



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



At Anand Rathi Wealth Limited, we believe that responsible financial practices and sustainable growth go hand in hand. As a leading wealth solution provider, we recognise that our actions have a meaningful impact on our clients, our people, our communities, and the environment. We are committed to embedding Environmental, Social, and Governance (ESG) principles into our business strategy and day-to-day operations. We continuously work towards ethical business conduct, financial transparency, prudent risk management, and creating long-term value for all our stakeholders.

This Business Responsibility and Sustainability Report (BRSR) for FY 2025-26 is an honest and transparent reflection of our efforts, initiatives, and progress across all ESG parameters. We have taken conscious steps towards reducing our environmental footprint, fostering an inclusive and empowering workplace, strengthening our governance framework, and giving back to the communities we serve. We acknowledge that sustainability is a continuous journey and there is always room to improve. We remain firmly committed to raising our standards each year and being accountable to all those who place their trust in us. We sincerely thank our employees, clients, investors, and all stakeholders for their continued support and confidence in Anand Rathi Wealth Limited.

Rakesh Rawal

Whole-Time Director & CEO

SECTION: A GENERAL DISCLOSURE

I. Details of Listed Entity

1	Corporate Identity Number (CIN) of the Company	L67120MH1995PLC086696
2	Name of the Company	ANAND RATHI WEALTH LIMITED
3	Year of Incorporation	22 March 1995
4	Registered Office address	Floor No 2, Block B & C, E-Wing, Trade Link, Kamla Mills Compound, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400013, Maharashtra, India
5	Corporate Address	Floor No 2, Block B & C, E-Wing, Trade Link, Kamla Mills Compound, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400013, Maharashtra, India
6	Email ID	csarwsl@rathi.com
7	Telephone	022-6981 5400
8	Website	https://www.anandrathiwealth.in/
9	Financial year for which Reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11	Paid Up Share Capital	₹41,51,03,170 comprising 8,30,20,634 Equity Shares of ₹5/- each (As of 31 March 2026)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Pravin Rajendraprasad Jogani Company Secretary & Compliance Officer E-mail: csarwsl@rathi.com Telephone: 022 6281 7000
13	Reporting boundary	Disclosures made in this report are on standalone basis only and pertain to the Company only.
14	Name of assurance provider	Rathi & Associates, Company Secretaries
15	Type of assurance obtained	Reasonable assurance has been obtained for BRSR Core indicators, while selecting additional indicators carry reasonable or limited assurance. (Reasonable assurance report is annexed at the end of BRSR report)

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Other Financial services	Sales of Structured products	57%
2.	Business brokerage activities	Distributions of Mutual Funds and Other products	43%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Other financial service activities, except insurance and pension funding activities, n.e.c.	64990*	57%
2.	Business brokerage activities	74901*	43%

*The Company's business activities is classified under NIC Code 64990 & 74901 as per the National Industrial Classification issued by the Ministry of Statistics and Program Implementation.

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not Applicable	18	18
International	Not Applicable	1	1

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	12
International (No. of Countries)	1*

*The Company has one representative office in Dubai.

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

NIL

c. A brief on types of customers:

The Company provides wealth solutions to High-Net-Worth Individuals (HNIs Investable Surplus ₹5 Crores – ₹50 Crores) and Ultra-High Net-Worth Individuals (UHNIs – Investable Surplus above ₹50 Crores)

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A) No.	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEE						
1.	Permanent (D)	1,256	793	63%	463	37%
2.	Other than Permanent (E)	24	23	96%	1	4%
3.	Total employees (D + E)	1,280	816	64%	464	36%
WORKERS#						
1.	Permanent (F)					
2.	Other than Permanent (G)					
3.	Total workers (F + G)					

#The Company does not employ or engage any 'worker' as defined under the guidance note on BRSR issued by the Securities and Exchange Board of India.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A) No.	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEE						
1.	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total employees (D + E)	NIL	NIL	NIL	NIL	NIL
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)					
2.	Other than Permanent (G)					
3.	Total workers (F + G)					

21. Participation/Inclusion/Representation of women

Particulars	Total No.(A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	4	0	NIL

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

Particulars	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)			FY 2023-24 (Prior to Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.75%	15.12%	12.33%	13.11%	11.36%	12.50%	13.66%	16.81%	14.75%
Permanent Workers	Not Applicable			Not Applicable			Not Applicable		

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of Shares held by Listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	AR Digital Wealth Private Limited	Subsidiary	77.46%	No
2.	Ffreedom Intermediary Infrastructure Private Limited	Subsidiary	100%	No
3.	Anand Rathi Wealth (UK) Limited	Subsidiary	100%	No
4.	Anand Rathi FME (IFSC) Private Limited*	Subsidiary	100%	No

*With effect from 16 February 2026, the entity was incorporated in GIFT City, Gujarat.

