



9th INDUSTRIAL INTELLECTUAL PROPERTY AWARDS 2023

Profiles of Winners





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Profiles of Winners

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Published by Confederation of Indian Industry (CII), The Mantosh Sondhi Centre; 23, Institutional Area, Lodi Road, New Delhi 110003, India, Tel: +9111 24626149; Email: info@cii.in; Web: www.cii.in

FOREWORD



Chandrajit Banerjee
Director General, CII

Confederation of Indian Industry has been working on strengthening the Intellectual Property ecosystem in the country through various initiatives. CII's National Committee on IPR guides, steers and directs efforts in fostering an IPR culture in the country. One of the focus areas is recognizing the processes in IPR management and encouraging best practices to ensure expansion of IP protection and innovation among Indian industry. Such recognition also demonstrates the vital role of IPR in making businesses more competitive and public services more effective.

Since the year of inception in 2015, the CII Industrial Intellectual Property Awards aim at recognition of enterprises which have embraced IP generation, protection, and commercialization to fuel their business and economic growth. The purpose of these awards is to encourage organizations to foster a culture of creating and protecting their Intellectual Property, including patents, trademark and design, and explore IP commercialization.

The awards strive to bring the achievements of enterprises, academia and research institutions in IP in the public domain, and also inform the Government about IP-driven enterprises and engage such enterprises in policy making exercises. Different categories of industry viz., large, small, medium and start-ups as well as academia have been encouraged to participate in the competition and the entries were evaluated by an eminent jury.

This current compendium presents the profiles of top 26 IP-driven organizations which are the winners and runner-ups and 3 special appreciation award holders of the 9th edition of the CII Industrial IP Awards in 2023. It is expected to be a reference document for industry and academia to learn and understand the IP ecosystem practiced by the top IP driven organizations in India.

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Biocon Biologics Limited
26. Special Appreciation Award
Cummins Technology India Private Limited



UPL LIMITED

Best Patents & Trademarks Portfolio

Category: Large - Life Science/ Pharma

About the Company

UPL Ltd. (NSE: UPL & BSE: 512070) is a global provider of sustainable agriculture products & solutions, with annual revenue exceeding \$6 billion. Through OpenAg, with a presence in more than 130 countries and more than 13,600 registrations, 1700 granted patents, 3500 pending patent applications and 13,000 colleagues globally, we reach more than 90% of the world's food basket.

About the Product

a. Pronutiva®



ProNutiva® is an exclusive program that integrates natural biosolutions (bioprotection, biostimulants and bionutrition) with conventional crop protection products to meet or exceed the real-world needs of today's growers.

b. Electron®



India's first 3 way mix for excellent crop establishment. It protects crop from early sucking pests and diseases and provides good establishment.

Intellectual Property (IP) Portfolio

UPL Ltd. has an incredible team of scientists that has helped to secure patents across herbicides, insecticides, fungicides and BioSolutions. UPL Ltd. has over 2000 granted patents and more than 3000 awaiting approval and these span various invention types - method of use, formulations,

process, combination, and composition. More than one third of our revenues from last year was covered by one or more of these patents, reflecting their importance in driving business growth.

➤ **Intellectual Property (IP) Policy**

UPL Limited has global IP policy which is applicable to all employees and consultants of UPL Limited and its subsidiaries. This policy makes sure that inventions of employees and consultants that are within the scope of their employment/ engagement are owned by UPL or its subsidiary. This policy also helps employee appreciate importance of confidentiality of intellectual property and abide by the policy.

➤ **Team Strength**

30

➤ **Best practices**

UPL has robust IP strategy and follows several best practices pertaining to intellectual property rights. UPL regularly communicates the value of IP protection and educates its employees on the right ways of handling IPs. UPL also conducts periodic trainings to relevant stakeholders such as R&D personnel, marketing teams and field trial teams for creating IP awareness within the organization.



DR. REDDY'S LABORATORIES LIMITED

Best Patents Portfolio

Category: Large – Life Science/Pharma

About the Company

Dr. Reddy's Laboratories Ltd. is a global pharmaceutical Company headquartered in pearl city of India. Established in 1984, Dr Reddy's is committed to providing access to affordable and innovative medicines. Driven by the purpose of 'Good Health Can't Wait', Dr. Reddy's offer a portfolio of products and services including APIs, generics, branded generics, biosimilars and OTC. The major therapeutic areas of focus are gastrointestinal, cardiovascular, diabetology, oncology, pain management and dermatology. Dr. Reddy's major markets include – USA, India, Russia & CIS countries, China, Brazil and Europe. As a Company with a history of deep science that has led to several industry firsts, Dr. Reddy's continue to plan ahead and invest in businesses of the future. As an early adopter of sustainability and ESG actions, released its first sustainability Report in 2004. The current ESG goals aim to set the bar high in environmental stewardship; access and affordability for patients; diversity; and governance.

About the Products

a. Sumatriptan Injection- Zembrace® SymTouch®



Zembrace® SymTouch® is a ready-to-use, single-use, 3 mg sumatriptan pen (auto-injector). It is a patent protected, prescription medicine approved by USFDA and is used to treat acute migraine

headaches with or without aura in adults 18 years of age and older who have been diagnosed with migraine.

Advantages:

a. **Fast and powerful-** In as little as 10 minutes, one may get migraine pain relief (17% of patients for sumatriptan 3 mg vs. 5% for placebo). b. Simple to Use. c. Smallest needle in a sumatriptan pen (auto-injector). Simple, two-step injection process. d. No refrigeration needed††

b. Hydroxyzine SR formulation:



Hydroxyzine HCl SR tablets is the first of its kind differentiated product with blunt Cmax. Hydroxyzine can be administered orally or via intramuscular injection. When given orally, hydroxyzine is rapidly absorbed from the gastrointestinal tract. The effect of hydroxyzine is notable in 30 minutes. Hydroxyzine is rapidly absorbed and

distributed with oral and intramuscular administration, and has sedation as the major side effect. Our product Atarax SR Tablets has been developed using proprietary, patented Seal Matrix Drug Delivery Technology.

➤ Intellectual Property (IP) Policy

The company's IP policy and processes focus on protecting and managing company's valuable IP assets (such as brands, patents and confidential information) across the globe. The policy is designed to encourage and reward the creation of IP simultaneously respecting the valid Intellectual Property rights of the third parties by avoiding the infringement of the same. The IP Policy aims to provide transparent administrative system for the ownership, control and transfer of the IP created and owned by the Company. The policy aims to create an environment encouraging innovation and Science. Internal and/or external audits, at a suitable interval, of the existing IP is also an important component of the IP policy.

➤ Team Strength

The passionate IP team located in Hyderabad consists of around 50 techno-legal professionals with PhD or Master's degree in Pharmaceutics, Chemistry and Law. Many of the IP team members are registered Indian patent agents. The team is vastly experienced in all facets of IP starting from product ideation and selection to handling patent litigation across globe.

➤ Best Practices

Few of the best IP practices at Dr Reddy's are as follows:

- Designing robust strategies for First to market the products across territories as Dr. Reddy's Laboratories believes in purpose that purpose of 'Good Health Can't Wait'.
- Creating robust IP estate for the innovative and generic products and collaborating with universities or best pharmaceutical companies to enhance access to medicine.
- Respecting the valid patents of third parties and challenging the vulnerable to facilitate early access to costly patented medicines.
- Regular Update on IPR and confidentiality awareness session for new joiners and cross-functional teams



AURIGENE ONCOLOGY LIMITED

Best Patents Portfolio

Category: Large – Life Science/Pharma

About the Company

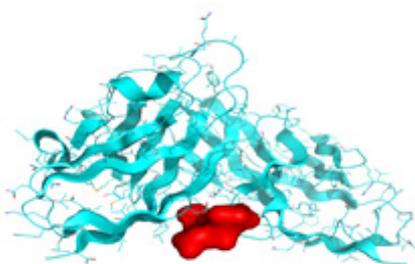
Founded in 2002, Aurigene Oncology Limited is a clinical stage biotech company committed to bringing novel and effective therapeutics for the treatment of cancer. Aurigene Oncology Limited leverages deep expertise in oncology focused drug discovery and development to bring novel therapeutics to cancer patients. Since inception, Aurigene Oncology Limited has discovered 19 novel chemical entities for clinical development. Aurigene Oncology Ltd. has out-licensed several of these to pharmaceutical and biotech companies, while advancing a few on our own. Aurigene Oncology Ltd. has built comprehensive drug discovery and development capabilities, nurtured a growing team of passionate scientists, and collaborated with partners across the world.

Aurigene Oncology has 20+ years of experience, we have run 80+ integrated drug discovery projects with 19 programs in global clinical development. We have around 425+ scientists and have filed over 200 NCE patents.

About the Product

Aurigene Oncology Limited develops innovative therapeutics aimed at improving the lives of cancer patients. It has built a robust pipeline leveraging our small molecule expertise in targeted protein degradation, immuno-oncology, precision oncology, and epigenetics. Aurigene Oncology Ltd.

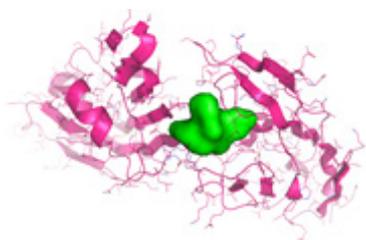
a. CA-170



CA170 – PDL1 Complex Model

CA-170 is a first-in-class oral inhibitor that dually targets immune checkpoint proteins PD-L1 and VISTA currently in Phase 3 clinical trial for non-small cell lung cancer (NSCLC) with opportunities in several other cancers. In completed Phase 2 trials, this innovative agent has shown prolonged progression-free survival in patients with Hodgkin's lymphoma and NSCLC. CA-170 offers several advantages over approved immune checkpoint antibodies, including ease of dosing and combination, better management of immune-related adverse events, and lower costs.

b. AUR103



CA170 – PDL1 Complex Model

AUR103 is a first-in-class oral inhibitor of immune checkpoint protein CD47 for potential treatment of multiple cancers. AUR103 selectively enhances phagocytosis of tumor cells, which in turn results in the activation of effector T cells in tumors. In preclinical studies, AUR103 has shown anti-tumor activity as a single agent in lymphomas and synergizes well in combination with tumor-targeting antibodies and with approved agents such as azacytidine and bortezomib.

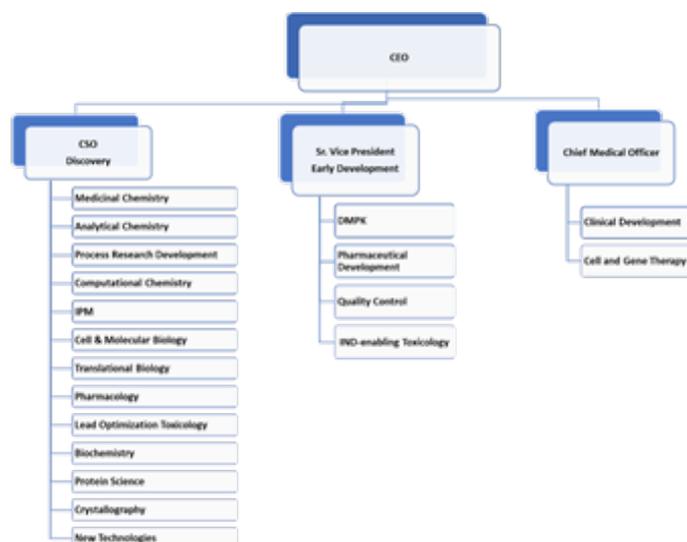
Intellectual Property (IP) Portfolio

Aurigene Oncology Limited programs consistently achieve best-in-class or first-in-class discoveries, leading to the 400+ granted patents worldwide in the last five years.

➤ Intellectual Property (IP) Policy

- Aurigene Oncology Ltd strives to obtain patents for novel inventions, such as new drugs, therapeutic methods, new process, or innovative technologies.
- In order to safeguard our intellectual property (IP), Aurigene Oncology Ltd has implemented a mandatory review process by in-house IP team. Any information intended for public dissemination, such as posters, presentations, or journal articles, must undergo this review to ensure IP clearance.
- To maintain compliance with IP and regulatory requirements, Aurigene Oncology Ltd provides comprehensive training to scientific staff on how to maintain accurate and detailed laboratory lab notebooks. Decisions regarding IP filings are carefully considered in consultation with senior management of the company.

