401-2	Benefits provided to full-time employees	ESG Data Book	ESG Data Book: 43
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<b>GRI 403 - Occupational health and safety</b>	403-1	Occupational health and safety management system	Human Capital, Employee Health & Safety	Integrated Annual Report: 75
	403-2	Hazard identification, risk assessment, and incident investigation	Human Capital, Employee Health & Safety	Integrated Annual Report: 75
	403-3	Occupational health and services	Human Capital, Employee Health & Safety	Integrated Annual Report: 75
	403-4	Worker participation, consultation and communication on occupational health and safety	Human Capital - Employee Health & Safety	Integrated Annual Report: 75
	403-5	Worker training on occupational health and safety	ESG Data Book, BRSR	ESG Data Book: 15
	403-6	Promotion of worker health	Human Capital - Employee Health & Safety	Integrated Annual Report: 75
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	403-8	Workers covered by an occupational health and safety management system	ESG Data Book	ESG Data Book: 41
	403-9	Work-related injuries	ESG Data Book	ESG Data Book: 41
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<b>GRI 404- Training and Education</b>	404-1	Average hours of training per year per employee	ESG Data Book	ESG Data Book: 41
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital, Continuous Learning & Development	Integrated Annual Report: 71
	403-3	Percentage of employees receiving regular performance and career development reviews	ESG Data Book, BRSR	ESG Data Book: 15
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employees	Diversity and Inclusion, as a Way of Life	Integrated Annual Report: 72
	405-2	Ratio of basic salary and remuneration of women to men	ESG Data Book	ESG Data Book: 19
<b>GRI 406: Non-discrimination</b>	406-1	Incidents of discrimination and corrective actions taken	ESG Data Book	ESG Data Book: 20
<b>GRI 408: Child Labor</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	ESG Data Book	ESG Data Book: 20
<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	ESG Data Book: 20

<b>GRI Standard Number</b>	<b>Disclosure number</b>	<b>Description</b>	<b>Section/Subsection Title</b>	<b>Page No./Explanation</b>
<b>GRI 413- Local communities</b>	413-1	Operations with local community engagement, impact assessments, and development programs	Social and Relationship Capital, Our Responsibility to the Community	Integrated Annual Report: 87
<b>GRI 414: Supplier Social Assessment</b>	414-1	New suppliers that were screened using social criteria	Social and Relationship Capital, Supplier Engagement & Capacity Building ESG Data Book	Integrated Annual Report: 85, ESG Data Book: 41
	414-2	Negative social impacts in the supply chain and actions taken	Social and Relationship Capital, Supplier Engagement & Capacity Building	Integrated Annual Report: 85
<b>GRI 415: Public Policy</b>	415-1	Political contributions	ESG Data Book	ESG Data Book: 31
<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	ESG Data Book: 41
<b>GRI 417: Marketing and Labeling</b>	417-1	Requirements for product and service information and labeling	Social and Relationship Capital, Ethical Sales and Marketing	Integrated Annual Report: 85
	417-2	Incidents of non-compliance concerning product and service information and labeling	Social and Relationship Capital, Ethical Sales and Marketing	Integrated Annual Report: 24
	417-3	Incidents of non-compliance concerning marketing communications	Social and Relationship Capital, Ethical Sales and Marketing	Integrated Annual Report: 85
<b>GRI 418: Customer Privacy</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Data Book	ESG Data Book: 32

# ESG Data Book

# Environment, Social and Governance (ESG)

## Economic Performance:

BBL refers to Biocon Biologics (India and Malaysia) unless specified in the table, heading, or otherwise.

### Economic Value Generated

Category	Unit	FY23	FY24
Total Income (Revenue)	₹ million	55,958	90,006

### Economic Value Distributed and Retained

Category	Unit	FY23	FY24
Total operating cost	₹ million	36,889	55,242
Total employee-related expenses (salaries + benefits)	₹ million	8,488	12,702
Payments to providers of capital*	₹ million	228	0
Payment to government	₹ million	832	1,733
Community investments	₹ million	50 <sup>^</sup>	120.3
Economic value distributed (EVD)	₹ million	46,487	69,797.3
Economic value retained (EVR)	₹ million	9,471	20,209