Note: Company divested its entire equity stake in its subsidiary, Freedom Wealth Solutions Private Limited on 17 December 2025

VI. CSR Details**24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013**

Yes

Turnover (For 2025-26)

₹1,107.48 Crores (represents total revenue from operation of the Company on a standalone basis)

Net worth (as on 31 March 2026)

₹1,025.06 Crores

VII. Transparency and Disclosures Compliances:**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide weblink for grievance redress policy)	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	No	NIL	NIL	NIL	NIL	NIL	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for grievance redress policy)	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes Investors other than shareholders at ARWL can use the email address rajeshbhutra@rathi.com or vishalsanghavi@rathi.com to communicate including communication of any complaints or grievances with the company.	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes The Company provides a channel to address any issues or complaints raised by its shareholders. MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited) responsible for handling shareholder inquiries, requests, and grievances. For Direct communication with the company the shareholders can email: 1) investor.helpdesk@in.mpms.mufg.com and 2) csarwsl@rathi.com	NIL	NIL	NIL	NIL	NIL	NIL
Employees and workers	Yes The Company offers multiple communication channels for expressing concerns such as utilizing an e-mail address or submitting written complaints. These channels effectively address any grievances raised by employees. Email: COCPWM@rathi.com	NIL	NIL	NIL	NIL	NIL	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for grievance redress policy)	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Customers	Yes Customers have multiple avenues to voice their complaints, including sending an e-mail or sending a courier to our head office and our CFO will address the issue. For complaints via email: clientredressal@rathi.com , enquiry@rathi.com , support.wm@rathi.com	NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners	Not Applicable*						
Other (please specify)	NIL	NIL	NIL	NIL	NIL	NIL	NIL

* Not Applicable as Company is not in the List of Top 250 Listed Entity by Market Capitalization.

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

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

Sr. No.	Material Issue Identified	Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or Opportunity
ENVIRONMENT					
1.	Climate Risk & Responsible Investing	Opportunity	Positioned as both capital allocator and investment platform, the Organisation is primed to direct capital into decarbonization, renewable energy, and climate adaptation – sectors increasingly driving returns across global and domestic markets.	Not Applicable	Positive: Grow AUM and clients return. Negative: Risks devalue portfolios; opportunities.
2.	Water & Waste Management	Risk/ Opportunity	Go digital to cut paper/water; use certified e-waste recyclers; track metrics quarterly.	Not Applicable	Positive: Savings on utilities; ESG boost attracts capital. Negative: Non-compliance brings fines, reputation loss.
3.	Green / Paperless Operations & Digital Infrastructure	Opportunity	Adopt e-signatures, cloud docs; MFU platforms for paperless transactions; track digital adoption metrics.	Not Applicable	Positive: Savings on paper/printing. Negative: Non-adoption risks fines, lost efficiency.

Sr. No.	Material Issue Identified	Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or Opportunity
SOCIAL					
4.	Financial Inclusion & Equitable Access to Investment	Opportunity	Shifts from traditional savings i.e. Pull out money from investments in real estate, FDs, Gold and re-invest in better risk-adjusted return providing products.	Not Applicable	Positive: Grows Clients wealth by beating market return.
5.	Customer Relationship Management	Opportunity	CRM sits at the heart of effective wealth solution – enabling personalised client engagement, stronger retention, and deeper relationships, while ensuring compliance and operational efficiency that drive sustainable growth.	Not Applicable	Positive: AUM expansion, Cost efficiency, Revenue Growth. Negative: Fines, redemptions, reputational loss erode AUM; compliance builds trust.
GOVERNANCE					
6.	Board & Ethics	Opportunity	Robust Governance builds trust	Board Reviews, succession plans.	Positive: Investor Confidence on organisation.
7.	Regulatory Compliance & Governance	Risk	Implement compliance training, audit trails, board risk committees, real-time monitoring tools.	Follow Compliance Calendar & Compliance Framework.	Positive: Strong governance attracts institutional capital, lowers scrutiny costs. Negative: Non-compliance triggers fines/AUM bans.
8.	Data Privacy & Cybersecurity	Risk	As rising digital demand in current wealth industry, we are continuously investing in tech infrastructure, and this leads to reduce chances of breach of data.	Encrypt data, conduct cyber drills, zero-trust access, annual audits, breach response plans.	Positive: Robust security builds client trust and reductions of client attrition. Negative: Breaches cause fines.

SECTION: B **MANAGEMENT AND PROCESS DISCLOSURES**

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

01**Principle**

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

02**Principle**

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

03**Principle**

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

04**Principle**

Businesses should respect the interests of and be responsive to all their stakeholders.

05**Principle**

Businesses should respect and promote human rights.

06**Principle**

Businesses should respect and make efforts to protect and restore the environment.

07**Principle**

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

08**Principle**

Businesses should promote inclusive growth and equitable development.

