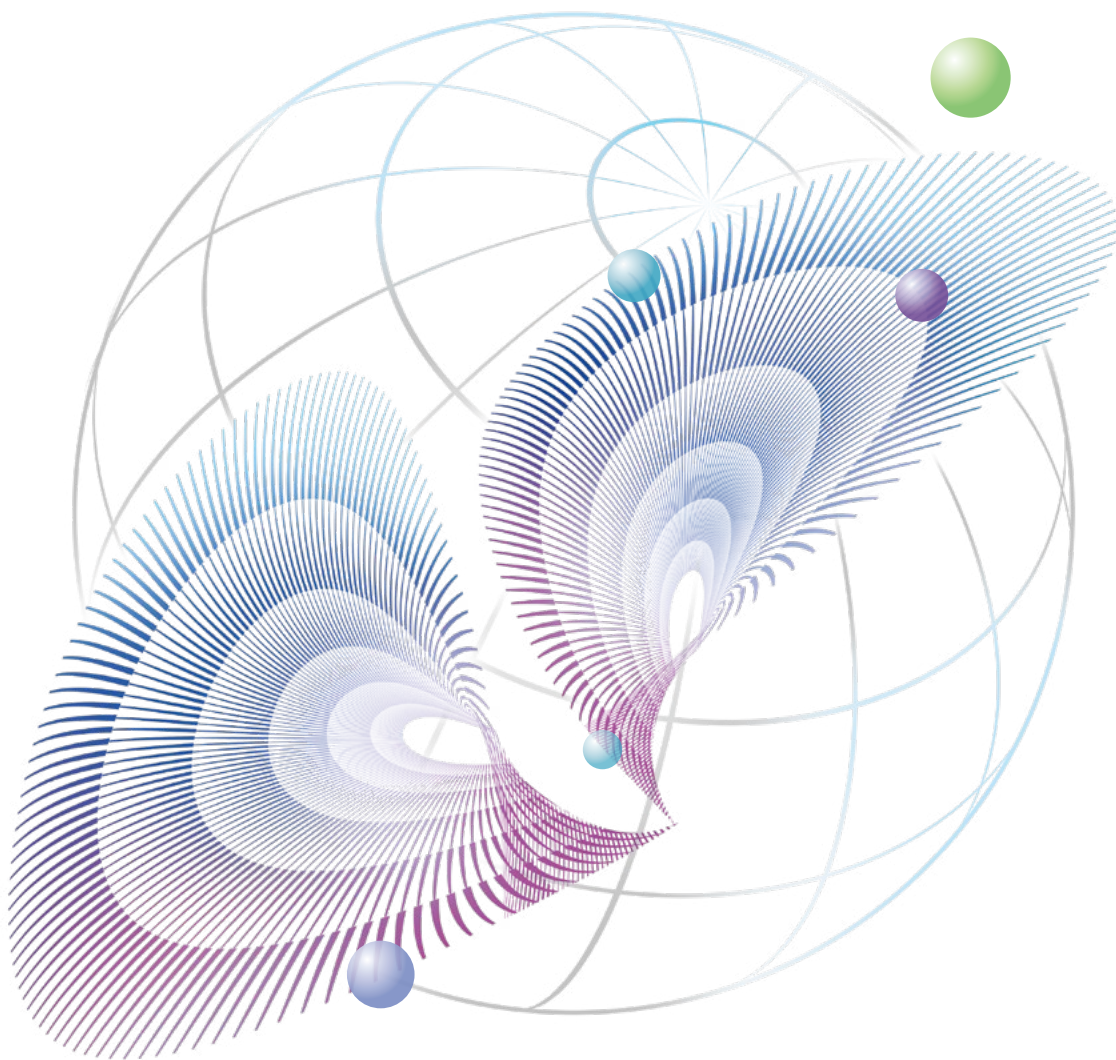




ADVANCING REACH

Driving Innovation.
Transforming Lives.

1
Recognition of
ESG Performance

2
Reporting
Alignment

3
Business
Responsibility
and Sustainability
Report (BRSR)

4
Section A:
General
Disclosures

13
Section B:
Management
and Process
Disclosures

16
Section C:
Principle Wise
Performance
Disclosure 18

44
ESG Data

45
Economic
Performance

47
Corporate
Governance

48
Environmental
Performance

52
Social
Performance

57
Supply Chain
Management

60
Membership
in Industry
Associations

62
GRI Index

69
Independent
Assurance
Statement

WHAT'S INSIDE

Supplementary Data Book*

*This Supplementary Databook containing BRSR, ESG Data & GRI Index is being released along with Biocon Biologics Limited's Integrated Annual Report FY25



Recognition of ESG Performance

Workplace OHS&E Excellence Award 2024

Biocon Biologics received from the World Safety Organization in recognition of its exemplary commitment to fostering a safe and healthy work environment, and for implementing robust environmental management practices that led to significant improvements in Occupational Health, Safety, and Environmental (OHS&E) performance during FY24.

Best Organizations for Women

Honored for the second year in succession as one of the 'Best Organizations for Women' by ET NOW, reflecting the Company's sustained commitment to creating a supportive and inclusive workplace that promotes gender equity, nurtures women's career advancement, and ensures equal opportunities at all levels.

Debut on S&P Global Sustainability Yearbook 2025

Biocon Biologics debuted as an independent Member in the S&P Global Sustainability Yearbook 2025, following the submission of its first standalone report to the Dow Jones Sustainability Index (DJSI). With an S&P Global ESG Score of 53, Biocon Biologics is recognized by S&P Global among the Top 15% of companies in its industry globally based on its Corporate Sustainability Assessment (CSA) score.

9th Sustainability & CSR Malaysia Awards 2024

Biocon Biologics, Malaysia was honored with the prestigious 'Company of the Year' Award in the Biotechnology Manufacturing category at the 9th edition of the Sustainability & CSR Malaysia Awards 2024, in recognition of its exemplary contributions to sustainable manufacturing practices, responsible corporate citizenship, and its impactful CSR initiatives that advance both community welfare and environmental sustainability.

Reporting Alignment

International Integrated Reporting
Council (IIRC) Framework –
“in accordance”

Global Reporting Initiative (GRI) –
“with reference”

Aligned To

United Nations Global Compact
(UNGC) Principles

United Nations Sustainable
Development Goals (SDGs)

SEBI's Business Responsibility and
Sustainability Reporting (BRSR)
framework

Financial and Statutory Compliance

Companies Act, 2013

Indian Accounting Standards

SEBI (Listing Obligations and
Disclosure Requirements) Regulations,
2015 (SEBI Listing Regulations)



Business Responsibility and Sustainability Report FY25

Business Responsibility and 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
1.	Corporate address	Biocon House, Ground Floor, Tower-3, Semicon Park Electronic City, Phase - II, Hosur Road Bengaluru Karnataka 560100 India
2.	E-mail	Co.Secretarybiologics@biocon.com
7.	Telephone	T: +91 080-6775 6775 F: +91 080 6775 1030
1.	Website	https://www.bioconbiologics.com/
2.	Financial year for which reporting is being done	FY25
3.	Name of the Stock Exchange(s) where shares are listed	NA
4.	Paid-up Capital	₹ 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: Akhilesh Nand Designation: Global Head – GRC & Company Secretary Email: Akhilesh.Nand@biocon.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The reporting boundary for this BRSR Report includes Biocon Biologics Limited India & Biocon Biologics Healthcare Malaysia SDN 2017 BHD, Malaysia. For the period from April 1, 2024 to March 31, 2025 (hereinafter referred to as the 'Company' for the length of this report, unless specified otherwise).
1.	Name of assurance provider:	Deutsch Quality Systems (India) Pvt. Ltd.
2.	Type of assurance obtained:	Reasonable Assurance – ISAE3000 Standard

II. Product/Services

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

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

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

S r . 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.

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

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

19. Markets served by the entity

a. Number of locations

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

*Partnership with Eris Lifesciences for Commercialization of Products in India

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

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

- c. A brief on types of customers

At Biocon Biologics, our diverse customer portfolio includes, but is not limited to, business and institutional partners, consumers, patients, healthcare providers, hospitals, government institutions, and pharmaceutical companies. We are committed to building relationships rooted in trust, quality, and shared value. By maintaining a strong focus on excellence and customer satisfaction, we strive to foster long-term partnerships that drive advancements in healthcare delivery and contribute to the overall well-being of communities.

IV. Employees

20. Details as at the end of financial year:

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

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

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

- b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

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

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

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY25			FY24			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	22%	23%	28%	22%	26 %	27%	23%	26%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

V. Holding, Subsidiary and Associate companies (including joint ventures)**23. a. Names of holding/ subsidiary/ associate companies/ joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Biocon Biologics UK Limited, UK	Subsidiary	100%	Yes, all the entities, wherever applicable, participate in the relevant Business Responsibility initiatives of the Company, except the associate companies and joint venture companies.
2	Biocon SDN BHD Malaysia	Subsidiary	100%	
3	Biocon Biologics Healthcare Malaysia SDN BHD, Malaysia	Subsidiary	100%	
4	Biocon Biologics Inc., USA	Subsidiary	100%	
5	Biocon Biologics Do Brasil Ltda, Brazil	Subsidiary	100%	
6	Biocon Biologics FZ LLC, UAE	Subsidiary	100%	
7	Biosimilar Collaborations Ireland Limited, Ireland	Subsidiary	100%	
8	Biosimilars Newco Limited, UK*	Subsidiary	100%	
9	Biocon Biologics Germany GmbH, Germany	Subsidiary	100%	
10	Biocon Biologics Canada Inc, Canada	Subsidiary	100%	
11	Biocon Biologics France S.A.S, France	Subsidiary	100%	
12	Biocon Biologics Spain S.L.U, Spain	Subsidiary	100%	
13	Biocon Biologics Switzerland AG, Switzerland	Subsidiary	100%	
14	Biocon Biologics Belgium BV, Belgium	Subsidiary	100%	
15	Biocon Biologics Finland OY, Finland	Subsidiary	100%	
16	Biocon Biologics Morocco S.A.R.L.A.U	Subsidiary	100%	
17	Biocon Biologics Greece SINGLE MEMBER P.C.	Subsidiary	100%	
18	Biocon Biologics South Africa (Pty) Ltd.	Subsidiary	100%	
19	Biocon Biologics (Thailand) Co., Ltd.	Subsidiary	100%	
20	Biocon Biologics Philippines Inc.	Subsidiary	100%	
21	Biocon Biologics Italy S.R.L.	Subsidiary	100%	
22	Biocon Biologics Croatia LLC	Subsidiary	100%	
23	Biocon Biologics Global Plc, UK	Subsidiary	100%	

*Biocon Biologics Limited and Biocon Biologics UK Limited holds 68% and 32% of equity stake in Biosimilars Newco Limited, respectively.

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)**

Yes*

(ii) Turnover (in ₹) 29,543 million**(iii) Net worth (in ₹)** 184,906 million

*As per Ind AS Standalone Financial Statements

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY25			FY24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	—	0	0	—
Investors (other than shareholders)	Yes	0	0	—	0	0	—
Shareholders	Yes	0	0	—	0	0	—
Employees and workers	Yes	13	5	—	0	0	—
Customers	Yes	3,093	186	—	2,182	365	—
Value Chain Partners	Yes	0	0	—	0	0	—
Other (Anonymous/ Non-Employees)	—	6	1	—	—	—	—

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

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

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Research & 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 that potentially result in a negative environmental impact.	Positive: Cutting edge technological innovations can place the Company at the forefront of industry-leading discoveries and open new avenues for business growth. Negative: 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.	

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 empowerment, 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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Supply Chain Sustainability	Risk	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 Biologics 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 behavioural and ethical standards have 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.
8.	Community Engagement	Opportunity	It is crucial that Biocon Biologics 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: -Primary Healthcare -Environmental Sustainability -Rural Development -Educational certifications.	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.
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, part-time 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.