R&D structure



➤ Team Strength

Aurigene has a team strength of 482 members. More than 80% of them are postgraduates and about 15% of them are PhDs. The IP team consists of 8 well trained professionals with PhD or master's degree in chemistry/Biotech.

➤ Best practices

- **Patient-Centric Focus:** Incorporating patient perspectives early in the development process to address unmet needs effectively.
- **Continuous Learning:** Embracing a culture of continuous learning, allowing adaptation to emerging scientific advancements and challenges.
- **Ethical Considerations:** Prioritizing ethical standards in research and development, ensuring the well-being of study participants and transparency.
- **IP protection:** Truly driven by IP, which is always at the forefront of our development plan.



TROIKAA PHARMACEUTICALS LIMITED

Best Trademarks Portfolio

Category: Large – Life Science/Pharma

About the Company

Troikaa Pharmaceuticals is an Indian multinational pharmaceutical company headquartered in Ahmedabad city of Gujarat, India. It is a public unlisted company and is classified as company limited by shares.

Troikaa was founded in the year 1983 by Late Shri. Rajni V Patel. The beginning was modest with a small factory and the employee strength of 15. Today Troikaa has three state-of-the-art manufacturing facilities each at Thol (near Ahmedabad), Dehradun (Uttarakhand) and Virochannagar (near Ahmedabad). These plants are certified by ISO 9001:2000 and WHO GMP.

Troikaa has 28 depots and more than 8,200 wholesalers across India. The domestic marketing operations are divided into four branded marketing divisions (Spektra, Altius, Hospitroy & Aura) based on the therapies catered, a division for Institutional business – Institroy and a Generic division- Novogen.

About the Product

a. NASO B12



Product NASO B12 offers;- Rapid & Assured Absorption of Vitamin B12, painless treatment, Corrects Vitamin B12 deficiency in 7 doses and Maintains Vitamin B12 levels with once weekly dose.

b. Dynapar QPS

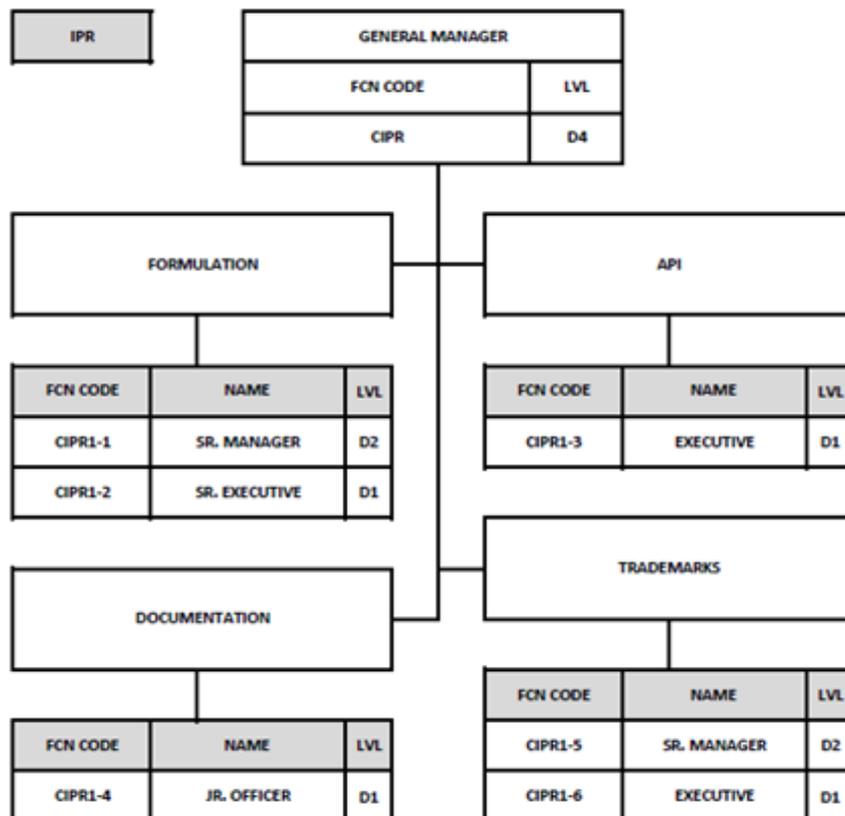


Intellectual Property (IP) Portfolio

➤ Intellectual Property (IP) Policy

Troikaa follows a structured internal process to generate and strengthen IPR. Its well-organized process includes literature landscaping prior to product development, infringement analysis, patentability analysis, prosecution including patent application drafting, response to office action, renewal, and enforcement. Troikaa also has a specified process to monitor and maintain Patent and Trademark Portfolio across the globe.

➤ Team Strength



➤ **Best practices**

- Literature & landscaping prior to product development
- Infringement analysis
- Patentability analysis
- Prosecution including patent application drafting
- Response to office action
- Renewal and enforcement.



AKUMS DRUGS & PHARMACEUTICALS LIMITED

Best Trademarks Portfolio

Category: Large – Life Science/Pharma

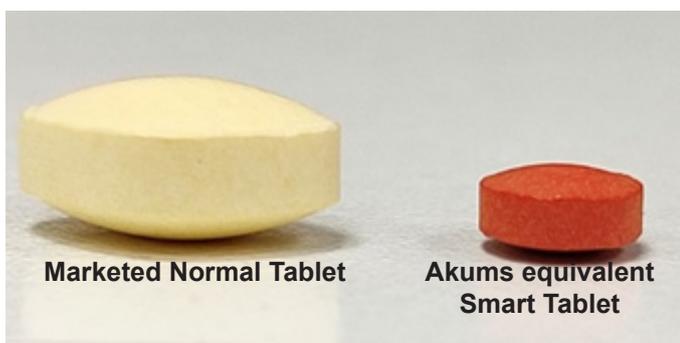
About the Company

Akums Drugs & Pharmaceuticals Ltd the largest contract development and manufacturing organisation of India. The organization deals in the manufacturing and export of formulations in a wide spectrum of dosage forms & therapeutic segments (Pharma, Nutra, Cosmetics and Ayush)

Akums has 19 state-of-the-art manufacturing facilities & 4 DSIR approved R&D facilities supported by largest NABL approved Analytical Laboratories following LIMS.

About the products

a. Smart Tablets



Difficulty swallowing tablets and capsules is a problem faced by many individual, which leads to patient non-compliance with treatment regimens.

Akums smart tablet technology allows the reduction of size of the existing marketed tablets, which makes them easier to swallow and also reduces the excipient load making thus also making it cost efficient.

Marketed Brands using this tech – DAPANIST 10, HOLYTEL-40, DAPRIDE 10, DAPACONIC 10, etc

b. Bilayer Tablet in Tablet Technology-



This technology allows to prepare a tablet formulation that exhibits three types of release Immediate, Sustained and Delayed release. The tech provides an alternative drug delivery system compared to the existing multi-pellets or multilayer coating tech used to obtain the three different types of drug release profile.

Marketed Brands using this tech - RANTAC RDT (JB Chemicals)

➤ **Intellectual Property (IP) Policy**

Akums IP policy aims to provide transparent administrative system for the ownership, control and transfer of the Intellectual property created and owned by the Company. The Intellectual property rights & Ownership policy is being adopted to protect our company's innovative technology or products; digital content, brand names, logos, website content, trademarks, service marks, trade dress etc; prevent and deter counterfeiting and piracy; to minimize the possibility of infringement of Intellectual property rights of the company. The policy seeks to set the frame work that encourages employees to become creators and to identify novel invention, process or technology with potential commercial value.

➤ **R&D structure**

Akums R&D I: Focussed on developing Solid orals, Oral liquids and parenteral composition for Indian market.

Akums R&D II: Focused on developing General Solid Oral Dosage Forms (OSD)/Oral Liquid formulations/Topical formulation for Export and Indian market.

Akums R&D III: Focussed on developing NDA, SND, FDC formulation (Solid oral/Liquid oral/Parenteral/Ophthalmic/Topicals) for Indian market.

Akums R&D IV: Focussed on development of Nutraceutical, Ayurveda, Cosmetic & Sport Nutrition as well as pharmaceutical products for Indian and Export market.

➤ **Team Strength**

Total no. of employees are more than 14500, out of which total no. of R&D employees are 325, total no. of Regulatory & Clinical Research team (Domestic & Global) are more than 50 and total no. of Portfolio Strategy & IP team are more than 50.

➤ **Best Practices**

The company constantly raises the bar in its relentless pursuit of corporate and business excellence. As such, it adopts, adapts and implements- voluntarily- some of the most and laudable good governance practices across the board, its operation and dealings. Towards this the company has adopted several policies and guidelines for ethical and transparent operations, which are:

- a) Transparent, honest & fair dealings
- b) Fast & Proper communications
- c) Accountability & Proper disclosures
- d) Compliance of law beyond legal framework
- e) Ethics of business & fair business policies
- f) Comply with all industry specific laws and regulation in letter & spirit.
- g) Secretarial audit by a practicing company secretary

- h) Policies and procedures for disclosure and dissemination of information by the company
- i) Internal audit by independent professionals
- j) All board committees headed by independent directors.
- k) Prevention of sexual harassment policies
- l) Whistle blower policies and guidelines
- m) IP policies
- n) Adhere to Regulatory Meets
- o) Breakthrough & Innovative solutions
- p) High Standards of Integrity and transparency
- q) Robust quality products

TATA STEEL

#WeAlsoMakeTomorrow

TATA STEEL LIMITED

Best Patents Portfolio

Category: Large – Manufacturing/Engineering

About the company

Tata Steel is among the top global steel companies with an annual crude steel capacity of 35 million tonnes. A Great Place to Work-Certified™ organisation, Tata Steel Limited, together with its subsidiaries, associates and joint ventures, is spread across five continents with an employee base of over 77,000. The group recorded a consolidated turnover of ~US\$30.3 billion in the financial year ending March 31, 2023. In India, Tata Steel operates an end-to-end value chain that extends from mining to finished steel goods, catering to an array of market segments such as automotive, construction, general engineering etc. The Company's manufacturing facilities are in Jamshedpur and Gamharia in Jharkhand, Kalinganagar (including NINL) and Meramandali in Odisha.

About the Product



a. Tata Tiscon:

Tata Tiscon super ductile (SD) rebars add more structural strength and provide much better endurance to withstand earthquakes. These rebars provide superior strength and ductility even as they reduce the quantity of steel compared to lower grade of rebars. The Fe550 D grade of steel ensures minimum sulphur and phosphorous content leading to fewer unsafe impurities in the steel. Tata Tiscon corrosion-resistant steel (CRS) is made utilising a unique chemistry, which helps resist corrosion and is particularly useful in coastal areas

b. Tata Steel Nest-In

Tata Steel Nest-In, has a wide range of steel-based prefabricated construction solutions and all-India presence. Nest-In's motto is to create sustainable blueprints for lesser carbon footprints. It strives to provide turnkey solutions for the personalized needs of businesses, government institutions, and individual customers across the country. Nest-In offers a range of prefabricated solutions for offices, industrial amenities, healthcare facilities, educational institutions, labor accommodations, disaster shelters, sanitation, portable cabins, premium housing, and house extensions.



ADITYA BIRLA



GRASIM INDUSTRIES LIMITED

Best Trademarks Portfolio

Category: Large – Manufacturing/Engineering

About the Company

Grasim Industries Limited, a flagship company of US\$ 60 billion the Aditya Birla Group, ranks amongst the top publicly listed companies in India. Grasim has completed 76 glorious years of its existence. Incorporated in 1947, Grasim started as a textiles manufacturer in India. Today, Grasim has evolved into a leading diversified player with leadership presence across many sectors. It is a leading global producer of Man-made Cellulosic fibers, Diversified Chemicals, Largest cement producer, Linen Yarn and Fabrics producer in India. The company recently has entered paints business leveraging the Group synergies, launched “Birla Pivot”, the B2B online marketplace for building materials.