09**Principle**

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

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	a. Whether your entity's policy /policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available. https://www.anandrathiwealth.in/company-policies.php .	Y	Y	Y	Y	Y	Y	Y	Y	Y
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N	N	N	N	N	N	N	N	N
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Statement by the Director responsible for the Business Responsibility Report, can be found in the Management speech, Board report and MD&A of our current annual report								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	Mr. Rakesh Rawal – Whole-Time Director & CEO Telephone: 022-62817003 E-mail: rakeshrawal@rathi.com								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The CSR Committee of the Company formulates and recommends the Board, activities to be undertaken by the company as specified in Schedule VII of the Companies Act, 2013. The Composition of the committee as on 31 March 2026, is as follows:								
		Name of Committee Member			Designation in Committee			Nature of Directorship		
		Mr. Anand Nandkishore Rathi			Chairperson			Non-Executive Non-Independent director		
		Mr. Pradeep Navratan Gupta			Member			Non-Executive Non-Independent director		
		Mr. Adesh Kumar Gupta			Member			Non-Executive Independent Director		

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	The Board of Directors and its Committees meet periodically to evaluate the Company's performance across various aspects, including adherence to NGRBC Principles where relevant.									The organization undertakes periodic policy reviews as required.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with relevant statutory requirements aligned with its principles, proactively rectifying any instances of non-compliance.									The organization undertakes periodic policy reviews as required.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No. However, all policies and processes, are subject to internal audits conducted by the organization. Further, the corresponding department periodically reviews and updates the policies in accordance with industry standards and practices in order to ensure compliance and effectiveness.								

12. If answer to question (11) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

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

SECTION: C PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the Principles during the financial year

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	Throughout the year, the Independent Directors at the Company spent an average of 12 workforce hours participating in various familiarisation programmes.	The presentations delivered at the meetings of the Board of Directors and its Committees encompass a broad range of subjects, including corporate strategy, financial performance, budgetary planning, business performance overviews, statutory reporting, organizational compliance frameworks, regulatory developments, and prevailing industry practices, thereby forming an integral part of the Familiarization Programme for Directors.	100%
Key Managerial Personnel	4	Prohibition of Insider Trading Mis – Selling Prevention of Sexual Harassment (POSH) Anti Money Laundering (AML)	100%
Employees other than BoD and KMPs	6	Prohibition of Insider Trading Mis – Selling Prevention of Sexual Harassment (POSH) Anti Money Laundering (AML) Code of Conduct Fire & Safety	100%
Workers		Not Applicable	

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

Monetary				
NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine				
Settlement		NIL		
Compounding fee				
Non – Monetary				
NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		NIL		

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

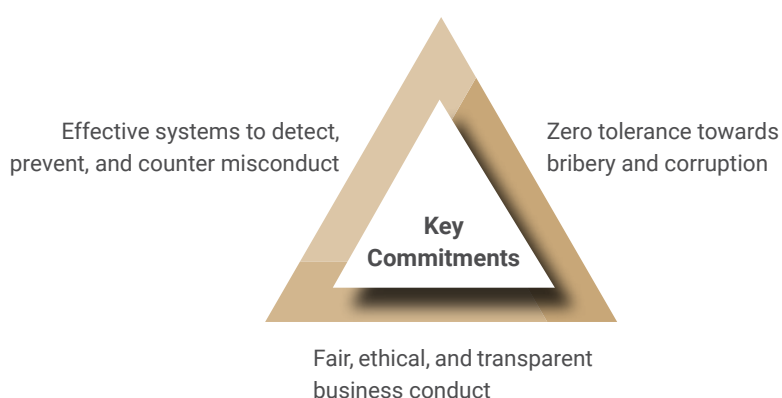
Not Applicable.

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

Yes, The Company's Anti-Bribery and Anti-Corruption Policy have recently been approved by the Management and is available on the company's website.

Coverage

All employees and directors



Web-Link

<https://www.anandrathiwealth.in/company-policies.php>.

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

NIL

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

NIL

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

No such incidents have been reported.

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

	FY 2025-26	FY 2024-25
No. of days of accounts payable	NIL	NIL

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	NIL	NIL
	b. Number of dealers / distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	54%	68%
	b. Sales (Sales to related parties / Total Sales)	6%	1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties/ total investments made)	NIL	NIL

This is % of total investments outstanding at the end of the year based on Standalone Financial Statements.

LEADERSHIP INDICATORS

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year.

Total number of awareness programs held	Topics/principles covered under training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
No initiatives were undertaken during FY 2025-26		

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

Yes. The Company has a formal Code of Conduct in place of the Board of Directors and Senior Management to avoid and manage conflict of interest.

The Code is available on the Company's website. <https://www.anandrathiwealth.in/company-policies.php>.

Key Requirements

- Directors must disclose any actual or potential conflict of interest.
- Directors abstain from Board/Committee meetings on matters where they are interested.
- Requisite approvals obtained before entering into related party transactions.

Governing Policies

- Code of Conduct for Board and Senior Management
- Related Party Transaction Policy
- Whistleblower Policy

PRINCIPLE 2**BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****ESSENTIAL INDICATORS**

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

Parameter	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D CAPEX	As a wealth solutions provider, the Company's operations are primarily service-oriented and do not require significant R&D or capital expenditure in environmental or social impact technologies. During FY 2025-26, no specific investments were made in such technologies. The Company continues to focus on digital platforms and responsible business activities.		