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

P1: Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable

P2: Businesses should provide goods and services in a manner that is sustainable and safe

P3: Businesses should respect and promote the well-being of all employees, including those in their value chains

P4: Businesses should respect the interests of and be responsive towards all its stakeholders

P5: Businesses should respect and promote human rights

P6: Businesses should respect, protect, and make efforts to restore the environment

P7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8: Businesses should promote inclusive growth and equitable development

P9: Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No*	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No*	Yes	Yes
c. Web Link of the Policies, if available.	P1: https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf P2: https://www.bioconbiologics.com/docs/BBL-Business-Partner-Code-of-Conduct.pdf P3: https://www.bioconbiologics.com/docs/Code-of-Conduct.pdf P4: https://www.bioconbiologics.com/docs/Policy-on-Related-Party-Transactions.pdf P5: https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf P6: https://www.biocon.com/docs/EHSS-Policy.pdf P8: https://www.bioconbiologics.com/docs/CSR-ESG-Charter-and-Policy.pdf P9: https://www.bioconbiologics.com/privacy-policy-bbl/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No*	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	▪ United Nations Global Compact (UNGC) Signatory ▪ Environmental Management Systems (ISO 14001) ▪ Occupational Health & Safety Management Systems (ISO 45001) ▪ ISO 50001 ▪ Information Security Management Systems ISO 27001:2013 ▪ Good Manufacturing Practice (GMP) compliance certification for the Company's facilities across Bengaluru in India, and ▪ Malaysia - GxP Standards ▪ Global Reporting Initiative standards ▪ EcoVadis framework								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	■ To plant 40,000 trees by 2030. ■ Environment: Carbon footprint - increase in green power ■ Environment: Natural resource consumption - reduction in freshwater consumption ■ We have a commitment to make insulin treatment accessible and affordable for one in every five individuals worldwide who are insulin-dependent due to diabetes								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	■ 43% of the total power consumed in FY25 was sourced from renewable sources ■ 52,783 metric tons of CO₂ emissions avoided ■ 74% of the wastewater generated is treated and recycled ■ Biocon Biologics have planted 6,000 trees till FY25								

Governance, leadership and oversight

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

In FY25, Biocon Biologics solidified its position as a leading global biosimilars company, completing its first year as a fully integrated, multinational biopharmaceutical enterprise. With a presence in over 120 countries, the Company advanced its strategic focus on innovation, operational excellence, and financial discipline. It secured over 50 product approvals across 34 markets, expanded manufacturing capacity, and achieved strong commercial growth, particularly in the U.S., Europe, and emerging markets.

The year also reflected meaningful progress on sustainability and ESG priorities. Biocon Biologics reduced carbon emissions, freshwater usage, and waste generation, while aligning its climate targets with SBTi guidelines. It enhanced employee engagement, achieved over 95% global pay parity, and strengthened diversity and inclusion efforts. Regulatory and governance milestones included FDA's VAI classification for its sites and improved financial flexibility through successful refinancing and bond listing. The Company submitted its first independent report to the DJSI and was recognized in the S&P Global Sustainability Yearbook. These achievements demonstrate Biocon Biologics' commitment to making high-quality, affordable biopharmaceuticals accessible globally, while building a responsible and resilient organization. As it moves into the Accelerate phase in FY26, it is poised to deliver greater impact across patients, partners, and stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At Biocon Biologics, Business Responsibility policies are governed and periodically reviewed by the CSR & ESG Committee, which is chaired by the CEO and includes key department heads and members of the executive leadership team. Oversight of this committee is provided by the CSR and ESG Committee of the Board, ensuring that our ESG initiatives remain aligned with the Company's overarching governance framework and long-term sustainability goals.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes; The Board of Directors has entrusted the CSR and ESG Committee with oversight of sustainability-related matters. At Biocon Biologics Limited, this committee plays a key role in decision-making on sustainability initiatives, ensuring alignment with our corporate responsibility and ESG commitments.

*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 review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other-please specify							
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8
Performance against above policies and follow up action	At Biocon Biologics, the CSR and ESG Committee reviews the Company's Business Responsibility (BR) performance every quarter and shares its insights with the Board. The Board, in turn, evaluates the overall BR performance annually.																
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Business Responsibility Report is published annually as part of Biocon Biologics' Integrated Annual Report, in line with SEBI Listing Regulations. The website can be assessed at: www.bioconbiologics.com .																

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)
If yes, provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company does not currently conduct independent assessment through external agencies; however, all policies are regularly reviewed and monitored internally by the respective policy owners and board members to ensure effectiveness and compliance.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	No	No	No	No	No	No	NA	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	No	No	No	No	No		No	No
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	No	No	No	No	No	No		No	No
It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No		No	No
Any other reason (please specify)	NA	NA	NA	NA	NA	NA		No	No

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

SECTION C PRINCIPAL WISE PERFORMANCE DISCLOSURE

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

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

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.

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

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

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

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

	FY25	FY24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY25		FY24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Nil

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

	FY25	FY24
Number of days of accounts payables	130*	116*

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

9. Open-ness of business

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

Parameter	Metrics	FY25	FY24
Concentration of Purchases*	Purchases from trading houses as % of total purchases	11% (India)	13 % (India)*
	Number of trading houses where purchases are made from	269 (India)*	204 (India)*
	Purchases from top 10 trading houses as % of total purchases from trading houses	37% (India)*	55% (India)*
Concentration of Sales*	Sales to dealers/ distributors as % of total sales	Not Applicable	Not Applicable*
	Number of dealers distributors to whom sales are made		
	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	0.54%	0.37%
	Sales (Sales to related parties/ Total Sales)	0.80%	0.19%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	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

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	1) ESG -The Journey together 2) Round table panel discussion – Circular Economy and Biotech SCM 3) Digitization and importance in SCM operations 4) Success stories from suppliers on Quality, Renewable energy, Business support, and Innovations	75%

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

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

PRINCIPLE 2

Business should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY25	FY24	Details of improvements in environmental and 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 FY25 Pg - 86, 80, 98.
Capex	100%	100%	

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

Yes

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

80%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

- (a) Plastics (including packaging)
- (b) E-waste
- (c) Hazardous waste and
- (d) other waste.

(a) Plastics (Including Packaging)

- **Extended Producer Responsibility (EPR):** Biocon Biologics is registered as a brand owner under the Plastic Waste Management Rules with the Central Pollution Control Board (CPCB). The Company collaborates with authorized Waste Management Agencies (WMAs) to ensure the collection and recycling of plastic waste. Recycling certificates and EPR credits are obtained and submitted through the centralized EPR portal developed by CPCB.

(b) E-Waste

- **Safe Disposal:** E-waste generated at Biocon Biologics' facilities is disposed through authorized E-waste management agencies. The disposal process ensures that e-waste is recycled in an environmentally friendly and sustainable manner, in compliance with the E-Waste Management Rules, 2022. Recycling certificates and manifest forms are submitted to the State Pollution Control Boards (SPCBs) and CPCB as applicable.

(c) Hazardous Waste

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

(d) **Other Waste**

- **Recycling and Reuse:** Other non-hazardous waste, such as paper and food waste, sent for recycling.

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

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

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

Leadership Indicators

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

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

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY25	FY24
Acetonitrile	62% (Reused)	NA

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

	FY25			FY24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	100% as per EPR	Nil	Nil	100% as per EPR	Nil
E-waste	Nil	100%	Nil	Nil	100%	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	NA

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees*											
Male	3,345	3,328	99%	3,286	98%	NA	NA	3,345	100%	3,345	100%
Female	1,592	1,583	99%	1,570	99%	1,592	100%	NA	NA	1,592	100%
Total	4,937	4,911	99%	4,856	98%	1,592	32%	3,345	67%	4,937	100%
Other than Permanent employees**											
Male	130	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	83	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	213	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*The data includes India and Malaysia sites.

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

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	682	682	100%	682	100%	NA	NA	682	100%	682	100%
Female	205	205	100%	205	100%	205	100%	NA	NA	205	100%
Total	887	887	100%	887	100%	205	23%	682	77%	887	100%
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	FY25	FY24
Cost incurred on well-being measures as a % of total revenue of the Company	16%	14%

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

Benefits	FY25			FY24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0%	Yes	100%	0%	N.A.
Gratuity	100%	0%	Yes	100%	0%	N.A.
ESI (India)	100%	0%	N.A.	100% for applicable employees (Whose monthly gross salary is less than 21,000 per month)	0%	N.A.
EPF	97%	15%	Yes	94%	0%	N.A.
SOCISO	100%	100%	Yes	93%	0%	N.A.
EIS	96.96%	15%	Yes	93.26%	0%	N.A.
HRDF	96.96%	15%	Yes	93.34%	0%	N.A.

3. Accessibility of workplaces

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

Biocon Biologics is in line with the provisions of the Rights of Persons with Disabilities Act, 2016, we ensure that the corporate offices and facilities are equipped with accessible infrastructure including ramps, elevators, and other necessary amenities.

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

Biocon Biologics is committed to promoting equity, inclusion, and culture of belongingness within the organization. The Company has implemented a Human Rights policy that emphasizes providing equal opportunities for all individuals, regardless of race, colour, religion, age, gender, sexual orientation, nationality, disability, political opinion, or other characteristics covered under labour laws. The policy can be accessed here: <https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf>

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

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

*Data includes India and Malaysia figures

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/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, contract workers, and interns.
Permanent Employees	Biocon Biologics ensures workplace integrity through a robust grievance redressal system. The Integrity Committee (IC) and Audit Committee (AC) oversee concerns, with quarterly reports to the AC. Employees can anonymously report issues under the Whistleblower Policy, which ensures protection from retaliation. The POSH Committee addresses harassment cases, while HRBPs manage operational complaints via an online system. The IC investigates Whistleblower cases and enforces corrective actions, reinforcing Biocon Biologics's commitment to accountability, employee rights, and ethical business practices.
Other than Permanent Employees	Yes, the Whistleblower Policy covers employees, contract workers, and interns.

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

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:

Category	FY25			FY24		
	Total employees/workers in respective category (A)	No. of employees/workers who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	The Company is not associated with any associations or Unions.			The Company is not associated with any associations or Unions.		
Female						
Total Permanent Workers	-			-		
Male						
Female						

8. Details of training given to employees and workers:

Category	FY25					FY24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees*										
Male	3,345	3,345	100%	635	19%	3,899	3,004	77%	1,105	28%
Female	1,592	1,592	100%	299	19%	1,510	1,167	77%	282	19%
Total	4,937	4,937	100%	934	19%	5,409	4,171	77%	1,387	26%
Workers										
Male	682	682	100%	0	0%	0	0	0%	0	0%
Female	205	205	100%	0	0%	0	0	0%	0	0%
Total	887	887	100%	0	0%	0	0	0%	0	0%

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

Note: From FY25, the Company has started considering mandatory training for reporting of this question and percentage has been taken on the basis of coverage.

9. Details of performance and career development reviews of employees and workers

Category	FY25			FY24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,345	2,978	89%	3,901	3,023	77%
Female	1,592	1,443	90%	1,566	944	60%
Total	4,937	4,421	90%	5,467	3,967	73%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

Note: Other than permanent employees are not covered under the performance and career development review

10. Health and safety management system:

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

Biocon Biologics' Occupational Health and Safety (OHS) system encompasses all employees, contract workers, and visitors, ensuring a safe and compliant work environment for everyone. The Company's Environment, Health, Safety, and Sustainability (EHSS) Policy is publicly accessible on the official website, reinforcing its commitment to transparency and employee well-being. <https://www.biocon.com/docs/EHSS-Policy.pdf>

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

Biocon Biologics identifies work-related hazards and assesses risks through regular safety inspections, job hazard analysis, and employee reporting systems for routine operations. For non-routine tasks, a Permit-to-Work system and Management of Change process are followed. Incident investigations and periodic EHS inspection further strengthen risk management and ensure continuous improvement in workplace safety.

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

Yes; Biocon Biologics has established systems to identify and manage work-related hazards, including a QR code-based reporting system at its Malaysia facility and modular safety training via the SAP-SF LMS platform. Regular IAQ testing and industrial hygiene assessments at Biocon Park support effective risk control. Employees are trained on EHS and sustainability, and collaboration with the British Safety Council reinforces adherence to global OHS standards.