About the Products

a. Livaeco



Livaeco by Birla Cellulose™ is among most sustainable and environment friendly man made cellulosic fibres available for textile and non-woven applications. There is a need to provide technological solution so that at any stage of the value chain the fibres could be tested and identified. We brought in a unique solution by integrating digital block chain based tracking with a physical tracer

b. Birla Purocel – Anti-microbial



The prime factors responsible for driving innovation in Grasim are Customer Centricity, Sustainability, and Product Quality. One such example of customer centricity is the need for rapid commercialization of the Antimicrobial viscose fibre with Antiviral attributes during the Covid-19 pandemic, to support the front line medical personnel. Our R&D team had quickly developed a recipe for making antimicrobial fibre and tested for anti-viral performance. Getting “first-time correct” delivery was of utmost importance and required a lot of innovation.

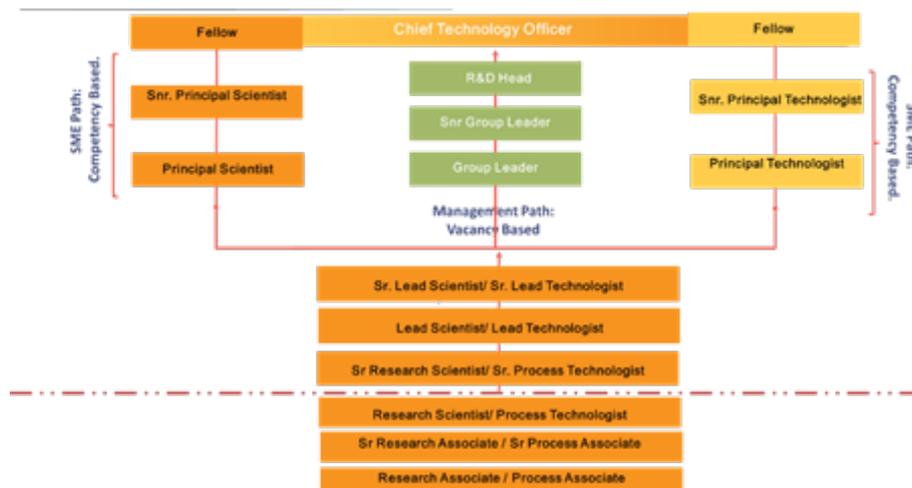
Intellectual Property (IP) Portfolio

➤ Intellectual Property (IP) Policy

The Global Intellectual Property Rights (IPR) Policy aims at establishing principles and a framework for the creation, protection, ownership and management of intellectual property across the Aditya Birla Group (“Group”) operating in India and abroad. It further aims to encourage the development of inventions and creation of intellectual property in the best interests of the Group and the public.

➤ R&D structure

The Organization recognizes the importance of developing a core of professionals with high technical depth and breadth. For such professionals to become subject matter experts, they have to focus solely on technical work. To promote the development of such individuals, organization has institutionalized a Technical Career Path. The TCP recognizes the professional and technical growth of an individual as a Technologist.



➤ Team Strength

Innovation is one of the foundations for our business strategy. We collaborate with technology companies, global research institutes, and other value chain members to create environmentally sustainable products to enhance our customers’ products and provide eco-friendly solutions. R&D Team includes Post Doctorate, PhDs, postgraduates and graduates with varied specialisations in textiles, chemical and information technology, applied sciences, and synthetic/physical chemistry.

➤ Best practices

One of the best practices that Grasim follows for continuous innovation process is through stage-gate process, enabled by innovation funnel*; ideation – anyone can place ideas on portal (internal), Project charters etc., Grasim practices the Stage Gate Process for ensuring that a healthy pipeline of Value Added Products catering to ever evolving market needs is maintained.



RELIANCE INDUSTRY LIMITED

Best Trademarks & Patents Portfolio

Category: Large – Manufacturing/Engineering

About the Company

Reliance Industries Limited (RIL), founded by Shri Dhirubhai H. Ambani, is India's largest private sector company headquartered in Mumbai. RIL's businesses span hydrocarbon exploration and production, petroleum refining and marketing, petrochemicals, advanced materials and composites, renewables (solar and hydrogen), retail and digital services. RIL is the first Indian private sector company to feature in Fortune's Global 500 list of the 'World's Largest Companies', currently ranked at 88th in 2023. It stands 45th in the 'Forbes Global 2000 rankings for 2023 - the top-most among Indian companies. Reliance is the highest-ranked Indian company, and the only one in the top 100, of Forbes' "World's Best Employers" 2023 list. It features among LinkedIn's "Top Companies 2023: The 25 Best Workplaces To Grow Your Career In India".

About the products

a. R|Elan



R|Elan™ is a perfect blend of art and smart, with fabrics providing enhanced aesthetics, performance and comfort. Through these fabrics R|Elan™ caters to all consumers across all apparel segments – active wear, denim, formal wear, womenswear etc.

b. ReIWOOD



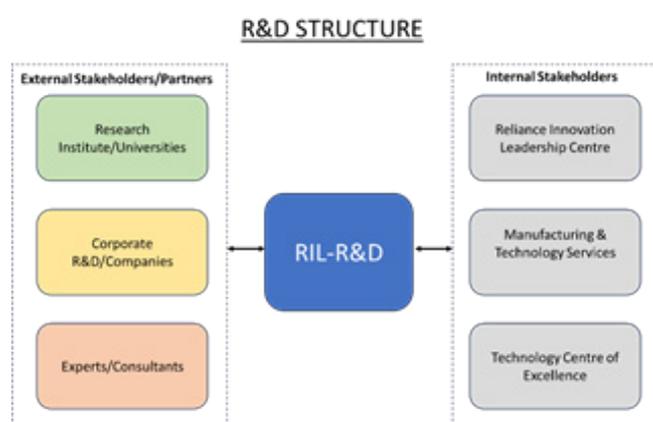
ReIWOOD™ an innovative product is made primarily of high-quality resin, natural fibers and a small proportion of harmless chemical ingredients to work in a synergistic way by an eco-friendly advanced process. Adoption of technologically advanced extrusion and unique surface finishing processes

allows to produce ReIWOOD™ as an extremely sustainable, and economical product with natural feel and appearance of wood.

➤ Intellectual Property (IP) Policy

RIL IP policy provides a comprehensive framework for IP Protection, Management and Risk Mitigation. It is implemented across RIL including the subsidiaries. The key components of the IP Policy are directed towards creation and management of business aligned patent portfolio, IP Risk identification & mitigation, and IP monetization. The Policy mandates involvement of Leadership from R&D, Business, Manufacturing and IP in all IP decisions through IP Executive Committee meetings. The Policy recommends implementation of best practices for 3rd party engagement.

➤ R & D Structure



➤ Team Strength

The Company's creative and innovation culture is due to an ecosystem which encourages out-of-the-box thinking by the employees. Currently more than 1,000+ Scientists, Engineers, and other professionals are contributing and leading from front in company's ambition to stay ahead of the technology curve, bring world-class products and services to customers and create holistic value for its stakeholders.

➤ Best Practices

The Company prioritises rapid adoption of new technology and cultivation of an innovative and entrepreneurial institutional culture. The Company always looks for market opportunities and leverage its intellectual capital to tap the same. Keeping alignment with global practices, Reliance has a robust internal Intellectual Property (IP) governance framework to ensure full compliance in areas such as confidential information management, third party engagement management, regulatory requirements across the globe etc. The Company's R&D has implemented best-in-class Electronic Lab Notebook (ELN) which is seamlessly integrated with the Laboratory Information Management System (LIMS) for capturing and storing structured and unstructured data for accelerating the innovation cycle and improving the robustness of data management. Reliance has embedded necessary checks and balances to ensure selection of R&D projects which supports creation of customer value in short term and long term both. In addition, the R&D projects are defined and managed to ensure benefit to society and nation.



TATA CHEMICALS

TATA CHEMICALS LIMITED

Best Trademarks Portfolio

Category: Large – Manufacturing/Engineering

About the Company

A part of the US\$ 128 billion Tata Group, Tata Chemicals Limited, is a leading supplier of choice to glass, detergent, industrial and chemical sectors. The company has a strong position in the crop protection business through its subsidiary company Rallis India Ltd. Tata Chemicals has world-class R&D facilities in Pune and Bangalore.

About the Product

Fructo Oligosaccharide



The prebiotics and dietary fiber: **FOSSENCE®**

FOSSENCE® is a 100% soluble, potent prebiotic and dietary fiber made from fermented cane sugar, clinically studied, for its impact on the gut microbiome. Healthy microbiome is known to improve immunity, nutrient absorption, lipid transport and overall digestive and bowel health.



Tata Chemicals' Specialty Silica products reflect our leadership in technology and innovation. We have innovated a novel method of synthesis and customisation of structure, morphology, particle size, surface area and particle porosity, which gives our silica greater advantage in industrial applications. Our products come with the assurance of consistent quality along with quick and assured supply.

Intellectual Property (IP) Portfolio

➤ Intellectual Property (IP) Policy

Tata Chemicals has a dedicated IP team who created the strong process and systems for IP generation and protection. We have been recognized for the valuable IP portfolio in the areas of Nutrition Science and Performance Materials to fuel business and economic growth and a testament to the strong IP systems put in place by the IP team. Our world-class R&D Pune and Bengaluru, currently headed by Dr. Richard Lobo (Head Innovation, Business Excellence and Chief Ethics Counsellor) have played a major role in this journey.

TATA MOTORS

TATA MOTORS LIMITED

Best Design & Patents Portfolio

Category: Large – Manufacturing/Engineering

About the Company

Tata Motors Group (Tata Motors) is a USD 42 billion organisation. It is a leading global automobile manufacturer of cars, utility vehicles, pick-ups, trucks and buses, offering extensive range of integrated, smart and e-mobility solutions. With 'Connecting Aspirations' at the core of its brand promise, Tata Motors is India's market leader in commercial vehicles and amongst the top three in the passenger vehicles market. Tata Motors strives to bring new products that fire the imagination of GenNext customers, fuelled by state-of-the-art design and R&D centres located in India, UK, US, Italy and South Korea. With operations in India, UK, South Korea, Thailand, South Africa and Indonesia, Tata Motors' vehicles are marketed in Africa, Middle East, Latin America, South East Asia and SAARC countries.

Intellectual Property (IP) Portfolio

Tata Motors has a strong global IP portfolio. Over last two decades, it has filed around 2K patent applications across the globe out of which more than 50% applications are granted Patents and has filed 1100+ Design applications out of which more than 75% applications are registered Designs. Patents and Design applications were filed across 60+ countries across the Globe, including major jurisdictions such as EU, USA, ARIPO, China, Germany, OAPI, UAE etc.

➤ Intellectual Property (IP) Policy

Tata Motors limited has a well-defined IPR Policy framework in place, which is integrally supported by IT security and Legal policy. The IPR policy is well documented and centrally maintained and is implemented by various departments including HR, Legal, Procurement, sales & marketing, etc. The overall process is supervised and guided by Senior Leadership Committee. Furthermore, the IPR policy process is managed by in-house developed agile and robust Online Invention Declaration System and a team of highly trained IPR professionals.

➤ R&D structure

Tata Motors state-of-the-art R&D centres and design studios are located at Pune, Jamshedpur & Lucknow (India), Italy and the UK, and have many firsts to their credit. Tata Motors boast of housing an end-to-end powertrain development facility recently upgraded with countries first multi storey

soak room facility for BS6 development, Asia's first anechoic chamber, India's first full vehicle crash test facility and India's only full climate test facility. With over 5000 engineers, designers, scientists and technicians, we are making path-breaking innovations that are driving the form and performance of future vehicles.

➤ **Team Strength**

IPR team at Tata Motors consist of well trained and experienced IP Attorneys, Patent agents and paralegal staff. The team is well versed in handling various life stages of IP's starting with idea scouting, search's, drafting, filing, prosecution & litigation in various technology domains. The team not only actively interact with R&D teams but also with various engineers and technical staffs employed in production and manufacturing activities to provide awareness/guidance and harness ideas for IPR protection.