2. a. **Does the entity have procedures in place for sustainable sourcing?**
The Company's operations are service-oriented, and its procurement requirements are limited to office supplies & equipment, technology services, and professional services. While a formal sustainable sourcing policy is not currently in place, the Company endeavors to engage with vendors who comply with applicable regulatory, ethical, and environmental standards.

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

Not Applicable.

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

The Company operates in the financial services sector and does not manufacture or sell physical products. The use of plastics within the Company is limited to office consumables and packaging associated with procurement of office supplies and equipment. The Company promotes responsible consumption practices such as minimizing single-use plastics, encouraging reusable alternatives, and adopting digital documentation to reduce material usage. Any plastic waste generated at office premises is disposed of through authorized municipal waste collection systems in accordance with applicable local waste management regulations.

E-waste generated by the Company primarily comprises IT equipment such as computers, laptops, peripherals, and related electronic devices used in office operations. The Company follows internal procedures and adopts E-waste policy for safe handling and disposal of such equipment. Obsolete or end-of-life electronic items are disposed of through authorized e-waste recyclers or vendors in compliance with applicable environmental regulations to ensure responsible recycling and disposal.

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

Not Applicable

LEADERSHIP INDICATORS

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not applicable

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

Not applicable

PRINCIPLE 3

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

ARWL supports employee well-being through a safe workplace, health and insurance benefits, leave policies, professional development programs, and a grievance redressal mechanism to ensure a supportive and inclusive work environment.

Employee Health and Wellness Initiatives by ARWL:

- **Digital Healthcare Access:** Through the MFine platform, employees have convenient access to healthcare services, including online doctor consultations, lab tests, full body health check-ups, and at-home diagnostic services, ensuring comprehensive health support beyond the workplace.
- **Annual Health Check-ups:** The Company conducts comprehensive annual health screenings for employees as part of the ARG Wellness Program, promoting preventive healthcare and early detection of health concerns.
- **Mental Health and Wellness:** The Company organizes wellness and healing sessions aimed at supporting employees' mental well-being by helping them relax, reduce stress, and maintain a healthy work-life balance.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefit		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	793	793	100%	793	100%	NA	NA	NIL	NIL	NIL	NIL
Female	463	463	100%	463	100%	463	100%	NIL	NIL	NIL	NIL
Total	1,256	1,256	100%	1,256	100%	463	100%	NIL	NIL	NIL	NIL
Other than Permanent employees											
Male											
Female	Well-being of the contract staff has been taken care of by the contractor.										
Total											

**Percentage calculated is based on the coverage of female employees only.*

As Company does not employ or engage any 'worker' as defined under the guidance note on BRSR issued by the Securities and Exchange Board of India.

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

Not Applicable

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

Sr. No.	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.29%	0.28%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	89%	NA	Yes	89%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	3%	NA	Yes	4%	NA	Yes
NPS*	9%	NA	Yes	7%	NA	Yes

*All employees have the option to opt for PF and NPS. However, the table above reflects the % of employees who have opted for the same.

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

Yes, complying with the Rights to Persons with Disabilities Act, 2016 all our premises have wheelchair access, accessible restrooms and digital accessibility.

If a differently abled person enters the office, the following supportive activities are also available:

- Have accessible entry (ramps, elevators, handrails).
- Assistance by staff or reception if required.
- Ensure wheelchair-friendly pathways and seating.
- Provide accessible washrooms and facilities.
- Maintain a respectful, inclusive and supportive environment for comfortable movement and work.

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

Yes, the Company has an Equal Opportunity Policy in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The policy affirms the Company's commitment to providing equal employment opportunities and maintaining a workplace free from discrimination on the basis of disability. It outlines measures to support people with disabilities, including fair recruitment practices, reasonable workplace accommodation, and an inclusive work environment.

The policy document is also available on our website and applicable to all our employees' Code of Conduct for Board Members and Senior Management pdf.

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

Gender	Permanent employees		Permanent workers*	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not applicable	Not applicable		
Female	100%	100%	Not Applicable	
Total	100%	100%		

*The Company does not employ or engage any 'worker' as defined under the guidance note on BRSR issued by the Securities and Exchange Board of India.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Employees can raise grievances with their reporting manager, HR or through the Whistleblower. Escalation mechanisms are available at all levels.
Other than Permanent Employees	They can raise grievances to Admin Head.
Permanent Workers	Not Applicable
Other than Permanent Workers	

Reporting Channels Available



Key Features

- No retaliation or retribution against complainants
- Impartial and time-bound investigation
- Complete confidentiality maintained
- Compliance with all applicable laws including POSH Act, 2013

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

NIL

8. Details of training given to employees and workers.

Employee Learning and Development Initiatives

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
- Male	793	793	100%	750	95%	749	NIL	NA	480	64%
- Female	463	463	100%	411	89%	412	NIL	NA	260	63%
Total	1,256	1,256	100%	1,161	92%	1,161	-	-	740	64%
Workers										
- Male	Not applicable					Not applicable				
- Female	Not applicable					Not applicable				
Total	Not applicable					Not applicable				

Skill Development and Compliance Training

The Company conducts regular training programs to enhance employee skills while ensuring awareness and adherence to regulatory and compliance requirements.