\*Includes only equity capital

<sup>^</sup>Cash Spend

### Philanthropic Contributions

Category	Unit	FY 2023	FY 2024
CSR expense	₹ million	50 <sup>^</sup>	120.3
Charitable donations	% of total CSR spend	0	0
Community investments	% of total CSR spend	100	100
Political contributions	₹ million	0	0

<sup>^</sup>Cash Spend

### R&D

Category	Unit	FY23	FY 24
		BBL	BBL
R&D spending	₹ million	8,890	9,110
R&D spending as percentage of sales/revenue	%	16	10
No. of R&D positions	No.	543	451

### Fines/Settlements/Complaints

Category	Unit	FY23	FY 24
		BBL	BBL
Fines or settlements related to anti-competitive practices	No.	0	0



Category	Unit	FY23	FY 24
		BBL	BBL
Confirmed cases of corruption & bribery	No.	0	0
No. of incidents of discrimination and harassment	No.	1	4
No. of incidents of conflicts of interest	No.	2	0
No. of incidents of money laundering or insider trading	No.	0	0
No. of complaints related to child labour/forced labour/involuntary labour	No.	0	0
Upheld regulatory complaints concerning marketing and selling practices	No.	0	0
Upheld self-regulatory complaints concerning marketing and selling practices	No.	0	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0	0
Total no. of information security breaches	No.	0	0
Total no. of clients, customers and employees affected by the breaches	No.	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.

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

Category	Unit	FY 23	FY 24
Class I product recalls	No.	2	0
Class II product recalls	No.	1	0
Regulatory agency inspections	No.	19	15
Form 483 Observations (or equivalent)	No.	28	23
FDA Warning Letters (or equivalent)	No.	0	0

#### Contributions & Other Spending (BBL)

Category	Unit	FY 24
Contributions and other spending: contribution to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups	₹ million	51.3
Largest contribution and expenditures: contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation	₹ million	22.8

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

Associations	FY 24 Total (million ₹)
Confederation Of Indian Industry	0.7
Indian Institute of Technology Delhi	-
Association For Accessible	14.7
Bangalore Chamber of Industry and Commerce	0
The Associated Chambers	0.1
Biopolicy Innovations LLC	3.8
The Biosimilars Forum	22.8
IDiversity Forum	0
Bombay Chamber of Commerce	0
Association Of Diabetes Care	2.5
CPD Network Association	1.7
Association Of Biotechnology Led Enterprise	4.0
Canadian Generic Pharmaceutical Association	1.0
Canadian Association	-
Medicines For Europe AISBL	-
<b>Total</b>	<b>51.3</b>

**Board Effectiveness**

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

**Emerging Risks:**

The global pharmaceutical business is vulnerable to a wide range of emerging risks that have the potential to cause major disruptions to both our operations and our entire value chain. We have collaborated with our stakeholders to get a better understanding of these risks.

**Malicious use of AI**

While AI/Generative AI-based tools promise significant advancements across industries, they also pose security risks, such as the possibility of ransomware that can adapt quickly to security systems through polymorphism. Traditional security systems may fail to detect such advanced threats. Also, there is an increasing trend of AI tools being used to spread misinformation across industries.

Given the adoption of AI-based systems in various operations, protecting our digital infrastructure against these threats is crucial. The organization has invested in next-generation technologies to safeguard, detect, and respond to threats. Networks have been fortified with robust perimeter defences, including intrusion detection and protection features. Advanced anti-virus software using Machine Learning (ML) for behavioural analysis is deployed to identify and respond to previously unknown threats. Continuous monitoring is enhanced by applying AI and ML algorithms to identify new threats. Further, we have strict access control policies based on the "need to know" principle. All data, whether in transit or at rest, is encrypted according to its importance and risk level. A comprehensive Data Leak Prevention (DLP) system is in place to prevent data breaches.

To prevent misuse of AI, the organization prohibits the use and upload of data to Open AI-based tools and restricts users to enterprise-level systems like Copilot for Microsoft 365. This ensures productivity improvements while mitigating risks. For cases where we engage with third party research agencies to help us build models for clinical data analysis, we ensure their processes undergo thorough assessments for any vulnerability or misuse.