➤ **Best practices**

Tata Motors has a well-defined framework for identifying and protecting company's own Intellectual Property while respecting others IPR. It has a robust IP Due diligence process and regularly provide IPR awareness & training to all employees.

mahindra ^{Rise}

MAHINDRA & MAHINDRA LIMITED

Best Design & Patents Portfolio

Category: Large – Manufacturing/Engineering

About the Company

Founded in 1945, the Mahindra Group is one of the largest and most admired multinational federation of companies with 260,000 employees in over 100 countries. It enjoys a leadership position in farm equipment, utility vehicles, information technology and financial services in India and is the world's largest tractor company by volume. It has a strong presence in renewable energy, agriculture, logistics, hospitality, and real estate.

The Mahindra Group has a clear focus on leading ESG globally, enabling rural prosperity and enhancing urban living, with a goal to drive positive change in the lives of communities and stakeholders to enable them to Rise.

About the Products



Introducing the **XUV400**, the first all-electric SUV from the house of Mahindra which offers a compelling proposition of superior Performance, Design, Space and Technology. The XUV400 takes Mahindra's legendary performance a notch higher still. Experience class-leading acceleration of 0-100km/h in a blistering 8.3 seconds, delivered with a best-in-class torque output of 310 Nm. Available in 2 variants XUV400 EC & XUV400 EL with 5 exciting colour options. XUV400 EL is powered by a 39.4 kWh

lithium-ion battery, offers a MIDC range of up to 456 km and XUV400 EC is powered by a 34.5 kWh lithium-ion battery, offers a MIDC range of up to 375 km.



Introducing our revolutionary new platform OJA Derived from the Sanskrit word OJAS , which means energy, The Mahindra Oja Compact Series tractors are here to transform vineyard, orchard, vegetable, inter-culture, and paddy-farming. With its three state-of-the-art technology packs, PROJA, MYOJA and ROBOJA this tractor is all set to revolutionize the way you farm. OJA tractors empower to address the global tractor market needs including North America, Europe, Brazil, South Africa, Australia, SAARC and ASEAN region.

Intellectual Property (IP) Portfolio

➤ Intellectual Property (IP) Policy

At M&M, IP policy is built on 3 pillars – Being vigilant and IP aware; Create, Protect and Enforce our IP; Respecting others' IP. Policies are based on the following principles of ethics, transparency, and accountability:

-To recognize and respect the rights of the people who may be owners of traditional knowledge, and other forms of intellectual property.

-To respect the interests of, and be responsive towards its stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

➤ Team Strength

The Intellectual Property & Knowledge Management is a 20+ strong team supporting both Auto and Farm Sectors of M&M.

➤ Best Practices

- Innovation, IPR protection and risk mitigation linked to NPD process
- IP Cell contribution across product life cycle
- Improving Innovation through Knowledge Management Index



HERO MOTOCORP LIMITED

Best Design Portfolio

Category: Large – Manufacturing/Engineering

About the company

Hero MotoCorp is the global leader in the 2-wheeler segment, offering innovative and sustainable solutions to meet the diverse needs of customers across the world. With a vision of expanding horizons and shaping tomorrow, Hero MotoCorp has established a leadership position in the ICE segment and launched an innovative product in the electric segments of the two-wheeler market. Hero MotoCorp has a world-class research and development and manufacturing ecosystem, comprising the Center of Innovation and Technology (CIT) in India, the Hero Tech Center (TCG) in Germany, and collaborations with top global design and technology houses. It has eight state-of-the-art manufacturing facilities across India, Colombia, and Bangladesh, with an annual production capacity of around 9 million units of two-wheelers. Hero MotoCorp is shaping a greener, safer, and equitable future for the personal mobility space, with the trust and credibility of a global brand and the loyalty of over 110 million customers. Hero MotoCorp is riding into the future with the trust and credibility of a global leader. After all, a Hero is what a Hero does!

About the Product

a. VIDA V1



VIDA V1 is the first electric scooter from Hero MotoCorp. It is a smart, connected, and eco-friendly scooter that offers a superior riding experience. VIDA V1 has achieved a new Guinness World Record by covering 1,780 km (1,106.04 mi) in 24 hours, breaking the previous record for the

greatest distance travelled by an electric scooter. This accomplishment showcases the VIDA V1's exceptional engineering and performance. VIDA V1 has 25-plus patents associated with it, reflecting its innovative design and technology.

b. XPULSE



XPULSE 200 4V is an adventure motorcycle from Hero MotoCorp built for the thrill. It has a refined 200cc engine, and off-road-friendly components make it versatile and robust. It has a Rally Edition that comes with a factory-fitted Rally Kit, featuring a taller and fully adjustable front suspension and a fully adjustable 10-step rear suspension. The Rally Edition features the same colour combination as the Hero MotoSports Team Rally.

➤ Intellectual Property (IP) Policy

Hero Motocorp Limited is deeply committed to innovation and safeguarding intellectual property rights. Our robust internal IP Policy serves as a cornerstone, fostering an innovative culture within our organization. We actively engage our inventors through targeted programs and sessions, motivating them to file patents. Employees are encouraged and obligated to disclose any relevant invention, design, or creation that impacts our business. Our decision-making process for patent filings is both strategic and comprehensive, addressing domestic and foreign applications. Importantly, our IP policy extends beyond the realm of Research and Development (R&D), encompassing all employees across HMCL and its subsidiaries. By nurturing creativity and protecting intellectual assets, we continue to drive excellence in the automotive industry.

➤ R & D Structure



➤ Team Strength

Our dynamic IP team comprises highly skilled professionals, including mechanical engineers, electronic/electrical engineers, and accomplished lawyers from prestigious institutes. They have over 100 years of combined experience in the field of patents and technology. The team members leverage their diverse expertise to drive innovation, protect intellectual assets, and enable Hero Motocorp to stay ahead in the ever-changing landscape of patents and technology.

➤ Best Practices

Hero MotoCorp has a wealth of exemplary patent and Intellectual Property Rights (IPR) practices. The top three are as follows: First, we reward our inventors for filing patent applications and for securing patent grants. Second, we actively engage with our inventors, assisting them in developing their inventions to a patentable stage. Lastly, we have designed an in-house patent management portal tailored to meet the specific requirements of Hero MotoCorp.



Meril

More to Life

MERIL LIFE SCIENCES PVT. LIMITED

Best Patents Portfolio

Category: SME – Life Science/Pharma

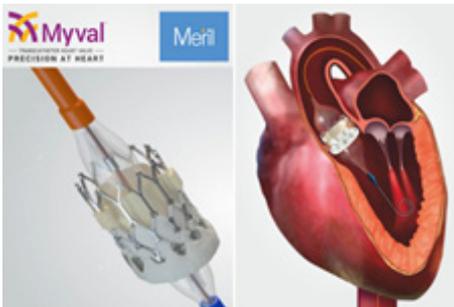
About the Company

Meril, a trailblazing medical device company, stands proudly at the forefront of innovation, design, and development, setting new benchmarks in the healthcare industry. Meril exemplifies unwavering dedication to crafting novel, clinically relevant, and state-of-the-art devices that redefine medical standards worldwide.

At the heart of Meril's success lies an unyielding commitment to Research and Development (R&D). Meril's scientific endeavors are bolstered by the adept use of the latest tools, ensuring that every product reflects cutting-edge advancements in the field. What truly sets Meril apart is its global footprint. With a presence in over 100 countries and sixteen subsidiaries strategically located across the globe, including the United States, Germany, Russia, Brazil, South Africa, and China, Meril has emerged as a truly global medical device powerhouse originating from India. This extensive reach not only showcases the company's international acclaim but also underscores its commitment to providing quality healthcare solutions on a global scale.

About the Product

Myval: Transcatheter Aortic Valve Replacement - Minimal Invasive



Meril manufactures medical solutions in the form of vascular intervention devices, orthopaedic implants, robotics, endo-surgery, ENT products, and in-vitro diagnostics. Our diverse portfolio including devices ranging from drug eluting stents, bioresorbable scaffold, balloon catheter, peripheral vascular, heart valves etc. Heart valve product range includes Interventional Heart Valves, Mechanical Heart Valves, Bioprosthetic Heart Valves (pericardial) and Mitral valve replacement to improve the patient's overall quality of life.

Transcatheter aortic valve Replacement (TAVR) is a less invasive alternative to surgical aortic valve replacement for patients with severe, aortic stenosis. The procedure is minimally invasive using

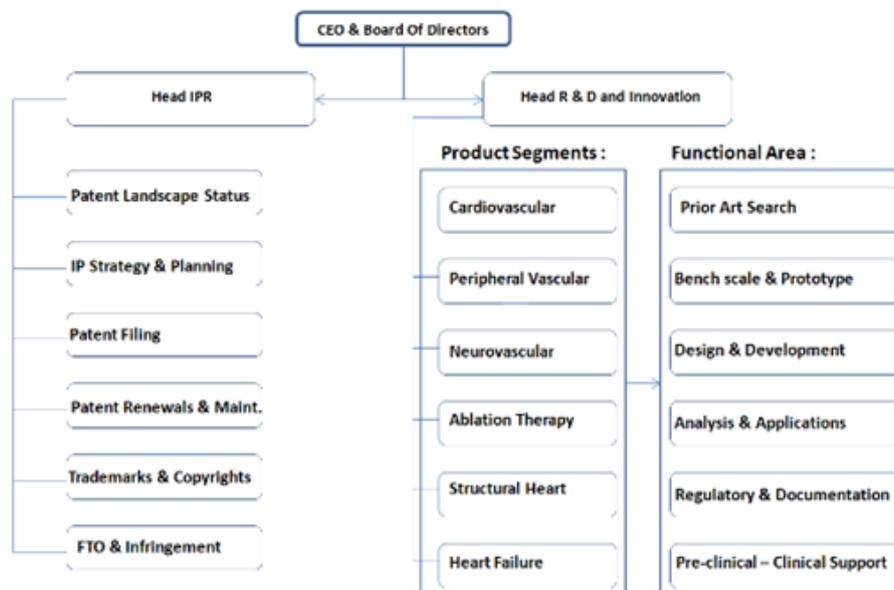
crimped valve over Meril's Navigator Delivery System as compared to complex open heart surgery using surgical valves.

➤ Intellectual Property (IP) Policy

Meril's Intellectual Property Rights (IPR) policy reflects unwavering commitment to continuous innovation and the development of cutting-edge medical devices to address unmet clinical needs. The essence of our policy is based on; i) Innovation-Centric Approach ii) Continuous Development iii) Incentives for Innovators iv) Strategic Patent Portfolio v) Transparency and Collaboration

With a strategic patent portfolio, Meril ensures global standards compliance, safeguarding our position at the forefront of healthcare technology emphasizing transparency and collaboration in our IPR policy. The IPR policy is reviewed every five years.

➤ R&D Structure



➤ Team Strength

The R&D team, with around 140 professionals, is a multidisciplinary force comprising a highly talented pool with diverse expertise, including PhDs and engineers in disciplines such as bio-medicine, chemistry, electronics, electrical, mechanical, and bio-tech. Complemented by bachelor's and master's degrees.

➤ Best Practices

Meril Life Sciences Pvt. Ltd has DSIR approved R&D, the key practices include cross-disciplinary collaboration, rigorous regulatory compliance, and robust risk management. Emphasizing market research, iterative development, and intellectual property protection ensures innovation. Quality by Design principles, effective project management, and comprehensive testing ensure the product's reliability. Ongoing staff training, environmental considerations, and ethical adherence further contribute to successful development, regulatory approval, and market longevity.



SAMI-SABINSA GROUP LIMITED

Best Patents Portfolio

Category: SME– Life Science/Pharma

About the Company

Sami-Sabinsa Group Limited, formerly known as Sami Labs Limited, is research oriented MNC in the field of Natural products and Nutraceuticals. Founded by Dr. Muhammed Majeed, an internationally acclaimed scientist and entrepreneur in the area of “Alternative Medicine” in the year 1988, is a pioneer in the Natural products industry, manufacturing wide range of phytoextracts, finished formulations, probiotics, nutritional supplements, enzymes, cosmetics and cosmeceuticals, fine ingredients and chemicals, beverages and minerals. Backed by science and driven by the motto “Our Innovation is your Answer®”, the company continues to innovate new products, nutritional supplements, and formulations in accordance with global standards to cater to the growing needs of the industry. The group has received numerous awards and accolades, both national and international, as a recognition for its tireless contribution. Furthermore, Sami-Sabinsa’s manufacturing facilities have received a number of research and export awards from the Government of India, along with NSF GMP Registration, ISO FSSC 22000 Accreditation and US FDA inspected. The Group has a sizeable patent portfolio comprising over 452+ granted patents and 260 pending patent applications worldwide.