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

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

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

Safety Incident/Number	Category	FY25	FY24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.52	0.50
	Workers	0	—
Total recordable work-related injuries	Employees	18	38
	Workers	3	—
No. of fatalities	Employees	0	0
	Workers	0	—
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	—

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

Biocon Biologics ensures a safe and responsible workplace through regular employee training, defined protocols for preventing and reporting misconduct, and periodic internal and external audits. The Company addresses any non-compliance promptly with corrective and preventive actions, while continuously enhancing safety practices through expert consultation. Process Hazard Analysis is conducted for new product introductions to eliminate risks at inception. Routine safety audits, inspections, and emergency mock drills covering scenarios like fire, chemical spills, and biological hazards strengthen operational readiness. Additionally, periodic Safety Committee meetings are held to raise and resolve occupational health and safety concerns of both employees and contract workmen.

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

	FY25			FY24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	NA	—	0	NA	—
Health & Safety	0	NA	—	0	NA	—

14. Assessment for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

During the reporting year, no adverse findings were identified from the assessments conducted, and hence no corrective actions were required.

Leadership Indicators

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

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

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

The Company takes measures to ensure that all relevant statutory payments concerning its value chain partners are properly deducted and deposited in line with applicable laws regulations. These processes are thoroughly reviewed through both internal checks and statutory audits to maintain full compliance.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY25	FY24	FY25	FY24
Employees	0	0	NA	NA
Workers	0	0	NA	NA

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

Biocon Biologics provides regular skill enhancement training to all employees, tailored to their roles and functional areas. These programs are designed to build domain-specific expertise and support continuous professional development, equipping employees with skills that remain valuable even beyond their active employment.

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

PRINCIPLE 4

Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

Biocon Biologics identifies its key stakeholder groups through a structured assessment of its business model, value chain, and industry dynamics. Stakeholders are prioritized based on their influence on the business and the impact of the Company's operations on them. This includes employees, patients, investors, regulators, healthcare professionals, suppliers, and communities. The process ensures stakeholder expectations are understood and integrated into decision-making, supporting meaningful engagement and responsible business conduct.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulators and government agencies	No	By Email, through phone, In person, through meetings (visual and/or face to face)	Event driven and on need basis	- Regulatory Submissions and Approvals - Compliance with Regulatory Requirements, - Adverse Event Reporting and Safety Monitoring, - Product Information Updates, - Pharmacovigilance and Risk Management, - Public Health Initiatives, Pricing, - Collaboration and Policy Advocacy
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

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
Health Care Professionals / KOLs	No	Meetings, thought leadership events, campus events	Event driven and on need basis	- Clinical Data and Research - Product Education and Training - Educational resources and materials - Clinical Guidelines and Best Practices - Adverse Event Reporting and Pharmacovigilance Thought Leadership - Continuing Medical Education (CME) and Training
Media	No	By Email, through phone, In person, through meetings (visual and/or face to face)	—	- Product Launches and Updates - Clinical Trials and Research Findings - Regulatory Updates and Approvals, - Corporate News and Events -Public Health Initiatives -Patient Stories and Testimonials - Expert Interviews and Opinion Pieces - Corporate Social Responsibility (CSR) Initiatives - Industry Trends and Insights
Employees	No	Town Halls, emails, employee engagement surveys, grievance mechanisms, training activities, and appraisals	Regular and on a 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 a continuous basis	- Product Information -Regulatory Updates - Research and Development - Supply Chain Management - Sales and Marketing -Training and Education - Adverse Event Reporting - Support Services - Compliance and Legal Matters
Suppliers	No	Supplier/Vendor Portals, Email and Direct Messaging, Vendor Meetings, Supplier Newsletters, Supplier Surveys and Feedback	Regular and on continuous basis	- Order Placement and Fulfilment - Product Specifications and Quality Standards - Supplier Qualification and Audits - Contract Negotiations and Terms -Supply Chain Collaboration - Continuous Improvement Initiatives - Regulatory Compliance - Risk Management and Contingency Planning - Sustainability and Corporate Social Responsibility (CSR)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	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
Industry associations and trade groups	No	Email, Newsletter and Publications, Website, Social Media, Webinars and Online Events, In-person Meetings	–	Policy and Advocacy Industry Trends and Market Insights Networking
Competitors	No	Website, Social Media	–	Industry Standards and Best Practices, Regulatory and Compliance Issues, Ethical Business Conduct, Industry Events and Conferences

Leadership Indicators

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

Biocon Biologics engages in structured stakeholder consultations on ESG topics through regular interactions, surveys, and forums involving employees, investors, patients, customers, suppliers, regulators, and community representatives.

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

Yes, Biocon Biologics actively engages in stakeholder consultations to identify and manage key environmental and social topics. Inputs are gathered through diverse channels including community outreach programs, employee feedback mechanisms, collaborations with NGOs, and interactions with regulatory bodies.

Insights gained from these engagements are systematically integrated into the Company's sustainability policies and operational strategies, ensuring alignment with stakeholder expectations and local community needs.

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

Biocon Biologics, through its CSR arm Biocon Foundation, is committed to driving inclusive development by improving the quality of life for marginalized communities. The Foundation provides access to affordable healthcare, quality education, and essential civic infrastructure. Key initiatives such as rural health clinics, preventive health screenings, and educational support programs are structured to address community needs, reflecting Biocon Biologics' long-term commitment to social responsibility and equitable growth.

PRINCIPLE 5**Business should respect the interests of and be responsive to all its stakeholders****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	FY25			FY24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4,937	4,937	100%	5,467	5,467	100%
Other than permanent	213	213	100%	951	951	100%
Total Employees	5,150	5,150	100%	6,418	6,418	100%
Workers						
Permanent	887	887	100%	908	908	100%
Other than permanent	0	0	0%	0	0	0%
Total Workers	887	887	100%	908	908	100%

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

Category	FY25					FY24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent*	3,558	695	20%	2,863	80%	4,199	1,412	34%	2,787	66%
Male	2,576	434	17%	2,142	83%	3,156	890	28%	2,266	72%
Female	982	261	27%	721	73%	1,043	522	50%	521	50%
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent	887	880	99%	8	0.90%	908	111	12%	797	88%
Male	682	675	99%	7	1.02%	700	99	14%	601	86%
Female	205	205	100%	1	0.48%	208	12	6%	196	94%
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*Data applicable for India location only, excludes Biocon Biologics Malaysia.

3. Details of remuneration/ salary/ wages, in the following format:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category in (₹million)	Number	Median remuneration/ salary/ wages of respective category in (₹ million)
Board of Directors (BoD)*	7	7.4	2	27.25
Key Managerial Personnel	2	24.87	0	0
Employees other than BoD and KMP	3,252	1.14	1,521	0.96
Workers	682	0.019	205	0.020

*Kiran Mazumdar-Shaw and Shreehas Pradeep Tambe being Executive Chairperson and CEO & Managing Director respectively, are also Key Managerial Personnel of the Company. Hence, their median remuneration is covered under the category of "Board of Directors".

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

	FY25	FY24
Gross wages paid to females as % of total wages	19.72%	19.04%

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

At Biocon Biologics, oversight of human rights impacts and related issues is managed through established governance structures. The Integrity Committee (IC) plays a key role in addressing concerns related to ethical conduct, including potential human rights violations. Additionally, the Audit Committee provides oversight to ensure that any instances of unethical behaviour or rights-related concerns are thoroughly reviewed and appropriately addressed. The Audit Committee receives quarterly updated investigation progress, while concerns can be reported directly to integritybiologics@biocon.com.

Biocon Biologics underscores the critical importance of human rights through its Human Rights Policy, which guides ethical conduct and compliance across all operations. The policy is accessible at: <https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf>.

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

Biocon Biologics has established robust internal mechanisms to address grievances related to human rights, in line with its Human Rights Policy. Employees and stakeholders can report concerns through confidential channels, including the Integrity Committee, with assurance of fair investigation and prompt resolution. The Human Rights Policy is accessible at <https://www.bioconbiologics.com/docs/BBL-Human-Rights-Policy.pdf>.

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

	FY25			FY24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	4	0	—	4	0	—
Discrimination at workplace	1	0	—	0	0	—
Child Labour	0	0	—	0	0	—
Forced Labour/Involuntary Labour	0	0	—	0	0	—
Wages	0	0	—	0	0	—
Other human rights related issues	0	0	—	0	0	—

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

	FY25	FY24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	4
Complaints on POSH as a % of female employees / workers	0.25%	0.25%
Complaints on POSH upheld	0	0

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

At Biocon Biologics, we are committed to providing a safe, respectful, and inclusive work environment. In cases of discrimination or harassment, we have robust mechanisms in place to ensure that whistle blowers are protected from any form of retaliation or adverse consequences. All complaints are handled with strict confidentiality, and dedicated grievance redressal committees, including the Internal Committee under the POSH Act, ensure fair investigation and resolution while safeguarding the interests and dignity of the complainant.

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

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

10. Assessment for the year:

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

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

Not Applicable

Leadership Indicators

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

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

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

For our suppliers, Biocon Biologics monitors their policies, mechanism of management of aspects such as human rights, child labour, labour, sexual harassment, minimum wages, and free and fair workspace.

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

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

4. Details on assessment of value chain partners:

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

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

In FY25, no significant risks or concerns were identified. However, in cases where deviations are observed among value chain partners, we engage with the concerned suppliers through one-on-one sensitization and provide advisory support to encourage alignment with responsible business practices. In instances of serious non-compliance, such as the use of child labour or forced labour, we take strict action by terminating all business transactions with the supplier.

PRINCIPLE 6

Business should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	Unit	FY25	FY24
From renewable sources			
Total electricity consumption (A)	GJ	260,678	274,889
Total fuel consumption (B)	GJ	130,189	226,271
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	390,867	501,160
From non-renewable sources			
Total electricity consumption (D)	GJ	341,168	323,676
Total fuel consumption (E)	GJ	324,431	189,497
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	665,599	513,173
Total energy consumed (A+B+C+D+E+F)	GJ	1,056,466	1,014,332
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/	23.42*	32.79
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/	738.81	734.52
Energy intensity in terms of physical output		—	—
Energy intensity (optional) - the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

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

Biocon Biologics Limited has no sites or facilities classified as designated consumer under the Performance, Achieve and Trade (PAT) scheme.

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

Parameter	FY25	FY24
Water withdrawal by source (kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	0	0
(iii) Third Party Water	1,077,765	1,035,243
(iv) Seawater / desalinated water	0	0
(v) Others - Tanker	55,569	55,320
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,133,334	1,090,563
Total volume of water consumption (in kilolitres)	1,191,148	1,151,273
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	26.41*	37.22
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	545.58	833.69
Water intensity in terms of physical output	—	—
Water intensity (optional) – the relevant metric may be selected by the entity	—	—

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

4. Provide the following details related to water discharged:

Parameter	FY25	FY24
Water discharge by destination and level of treatment (in Kilolitres)		
i) To surface water	0	0
- No treatment	—	—
- With treatment-please specify level of treatment	—	—
ii) To Groundwater	0	0
- No treatment	—	—
- With treatment-please specify level of treatment	—	—
iii) To Seawater	0	0
- No treatment	—	—
- With treatment-please specify level of treatment	—	—
iv) Sent to third parties	0	0
- No treatment	—	—
- With treatment-please specify level of treatment	—	—
v) Others	134,637	111,685
- No treatment	—	—
- With treatment- Tertiary Treatment (Final Filtration Module)	134,637	111,685
Total water discharge (in Kilolitres)	134,637	111,685

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

All the manufacturing facilities in India are equipped with zero liquid discharge facilities and for Malaysia manufacturing facility, the discharge is as per the permissible limit.