We also tap into the external expertise to proactively detect, analyze, and update our systems against unconventional threats and addressing any data leaks that may occur. We are active members of industry groups that share best practices in this area.

**Extreme and Erratic Weather Events**

Though extreme weather events have been a global phenomenon for some time, 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 include the somewhat unprecedented levels of temperature in Bengaluru, India, 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, and 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 23	FY 24
Diesel	MWh	4	6.5
Coal	MWh	0	0
Furnace oil	MWh	0	0
Natural gas	MWh	95,226	52,067
LPG	MWh	*535	564
Biomass	MWh	**35,756	62,853
<b>Total fuel</b>	<b>MWh</b>	<b>131,517</b>	<b>115,492</b>

\*Data updated for FY24

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

### Energy Consumption Pattern

Category	Unit	FY 23	FY 24
Grid power - Non-Renewable	MWh	*90,285	89,910
Grid Power-Renewable power**	MWh	70,367	76,358
Total electricity	MWh	160,652	166,268
% Renewable power	MWh	44%	46%

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

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

Category	Unit	FY 23	FY 24
Total Non-Renewable Energy	MWh	186,050	142,548
Renewable Energy	MWh	106,123	139,211
<b>Total Energy</b>	<b>MWh</b>	<b>292,173</b>	<b>281,759</b>

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

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

Initiative	BBL	
	GHG Savings (tCO <sub>2</sub> e)	Avoided GHG Emissions (tCO <sub>2</sub> e)
Through various energy optimization initiatives	894	NA
Emission savings from reducing the increase in renewable power vs FY23	302	NA
Emission savings from reducing natural gas usage	NA	NA
Avoided emissions from renewable power	NA	54,223
Fuel switch from Natural gas to Biomass briquettes	NA	8,239
<b>Total</b>	<b>1,196</b>	<b>62,461</b>

**GHG emissions**

Category	Unit	*FY 23	FY 24
Scope 1: Direct emissions	tCO <sub>2</sub>	8,256	8,491
Scope 2: Indirect emissions	tCO <sub>2</sub>	87,936	78,721
Scope 3: Indirect emissions	tCO <sub>2</sub>	156,387	NA
Total GHG emissions (Scope 1 & Scope 2)	tCO <sub>2</sub>	96,192	87,212
GHG emission intensity (Scope 1 & Scope 2)	tCO <sub>2</sub> eq/Revenue in million ₹*	1.72	0.97
Biogenic emissions	tCO <sub>2</sub>	46,264	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 BBL Fugitive emissions are considered under Scope 1 emissions

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

Category	Unit	Biocon Total (FY 23)	Biocon Total (FY 24)
HCFC-22 or R-22	Tons	0.06	0.015

\*Excludes BBL Malaysia

**Air Pollutant Management**

Category	Unit	FY 23	FY 24
		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), and Hazardous Air Pollutants (HAP). All the pollutants are within the regulatory limit.

**Water Withdrawal, Consumption and Discharge**

Category	Unit	BL + BBL (FY 23)	BBL (FY 24)
<b>Water Withdrawal</b>			
Surface Water (river, pond, lake, etc.)	million m <sup>3</sup>	0	0
Groundwater	million m <sup>3</sup>	0	0
Third Party Water/ Municipality	million m <sup>3</sup>	1.45	1.04
Rainwater - pit	million m <sup>3</sup>	0	0
Other Sources - Tanker	million m <sup>3</sup>	0.12	0.06
Total Withdrawal	million m <sup>3</sup>	1.57	1.10
<b>Water Consumption</b>			
Total Water Consumption	million m <sup>3</sup>	1.57	1.15
<b>Water Recycle</b>			
Recycled / Reused water as a percentage of total water withdrawal	%	78%*	70%
<b>Water Discharge</b>			
Surface Water	million m <sup>3</sup>	0	0
Groundwater	million m <sup>3</sup>	0	0
Seawater	million m <sup>3</sup>	0	0
Sent to third parties	million m <sup>3</sup>	0.03	0
Other	million m <sup>3</sup>	0.09	0.1
<b>Total water discharged</b>	<b>million m<sup>3</sup></b>	<b>0.12</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 (BBL)**