About the Product

a. Sabroxy®



Sabroxy® is a patented extract of *Oroxylum indicum* bark extract, bio-standardized to a unique set of compounds, oroxylin-A, baicalein and chrysin. Sabroxy helps to support healthy cognitive function, improves memory, concentration, focus and recall in healthy people.

b. Curcumin C3 Reduct®

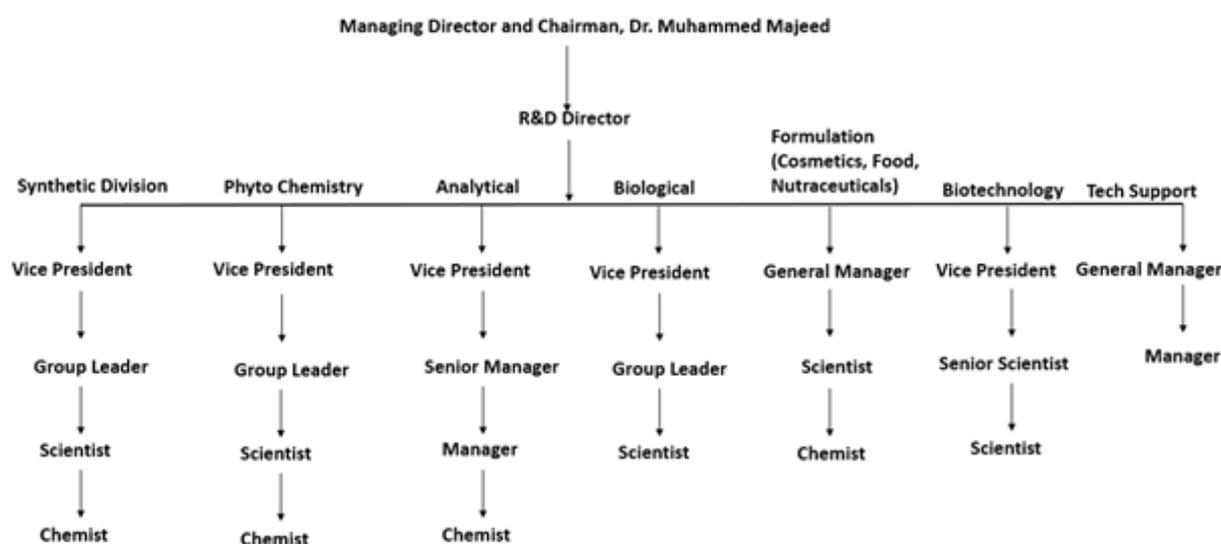


As pioneers in bringing curcuminoids to the market, Sami-Sabinsa’s continuous research efforts to identify bioavailable curcuminoids has yielded multiple versions, including Curcumin C3 Reduct®, recently approved by European Food Safety Authority (EFSA) as a Novel Food, Curcumin C3 Reduct® contains more bio-available Tetrahydrocurcuminoids (THCs), which are the reductive metabolites of curcuminoid.

➤ Intellectual Property (IP) Policy

Intellectual Property Policy provides guidance about management, arrangements and employment conditions which will contribute towards developing and managing IP of the Company. The IP or product shall be generated by one or more of the following ways, but not limited to: i) Internally generated using the company's resources ii) Acquired externally from universities/research institutions by means of projects funded by the company or through projects/IP licensed-in by the company iii) Generated using the company's materials/ingredients/formulations partly within the company and partly in an external laboratory/university/research institute iv) The employee/inventor is made aware of the importance of IP through IP awareness and discussions on IP, thereby they are also fully integrated in the innovation ecosystem of the organization

➤ R&D structure



➤ Team Strength

- True to its commitment “Our Innovation, is your Answer®”, the company ideates and innovates new products as nutritional supplements and formulations, which are backed by science, adheres to global standards and caters to the growing needs of the customer.
- Our geographical location, with its strategically located hub in India and the affiliate companies across the globe such as in the USA, Germany, Poland, Canada, Australia, Brazil, China, South Korea, and Japan, has helped our products seamlessly reach the customers through its efficient and well-knit supply chain.

➤ **Best practices**

We strive to achieve zero waste. We installed and use Zero Liquid Discharge (ZLD) in our production plants to have zero effluents downstream. Installed scrubber in the process plants to remove toxic gases. Continue to recover and reuse solvents inside our production plants. Sewage and canteen waste-water treatment effected in ETP. Sami-Sabinsa Group manufactures its products as per global standards at its seven state-of-the-art manufacturing facilities located in Bengaluru, Hyderabad, and Utah (USA). Our Bengaluru and Hyderabad facilities are FSSC 22000, FSSAI and USP GMP certified, and our US facility is NSF GMP certified.



ZIM LABORATORIES LIMITED

Best Patents Portfolio

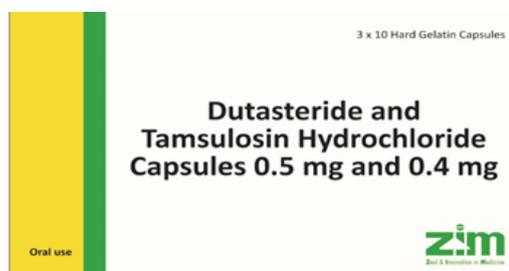
Category: SME – Life Science/Pharma

About the Company

ZIM Laboratories limited is an innovative drug delivery solution provider focusing on improving patient convenience and adherence to drug intake. We offer a range of technology-based drug delivery solutions and non-infringing proprietary manufacturing processes for the production and supply of innovative and differentiated generic pharmaceutical products to our customers globally.

About the Product

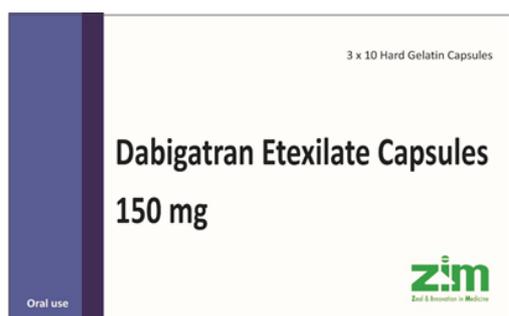
a. Dutasteride and Tamsulosin Hydrochloride capsule



Dutasteride and Tamsulosin Hydrochloride capsule is an innovative product developed by ZIM Laboratories Limited with a platform technology microemulsion which has used the oil to solubilize dutasteride in oily layer and then emulsifies in aqueous layer, and coated on Tamsulosin pellet. The said pellets are filled in to the capsule. The said product is used in the treatment of benign prostatic hyperplasia (BPH). ZIM Laboratories Limited has filed an international patent

application WO2019224840 to protect the product technology into the worldwide market. Further ZIM Laboratories Limited is using ZIMDART as brand name for the said product and the same is protected through trademark registration number 2318894 in India.

b. Dabigatran Etxilate Capsules



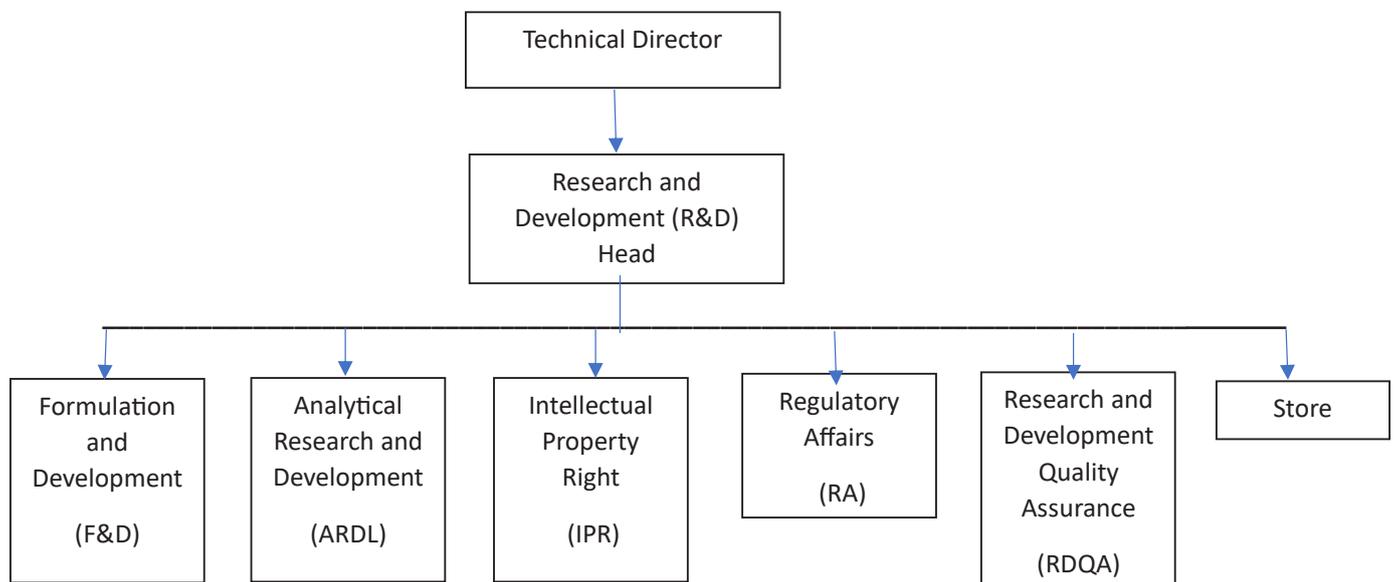
Dabigatran Etxilate Capsules is an innovative product developed by ZIM Laboratories Limited using novel organic acid. The product is being stabilized by use of glycerophosphoric acid as novel organic acid and through pellet technology. The product is used in the treatment of Prevention of stroke and systemic embolism. ZIM Laboratories Limited has filed an international patent application PCT/IB2022/055118 to protect the product technology into the worldwide market. Further ZIM Laboratories Limited is using DABEXA as brand name for the

said product and for which trademark application number 3488486 has been filed in India.

➤ Intellectual Property (IP) Policy

Zim laboratories Ltd have an Intellectual Property Policy in place to maintain absolute clarity on IPR related issues such as ownership, rights and obligation of employees and the organization; rights and obligation of customers and the organization; liabilities in case of misappropriation of IP or resolution of IP related disputes strategically. This Intellectual property Policy applies to all the employees and workers of the company and other subsidiaries of the company. The IP Policy seeks to set the framework for the translation of the IP arising from the Research into products, services and processes. It also establishes clear rules and procedures for the management and Commercialization of such IP generated at the company. The IP Policy seeks to ensure the legal protection, where applicable, effective management and Commercialization of Institution IP.

➤ R&D structure



➤ Team Strength

We have a total of 5 members in the IPR team and 107 in the R&D department.

➤ Best practices

Providing training to R&D scientist, Business development, marketing team and other employee in the organization on intellectual property. Product will be prepared by considering the patent scenario. Freedom to Operate (FTO) searches are performed before launching a new product to ascertain our product commercially 'safe' to make or sell our product in the country in which we wish to do so, without infringing existing third-party rights. In order for an invention to be patentable, the new formulations/ inventions are evaluated by us under patentability criteria for invention, before filing the patent. Products/ inventions are developed considering deficiencies or drawbacks in the prior art; so that developed product provide better patient compliance. Prior art technology is used wherever possible in the product to avoid patent conflict. Trademark registration is secured for our product brands and then we use it, to avoid third party brand conflict. Strongly protecting our trademark registration by filing opposition to any deceptively similar third party trademark.



ARROW GREENTECH LIMITED

Best Patents Portfolio

Category: SME – Manufacturing/Engineering

About the Company

Arrow Greentech Limited is a company that was established more than thirty years ago on the foundation of innovation to ensure a sustainable future through maximum environmental care. The first water soluble film (Watersol™) introduced by Arrow was in the mid-nineties. Our expertise enables us to provide solutions, applications and management systems in the health, hygiene, packaging, printing and security industries. This is reflected in most of our intellectual properties filed globally in respective fields.