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

Parameter	Please specify unit	FY25	FY24
NOx	Micro gram/Cubic meter	11.92	19.75
SOx	Micro gram/Cubic meter	4.81	10.40
Particulate matter (PM)	Micro gram/Cubic meter	33.27	41.50
Persistent organic compounds (POP)	Micro gram/Cubic meter	-	-
Volatile organic compounds (VOC)	Micro gram/Cubic meter	0.47	1.47
Hazardous air pollutants (HAP)	Micro gram/Cubic meter	-	-
Others-TPM	Micro gram/Cubic meter	18.10	20.73

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited

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

Parameter	Unit	FY25	FY24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	4,053	8,491
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	90,436	78,721
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e/Million ₹	2.09*	2.82
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO ₂ e/Million ₹ adjusted to PPP	43.28	63.15
Total Scope 1 and Scope 2 emission intensity in terms of physical output		—	—
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		—	—

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

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

Biocon Biologics has implemented several initiatives aimed at reducing greenhouse gas emissions and enhancing environmental sustainability across its operations. A centralized chilled water system has been adopted to optimize energy use, leading to increased utilization of the chiller. This has contributed significantly to power reduction and improved overall energy efficiency, resulting in the avoidance of approximately 624.52 tCO₂e emissions. Additionally, this transition has helped in reducing the load on buildings, further supporting sustainable infrastructure management.

In another energy efficiency initiative, the Company has optimized its compressed air distribution system by installing a new compressed air line from Building B3 to W20. This enhancement has streamlined the system and improved energy utilization, avoiding an estimated 290 tCO₂e emissions.

Furthermore, Biocon Biologics has taken steps to reduce solid waste and associated emissions by eliminating the use of single-use paper cups at the Biocon Park site. This initiative has led to the elimination of approximately 14 lakhs disposable paper cups, significantly reducing incineration waste and avoiding around 158 tCO₂e emissions, which requires more than 10,000 trees to sequester the carbon every year.

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

Parameter	FY25	FY24
Total Waste generated (in metric tons)		
Plastic waste (A)	62	31
E-waste (B)	9	2
Bio Medical Waste (C)	98	78
Construction and demolition waste (D)	0	0
Battery waste (E)	0.74	0.09
Radioactive waste (F)	0	0
Other Hazardous Waste - (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	14,348	10,268
Other Non-hazardous waste generated (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.) (H)	1,301	1,054
Total (A+B + C + D + E + F + G + H)	15,820	11,433
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.35*	0.37
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	7.25	8.28
Waste intensity in terms of physical output	—	—
Waste intensity (optional) – the relevant metric may be selected by the entity	—	—
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
i) Recycled	3,306	1,138
ii) Re-used	0	0
iii) Other recovery operations (Co Processing)	11,658	0
Total	14,964	1,138
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
i) Incineration	849	711
ii) Landfilling	0	0
iii) Other disposal operations	0	9,584
Total	849	10,295

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

At Biocon Biologics, robust waste management systems are implemented across all facilities, with a strong focus on regulatory compliance and sustainability. Waste disposal practices are designed to minimize landfill use and promote responsible, environmentally sound handling.

At our manufacturing facilities in Bengaluru, Karnataka, we maintain full compliance with applicable environmental regulations. We hold valid hazardous waste authorizations and ensure disposal strictly within permitted limits through Karnataka State Pollution Control Board (KSPCB)-authorized vendors. These engagements are formalized through agreements, with detailed records maintained and monthly waste data submitted to KSPCB. In FY25, we advanced our circular economy agenda significantly, achieving a 95% waste circularity rate. This underscores our commitment to reducing environmental impact and fostering sustainable resource utilization.

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

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable as none of the operations/sites are located 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:

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
--------	---	--	---	---------------------------------

Biocon Biologics is in full compliance with the Water (Prevention and Control of Pollution) Act and the Air (Prevention and Control of Pollution) Act. There have been no instances of non-compliance during the reporting period.

Leadership Indicators

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY25	FY24
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	FY25	FY24
i) Into Surface water	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
ii) Into Groundwater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iii) Into Seawater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
iv) Sent to third parties	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
v) Others	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

Parameter	Unit	FY25	FY24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	209,805	171,390
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e/Million ₹	4.65*	5.54*
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Independent assurance was carried out by Deutsch Quality Systems (India) Private Limited.

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

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

Not Applicable as the entity is not operating in ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Centralized chilled water system	Power reduction is achieved due to increased utilization of the chiller, which helped in energy optimization.	- Avoided emissions around 624.52 tCO₂e - The load on the building has reduced
2	Optimized Compressed air distribution system	Installation of New Compressed air line from B3 to W20.	Avoided emissions around 290 tCO ₂ e
3	Elimination of single use paper cups for Biocon Park site	Eliminating disposable paper coffee cups, resulting in a measurable and substantial decrease in overall incineration waste generation. Eliminated around 14 lakhs paper cups.	Avoided emission around 158 tCO ₂ e

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

Biocon Biologics has implemented a robust Business Continuity and Disaster Management Plan to ensure manufacturing of essential pharmaceuticals and biopharmaceuticals across its Indian operations. The plan includes continuous risk assessments, adherence to safety protocols, and comprehensive preparedness for both natural and man-made disasters such as floods, earthquakes, and bomb threats. Designated personnel, including the Site Controller, Incident Controller, and Shift Engineer, are responsible for executing mitigation measures as per the On-Site Emergency Plan. Additionally, a disaster recovery system established by the IT team ensures swift restoration of critical infrastructure and business operations during emergencies.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

At Biocon Biologics, no significant adverse environmental impacts were reported across our value chain for the reporting period. We have established a vendor evaluation portal to track key sustainability metrics, enabling risk assessment and informed decision-making. Additionally, we proactively monitor evolving environmental regulations such as emission trading, energy standards, and climate-related disclosures to ensure compliance readiness.

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

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

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

a. By the listed entity

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

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

PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.

46

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Association of Biotechnology Led Enterprises (ABLE)	National
4	Services Export Promotion Council (SEPC)	National
5	Export Promotion Council EOU'S and SEZ's (EPCES)	National
6	Bulk Drug Manufacturers Association (BDMA)	National
7	Federation of Indian Export Organization (FIEO)	National
8	Karnataka Drugs & Pharmaceuticals Manufacturer's Association	National
9	Malaysian Organization of Pharmaceutical Industries	International
10	United Nations Global Compact (Malaysia and Brunei)	International

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

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Policy and regulatory harmonization with Central Drugs Standard Control Organization (CDSCO), Ministry of Health & Family Welfare (MOHFW), Department of Pharmaceuticals (DoP), Ministry of Commerce etc to support ease of doing business and patient access.	Representation made directly or through industry chambers/ associations (as listed above)	Yes (WITH ASSOCIATIONS)	Quarterly	https://www.ficci.in https://www.cii.in https://www.ableindia.in/ https://www.uschamber.com/ https://pharmexcil.com/ https://accessiblemeds.org/ https://biosimilarsforum.org/ https://www.medicinesforeurope.com/ https://biosimilarscanada.ca/ https://bdmai.org/ https://mopi.org.my/
2.	Advocacy and support for policies and regulatory framework that support R&D, biomanufacturing.	Representation made directly or through industry associations	Yes (WITH ASSOCIATIONS)	On need basis	
3.	Policy advocacy for equitable access to biopharmaceutical innovations supporting SDG 3 (Good Health and Well-being).	Representation made through associations, e.g., -Association for Accessible Medicines -Biosimilars Forum -Biosimilars Canada -Medicine for Europe Contributions to multilateral dialogues and forums such as the WHO, SAARC, and G20 Health Tracks.	Yes (WITH ASSOCIATIONS)	On need basis	No
4.	Contributions to health data governance frameworks and digital health policies.	Representation via policy working groups, technical committees of industry chambers	No	On need basis	No

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
5.	Exports, trade and intellectual property matters during India's FTA negotiations.	Represented through trade and industry associations and interfaces with PHARMEXCIL (associations listed above)	Yes (WITH ASSOCIATIONS)	On need basis	No
6.	State-level collaboration to develop biotech manufacturing hubs in Karnataka, Telangana, and Andhra Pradesh.	Representation made through associations, e.g., Bangalore Chamber of Industry and Commerce (BCIC)	Yes (WITH ASSOCIATIONS)	On need basis	No
7.	Adoption of green biomanufacturing standards under India's National Biomanufacturing Policy.	Engagement through industry submissions to policy consultations and expert forums.	Yes (WITH ASSOCIATIONS)	On need basis	No
8.	Integration of biotechnology in climate mitigation strategies, including carbon capture and renewable bio-based materials.	Engagement through multi-stakeholder forums.	Yes (WITH ASSOCIATIONS)	On need basis	No

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

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

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

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

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

Biocon Biologics has grievance redressal mechanisms to enable effective community engagement and uphold stakeholder trust. In line with responsible business practices, the company offers multiple accessible channels such as online forms, email, and postal communication for registering concerns/complaints, including those related to product safety or ethical conduct.

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

	FY25	FY24
Directly sourced from MSMEs/ small producers	26%	27%
Directly from within India	62%	52%

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

Location	FY25	FY24
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100%	100%

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

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
Nil, as none of the CSR projects were undertaken in aspirational districts			

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

No; Biocon Biologics follows a merit-based procurement approach, where suppliers are evaluated and selected solely based on their capabilities, quality, and competitiveness. No specific preference is extended to suppliers from marginalized or vulnerable groups.

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

Not Applicable

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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

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

6. Details of beneficiaries of CSR Projects:

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

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

At Biocon Biologics, we have implemented a structured and systematic process to manage consumer complaints effectively. Product safety-related concerns are addressed by our dedicated Pharmacovigilance Team, which ensures prompt and timely resolution. Complaints pertaining to adverse effects or related issues are directed to the respective specialized teams, who address them promptly using their domain expertise. This coordinated approach reinforces our commitment to customer satisfaction and upholding the highest operational standards across all functions. Complaints can be submitted through our web portal at <https://pharmacovigilance.biocon.com/OnlineForm.aspx>, enabling streamlined intake and efficient follow-up.

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

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

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

	FY25			FY24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	—	0	0	—
Advertising	0	0	—	0	0	—
Cyber-security	0	0	—	0	0	—
Delivery of essential services	0	0	—	0	0	—
Restrictive Trade Practices	0	0	—	0	0	—
Unfair Trade Practices	0	0	—	0	0	—
Other	—	—	—	—	—	—

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Biocon Biologics has a comprehensive privacy policy that addresses data privacy and cybersecurity risks with clarity and accountability. The policy outlines the types of personal data collected, its sources, and the purposes for which it is used. It also details robust safeguards to protect this data, ensures strict confidentiality, and informs individuals of their rights regarding the sharing and protection of their personal information. The aforesaid policy is as follows: <https://www.bioconbiologics.com/privacy-policy-bbl/>

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

Biocon Biologics has established a robust internal communication mechanism to ensure timely and effective dissemination of information in the event of product recalls or service disruptions. These systems are designed to facilitate swift coordination and engagement with all relevant stakeholders. In line with the applicable laws of the country, such information is communicated to stakeholders through the established channels. There were zero instances of incidents were reported during the review period, we remain committed to continuously enhancing these protocols to uphold transparency and ensure prompt responsiveness in the future. <https://www.bioconbiologics.com/privacy-policy-bbl/>

7. Provide the following information relating to data breaches:

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

Leadership Indicators

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

Details about our products and services are available on our official website. <https://www.bioconbiologics.com/products/>