Category	Unit	FY 23	FY 24
Plastic waste (A)	Tons	16.62	31
E-Waste (B)	Tons	1.80	2
Bio-medical waste (C)	Tons	240	78
Construction & Demolition waste (D)	Tons	0	0
Battery waste (E)	Tons	0.62	0.09
Radioactive waste (F)	Tons	0	0
Other hazardous waste generated (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	Tons	1,722.89	10,268
<b>Total Hazardous waste (A+B+C+D+E+F+G)</b>	<b>Tons</b>	<b>1,982</b>	<b>10,379</b>
Total Non-hazardous waste (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.)	Tons	707	1,054
Total Waste Generated	Tons	2,689	11,433
Total Non-hazardous waste disposed	Tons	1,982	10,379
Total Non-hazardous waste disposed	Tons	707	1,054

Disposed	Unit	FY 23	FY 24
Landfilling (A)	Tons	0	0
Incineration (B)	Tons	646	711
Coprocessing (C)	Tons	0	0
Composting (D)	Tons	0	0
Other disposal operations (E)	Tons	0	9,584
<b>Total (A+B+C+D+E)</b>	<b>Tons</b>	<b>646</b>	<b>10,296</b>
Recycled (A)	Tons	2,042	1,138
Reused (B)	Tons	0	0
Other recovery operations (C)	Tons	0	0
<b>Total (A+B+C)</b>	<b>Tons</b>	<b>2,042</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 23	FY 24
Senior management (L12+)	Male	No.	96	121
	Female	No.	15	23
	<30	No.	0	0
	30-50	No.	77	82
	>50	No.	34	62

Category	Employees	Unit	FY 23	FY 24
Middle management (L5-11)	Male	No.	2,285	2,171
	Female	No.	443	593
	<30	No.	277	124
	30-50	No.	2,409	2,476
	>50	No.	42	164
Junior management (L1-L4)	Male	No.	1,925	1,609
	Female	No.	899	950
	<30	No.	2,108	1,606
	30-50	No.	711	934
	>50	No.	5	19
Contractual employees	Male	No.	674	706
	Female	No.	214	245
	<30	No.	512	475
	30-50	No.	360	449
	>50	No.	16	27

### New Employee Hires

Category	Employees	Unit	FY 23	FY 24
			BL	BL
Senior management (L12+)	Male	No.	21	45
	Female	No.	2	14
	<30	No.	0	0
	30-50	No.	20	32
	>50	No.	3	27
Middle management (L5-11)	Male	No.	719	615
	Female	No.	138	259
	<30	No.	202	64
	30-50	No.	651	684
	>50	No.	4	126
Junior management (L1-L4)	Male	No.	675	294
	Female	No.	450	310
	<30	No.	1,013	487
	30-50	No.	112	102
	>50	No.	0	15

### Hiring Trend

Category	Unit	FY 24
Percentage of open positions filled by internal candidates (internal hires)	%	11
Average hiring cost/FTE	₹	NA

## 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%
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	FY 23	FY 24
Senior management (L12+)	Male	No.	16	24
	Female	No.	0	6
	<30	No.	0	0
	30-50	No.	8	25
	>50	No.	8	5
Middle management (L5-11)	Male	No.	608	571
	Female	No.	100	105
	<30	No.	144	46
	30-50	No.	552	613
	>50	No.	12	17
Junior management (L1-L4)	Male	No.	521	533
	Female	No.	210	206
	<30	No.	581	461
	30-50	No.	150	277
	>50	No.	0	1

**Voluntary Turnover**

Category	Employees	Unit	FY 23	FY 24
Senior management (L12+)	Male	No.	11	13
	Female	No.	0	1
	<30	No.	0	0
	30-50	No.	6	12
	>50	No.	5	2
Middle management (L5-11)	Male	No.	498	278
	Female	No.	93	51
	<30	No.	109	18
	30-50	No.	474	310
	>50	No.	8	1
Junior management (L1-L4)	Male	No.	464	340
	Female	No.	197	101
	<30	No.	523	288
	30-50	No.	138	153
	>50	No.	0	0

Voluntary turnover for BL is Voluntary/regrettable.