Product and Role-Based Training

Regular training sessions are organized for Account Managers (AMs) and Relationship Managers (RMs) to strengthen their knowledge of various financial products and services.

Regular Knowledge Sharing Sessions

Structured interactions including Monday morning calls, Wednesday calls for AMs (WMC), and weekly product training sessions for AMs and RMs are conducted to review performance, share updates, and enhance team coordination.

Town Hall Meetings

Periodic town hall meetings are conducted to communicate organizational updates, share strategic insights, and strengthen engagement between management and employees.

Information Security Awareness

Employee awareness programs on IT security are conducted to promote responsible digital practices and ensure data protection within the organization.

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

The Company conducts performance and career development reviews for employees annually, with interim half-yearly reviews carried out where necessary in line with the annual performance management plan.

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
- Male	793	403	51%	749	478	64%
- Female	463	264	57%	412	283	69%
Total	1,256	667	53%	1,161	761	66%
Workers						
- Male	Not applicable			Not applicable		
- Female						
Total						

10. Health and safety management system.

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

Yes.

System Coverage

- All employees across all locations.
- Fire safety training and evacuation drills conducted periodically.
- Ergonomic infrastructure provided at all offices.
- Mental health and wellness programs for all employees.
- Compliance with all applicable health and safety regulations.

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

Given the nature of the Company's operations, direct applicability is limited. Nonetheless, hazard identification remains a continuous process, diligently conducted by designated employees within the Company.

c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks?

Not applicable

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. Every permanent employee at the Company is covered by health insurance and a personal accident policy.

- Group health insurance covering employees and their dependents.
- Coverage under ESIC wherever applicable.
- Annual health check-ups for all employees.
- Employee wellness and assistance programs.

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

Safety Incident / Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Not applicable	Not applicable
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High-consequence work-related injury or ill health (excluding fatalities)	Employees		
	Workers		

*Including in the contract workforce

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

Recognizing the significant impact of a healthy work environment on employee motivation, productivity, and overall well-being, the Company has implemented substantial measures to secure and promote good health within its offices:

- Maintenance of fire safety equipment through an annual contract, including bi-monthly testing for effectiveness.
- Placement of first aid kits at multiple locations within the office premises, accompanied by comprehensive employee training in first aid protocols, to enhance workplace safety and reduce accidents.
- Monthly pest audits and periodic pest control treatments to maintain optimal hygiene levels and ensure a safe and healthy workspace.
- Provision of oxygen concentrators on each floor, coupled with staff training for efficient operation during emergencies.
- Regular inspection of emergency evacuation passages to ensure they are free from obstructions. Availability of wheelchairs and stretchers for emergency situations.
- Prioritization of emotional and mental health through partnerships with external agencies for Employee Assistance Programs (EAP) services, offering counselling via various mediums and discreet provision of self-help resources to ensure confidentiality and anonymity.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolutions at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

13. Assessments for the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Health and Safety Practices	Not applicable
Working Conditions	

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

Not Applicable

LEADERSHIP INDICATORS

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

(A) Employees: Yes, company has term life insurance for employees. The Company also offers employment opportunities to the spouse or dependents of a deceased employee.

(B) Workers: Not Applicable

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

The Company diligently deducts and remits taxes in accordance with regulatory framework governing transactions within its jurisdiction. This process is subjected to thorough review through both internal and statutory audits to uphold compliance and accuracy.

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

NIL

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

No.

5. Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Currently, these parameters are not explicitly assessed or measured.
Working Conditions	

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

No such assessment in FY2025-26.