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

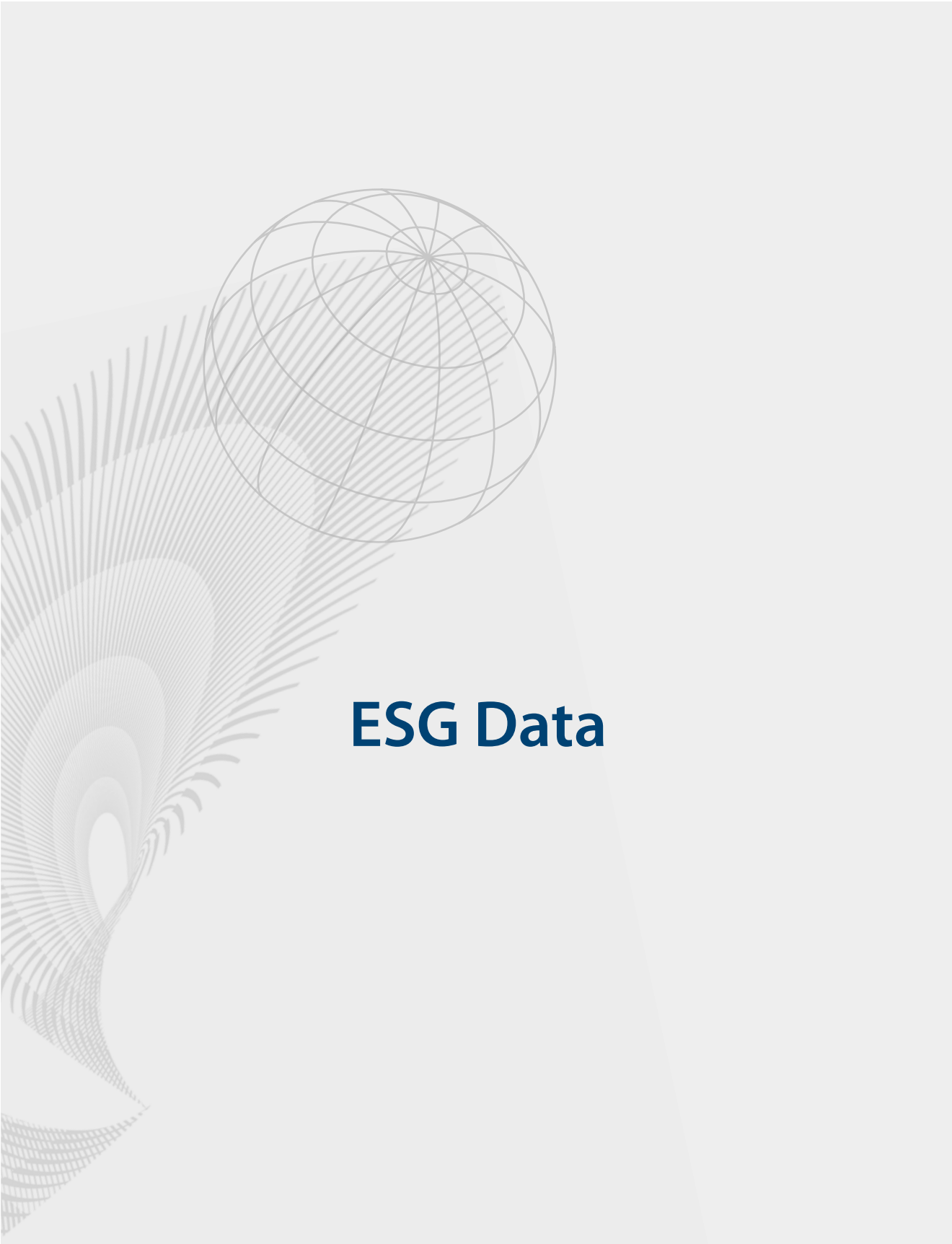
Biocon Biologics has mechanisms to promote the responsible usage of its products, in line with its commitment to patient well-being and ethical business conduct. Through patient support initiatives such as the "My Biocon Biologics" program, the Company provides assistance on treatment access, insurance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

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

Biocon Biologics has a Risk Management Committee that identifies and mitigates risks, including those that could impact the continuity of essential services. The Company is committed to maintaining transparent communication with stakeholders in the event of any potential disruptions or discontinuation.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes; Biocon Biologics aims to enhance communication with healthcare professionals and patients by strengthening its pharmacovigilance framework and customer service systems, ensuring timely support, safety monitoring, and effective engagement across all channels.



ESG Data

Environment, Social and Governance (ESG)

Economics

Economic Value Generated

	UoM	FY23	FY24	FY25
Total Income (Revenue)	₹ million	55,958	90,006	101,444

	UoM	FY24	FY25
Financial assistance received from government	₹ million	275	258

Economic Value Distributed and Retained

	UoM	FY23	FY24	FY25
Total operating cost	₹ million	36,889	55,242	54,744
Total employee-related expenses (salaries + benefits)	₹ million	8,488	12,702	15,619
Payments to providers of capital*	₹ million	228	0	0
Payment to government	₹ million	832	1,733	2,046
Community investments	₹ million	50^	120.30	137
Economic value distributed (EVD)	₹ million	46,487	69,797.30	72,547
Economic value retained (EVR)	₹ million	9,471	20,209	28,897

*Includes only equity capital,

^Cash Spend

Contributions & Other Spending (₹ in million)

	UoM	FY24	FY25
Contributions and other spending: contribution to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups	₹ million	51.30	82.90
Largest contribution and expenditures: contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation	₹ million	22.80	23.20

Spend on Associations/Memberships

Associations	FY25 Total (million ₹)
Confederation of Indian Industry	0.37
Association For Accessible Medicines	38.43
Bangalore Chamber of Industry and Commerce	0.03
The Associated Chambers	0.06
Biopolicy Innovations LLC	3.63
The Biosimilars Forum	23.25
Confederation Of Indian Industry	0.24

Associations	FY25 Total (million ₹)
Association of Biotechnology Led Enterprises	2.32
Canadian Generic Pharmaceutical Association	2.91
Canadian Association	1.74
Medicines For Europe Aisbl	8.51
Canadian Association for Pharmacy	1.21
Conseil National de l'Ordre	0.24
Total	82.95

R&D Investment

	UoM	FY23	FY24	FY25
R&D spending	₹ million	8,890	9,110	5,921
R&D spending as percentage of sales/revenue	%	16	10	7
No. of R&D positions	No.	543	451	380+

CEO to Employee Pay ratio

Employee Compensation	Median Employee Compensation	Mean Employee
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation:	184.46%	111.90%

Gender Pay indicator

	Average Women Salary	Average Men Salary
Executive level (base salary only)	37,227,461	25,043,803
Executive level (base salary + other cash incentives)	39,513,521	33,053,679
Management level (base salary only)	7,800,837	8,564,328
Management level (base salary + other cash incentives)	9,324,668	10,164,547
Non-management level (base salary only)	966,296	1,338,206
Non-Management level (base salary + other cash incentives)	1,040,401	1,452,351

Corporate Governance

Board Effectiveness

	UoM	FY23	FY24	FY25
Average board meeting attendance	%	96	93.18	93.06
No. of non-executive/ independent directors with 4 or less other mandates	No.	8	9	7
No. of other mandates for non-executive/ independent directors restricted to	No.	0	0	0
Number of independent or non-executive members with industry experience (e.g., excludes executives)	No.	8	9	5

Ethics: Incidents and Compliance Overview

	UoM	FY23	FY24	FY25
Fines or settlements related to anti-competitive practices	₹ million	0	0	0
Confirmed cases of corruption & bribery	No.	0	0	0
No. of incidents of discrimination and harassment	No.	1	4	1
No. of incidents of POSH	No.	1	4	4
No. of incidents of conflicts of interest	No.	2	0	0
No. of incidents of money laundering or insider trading	No.	0	0	2
No. of complaints related to child labor/forced labor/involuntary labor	No.	0	0	0
Incidents of non-compliance concerning product and service information and labelling	No	0	0	0
Upheld regulatory complaints concerning marketing and selling practices	No.	0	0	0
Upheld self-regulatory complaints concerning marketing and selling practices	No.	0	0	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0
Total no. of information security breaches	No.	0	0	0
Total no. of clients, customers and employees affected by the breaches	No.	0	0	0

Emerging Risks

Emerging Risks	Category	Business Impact	Mitigation Approach
Biodiversity	Sustainability	Reputational and Social Impacts	- Plantation drives, adoption of forest animals, lakes, ground water recharge, etc - Biodiversity assessment conducted for India and Malaysia. CSR and Biodiversity policies formulated for clear action
Climate Change	Sustainability	Social and Financial Impact	- Developed climate resilience strategy comprising targeted measures to address risks and build resilience and continuity - Through the IFRS S2 report, we aim to broaden understanding of climate-related risks and integrate these insights to make our business practices more sustainable, while enhancing our transparency

Environmental Performance

Fuel Energy Consumption

	UoM	FY23	FY24	FY25
Diesel	MWh	4	6.50	3.75
Coal	MWh	0	0	0
Natural gas	MWh	95,226	52,067	88,870
LPG	MWh	535	564	1,246
Biomass	MWh	35,756	62,853	36,164
Total fuel	MWh	131,521	115,491	126,283
Renewable power from fuel (biomass)*	%	27%	54%	29%

Grid Electricity Consumption

Category	UoM	FY23	FY24	FY25
Grid power – Non-Renewable	MWh	90,285	89,910	94,768
Grid Power - Renewable power*	MWh	70,367	76,358	69,004
Total Power	MWh	160,652	166,268	163,773
% Renewable power from Grid	MWh	44%	46%	43%

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

Total Energy Consumption

Category	UoM	FY23	FY24	FY25
Total Non-Renewable Energy	MWh	186,050	142,548	184,888
Total Renewable Energy	MWh	106,123	139,211	108,574
Total Energy	MWh	292,173	281,759	293,463
Total Renewable Energy	%	36%	49%	37%

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

GHG Emission

Category	UoM	FY23	FY24	FY25
Scope 1: Direct emissions	tCO ₂	8,256	8,491	4,053
Scope 2: Indirect emissions	tCO ₂	87,936	78,721	90,436
Scope 3: Indirect emissions	tCO ₂	156,387	171,390	209,805
Total GHG emissions	tCO ₂	96,192	87,212	304,294
GHG emission intensity (Scope 1 & Scope 2)	tCO ₂ e/Revenue in million ₹*	1.72	0.97	1.05
Biogenic emissions	tCO ₂	46,264	64,714	54,309

* For Biocon Biologics, Fugitive emissions are considered under Scope 1 emissions

Scope 3 Category	Unit	FY24	FY25
1. Purchased goods and services	tCO ₂ e	108,755	138,217
2. Capital good	tCO ₂ e	15,277	16,317
3. Fuel-and-energy-related activities (not included in Scope 1 or 2)	tCO ₂ e	24,530	25,221
4. Upstream transportation and distribution	tCO ₂ e	6,910	16,776
5. Waste generated in operations	tCO ₂ e	3,574	2,902
6. Business travel	tCO ₂ e	1,363	1,143
7. Employee commuting	tCO ₂ e	8,732	8,368
8. Upstream leased assets	tCO ₂ e	-	-
9. Downstream transportation and distribution	tCO ₂ e	-	-
10. Processing of sold products	tCO ₂ e	-	-
11. Use of sold products	tCO ₂ e	-	-
12. End-of-life treatment of sold products	tCO ₂ e	2,249	861
13. Downstream leased assets	tCO ₂ e	-	-
14. Franchises	tCO ₂ e	-	-
15. Investments	tCO ₂ e	-	-
TOTAL	tCO₂e	171,390	209,805

GHG Emission Reduction

Initiative	UoM	FY24	FY25
GHG Savings	tCO ₂ e	1,196	5,504
Avoided GHG Emissions	tCO ₂ e	62,461	52,783

Emissions of ozone-depleting substances (ODS)

Category	Unit	Total FY23*	Total FY24	Total FY25
HCFC-22 or R-22	Tons	0.06	0.015	0.0315

* Biocon + Biocon Biologics

Air Pollutant Management

Category	Unit	FY24	FY25
Particulate Matter (PM)	Micro gram/Cubic meter	41.50	33.27
Nitrogen Oxide (NOx)	Micro gram/Cubic meter	19.75	11.92
Sulphur Oxide	Micro gram/Cubic meter	10.40	4.81
Persistent organic compounds (POP)	Micro gram/Cubic meter	—	—
Volatile organic compounds (VOC)	Micro gram/Cubic meter	1.47	0.47
Hazardous air pollutants (HAP)	Micro gram/Cubic meter	—	—
Others-TPM	Micro gram/Cubic meter	20.73	18.10