Arrow Greentech Ltd. is listed in the National Stock Exchange (NSE) and the Bombay Stock Exchange (BSE) in India. It has its manufacturing units in India and in the United Kingdom via its subsidiary Arrow Green Technologies (UK) limited.

About the Product

a. Watersol™



Watersol™ Film (WSF), also known as PVA film, is a versatile product that with variations can be used as packaging material that is safe for the environment and fully biodegradable, water soluble soap strips, called 'Arrow Magic Strips', as a mold release film for the unsaturated polyester epoxy resin or other thermosetting resin, in Water Transfer printing and so on.

Intellectual Property (IP) Portfolio

Arrow Greentech Limited has a patent portfolio of more than thirty (30) patents across the globe covering fields as diverse as Water Soluble Films to Security. We have recently files more than thirty-five (35) patents in India and internationally which show great promise. AGTL also owns more than twenty-five (25) Trademarks and are in the process of obtaining more.

➤ **R&D structure**

The R&D division is headed by Mr. Neil Patel (JMD of the company) whereas the IPR team is headed by Mr. Shilpan Patel (CMD).

➤ **Team Strength**

More than 15 members are in the R&D Team and more than 5 for IPR.

➤ **Best practices**

We follow the standard of “Good Manufacturing Practices” (GMP). GMP essentially means that the product quality is tested repeatedly throughout its manufacturing cycle commencing from the raw material purchase stage right up to the dispatch of final products. GMP followed by us also includes safety and quality check (scheduled and surprise) of the loading & storage areas, machinery and personnel.



PRADEEP METALS LIMITED

Best Patents Portfolio

Category: SME – Manufacturing/Engineering

About the Company

Pradeep Metals Limited (PML) was established in 1982. PML manufactures ferrous & non-ferrous hot closed-die forgings and precision machined components. The present plant capacity is 10000 TPA. The products manufactured are for food processing, petrochemical, nuclear, valve and defense industry. Shortly PML foray into aerospace components. Almost 65% products are exported to USA, South America, Europe, China, Singapore, Japan. PML is a 100% green energy company and takes sustainability as its core value system.

Looking at the energy deficiency in India in early 2005, PML decided to establish “Industrial Microwave Research Center” (IMRC), dedicated for exploiting new energy efficient microwave processing arena. We were conscious that IMRC may not give any immediate returns to the company, as metals are prohibited in the microwave field. However, the objective was to open new horizons for the Indian industry for improving process time and energy efficiency and product quality to meet international standards.

About the Product



Valve Body



Impeller

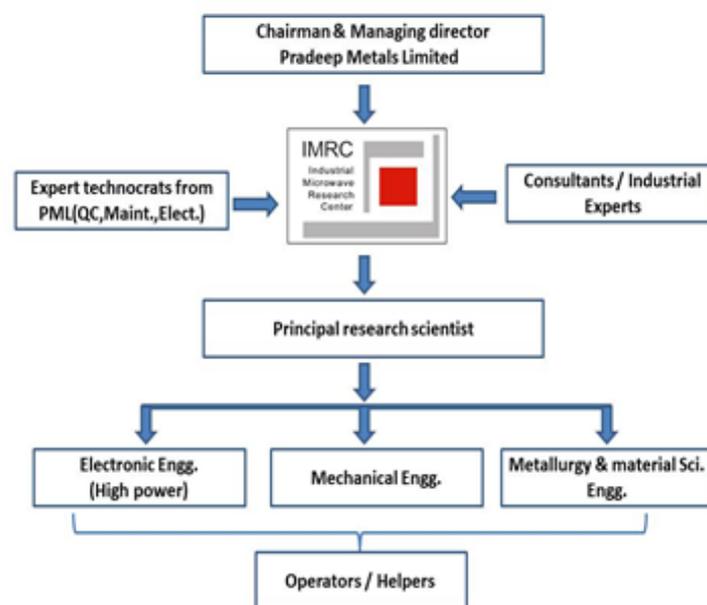
PML has developed over 5000 unique closed die forging components in carbon, alloy, high nickel and stainless steels. The products are further processed by machining to make them suitable for end use. Our products are deployed in instrument manufacturing, paper and pulp, food and pharma machinery, nuclear, defence sub-assemblies and general engineering, automobile, mining industries.

Intellectual Property (IP) Portfolio

➤ Intellectual Property (IP) Policy

PML develops microwave assisted energy efficient technologies for industry. In the process, when the results are extraordinary, unique and offer significant benefits, we conduct an international prior art search, using sophisticated search engines. Based on the report, and intensity/importance of the invention, we file a patent within the country or internationally under PCT, as appropriate.

➤ R&D structure



➤ Team Strength

Our CMD is an accomplished Materials Science expert. Principal Research Scientist has over 30 years' experience in microwave processing of materials. R&D members are experts in microwave engineering and experienced in Electronic, Mechanical and Metallurgy & Materials science fields. IMRC associates with industrial experts and advisors.

➤ Best practices

We conduct applied research relevant to industrial use. Existing processes are redeveloped using microwave energy resulting in significant energy savings. The processes developed are industry friendly, safe, and cognisant of commercial aspects. Microwave technology results in ease of operation and are environment friendly.



INDIAN INSTITUTE OF TECHNOLOGY MADRAS

Best Patents Portfolio

Category: Academic Institution

About the Institute

The Indian Institute of Technology Madras, established in 1959 by the Government of India, is a premier higher technical education Institute, well known for basic and applied research, innovation, entrepreneurship and industrial consultancy. It has been consistently ranked as the No. 1 institution in India in the Engineering category, right from the inception of NIRF, Govt. of India. For the last 5 years, it is also ranked No. 1 in the Overall category.

IIT Madras at present has nearly 635 faculty members, ~12,100 students and ~750 administrative and supporting staff. The Institute has 17 academic departments and a few advanced research centres in various disciplines of engineering and sciences, along with nearly 100 laboratories. IIT Madras has produced about 64,000 well-trained graduates so far.

The Institute has the Office of Industrial Consultancy and Sponsored Research (IC&SR) for facilitating research projects undertaken by faculty, intellectual property protection and technology transfer, apart from being the industry interface. The institute also has the country's first Research Park among academic institutions in India, a facility to encourage start-ups and nurturing Industry-Academia collaborations.

Intellectual Property (IP) Portfolio

➤ Intellectual Property (IP) Policy

Intellectual Property Policy of IIT Madras provides full freedom to the inventors to innovate new ideas, develop prototypes, commercialise R&D products/developed technology, start-up and entrepreneurship activity. As per the institute policy, 72% of the revenue generated through commercialisation of the invention is given back to the inventors to encourage more IP generation and its commercialisation.

➤ R&D structure-

The Dean (IC&SR) heads the Office of Industrial Consultancy and Sponsored Research which takes care of all activities related to funded projects, IP generation, protection & its commercialisation, industry interactions and other related R&D activities of the institute. IC&SR has six administrative

verticals namely Administration, Technical, Finance & Accounts, IP Management, IT Support and Legal to take care of all activities related to R&D administration and IP management.

➤ **Team Strength-**

Intellectual Property Management Cell, IC&SR at IIT Madras takes care of IP applications filings, its protection & renewals and IP licensing. At present it has the team strength of 25 members.

➤ **Best practices**

- New ideas are generated through ideation process and prioritised based on their merit and relevance to the given problem.
- All the inventors, including students, are given full rights to their inventions.
- Institute takes care of IP filing and maintenance cost of Indian patent applications for all inventors up to 7 years. Also takes care of part of the international patent applications filings costs.
- Inventor has right to decide the IP commercialisation terms and conditions.



AMITY UNIVERSITY

Best Patents Portfolio

Category: Academic Institution

About the University

Amity University has been ranked among the top 3% universities globally by QS and Times Higher Education, the world's leading university ranking organizations. Amity is also engaged in conducting more than 500 high-end government-funded as well as international research projects, including those funded by the Bill & Melinda Gates Foundation, USAID, DRDO, ICSR, CSIR, ICMR, ISRO, DAE, BIRAC and ICAR. Further, ongoing research projects worth over INR 100 crores include DST-FIST, DST-PIRSE and DBT-BUILDER.

The Amity faculty and researchers have also authored over 900 books, registered over 400 copyrights and published over 35,000 research papers in top ranked research journals, including The Lancet and Nano Energy. Further, Amity's distinguished faculty have developed over 4,200 case studies that have been bought across 110 countries by leading institutions like Harvard, Stanford, Oxford, McKinsey, and KPMG.

Such initiatives have led to 33 Amity Faculty being listed among the top 2% scientists globally by Stanford University survey – one of the highest in India. Over 40 of Amity's faculty have also earned Ramalingaswamy / Ramanujan / Wellcome Trust / Inspire Fellowships. Taking a step further, Amity has established over 35 hi-end Research Centers in diverse areas including Artificial Intelligence, Cancer Research, Nanomedicine, Click Chemistry, Microbial Technology, Space Science, Aerospace and Global Warming.

It has been conferred with the National Intellectual Property Award for being the top Indian Academic Institution for Patents and Commercialisation by the Indian Intellectual Property Office of the Ministry of Commerce & Industry, Govt. of India. Amity has also been listed as one of the top universities in India by Atal Ranking of Institutions on Innovation Achievements (ARIAA), Ministry of HRD, Govt, of India. The Amity Innovation Incubator has been ranked amongst the top 12 incubators in India by Niti Aayog and has incubated more than 750 start-ups.

At Amity, the guiding motto for research is to take every innovation and commercialize it to find pragmatic solutions to real-life problems. Over 40 innovations developed at Amity have already been commercially scaled up and are being used by leading organizations. Amity has also awarded over 2,000 Ph.D Fellowships to brilliant researchers to carry out path-breaking research in thrust areas that will impact the development of the country.

Amity University is a flagship institution of the Amity Education, Research and Innovation Group, India's leading global education group that is home to over 200,000 students across 12 world-class universities, 28 schools & pre-schools, 150+ institutions and 16 international campuses (including in London, Dubai, Singapore, New York, San Francisco, Amsterdam, Mauritius, Tashkent) offering more 350+ diverse disciplines across Pre-School to Post-Doctoral level.

About the Products

a. Rootonic



Rootonic is a magic fungus (*Piriformospora indica*) that not only promotes plant growth but also has multi-functional activities which help in enhancing productivity, promoting early flowering and helping in biological control of plant diseases. "Rootonic" showed a remarkable increase in productivity of various plants in various parts of India including Punjab, Himachal Pradesh, Haryana, Gujarat, Karnataka, Delhi NCR and Rajasthan across number green-house experiments and field trials. It was discovered by Prof. (Dr.)

Ajit Varma, Distinguished Scientist, Amity Institute of Microbial Technology

b. Ami Aqua Tester



"Ami Aqua Tester to detect Chromium in Water" holds immense importance in addressing the critical issue of water contamination by detecting Chromium, a heavy metal, can have severe health implications when present in water above permissible limits. With the development of this technology, Amity University, supported by the DST, GOI, under the Water Technology Initiative, has showcased its commitment to solving real-world problems through scientific advancements. It was developed by Dr. V. K. Jain, Distinguished Scientist, Amity Institute of Advanced Research and Studies & his team.

Intellectual Property (IP) Portfolio

Amity's strong focus on research and innovation has led its faculty and scientists to file more than 2,100 patents in the last few years, out of which more than 270 patents have been already granted and others are in the process of getting granted.

➤ Intellectual Property (IP) Policy

The Amity IP Policy focuses on protecting, developing, transferring, and commercializing new IP for the benefit of society. The Amity IP Team mentors and handholds its scientists, researchers, and students throughout their journey of innovation including augmentation and identification of IP generation, IP prosecution, IP portfolio management and exchange of best practices in the field of IPR.



CHITKARA UNIVERSITY

Best Design Portfolio

Category: Academic Institution

About The University

Chitkara University is a state-private university accredited at grade “A+” by NAAC - UGC. Its Management, Engineering, Pharmacy and Architecture programs have consistently been ranked amongst top 100 of the county by National institute Ranking Framework (NIRF) of MoE. The University is well known for education based on values and ethics, its dynamic National and International collaborations, its entrepreneurial spirit, its beautiful – clean - green infrastructure, and illustrious alumni.