PRINCIPLE 4

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

- The stakeholders have been selected by the leadership at ARWL with their extensive experience in the financial services space.
- The Company is dedicated to delivering top-tier services in mutual fund distribution and other financial products. The Company's stakeholders are comprised of employees, clients, shareholders, communities, regulatory bodies and financial institutions.
- With a firm commitment to nurturing strong alliances across all stakeholder categories, the Company carefully identifies and priorities these groups based on their potential to strengthen its business endeavors.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (e-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (annually/half yearly/ quarterly/ others)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> One-on-one interactions & performance review meetings Corporate e-mail and HRMS portal Internal communication platforms (intranet, collaboration tools) Employee satisfaction and engagement surveys Town Hall 	On-going and need based	<ul style="list-style-type: none"> Communicate organisational goals, strategic priorities, and financial performance. Facilitate career development. Ensure fair compensation and benefits. Reinforce work ethics and policies. Foster effective communication. Promote employee well-being, mental health, and work-life balance initiatives.
Clients	No	<ul style="list-style-type: none"> Branch assistance E-mails, websites, advertisements, newspapers and other digital platforms Customer satisfaction surveys Social media channels 	Ongoing and need based	<ul style="list-style-type: none"> Delivering personalized financial solutions aligned with their risk profiles and goals. Ensuring clear, transparent, and timely communication on products, risks, and market developments. Maintaining robust grievance redressal mechanisms and quick query resolution. Continuously gathering feedback to enhance service quality and client experience. Upholding fiduciary duty and acting in the best interest of clients at all times.
Shareholders	No	<ul style="list-style-type: none"> E-mails SMS Newspapers Advertisement Notices Website Annual General meeting Intimation to stock exchanges Investor presentations Press releases Annual reports Quarterly earnings calls Audio recording of the earnings call Transcripts of the earnings call 	Quarterly, Annually, and event-based	<ul style="list-style-type: none"> Providing timely disclosures on financial performance, business strategy, and market outlook. Sharing insights on wealth solutions trends and growth opportunities. Addressing investor queries, concerns, and expectations proactively. Upholding high standards of corporate governance and accountability. Enabling informed decision-making through accessible, timely and accurate information.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (e-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (annually/half yearly/ quarterly/ others)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Regulatory bodies	No	<ul style="list-style-type: none"> E-mails Regulatory filings Conference calls Video Conferencing Websites 	Need-based and Event Based.	<ul style="list-style-type: none"> Adhering to all applicable laws. Seeking approvals and clarifications on regulatory frameworks and changes. Implementing regulatory updates effectively across operations. Promoting transparency, investor protection, and market integrity.
Beneficiaries of CSR projects	Yes	<ul style="list-style-type: none"> Partnership with local charities, Community visits Site visits Newspapers Advertisement Notices 	Quarterly and need based	<ul style="list-style-type: none"> Designing and implementing programs aligned with local community needs. Monitoring and evaluating the outcomes and impact of CSR initiatives. Incorporating feedback to improve program effectiveness. Supporting financial literacy and inclusion were relevant to core expertise.
Financial Institutions	No	<ul style="list-style-type: none"> E-mails Websites Video Conferencing 	Need based	<ul style="list-style-type: none"> Sharing of Information and business related communication.

LEADERSHIP INDICATORS

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

Consultation between board and stakeholders is through KMPs.

- The Board is apprised of ESG-related developments at regular intervals.
- Director's feedback is solicited as and when required.
- The Company promotes frequent and proactive discussions between stakeholders and the Board.

Commitment to Progress

- ARWL acknowledges that it is at an early stage of its formal ESG journey.
- The Company is committed to progressively strengthening its stakeholder engagement framework and ESG governance structure.
- This evolution will be guided by the dedicated CSR Committee of the Board in the coming years.

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

Yes, ARWL actively uses stakeholder consultation to support the identification and management of environmental and social topics.

Customer Grievances & Service Improvement Rather than treating complaints as isolated incidents, ARWL takes a proactive approach by conducting root-cause analysis of customer grievances. Inputs received through this process are used to refine service delivery standards, strengthen internal processes, and address systemic gaps – ensuring that stakeholder feedback directly translates into meaningful operational improvements.

Community Development & CSR Initiatives: The Company engages closely with communities to identify underserved and needy areas. Stakeholder inputs gathered through this outreach inform the design and implementation of targeted health and education initiatives. This ground-up engagement ensures that CSR activities are need-driven, contextually relevant, and impactful – fostering a tangible positive change in the communities the Company serves.

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

No engagements were conducted to address concerns during the current year.

PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format.

Employees are provided with comprehensive training on key human rights-related policies and mechanisms to foster a safe, ethical, and rights-respecting workplace. Training sessions are conducted on a regular basis and cover critical areas including the Prevention of Sexual Harassment (POSH), the Whistleblower / Vigil Mechanism, and the Code of Conduct (CoC).

These programmes are designed to ensure that all employees are well-informed of their rights, responsibilities, and the formal channels available to raise concerns. The coverage and details of training conducted during the reporting year are outlined in the table below.

Category	FY 2025-26			FY 2024-25		
	Total (A) No.	No. of employees/workers covered (B)	% (B/A)	Total (C) No.	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,256	1,256	100%	1,161	1,161	100%
Other than permanent	24	NIL	0%	73	NIL	0%
Total Employees	1,280	1,256	100%	1,234	1,161	100%
Workers						
Permanent	NA			NA		
Other than permanent	NA			NA		
Total Workers	NA			NA		

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
- Male	793	43	5%	750	95%	749	51	7%	698	93%
- Female	463	0	0%	463	100%	412	10	2%	402	98%
Other than Permanent										
Male	23	0	0%	0	0%	57	0	0%	0	0%
Female	1	0	0%	0	0%	16	0	0%	0	0%
Workers										
Permanent	NA									
- Male										
- Female										
Other than Permanent										
Male										
Female										

Note: Other than Permanent employees are addressed by contractor with assurance to ARWL no employee on contract with us is paid below minimum wage.

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

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)
Board of Directors				
- Whole-time Director*	1	1,110.90	-	NA
- Non-Executive Director	2	NA	-	NA
- Independent Director**	2	NA	1	NA
Key Managerial Personnel#	4	661.07	-	NA
Employees other than BoD and KMP	789	15.88	463	11.43
Workers	NA	NA	NA	NA

*Only one Whole - Time Director receives remuneration.

** The Independent Directors are compensated solely through sitting fees for their attendance at Board or Committee meetings, whether in person or via VC/OAVM.