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

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

Water Management

Category	Unit	FY23	FY24	FY25
		Biocon+ Biocon Biologics	Biocon Biologics	Biocon Biologics
Water Withdrawal				
Surface Water (river, pond, lake, etc.)	million m³	0	0	0
Groundwater	million m³	0	0	0
Third Party Water/ Municipality	million m³	1.45	1.04	1.08
Rainwater - pit	million m³	0	0	0
Other Sources - Tanker	million m³	0.12	0.06	0.06
Total water Withdrawal	million m³	1.57	1.10	1.13
Total Water Consumption	million m³	1.57	1.15	1.19
Water Recycle				
Recycled / Reused water as a percent- age of total water withdrawal	%	78%*	70%*	74%
Water Discharge				
Surface Water	million m³	0	0	0
Groundwater	million m³	0	0	0
Seawater	million m³	0	0	0
Sent to third parties	million m³	0.03	0	0
Other	million m³	0.09	0.10	0.13
Total water discharged	million m³	0.12	0.03	0.13

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

Waste Management

Waste Generated: Hazardous waste

Parameters	Unit (MT)	FY23	FY24	FY25
Plastic waste (A)	Tons	17	31	62
E-Waste (B)	Tons	2	2	9
Bio-medical waste (C)	Tons	240	78	99
Construction & Demolition waste (D)	Tons	0	0	0
Battery waste (E)	Tons	0.62	0.09	0.74
Radioactive waste (F)	Tons	0	0	0
Other hazardous waste generated (Includes containers, off-spec products, MEE salt, distillation residue, ETP sludges, expiry chemicals, etc.) (G)	Tons	1,723	10,268	14,349
Total Hazardous waste (A+B+C+D+E+F+G)	Tons	1,982	10,379	14,519
Total Non-hazardous waste (metal scrap and equipment, wooden pallets, cell mass, garden waste etc.)	Tons	707	1,054	1,301
Total Waste Generated	Tons	2,689	11,433	15,820

Total Waste Disposal

Parameters		FY23	FY24	FY25
Total Hazardous waste disposed	Tons	1,982	10,379	14,512
Total Non-hazardous waste disposed	Tons	707	1,054	1,300

Total Waste Disposal and Diversion by Origin

Parameters		FY23	FY24	FY25
Landfilling (A)	Tons	0	0	0
Incineration (B)	Tons	646	711	849
Coprocessing (C)	Tons	0	0	11,659
Composting (D)	Tons	0	0	0
Other disposal operations (E)	Tons	0	9,584	0
Total (A+B+C+D+E)	Tons	646	10,296	12,508
Waste Diverted from Landfill				
Recycled (A)	Tons	2,042	1,138	14,964
Reused (B)	Tons	0	0	0
Other recovery operations (C)	Tons	0	0	0
Total (A+B+C)	Tons	2,042	1,138	14,964

Life Cycle Assessment

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

Environment Management System Coverage

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

Product Design criteria

Product Design criteria	
Choice of raw materials or components that have a lower environmental footprint	Reuse of Acetonitrile, reducing the need for fresh procurement
Direct operations, production & manufacturing	The renewable energy share for Biocon biologics stands at 43%, compared to 77% in India alone.
Distribution, storage and transportation	During storage and distribution, all safety protocols are strictly followed in line with internal policies and stakeholder requirements. No environmental incidents were recorded in the last financial year.
Use phase - operation and servicing/maintenance	Biocon Biologics transitioned from single-use to multi-use insulin cartridges in compliance with safety and quality parameters, enabling a reduction in both waste and resource intensity.
End of life management	End-of-life managed in full compliance with Extended Producer Responsibility (EPR); 100% compliance achieved and annual report submitted to CPCB.

Social Performance

Total Workforce

Employee Category		FY23	FY24	FY25
Senior management (L12+)	Male	96	121	104
	Female	15	23	25
	<30	0	0	0
	30-50	77	82	68
	>50	34	62	61
Middle management (L5-11)	Male	2,285	2,171	1,723
	Female	443	593	586
	<30	277	124	80
	30-50	2,409	2,476	2,035
	>50	42	164	194
Junior management (L1-L4)	Male	1,925	1,609	1,518
	Female	899	950	981
	<30	2,108	1,606	1,677
	30-50	711	934	804
	>50	5	19	18
Contractual employees	Male	674	706	130
	Female	214	245	83
	<30	512	475	127
	30-50	360	449	73
	>50	16	27	13

Employee Hires

Employee Category		FY23	FY24	FY25
Senior management (L12+)	Male	21	45	9
	Female	2	14	4
	<30	0	0	0
	30-50	20	32	5
	>50	3	27	8
Middle management (L5-11)	Male	719	615	173
	Female	138	259	93
	<30	202	64	33
	30-50	651	684	203
	>50	4	126	30
Junior management (L1-L4)	Male	675	294	565
	Female	450	310	325
	<30	1,013	487	790
	30-50	112	102	99
	>50	0	15	1

Hiring Trend

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

*Including Job Rotations and Promotions

Human Capital Return on Investment

Parameters	FY25
HC ROI	3.98

Coverage of Workforce Data: Nationality of Workforce FY25

Breakdown based on Nationality	Share in total workforce (as a % of total workforce)	Share in all management positions including junior, middle, and senior management (as a % of total management workforce)			
		Junior Management (L1 – L4)	Middle Management (L5 - L11)	Senior Management (L12 - L16)	Grand Total
American	3%	0.08%	2.09%	0.43%	2.59%
Belgian	0%	0.06%	0.10%	0.04%	0.20%
Brazilian	0%	0.02%	0.22%	0.02%	0.26%
British	0%	0.00%	0.12%	0.06%	0.18%
Canadian	1%	0.00%	0.53%	0.04%	0.57%
Chinese	0%	0.00%	0.02%	0.00%	0.02%
Croatian	0%	0.04%	0.06%	0.00%	0.10
Czech	0%	0.00%	0.14%	0.04%	0.18%
Egyptian	0%	0.00%	0.06%	0.00%	0.06%
Filipino	0%	0.02%	0.14%	0.00%	0.16%
Finnish	0%	0.04%	0.04%	0.00%	0.08%
French	1%	0.08%	0.55%	0.04%	0.67%
German	1%	0.02%	1.11%	0.00%	1.13%
Greek	0%	0.00%	0.20%	0.00%	0.20%
Indian	73%	35.24%	35.99%	1.70%	72.94%
Irish	0%	0.06%	0.16%	0.08%	0.30%
Israeli	0%	0.00%	0.02%	0.02%	0.04%
Italian	0%	0.00%	0.14%	0.00%	0.14%
Jordanian	0%	0.00%	0.04%	0.00%	0.04%
Malaysian	19%	14.66%	4.40%	0.06%	19.12%
Moroccan	0%	0.18%	0.10	0.02%	0.30%
Pakistani	0%	0.00%	0.02%	0.00%	0.02%
Portuguese	0%	0.00%	0.02%	0.02%	0.04%
Russian	0%	0.00%	0.02%	0.00%	0.02%
Singaporean	0%	0.00%	0.02%	0.00%	0.02%
Slovakian	0%	0.00%	0.12%	0.00%	0.12%
South African	0%	0.04%	0.02%	0.00%	0.06%
Spanish	0%	0.00%	0.16%	0.00%	0.16%
Swiss	0%	0.00%	0.04%	0.02%	0.06%
Thai	0%	0.06%	0.06%	0.00%	0.12%

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
Austrian	0%	0.00%	0.02%	0.00%	0.02%
Dutch	0%	0.00%	0.00%	0.02%	0.02%
Tunisian	0%	0.00%	0.02%	0.00%	0.02%

Employee Turnover

Employee Category		FY23	FY24	FY25
Senior management (L12+)	Male	16	24	26
	Female	0	6	3
	<30	0	0	0
	30-50	8	25	12
	>50	8	5	17
Middle management (L5-11)	Male	608	571	376
	Female	100	105	116
	<30	144	46	13
	30-50	552	613	453
	>50	12	17	26
Junior management (L1-L4)	Male	521	533	465
	Female	210	206	229
	<30	581	461	467
	30-50	150	277	226
	>50	0	1	1

Voluntary Turnover

Employee Category		FY23	FY24	FY25
Senior management (L12+)	Male	11	13	15
	Female	0	1	3
	<30	0	0	0
	30-50	6	12	7
	>50	5	2	11
Middle management (L5-11)	Male	498	278	308
	Female	93	51	97
	<30	109	18	12
	30-50	474	310	383
	>50	8	1	10
Junior management (L1-L4)	Male	464	340	386
	Female	197	101	200
	<30	523	288	401
	30-50	138	153	184
	>50	0	0	1

Total Employee Turnover Rate

Category	Unit	FY23			FY24			FY25		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Turnover Rate	%	27%	23%	26%	28%	22%	26%	24%	22%	23%
Voluntary Turnover Rate	%	23%	21%	22%	15%	11%	14%	20%	19%	19%

Workforce Breakdown: Gender

Employee Category	Unit	FY23	FY24	FY25
No. of women in total permanent workforce	No.	1,357	1,566	1,592
Percentage of women in total permanent workforce (as % of total permanent workforce)	%	24%	29%	32%
No. of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	No.	2	7	7
Percentage of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	%	7%	18%	16%

Share of Women in select roles

Employee Category	Unit	FY23	FY24	FY25
Share of women in STEM-related positions (as % of total STEM positions)	%	23%	27%	30%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	%	12%	3%	11%

Training Manhours

Employee Category	Unit	FY23	FY24	FY25
Total training hours	Hrs	141,099	221,898	584,926
Average Training Hours				
Average training hours	Hrs	25	44	118

Trainings Man Hours (Gender and Management wise)

Employee Category	FY23	FY24	FY25
Senior Management (L12+)	2,812	6,657	14,278
Middle Management (L5-L11)	70,550	99,854	273,760
Junior Management (L1-L4)	67,737	115,387	296,062
Male	108,759	158,657	396,834
Female	32,340	63,241	188,092

Training Spend

	FY23	FY24	FY25
Total training spend (₹)	23,410,000	20,000,000	37,912,500
Average training spend (₹)	5,321	3,658	7,800

Parental Leave

Employee Category	Unit	FY23	FY24	FY25
Employees entitled for maternity leave	No.	1,352	1,566	1,592
Employees that took maternity leave	No.	71	70	76
Employees that returned to work in the reporting period after maternity leave ended	No.	41	29	55
Employees that returned to work after maternity leave ended and were still employed 12 months after their return to work	No.	37	11	63
Rate of return to work who took maternity leave	%	66%	86%	72%
Retention rates of employees that took maternity leave	%	93%	71%	74.12%

*Note- Based on returning date of employees

Type of Individual Performance Appraisal and Employee Engagement

Employee Category	Unit	FY23	FY24	FY25
Management by objectives: systematic use of agreed measurable targets by line superior	% of All Employees	100	100	100
Formal comparative ranking of employees within one employee category	% of All Employees	100	100	100

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

Health and Safety

Employee Category	Unit	FY23	FY24	FY25
Fatalities	No.	0	0	0
Near-miss incidents	No.	58	43	70
Occupational disease cases	No.	0	0	0
*Recordable injuries	No.	12	38	21
**Reportable Injuries (Total)	No.	0	3^	2^
Note: Only lost time injuries will be considered here.				
Man hours worked	No. of. Hrs	113,804,068	13,935,584	14,558,254
Total working days scheduled for the workforce	No.	290	290	290
Lost time injury frequency rate (LTIFR)	Rate	0	0.50	0.52
High consequence work-related injury/ ill-health/fatalities	No.	0	0	0