The University has established itself as a multidisciplinary campus and is a pioneer in establishing the first business incubator of the region. In less than a decade, it has mentored more than 200 startups has adopted an IP policy, enabling more than 3000 innovators filing 2500 patents. The University has 100+ collaborations across the globe and has bagged funded projects worth multimillion dollars. Its research is world class and has been recognised by international ranking agencies QS and Times Higher Education.

About the Product

a: 80 Wash - Water less Washing Machine



The foremost water-intensive daily chore is laundry, with an average cotton t-shirt requiring 25 liters of water—sufficient drinking water for one person over 10 days. Globally, 37 billion gallons of water are consumed annually, a significant portion in laundry. Excluding this usage could mitigate clean water scarcity. Traditional washing also contributes to pollution and energy consumption. To address these issues, Chitkara University’s 80-WASH technology, a

waterless washing machine, completes a cycle in 80 seconds, saving substantial water and energy. Based on Immediate Supersaturated Phase (ISP) water technology, it offers efficient stain removal and disinfection with minimal water usage. Scaling rapidly, 80-WASH is revolutionizing laundry practices globally.

b : Aumsat Technologies - Water Conditioning Technology



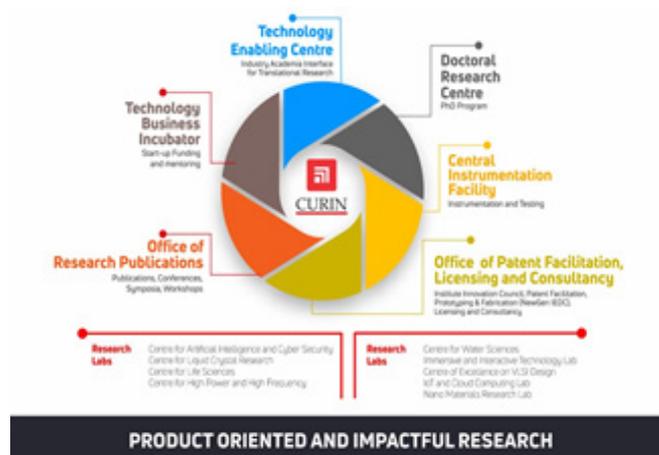
Conventional water purification methods like Reverse Osmosis (RO) result in substantial water wastage and demineralization, posing health concerns. Many water conditioners rely on electricity, inaccessible to numerous Indian farmers and households. Addressing this, Aumsat Technologies initiated a research project to develop an affordable, non-electric water conditioning solution for irrigation. The result was a magneto-catalytic powered, IoT-integrated device that combats hard water issues, ensuring real-time water quality monitoring. Field trials

on sugarcane crops demonstrated enhanced nutrient absorption, optimal growth, and a 10.489-ton/ha yield increase. Commercialized at Chitkara University's Incubation Center, this technology now benefits diverse sectors, exhibiting potential for extensive water conservation aligned with UN Sustainable Development Goal 6.

➤ Intellectual Policy (IP POLICY)

Office of Patent Facilitation, Licensing and Consultancy (OPFLC) at Chitkara University oversees all Intellectual Property related matters. University students, faculty, staff, and collaborators from other institutions can file Intellectual Property Protection (IPP) for their innovations. Under Chitkara University's IP Policy, the University fully covers all Intellectual Property Rights (IPR) expenditures. Yet, and 90% of the commercial rights rests with the innovators. This ensures comprehensive support for the protection and recognition of intellectual creations within the university community.

➤ R&D STRUCTURE



➤ **TEAM STRENGTH**

With expertise spanning various disciplines, the research team collaborates on cutting-edge technological areas, contributing significantly to the academic and scientific landscape. Their collective strength lies in a multidimensional approach, addressing contemporary challenges through impactful research initiatives. Committed to excellence, the team actively engages in interdisciplinary collaborations, publishes in reputable journals, secures grants, and consistently strives for scientific breakthroughs.

➤ **BEST PRACTICES**

Chitkara University, Punjab, employs impactful best practices to enhance its research and academic environment. One such initiative is the “Global Week,” where the university hosts international experts on campus for a week, offering students unparalleled exposure to global perspectives. Additionally, the institution celebrates excellence through the “Annual Excellence Award,” acknowledging and commending exceptional faculty members for their outstanding contributions in research, publications, intellectual property rights (IPR), startups, entrepreneurship, and more. These practices reflect Chitkara University’s commitment to providing a truly global education experience and recognizing and fostering excellence within its academic community.



SIGTUPLE TECHNOLOGIES PVT. LTD.

Best Patents Portfolio

Category: Start-ups-Life Science/Pharma

About the Company

SigTuple started in 2015 builds intelligent screening solutions through automated analysis of medical data, to aid diagnosis and meet customer's key expectations, by delivering innovative, continually improving and quality products on time, through reliable product development. The microscopic examination continues to be the gold standard for diagnosing several critical diseases. Unfortunately, microscopy is an entirely manual process, suffering from common pitfalls of inconsistency and inefficiency. With only 1 qualified pathologist per million people, this problem can only get worse over time.

SigTuple democratizes microscopy by automating it through advanced AI and robotics. AI-assisted digital microscopy, enabled through the cloud, takes the drudgery out of the current process.

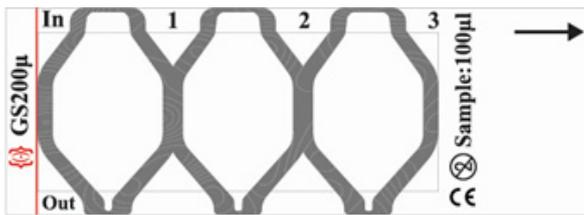
About the Products

a. AI100 with Shonit and Shrava



AI100 is an in-vitro diagnostic device designed to automate manual microscopy in a diagnostic laboratory. It uses robotics and AI to digitize any biological sample on a glass slide to enable AI aided remote review. Shonit is an AI application to analyze blood cell morphology, identifies and pre-classifies WBCs, RBCs and platelets in a peripheral blood smear. AI100 with Shonit gives an accurate 7 parts WBC differentials, NRBC, platelets and RBC morphology. AI100 with Shonit is currently an FDA

(510k) approved product. AI100 with Shrava is an AI application to analyze urine sediment identifies and pre-classifies multiple elements present in urine sediment. These products are protected with 19 granted patents (both Indian and US).



b. Microfluidic cartridge for blood and urine analysis

Sigtuple also builds cartridges for point of care diagnostics to aid underserved markets at a low cost. Utilizing the cutting-edge technology named ‘Microfluidics’, a miniaturized cartridge which uptakes only 15 uL of finger prick blood from patients and performs complete blood count analysis within 10 min. Also, for urine microscopy analysis Sigtuple already launched a miniaturized urine cartridge that uptakes raw urine samples and performs the analysis using gravity sedimentation principle. Both the microfluidic based cartridges are protected with 4 Indian patents.

Intellectual Property (IP) Portfolio

Our IP portfolio is headed by a research director. The IP steering committee (IPSC) regularly meets every month and reviews the disclosures submitted by the inventors. Till now, 23 patents have been granted in various streams Out of which six are international patents (US granted) and seventeen are Indian granted patents. Three US and 5 Indian patent applications are under process.

➤ R&D structure

SigTuple R&D is located in Bangalore and headed by CTO. There are 04 R&D teams, namely, Microfluidics, Robotics, Optics and Data science. Each team is led by a director with expertise in the relevant field. Under the director there are lead and senior engineers and scientists who further supervise junior engineers and scientists.

➤ Team Strength

SigTuple R&D team has diversified engineers and scientists from various backgrounds. Each team has a senior experienced director who leads the team of around 10 mid level and junior level engineers and scientists. A total of 40 engineers and scientists were involved in R&D. SigTuple Microfluidics team has 4 PhD's expertise in the relevant areas from Biotechnology, Chemistry, Mechanical and Chemical backgrounds. Data science has more than 10 engineers with master's in computer science.

➤ Best practices

R&D- SigTuple best practice is to follow a methodical approach starting from market research to the product delivery. As a first step, the intended use of the product and relevant inputs are finalized after market research and documented by the product team. This will be assigned to the relevant R&D directors for the approval of the R&D metrics. Once approved, the R&D teams especially microfluidics, Robotics, Optics and data science will carry out in depth research and conduct the proof-of-concept. After satisfactory performance of the concept demo, prototypes will be made for further verification studies.

IP- SigTuple company has an IP steering committee that meets regularly and evaluates the research work (disclosure) presented by various team members. The committee thus recommends to the higher management for IP filing based on the novelty, patentability and the industrial relevance of the research work.



BUGWORKS RESEARCH PVT. LIMITED

Best Patents Portfolio

Category: Start-ups-Life Science/Pharma

About the Company

BUGWORKS, a clinical stage biopharmaceutical company, is developing novel classes of broad-spectrum antibiotics to treat bacterial infections and immunotherapies to treat cancer patients. Headquartered in the USA with subsidiaries in India and Australia, BUGWORKS have discovered novel dual target acting microbial agents now in clinical trials. Over the years, BUGWORKS have diversified our expertise in the areas of cancer biology and immunology. We are a small group of highly committed and seasoned scientists who have taken the size and severity of this global challenge personally and pledged to commit ourselves to address this before it becomes a bigger global health nightmare. BUGWORKS are proud of our ongoing commitment to the research and development of new antimicrobial therapies and new anticancer therapies, and BUGWORKS are working hard to ensure that both individual patients and society will continue to benefit from our effective, affordable, and accessible solutions.

About the products

a. BWC0977



BWC0977 targets the WHO 2017 Priority Pathogen List & the CDC 2013 Urgent, Serious and concerning infection threats. It is efficacious in a variety of animal models with good safety profile. It is in clinical development as an intravenous drug with oral stepdown option for the treatment of multi-drug resistant infections implied in hospital and community. Besides, BWC0977, the series has several exciting pre-leads that could become subsequent generations of best-in-class drugs.

b. BWC2094- Best-in-class oral immune-therapeutic drug to treat multiple cancers- BWC2094 is an orally bioavailable, dual, and mono acting antagonist of adenosine A2a and A2b receptors with picomolar potency; more appropriately with nano molar potency even at high adenosine concentrations as observed in the worst tumor microenvironment. In syngeneic mouse models it is efficacious in reducing the growth of tumor volume, with observed efficacy linked to increased tumor

infiltration of CD4+/CD8+ T cells and a concomitant reversal of immune suppression as seen in their IFN-g and Granzyme B levels. It is efficacious in explant tumor tissues from cancer patients and is currently progressing through IND enabling studies.

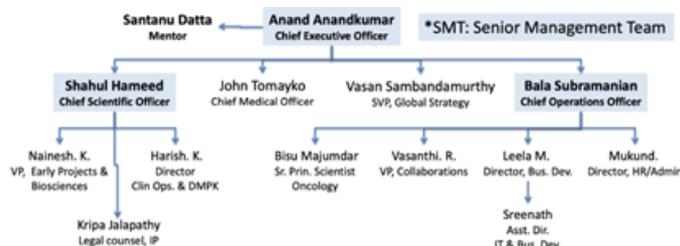
Intellectual Property (IP) Portfolio

AMR & Oncology Patent portfolio Status	Status as on Nov 2023
Total priority patent filed	12
Total family patent filed	38
Total patents granted	22
Total patent applications in prosecution	10

➤ Intellectual Property (IP) Policy

BW with its strong team works towards conceiving an Invention and then based on the prior art searches it is thoroughly planned. Preliminary experiments conducted and all data/information is kept confidential. The IP team of the company does a preliminary patentability analysis that is taken up for discussions at the IP committee, on whose approval, a decision to file a patent application is taken.

➤ R&D structure



➤ Team Strength

A strong inter-disciplinary team with competencies in Entrepreneurship, Biological sciences, Medicinal Chemistry, Drug Metabolism-Pharmacokinetics & Clinical Development. Recipient of major grants from the CARB-X (USA), NIH (USA), DTRA (USA), GARDP-WHO (Geneva), and BIRAC-DBT, Govt. of India.