#Key Managerial Personnel only includes WTD & CEO, Joint CEO, Chief Financial Officer and Company Secretary.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females % of total wages	29.61%	25.60%

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

The Company is committed to upholding human rights across all its operations by promoting fairness, equality, and safety while fostering an inclusive and open work environment. The following structure is in place to ensure effective human rights governance:

- The Human Resources team is responsible for ensuring and upholding human rights across all employees within the organization.
- Ms. Tejal Shah, Chief Human Resources Officer (CHRO), is the designated focal point for addressing any human rights impacts or issues caused or contributed by the business.

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

The Company is firmly committed to respecting and upholding human rights across all aspects of its operations. The following policies and mechanisms are in place to ensure a safe, ethical, and inclusive workplace:

- **Internal Complaints Committee (ICC)** - A formally constituted body responsible for addressing human rights-related grievances, ensuring fair and timely redressal for all stakeholders in line with applicable laws.
- **Vigil Mechanism Policy** - Offers a safe and confidential channel for employees and stakeholders to report concerns related to unethical conduct or policy violations within the organization.
- **Whistleblower Policy** - Empowers individuals to report misconduct, fraud, or irregularities without fear of retaliation, upholding the Company's commitment to transparency and integrity.
- **Prevention of Sexual Harassment (POSH) Policy** - Ensures a respectful and safe working environment by providing clear guidelines and a structured redressal process to prevent and address sexual harassment.

The Company promotes a culture of non-discrimination and ensures that all stakeholders have accessible grievance redressal mechanisms. Operations are conducted in full compliance with the Constitution of India and all applicable national laws governing human rights. Robust safeguards are maintained against violations such as discrimination, workplace violence, forced labour, and privacy breaches – reinforcing a workplace that is safe, lawful, and ethically sound.

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

Benefits	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolutions at the end of year	Remarks
Sexual Harassment	NIL	NIL		NIL	NIL	
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

NIL

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

The Company has established robust safeguards to protect complainants in cases of discrimination and harassment. Key measures include:

Confidentiality & Anonymity	The identity of complainants is strictly protected throughout the investigation process, ensuring their privacy and dignity are maintained at all times.
Internal Complaints Committee (ICC)	A dedicated committee is in place to shield complainants from any adverse repercussions arising from their complaint, providing a safe and impartial redressal mechanism.
Regular Follow Ups	The ICC conducts periodic follow-ups with complainants post-complaint to monitor their well-being and ensure no retaliatory or negative consequences have occurred.
Equal Opportunity Employment	The Company is an equal opportunity employer, strictly prohibiting any form of discriminatory behavior against employees, contractors, or visitors on the basis of race, colour, ancestry, gender identity, sexual orientation, marital status, religion, age, or disability.
Inclusive Workplace Culture	All individuals are valued for their skills, experiences, and perspectives, and the Company actively nurtures a welcoming and just work environment where everyone is treated with fairness and respect.

9. Do human rights requirements form part of your business agreements and contracts?

No

10. Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	We are committed to upholding the highest standards of ethical conduct and regulatory compliance across all our operations. Our organization strictly prohibits child labour, forced or involuntary labour, sexual harassment, workplace discrimination, unfair wage practices, and any other form of unethical labour practice.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

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

No business process modified / introduced as no human rights grievances or complaints received in FY 2025-26.

2. Details of the scope and coverage of any human rights due diligence conducted. During the year, no human rights due diligence was conducted by the Company.

During the year, no human rights due diligence was conducted by the Company.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the rights of persons with disabilities act, 2016?

Yes. Please refer to question no. 3 under the essential indicators of Principle 3 of this report.

4. Details on assessment of value chain partners.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	The Company did not conduct value chain assessments during FY 2025–26; however, it recognises their importance and is working towards strengthening its processes to enhance in future reporting periods.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

PRINCIPLE 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

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

Parameter	FY 2025-26 (in GJ)	FY 2024-25 (in GJ)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	4,496.72	3,911.31
Total fuel consumption (E)	105.75	167.16
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,602.47	4,078.47
Total energy consumed (A+B+C+D+E+F)	4,602.47	4,078.47
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	4.16	4.51
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.86	1.22
Energy intensity in terms of physical output	-	-
Energy intensity per permanent employee	3.66	3.51
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

GJ = Gigajoule

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

Not Applicable

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

Parameter	FY 2025-26 (in GJ)	FY 2024-25 (in GJ)
Water withdrawal by source (in kiloliters)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	938.22	774.24
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	938.22	774.24
Total volume of water consumption (in kiloliters)	938.22	774.24
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.85	0.86
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.17	0.23
Water intensity in terms of physical output	Activities do not produce any physical outputs	
Water intensity per permanent employee	0.75	0.67

GJ = Gigajoule

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No

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

Safety Incident / Number	Category	FY 2025-26	FY 2024-25
NOx	Not Applicable	Not Applicable	Not Applicable
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Since air emission is not applicable to ARWL, Independent assessment has not been carried out for the same.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, H4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7.80	12.33
Total Scope 2 emissions (Break-up of the GHG into CO2, H4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	886.86	789.87
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.81	0.89
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.22	0.24
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Activities do not produce any physical outputs	
Total Scope 1 and Scope 2 emission intensity per permanent employee	Metric tonnes of CO2 equivalent per permanent employee	0.71	0.69
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Applicable	Not Applicable
E-waste (B) (Not Calculated during the current year)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Not Applicable	Not Applicable
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Not Applicable	Not Applicable
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