Note: contains combined figures for permanent and contractual employees

*Recordable work-related injuries as per OSHA,

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

^Data pertains to Biocon Biologic Malaysia site only

Supply Chain Management

Suppliers and Procurement Spend

Employee Category	Unit	FY23	FY24	FY25
Supplier Count				
Total suppliers	No.	652	2,446	3,307*
Critical suppliers**	No.	30	183	230
Non-critical suppliers	No.	622	2,361	3,077
Total tier-1 suppliers	No.	652	2,446	3,307
Total Critical tier-1 suppliers	No.	30	183	230
Non-critical tier-1 suppliers	No.	622	2,361	3,077
Critical Non tier-1 suppliers	No.	0	0	0
Procurement Spend				
Total procurement spend	₹ million	19,862	25,075	33,362
Procurement spend on critical suppliers	₹ million	10,725	13,076	26,668
Procurement spend on non-critical suppliers	₹ million	9,137	1,199	6,694
Procurement spend on locally-based suppliers***	₹ million	3,774	5,655	16,024
Procurement spend on critical tier-1 suppliers as % of total tier 1 suppliers	%	54%	61%	80%
Procurement spend on Non-Critical Tier-1 suppliers as % of total tier 1 suppliers	%	46%	39%	20%

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

** Suppliers accounting for 80% of spent value in respective years considered as critical.

*** Suppliers within the country are considered as local

Supplier Assessment

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

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

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

Suppliers in capacity building programs

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

Healthcare Clinical Pipeline

	Number of projects	Share of R&D budget invested (%)	Success rate (%)
Total	20		
Pre-clinical development	6	9%	100%
Clinical trials/ pathway to approval	0	-	-
Clinical trials: Phase I	-	-	-
Clinical trials: Phase II	-	-	-
Clinical trials: Phase III	4	46%	100%
Total No. of Launch	1		

Measure of contribution to healthcare

Key Programs	Description	Beneficiaries
Prevention	The Oral Cancer Task Force (OCTF) focuses on training dental interns, oncologists, and ASHAs, conducting over 95,000 community screenings, and integrating AI and m-Health solutions to enhance early detection. North America: Patient Services and Support Programs (PSSPs) provide injection training, reminders, pharmacy coordination, nursing support, health coaching, and co-pay assistance, while Patient Assistance Programs (PAPs) help reduce financial barriers and improve access to treatment.	The Oral Cancer Task Force (OCTF): Screened over 95,000 individuals, piloted a scalable prevention model, and significantly raised awareness in underserved communities. North America: Supported around 24,500 patients in the U.S. and 5,000 in Canada through our Patient Services and Support Programs (PSSPs) and Patient Assistance Programs (PAPs), with approximately 1,500 patients directly benefiting from reduced cost burdens under PAPs.
Diagnosis	OCTF (India): Research collaborations with IISc, AIIMS, and Homi Bhabha Cancer Hospital; AI-driven image analysis tools; internationally recognized consensus-based Head & Neck Cancer (HNC) clinical guidelines updated annually. North America: Advocacy and education with Crohn's & Colitis Foundation; leadership role in Association for Accessible Medicines (AAM) promoting biosimilar adoption.	OCTF (India): Via OCTF patients benefitted from standardized early detection guidelines. Clinicians and researchers are increasingly leveraging AI-based diagnostic tools and national datasets to improve accuracy and outcomes. North America: Actively engaged IBD patients, caregivers, and healthcare professionals through dedicated advocacy and education programs, fostering awareness and support within the community.
Treatment (adherence/ compliance and rehabilitation)	OCTF (India): Training clinicians on Head & Neck Cancer (HNC) guidelines, conducting longitudinal patient studies to track adherence and rehabilitation, and integrating digital tools to enhance treatment compliance monitoring. North America: Supported underserved diabetes patients through co-pay assistance, Patient Assistance Programs (PAPs), and free insulin distribution in collaboration with the Insulin for Life partnership.	OCTF (India): Driving impact with clinicians adopting standardized guidelines and patients enrolled in longitudinal studies benefiting from structured adherence and rehabilitation protocols. North America: Around 2,000 underserved Type 1 diabetes patients have received free insulin, while over 6,000 diabetes patients overall have been supported. Additionally, patients on Hulio® and Fulphila® are reporting improved comfort and an enhanced treatment experience.

Key Programs	Description	Beneficiaries
End to End Cycle Solutions / Other Program	OCTF (India): OPMD Atlas Project, longitudinal outcome studies, and scalable, technology-driven screening models, while also shaping public health policy to strengthen cancer prevention and care. North America: Ensured efficient biosimilar launches through robust supply chain and regulatory readiness, foster strategic partnerships with advocacy organizations, and drive commercial execution aligned with our affordability and accessibility goals.	OCTF (India): Enabled clinicians and researchers to leverage the OPMD Atlas, while national public health systems benefit from its policy influence and scalable screening models. North America: Patients and providers are gained access to affordable biosimilars, healthcare systems are experiencing a reduced biologics cost burden, and stakeholders are actively engaged through AAM-led advocacy initiatives.

Benefits provided to Permanent employees and Temporary employees

Category/Types of benefits provided	Total (FY25)	
	Permanent Employees	Contractors
Life insurance	Yes	No
Health insurance	Yes	No
Accident insurance	Yes	No
Parental Medical Insurance (including paternity leave option from Biocon Biologics, Malaysia)	Yes	No
Disability(Have GPA-Employees) and ESI (contractors)	Yes	No
Parental leave (**maternity leave or paternity leave)	Yes	No
Marriage leave (additional to normal leaves allotted)	No	No
Bereavement leave (additional to normal leaves allotted)	Yes	No
Leave for Haj (additional to normal leaves allotted)	No	No
Leave for Baptism (additional to normal leaves allotted)	No	No
Leave for Circumcision Ceremony (additional to normal leaves allotted)	No	No
Retirement provision (Part of EPFO and NPS-Employees)	No	Yes (EPFO) No (NPS)
Stock ownership	*Yes	No
Transportation	Yes	Yes
Housing	No	No
Food allowance	Yes	Yes
Extra paid holidays	Yes	Yes
Citizenship leave	No	No
Children education reimbursement	Yes	No
Higher education policy	Yes	No
Day care facilities	Yes	Yes
Employee car scheme policies	Yes	No

*For select cadres of employees

**Maternity, surrogacy and adoption.

Product Recall, Regulatory Inspection & Warning Letters

Compliance to Regulatory Standards:

Category	Unit	FY23	FY24	FY25
Class I product recalls	No.	2	0	0
Class II product recalls	No.	1	0	0
Regulatory agency inspections	No.	19	15	5
Form 483 Observations (or equivalent)	No.	28	23	18
FDA Warning Letters (or equivalent)	No.	0	0	0

Note: In FY25, the total value of recalled products for Biocon Biologics: Nil

Impact on Access to Healthcare FY25

	FY25
Number of patients with low-cost access to the organization's products or services to address diseases/conditions)	
Total number of patients for the organization's products or services to address diseases/conditions	5.8+ Million

Membership in Industry Associations

Sl. No	Name of the Trade and Industry Chambers/Associations	National/International
1.	Federation of Indian Chamber of Commerce and Industry (FICCI)	India
2.	Confederation of Indian Industry (CII)	India
3.	Association of Biotechnology Led Enterprises (ABLE)	India
4.	Bangalore Commerce & Industry Chambers (BCIC)	India
5.	Services Export Promotion Council (SEPC)	India
6.	Export Promotion Council EOU'S and SEZ's (EPCES)	India
7.	Hyderabad Management Association (HMA)	India
8.	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	India
9.	Bulk Drug Manufacturers Association (BDMA)	India
10.	Federation of Indian Export Organization (FIEO)	India
11.	Karnataka Drugs & Pharmaceuticals Manufacturer's Association	India
12.	Delhi Research Implementation and Innovation (DRIIV) Foundation	India
13.	Indian Institute of Technology Delhi	India
14.	Bangalore Chamber of Industry & Commerce	India
15.	The Associated Chambers of Commerce and Industry (Assocham)	India
16.	Diversity Forum	India
17.	Bombay Chamber of Commerce and Industry	India
18.	Pharmaceuticals Export Promotion Council of India (Pharmexcil)	India
19.	Invest India	India
20.	U.S.-India Business Council (USIBC)	International
21.	Association for Accessible Medicines (AAM)	International
22.	Biosimilars Forum, U.S.	International
23.	Biosimilars Canada	International
24.	Canadian Association for Pharmacy Distribution Management (CAPDM)	International
25.	Biopolicy Innovations LLC	International
26.	Association of Diabetes Care	International
27.	CPD Network Associates	International

Sl. No	Name of the Trade and Industry Chambers/Associations	National/International
28.	Canadian Generic Pharmaceutical Association	International
29.	Medicines for Europe AISBIL	International
30.	Malaysian Organization of Pharmaceutical Industries	International
31.	Federation of Malaysian Manufacturers	International
32.	United Nations Global Compact (Malaysia and Brunei)	International
33.	Association of Malaysian Medical Industries	International
34.	Malaysian Pharmacists Society	International
35.	USA-India Chamber of Commerce (USAIC)	International
36.	Medicines for Europe	International
37.	Egualia	International
38.	Biosim	International
39.	Les entreprises du médicament (LEEM) (France)	International
40.	L'association GENérique MÊme MEDicament (GEMME) (France)	International
41.	Medaxes (Belgium)	International
42.	AG Pro Biosimilars (Germany)	International
43.	Czech Association of Pharmaceutical Companies (CAFF) Czech Republic	International
44.	Der Biosimilarsverband (The Biosimilars Association) (Austria)	International
45.	Intergenerika (The Association of Generics and Biosimilars) (Switzerland)	International
46.	Panhellenic Pharmaceutical Industry Association (PEF) (Greece)	International



GRI Index

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

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 2 - General Disclosures 2021- The organization and its reporting practices	2-1 Name of the Organization	About the Report	3
	2-2 Entities included in the organization's sustainability reporting	About the Report	3
	2-3 Reporting period, frequency and contact point	About the Report	3
	2-4 Restatements of information	About the Report	3
	2-5 External assurance	About the Report	3
GRI 2 - General Disclosures 2021- Activities and workers	2-6 Activities, value chain and other business relationships	About Biocon Biologics	57
	2-7 Employees	ESG Databook: Social Performance	52
		BRSR- Section A	6
GRI 2 -General Disclosures 2021- Governance	2-8 Workers who are not employees	BRSR- Section A	6
	2-9 Governance structure and composition	Meet Our Board	31
	2-10 Nomination and selection of the highest governance body	Committees of the Board: Nomination and Remuneration Committee	36
	2-11 Chair of the highest governance body	Governance, Ethics, and Compliance	42-43
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance, Ethics, and Compliance	42-43
	2-13 Delegation of responsibility for managing impacts	Governance, Ethics, and Compliance: Risk Management	50
	2-14 Role of the highest governance body in sustainability reporting	Business Strategy at Biocon Biologics: ESG Strategy	51
	2-15 Conflicts of interest	ESG Databook: Ethics: Incidents and Compliance Overview	47
	2-16 Communication of critical concerns	Governance, Ethics and Compliance: Grievance Mechanism	45
	2-17 Collective knowledge of the highest governance body	Governance, Ethics and Compliance: Board skill Matrix	35
	2-18 Evaluation of the performance of the highest governance body	Governance, Ethics and Compliance	36
	2-19 Remuneration policies	Meet our Board: Nomination and Remuneration Committee	36
	2-20 Process to determine remuneration	Meet our Board: Nomination and Remuneration Committee	36