➤ Best practices

With respect to practices, BW believes that Intellectual Property (IP) plays a critical role for a start-up. The company has been fortunate to avail the best schemes offered by Government of India (GoI). This has helped the company in its initial stages when the company availed the subsidized costs for IP filing and the faster prosecution route. This led to faster grants in India that increased Bugwork's visibility. The company also strongly believes that global filings are important to be widely recognized and to make the best of the invention and has granted patents in most prominent territories outside India. Bugworks also understood the need for a strong IP team very early on and the strategies followed has helped the company raise significant funding.



TriSpace Technologies Pvt Ltd

TRISPACE TECHNOLOGIES (OPC) PVT. LIMITED

Best Patents Portfolio

Category: Startup – ICT/Services

About the Company

TriSpace Technologies is focused in providing patented power optimization solution for platform SoC targeting Mobile, Wearables, Drones to extend battery life of device usage. Qualified in the third-party program of NXP semiconductors and endorsed by QCOM for its proven solution. Target clientele segments include platform SoC Makers/designers (QCOM, MTK, Huawei, Samsung), OEMs (Nothing Phone, Google, HTC), CPU Vendors (ARM, Intel, AMD, RISC-5). Recursively we target to capture World market.

About the Product



Solution is via firmware product across power hungry use cases DSP Multimedia Audio Image Video Speech AI/ML and computer Vision.

Intellectual Property (IP) Portfolio

- **Intellectual Property (IP) Policy-** All Product development to be apriori explored for Patentability and avoiding patent infringements.
- **R&D structure-** Flat structure and lean organization. Every project team has explored and filed patents.
- **Team Strength-** Mostly research interns. Few of them onboarded as CXO part of core team in the company.



TATA CONSULTANCY SERVICES LIMITED

Special Appreciation Award

About the Company

Tata Consultancy Services (TCS) is an IT services, consulting and business solutions organization that has been partnering with many of the world's largest businesses in their transformation journeys for over 55 years. Its consulting-led, cognitive powered, portfolio of business, technology and engineering services and solutions is delivered through its unique Location Independent Agile™ delivery model, recognized as a benchmark of excellence in software development. It has a global presence, deep domain expertise in multiple industry verticals and a complete portfolio of offerings – grouped under consulting and service integration, digital transformation services, cloud services, cognitive business operations, and products and platforms - targeting every C-suite stakeholder. TCS' award-winning IP 4.0 program encourages every employee to imbibe the culture of "Be an Inventor, Create IP", leading to creation of 7,665 patents (including 3,153 grants) as of September 30, 2023.

About the Product

TCS' IP and its award-winning suite of products and platforms, provides a competitive edge and differentiates TCS significantly in the global marketplace. TCS not only have a large number of patents, but also the largest portfolio of products and platforms in the peer set, helping win large transformational engagements that uniquely distinguish TCS.

tcs BaNCS™

- 10 new wins and 15 go-lives in FY 2023
- Highlights:
 - Services more than 35% of the world's banking population
- 8 out of top 10 custodian and asset management firms run on TCS BaNCS
 - More than 100 million transactions run on TCS BaNCS Cloud daily
 - Records 10 million new trades per day (peak) across 100+ countries
 - Offers ready market connectivity to 45+ local markets for settlements
 - Services over 30 million life, annuity and pension policies and 135 million property and casualty policies across the globe

tcs ADD™

- Comprehensive suite for digital transformation of drug development and clinical trials
- 700+ clinical trials supported by TCS ADD Platforms till date.
- 2 new wins and 4 go-lives in FY 2023

tcs HOBS™

- Plug and play SaaS based business platform to digitally transform business, network and revenue management domains of subscription-based businesses
- 5 new wins and 6 go-lives in FY 2023

tcs Optumera™

- AI and ML powered merchandise optimization platform that enables retailers to optimize their space, mix and price in an integrated manner
- 2 new wins and 4 go-lives in FY 2023

Intellectual Property (IP) Portfolio

➤ Intellectual Property (IP) Policy

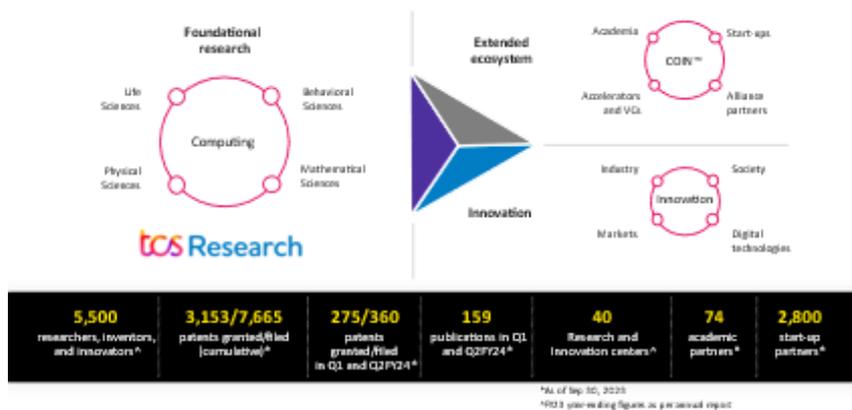


TCS has a formal, published Intellectual Property Policy, which is applicable to all TCS employees. In addition, there are well-defined internal guidelines and procedures for ensuring compliance to the policy and statutory laws applicable in various jurisdictions where TCS operates.

(Source: TCS Annual Report 2020-21; page 116)

➤ R&D structure

Research, innovation, and the ecosystem



➤ Team Strength

TCS has dedicated IP team that drives IP initiatives within TCS. The team has a rich combination of experience in inter disciplinary technological domains blended with IP knowledge to address all business verticals of TCS and Innovation labs involved in R&D.

➤ Best practices

The company channelizes its research and innovation efforts and outcomes towards building better futures through two external facing brands:

- TCS Research produces foundational inventions that impact industry and society.
- TCS Pace™ brings the best of TCS' intellectual content, innovation assets, capabilities, and practices to clients.



BIOCON BIOLOGICS LIMITED

Special Appreciation Award

About the Company

Biocon Biologics, headquartered in Bengaluru, India, is a fully integrated leading global biosimilars company with established capabilities in the development, manufacturing and commercialization of high-quality biosimilars. It has a unique portfolio of monoclonal antibodies, insulins and conjugated recombinant proteins for diabetes, cancer, autoimmune diseases, serious eye conditions and bone health, Biocon Biologics is fully committed to the long-term sustainability of global biosimilars access. Biocon Biologics is transforming patient outcomes by making life-changing therapies more accessible to the world. Through affordable biosimilars, it is reducing the global healthcare burden, increasing treatment options and driving innovation in biologics, to advance health equity, globally. Presently, Biocon Biologics is commercializing 8 Biosimilars in global markets and 20 Biosimilars are in pipeline.

About the Product

a. Semglee (Vian& Prefill Pen)



SEMGLEE® is a long-acting man-made-insulin used to control high blood sugar in adults and children with type 1 diabetes and in adults with type 2 diabetes. It is the first interchangeable biosimilar insulin product approved by FDA, USA. It is available in prefilled pen and Vial. SEMGLEE® Vial is in a 10 mL vial 100 units/mL (U-100). Prefilled pen is for single-patient-use, it contains a total of 300 units of insulin glargine.

b. CANMAb



CANMAb™ (150 mg/ 440 mg), a biosimilar trastuzumab for the treatment of HER2-positive metastatic breast cancer. CANMAb™, developed by Biocon Biologics, is the world's first biosimilar version of Herceptin.

Intellectual Property (IP) Portfolio

IP portfolio consists of 1500+ patents and 2400+ trademarks globally.



CUMMINS TECHNOLOGIES INDIA PVT. LIMITED

Special Appreciation Award

About the Company

Cummins in India is a group of complementary business units that design, manufacture, distribute, and service engines and related technologies, including fuel systems, air handling, emission solutions, and electrical power generation systems. With its recent acquisition of Meritor, Cummins has further expanded its portfolio to include drivetrain, mobility, brake lining, aftermarket, and electric powertrain solutions for commercial vehicle and industrial markets. Its technology and pioneering initiatives are bringing innovative solutions and dependable services at the best possible value to users across the country.

The vision of India Technical Organization (ITO) of Cummins, a division of Cummins Technologies India Pvt. Limited (CTIPL), is to be a 'Global Integrated Technical Organization, that serves the needs of all businesses both in India and worldwide'. This vision helps us deliver on Cummins' brand promise of innovation and dependability. Goals towards achieving our vision are:

- A winning technical team,
- Innovation with impact,
- Delivering dependable product solutions, and
- Leading global technology with a brand portfolio of power solutions.

In the journey to achieve these goals, we work towards enhancing capability of people, processes, and tools. It imperative that we work on speed of executing technology development and product launch need to be accelerated.

About the Product

a. Cummins India launched CPCBIV+ compliant power solutions, reinforcing its commitment to environmental stewardship.

- Cummins powered gensets up to 800 KWh are now compliant with the CPCBIV+ emission norms.
- Cummins Ashwasan IV+: A comprehensive extended warranty and after-sales support program for the new CPCBIV+ compliant product range

b. Cummins India launched BS-VI OBD II emissions standard compliant products

- As a part of India's net zero ambitions to combat climate change, the automotive segment in India will be moving to BSVI OBD Phase II emissions from April 1, 2023. OBD Phase II makes On-Board Diagnostic (OBD) threshold stringent and introduces In-Service Compliance (ISC).
- Cummins India has already completed the Bharat Stage-VI (BS-VI) OBD II emissions standard compliance certification tests with the Automotive Research Association of India (ARAI).

➤ Intellectual Property (IP) Policy

- At Cummins, the Intellectual Property Mission is : We secure the Power of Cummins by implementing an industry leading intellectual property program that proactively protects Cummins intellectual property, enables Cummins to extract value from its intellectual property and enforce against third party unauthorized use of Cummins' intellectual property.

➤ Best practices

- D,E&I (LIFT) – at Cummins ITO, we focus on Diversity, Equity and Inclusion through the Employee Resource Group – Leading Inclusion for ITO. There is a multitude of interventions designed and executed over the last few years, under three pillars – viz. Attract, Develop, and Retain, with the objective of attracting, developing, and retaining the diverse talent, where gender diversity is major portion of the scope.
- SWE - The Society of Women Engineers strives to advance and honor the contributions of women at all stages of their careers and recognize the successes of SWE members and individuals who enhance the engineering profession through contributions to the industry, education, and the community. Cummins ITO Female leaders are part of SWE and lead some of the key SWE initiatives
- ITO People Focus – at ITO we have strong Hiring Strategy, Capability Development, Robust Succession planning and Retention Strategies, College Hire Development Program, Internship Program, Higher Sponsored education like PhD, MTech and B Tech, Technical Expert Development Program, Focus on Moments that matter
- Promoting a culture of Learning through innovation, Gamification and competitions like Mastermind Quiz, Hackathon, Technical Treasure hunt etc.



Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9,000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 300,000 enterprises from 286 national and regional sectoral industry bodies.

For more than 125 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes. Partnerships with civil society organizations carry forward corporate initiatives for integrated and inclusive development across diverse domains including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

As India strategizes for the next 25 years to India@100, Indian industry must scale the competitiveness ladder to drive growth. It must also internalize the tenets of sustainability and climate action and accelerate its globalisation journey for leadership in a changing world. The role played by Indian industry will be central to the country's progress and success as a nation. CII, with the Theme for 2023-24 as 'Towards a Competitive and Sustainable India@100: Growth, Inclusiveness, Globalisation, Building Trust' has prioritized 6 action themes that will catalyze the journey of the country towards the vision of India@100.

With 65 offices, including 10 Centres of Excellence, in India, and 8 overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with 350 counterpart organizations in 133 countries, CII serves as a reference point for Indian industry and the international business community.

Confederation of Indian Industry

The Mantosh Sondhi Centre

23, Institutional Area, Lodi Road, New Delhi – 110 003 (India)

T: 91 11 45771000

E: info@cii.in • W: www.cii.in

Reach us via CII Membership Helpline Number: 1800-103-1244