**Turnover Rate (BBL)**

Category	Unit	BBL (FY 23)			BBL (FY 24)		
		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	FY 23	FY 24
No. of women in total permanent workforce	No.	1,357	1,566
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	24	29
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	2	7
Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	%	7	18

\*Includes, Kiran Mazumdar-Shaw, Executive Chairperson

**Share of Women in select roles**

Category	Unit	FY 23	FY 24
Share of women in STEM-related positions (as % of total STEM positions)	%	23	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.)	%	12	3

**Trainings Man Hours**

Category	FY 23	FY 24
Total training hours	141,099	221,898
Average training hours	25	44

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

Category	FY 23	FY 24
Senior Management (L12+)	2,812	6,657
Middle Management (L5-L11)	70,550	99,854
Junior Management (L1-L4)	67,737	115,387
Male	108,759	158,657
Female	32,340	63,241

**Trainings Spend**

Category	FY 23	FY 24
Total training spends (₹)	23,410,000	20,000,000
Average training spends (₹)	5,321	3,658

**Parental Leave\***

Category	Unit	FY 23	FY 24
Employees entitled for maternity leave	No.	1,352	1566
Employees that took maternity leave	No.	71	70
Employees that returned to work in the reporting period after maternity leave ended	No.	41	29
Employees that returned to work after maternity leave ended and were still employed 12 months after their return to work	No.	37	11
Rate of return to work who took maternity leave	%	66%	86%
Retention rates of employees that took maternity leave	%	93%	71%

Note- Based on returning date of employees

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

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

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

S. No.	Category	Unit	FY 23	FY 24
1	Fatalities	No.	0	0
2	Near-miss incidents	No.	58	43
3	Occupational disease cases	No.	0	0
4	*Recordable injuries	No.	12	38
5	**Reportable Injuries (Total) Note: Only lost time injuries will be considered here.	No.	0	3 <sup>^</sup>
6	Man hours worked	No.	113,804,068	13,935,584
7	Total working days scheduled for the workforce	No.	290	290
8	Lost time injury frequency rate (LTIFR)	Rate	0	0.50
9	High-consequence work-related injury/ ill-health/fatalities	No.	0	0

\*Recordable work-related injuries as per OSHA

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

<sup>^</sup> 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)	63%
Data Coverage	% of employees responded to the survey	75%

**\*Suppliers and Procurement Spend**

Category	Unit	FY 23	FY 24
<b>Supplier Count<sup>^</sup></b>			
Total suppliers	No.	652	2,446
Critical suppliers**	No.	30	183
Non-critical suppliers	No.	622	2,361
Total tier-1 suppliers	No.	652	2,446
Total Critical tier-1 suppliers	No.	30	183
Non-critical tier-1 suppliers	No.	622	2,361
Critical Non tier-1 suppliers	No.	0	0

Category	Unit	FY 23	FY 24
<b>Procurement Spend</b>			
Total procurement spend	₹million	19,862	25,075
Procurement spend on critical suppliers	₹million	10,725	13,076
Procurement spend on non-critical suppliers	₹million	9,137	11,999
Procurement spend on locally-based suppliers***	₹million	3,774	5,655
Procurement spend on critical tier-1 suppliers as % of total tier 1 suppliers	%	54%	61%
Procurement spend on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	46%	39%

\*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 FY23 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	BBL FY 24
1.1	Total number of suppliers assessed via desk assessments/ on-site assessments	No.	127
1.2	Number of suppliers assessed with substantial actual/ potential negative impacts	No.	9
1.3	% of significant suppliers assessed	%	80%
1.4	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	8%
1.5	Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	0

S. No.	Corrective action plan support	Unit	BBL FY 24
1.1	Total number of suppliers supported in corrective action plan implementation	No.	9
1.2	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	8%

S. No.	Capacity building programs	Unit	BBL FY 24
1.1	Total number of suppliers in capacity building programs	No.	137
1.2	% of significant suppliers in capacity building programs	%	80%

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

Category/Types of benefits provided	Biocon Total (FY 24) – 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  
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**Biocon Biologics Limited**

Biocon House, Semicon Park,  
Electronic City, Phase – II, Hosur Road  
Bengaluru 560100, Karnataka, India  
Telephone: +91 80 6775 6775  
Email: [Group.Communications@biocon.com](mailto:Group.Communications@biocon.com)  
Website: [www.bioconbiologics.com](http://www.bioconbiologics.com)



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