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 2 - General Disclosures 2021– Strategy, policies and practices	2-21 Annual total compensation ratio	BRSR – ESG Databook	30
	2-22 Statement on sustainable development strategy	Leadership Messages	18-29
	2-23 Policy Commitments	Governance, Ethics and Compliance	43
		BRSR & ESG Databook - Section B	13
	2-24 Embedding policy commitments	BRSR & ESG Databook - Section B	13
	2-25 Processes to remediate negative impacts	Governance, Ethics and Compliance: Codes & Policies	45
	2-26 Mechanisms for seeking advice and raising concerns	Human Capital: Grievance Redressal	95
	2-27 Compliance with laws and regulations	Governance, Ethics and Compliance	43
	2-28 Membership associations	ESG Databook: Spend on Associations/Memberships	45
GRI 2 - General Disclosures 2021– Stakeholder engagement	2-29 Approach to stakeholder engagement	Business Strategy at Biocon Biologics: Stakeholder Engagement	52
	2-30 Collective bargaining agreements	Human Capital: Freedom of Association and Collective Bargaining	95
GRI 3- Material Topics 2021	3-1 Process to determine Material Topics	Business Strategy at Biocon Biologics: Materiality Assessment	55
	3-2 List of Material topics	Business Strategy at Biocon Biologics: Materiality Assessment	56
	3-3 Management of material topics	Business Strategy at Biocon Biologics: Materiality Assessment	57
GRI 201 – Economic Performance 2016	201-1 Direct Economic Value Generated	ESG Databook: Economic Performance	45
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Natural Capital: Financial Risks and Opportunities Arising from Climate Change	98
	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	ESG Databook: Benefits provided to Permanent employees and Temporary employees	59
	201-4 Financial Assistance Received from Government	ESG Databook: Economic Performance	45
GRI 202- Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	BRSR - Principle 5 (Essential Indicator 2)	29
	202 -2 Proportion of senior management hired from the local community	Human Capital	84
GRI 203- Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	ESG Databook: Economic Value Distributed and Retained	45
	203-2 Significant indirect economic impacts	Social & Relationship Capital: Corporate Social Responsibility	102
GRI 204- Procurement Practices 2016	204-1 Proportion of spending on local suppliers	ESG Databook: Suppliers and Procurement Spend	57
GRI 205- Anti-Corruption 2016	205-1 Operations Assessed for Risks Related to Corruption	ESG Databook: Ethics: Incidents and Compliance Overview	47
	205-2 Communication and Training About Anti-Corruption Policies and Procedures	Governance Ethics and Compliance, Codes & Policies	43
	205-3 Confirmed Incidents of Corruption and Actions Taken	ESG Databook: Ethics: Incidents and Compliance Overview	47

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 206 - Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	ESG Databook: Ethics: Incidents and Compliance Overview	47
GRI 207 - Tax 2019	207-1 Approach to tax	Financial Capital, Tax Strategy	62
	207-2 Tax governance, control, and risk management	Financial Capital, Tax Strategy	62
	207-3 Stakeholder engagement and management of concerns related to tax	Financial Capital, Tax Strategy	62
	207-4 Country-by-country reporting	—	
	301-2 Recycled input materials used	BRSR - Principle 2 (Leadership Indicator - 3)	20
	301-3 Reclaimed products and their packaging materials	BRSR - Principle 2 (Leadership Indicator - 4)	20
GRI 302 - Energy 2016	302-1 Energy Consumption Within the Organization	BRSR - Principle 6 (Essential Indicator - 1), ESG Databook: Total Energy Consumption	32 48
	302-3 Energy Intensity	BRSR - Principle 6 (Essential Indicator - 1)	32
	302-4 Reduction of Energy Consumption	ESG Databook: GHG Emission Reduction	49
GRI 303 - Water and Effluents 2018	303-1 Interactions with water as a shared resource	Natural Capital, Water Management	100
	303-2 Management of water discharge related impacts	Natural Capital, Water Management	100
	303-3 Water withdrawal	ESG Databook: Water Management	50
	303-4 Water discharge	ESG Databook: Water Management	50
	303-5 Water consumption	ESG Databook-Water Management, BRSR - Principle 6 (Essential Indicator - 3)	33
GRI 304 - Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Natural Capital: Biodiversity Management, BRSR - Principle 6 (Essential Indicator - 11)	101 36
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	BRSR - Principle 6 (Leadership Indicator - 3)	37
	Disclosure 304-3 Habitats protected or restored	Social & Relationship Capital: Employee Volunteering	111
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Natural Capital: Biodiversity Management	101

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 305 – Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	ESG Databook: GHG Emission	48
	305-2 Energy Indirect (Scope 2) GHG Emissions	ESG Databook: GHG Emission	48
	305-3 Other Indirect (Scope 3) GHG Emissions	ESG Databook: GHG Emission	48
	305-4 GHG Emissions Intensity	ESG Databook: GHG Emission	48
	305-5 Reduction of GHG Emissions	ESG Databook: GHG Emission Reduction	49
	305-6 Emissions of Ozone-Depleting Substances (ODS)	ESG Databook: Emissions of ozone-depleting substances (ODS)	49
	305-7 Nitrogen Oxides (NOx), Sulphur Oxides (SOx), And Other Significant Air Emissions	ESG Databook: Air Pollutant Management	49
GRI 306- Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	Natural Capital: Waste Management	99
	306-2 Management of Significant Waste-Related Impacts	Natural Capital: Waste Management	99
	306-3 Waste Generated	ESG Databook: Waste Management	50
	306-4 Waste Diverted from Disposal	ESG Databook: Waste Management	50
	306-5 Waste Directed to Disposal	ESG Databook: Waste Management	50
GRI 401 – Employment 2016	401-1 New Employee Hires and Employee Turnover	ESG Databook: Employee Hires, Employee Turnover, Voluntary Turnover	52, 53, 54
	401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	ESG Databook: Benefit provided to Permanent employees and Temporary employees	59
	401-3 Parental Leave	ESG Databook: Parental Leave	56
GRI 403 – Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Human Capital: Employee Health and Safety BRSR - Principle 3 (Essential Indicator 10)	94 24
	403-2 Hazard identification, risk assessment, and incident investigation	Human Capital: Employee Health and Safety	92
	403-3 Occupational health services	Human Capital: Employee Health and Safety BRSR - Principle 3 (Essential Indicator -12)	92 25
	403-4 Worker participation, consultation, and communication on occupational health and safety	Human Capital: Employee Health and Safety	92
	403-5 Worker training on occupational health and safety	Human Capital: Employee Health and Safety BRSR - Principle 3 (Essential Indicator -8)	92 23
	403-6 Promotion of worker health	BRSR - Principle 3 (Essential Indicator -1) BRSR - Principle 3 (Essential Indicator -10)	21 24
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital: Employee Health and Safety	92
	403-8 Workers covered by an occupational health and safety management system	BRSR - Principle 3 (Essential Indicator -10)	24
	403-9 Work related injuries	ESG Databook: Health and Safety	56
	403 -10 Work related ill health	ESG Databook: Health and Safety	56

GRI Standard / Other Source	Disclosure	Section	Page No
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Databook: Training Manhours	55
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital: Training and Capacity Building, BRSR - Principle 3 (Leadership Indicator - 4)	87 26
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Databook: Type of Individual Performance Appraisal and Employee Engagement	56
GRI 405 – Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	Integrated Report: Meet our Board ESG Databook: Total Workforce	31 52
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	Aligning Business Practices With UN SDGs	6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	ESG Databook: Ethics: Incidents and Compliance Overview	47
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Capital: Ethical Workplace Practices	93
		BRSR - Principle 3 (Essential Indicator - 7)	23
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	ESG Databook: Ethics: Incidents and Compliance Overview, BRSR - Principle 5 (Leadership Indicator - 10)	47 31
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	ESG Databook: Ethics: Incidents and Compliance Overview	47
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Relationship Capital: Corporate Social Responsibility (CSR), BRSR - Principle 4 (Leadership Indicator - 3)	107 28
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESG Databook: Supplier Assessment	57
	414-2 Negative social impacts in the supply chain and actions taken	ESG Databook: Supplier Assessment	57
GRI 415: Public Policy 2016	415-1 Political contributions	ESG Databook: Contributions & Other Spending	45
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	ESG Databook: Product Recall, Regulatory Inspection & Warning Letters	59
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Databook: Product Recall, Regulatory Inspection & Warning Letters	59
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	BRSR - Principle 9 (Leadership Indicator - 4)	43
	417-2 Incidents of non-compliance concerning product and service information and labelling	ESG Databook: Ethics: Incidents and Compliance Overview	47
	417-3 Incidents of non-compliance concerning marketing communications	ESG Databook: Ethics: Incidents and Compliance Overview	47
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Databook: Ethics: Incidents and Compliance Overview	47

UNGC Alignment

Principle	Statement	Report Chapter	Page Number
Human Rights			
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Human Capital	95
Principle 2	Make sure that they are not complicit in human rights abuses	Human Capital	95
Labor Rights			
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Human Capital	95
Principle 4	Eliminate all forms of forced and compulsory labor	BRSR, ESG Databook	47
Principle 5	Abolish child labor	BRSR, ESG Databook	47
Principle 6	Eliminate discrimination in respect of employment and occupation	Human Capital	89
Environment			
Principle 7	Businesses should support a precautionary approach to environmental challenges	Natural Capital	99
Principle 8	Undertake initiatives to promote greater environmental responsibility	Natural Capital	101
Principle 9	Encourage the development and diffusion of environmentally-friendly technologies	Natural Capital	99
Anti-Corruption			
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Governance, Ethics & Compliance	45

BR. No. 50261779



Independent Assurance Statement

To the Management and Stakeholders of Biocon Ltd.

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

Objectives

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

Scope of Assurance

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

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

Assurance Criteria and Level of Assurance

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

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

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

Responsibility

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

Deutsch Quality Systems (India) Private Limited

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com



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

Assurance Quality control and Practices

We have followed International Standard on Quality Control 1 and accordingly maintaining a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the 'DQS India -Conflict of Interest and Code of Ethics Policy', which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior

Assurance Methodology

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

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

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

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

Deutsch Quality Systems (India) Private Limited

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com

BR. No. 50261779



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

**Deutsch Quality Systems (India)
Private Limited**

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com

Observations and Findings

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

- **Stakeholder Inclusivity:**

We found no evidence to suggest that any key stakeholder groups were excluded from the stakeholder engagement processes related to the BRSR Core indicators. BL and BBL have demonstrated a proactive and inclusive approach, ensuring that diverse stakeholder perspectives are considered throughout their sustainability-related performance and disclosures.

- **Materiality:**

We are not aware of any significant material sustainability topics related to the sustainability report that have been omitted. BL and BBL have identified and reported on the relevant topics, ensuring alignment with stakeholder expectations and sector-specific material issues, particularly those covered under the Integrated Annual report as per IIRC framework (*in accordance*) and GRI framework (*with reference*) and also BRSR framework.

- **Responsiveness:**

BL and BBL have established robust processes to effectively respond to stakeholder concerns and manage its material sustainability issues. During the assurance process, we observed that the company demonstrates adequate responsiveness to relevant stakeholder concerns within this scope.

- **Impact:**

BL and BBL have implemented effective processes to measure, evaluate, and manage the environmental and social impacts. These processes are aligned with key performance indicators (KPIs) relevant to the nature of its business and identified material sustainability issues.

- **Reliability:**

Data management processes and internal controls are in place and provide a reasonable level of reliability for the reported information. While some data, particularly at the operational level, are based on site-specific measurement systems, the overall approach supports the accuracy and completeness of Core disclosures.

Limitations and Exclusions

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

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

The following limitations should be noted:

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

Deutsch Quality Systems (India) Private Limited

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

BR. No. 50261779

**Conclusion**

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

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

Statement of Independence, Integrity, and Competence

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

On behalf of the assurance team

15 July 2025

Bengaluru, India

Dr. Murugan Kandasamy

CEO & Managing Director

Deutsch Quality Systems (India) Private Limited

**Deutsch Quality Systems (India)
Private Limited**

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com

Annexure – BRSR Core Indicators

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

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

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

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

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

Deutsch Quality Systems (India) Private Limited

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com

BR. No. 50261779



3. Details related to water discharged:

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

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

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

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

5. Details related to waste management by the entity:

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

Deutsch Quality Systems (India) Private Limited

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com

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

6. Employees other than permanent:

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

**Deutsch Quality Systems (India)
Private Limited**

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com

BR. No. 50261779



7. Details of safety-related incidents:

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

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

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

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

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

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

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

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

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

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

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

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

**Deutsch Quality Systems (India)
Private Limited**

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India

www.dqsglobal.com

12. Provide the following information relating to data breaches:

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

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

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

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

14. Open-ness of business:

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

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

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

**Deutsch Quality Systems (India)
Private Limited**

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,
Bellandur Gate, Sarjapur Main Road, Ambalipura,
Bengaluru - 560102 Karnataka, India



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
Website: www.bioconbiologics.com



Biocon Biologics
Integrated Annual
Report 2025



Supplementary
Data Book 2025