Considering the nature of the Company business, it does not generate any hazardous or toxic chemical waste as a part of its operations. However, the Company exhibits proactive environmental stewardship by actively exploring sustainable alternatives to minimise plastic usage across its office and branch locations. Waste generated is handled in a systematic manner, as described below:

- Paper and dustbin bags are responsibly handled and sent to the state municipal authorities.
- E-waste disposal is meticulously managed through accredited vendors, ensuring adherence to environmental standards and regulations.

Waste Management Practices | Single-Use Plastic Compliance | BuffFree India Certified

In alignment with Principle 6 of SEBI's BRSR framework – Businesses should respect and make efforts to protect and restore the environment – the Company has obtained BuffFree India certification for the responsible management of cigarette buff waste. Cigarette buffs are formally identified as a high-priority Single-Use Plastic under CPCB's Guidelines for Disposal of Cigarette/Bidi Buffs (November 2022), and are subject to the National Green Tribunal's directions which mandated the CPCB to lay down a regulatory framework for their safe disposal.

The Company has installed dedicated collection bins at all designated smoking zones. Collected waste is segregated at source, transported to a certified recycling partner, and subjected to detoxification before being upcycled into finished products. No cigarette buff waste from Company premises is disposed of in open drains, water bodies, or landfills. This initiative forms part of the Company's broader commitment to plastic waste minimisation under the Plastic Waste Management Rules, 2022.

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

Not Applicable

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

Not Applicable

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

Not Applicable

LEADERSHIP INDICATORS

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

Not Applicable



Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)		

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Applicable	Not Applicable
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Since Scope 3 emission is not applicable to ARWL, Independent assessment has not been carried out for the same.

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

Not Applicable

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

Not Applicable

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

Yes, the Company has an Emergency Preparedness and Response Plan.

The plan was crafted to establish a structured framework and procedures for effectively addressing a range of emergencies, including fire, earthquake, and bomb threats. Clear roles and responsibilities have been assigned to staff members to ensure a seamlessly coordinated response during crisis situations. This protocol prioritises human safety, minimises property damage, and swiftly restores normal Company operations, while facilitating responsive communication with all relevant parties.

Moreover, the procedure includes specific measures to familiarise employees with essential protocols. This include 'Action in the event of fire' and 'Action on hearing the alarm,' as well as identifying designated 'Assembly Points' for each work premises. This ensures that all staff are well-prepared and equipped to respond effectively to emergencies, fostering a culture of safety and awareness in the workplace.

Additionally, the Company is currently in the process of establishing an Emergency Response Team (ERT). This dedicated team will play a vital role in proactively managing emergency preparedness by conducting regular safety drills, maintaining emergency equipment, and staying informed about best practices. Furthermore, by maintaining a constant state of readiness, the Company aims to ensure that its workplace is well-prepared to handle a wide range of potential emergencies, safeguarding the well-being of its employees and the continuity of its operations.

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

Not assessed for the current year

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

Not assessed for the current year.

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

Not Applicable

PRINCIPLE 7

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

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

1 Affiliation

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Association of Mutual Funds in India (AMFI)	India

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

Not Applicable

LEADERSHIP INDICATORS

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information is available in public domain? (Yes/No)	Frequency of Review by Board (annually/half yearly/quarterly/others)	Web link, if available
	ARWL does not have any individual position on public policy and aligns itself with the policy positions of AMFI.				

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Currently not applicable to the Company.

The Company is not required to conduct any social impact assessments of its CSR projects. However, in the Company's CSR operations, it emphasizes collaboration with implementing partners to maximize social impact. This collaborative effort aims at monitoring impact to ensure appropriate utilization of funds. It spans the program's strategy, design, implementation, governance, and impact reporting. Additionally, programs analysis and evaluation against key performance indicators drive effective monitoring and reporting to the CSR Committee and Board.

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

Not Applicable

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

The company currently does not have a formally structured grievance redressal mechanism dedicated to community stakeholders. However, any grievance or concern raised by a community member in relation to the entity's operations or activities is addressed in a fair and timely manner.

Community members may submit their grievances directly to the entity at: csarwsl@rathi.com

All grievances received are acknowledged, reviewed, and resolved within a reasonable timeframe. The entity is committed to formalizing a dedicated community grievance redressal framework in the forthcoming reporting period.

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

Not Applicable

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

Location	FY 2025–26	FY 2024–25
Rural	NA	NA
Semi-urban	NA	NA
Urban	54%	56%
Metropolitan	46%	44%

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

LEADERSHIP INDICATORS

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

Not Applicable

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

The Company has conducted CSR initiatives in various locations across the states of Maharashtra, Karnataka, Tamil Nadu, West Bengal, Punjab, Haryana, Delhi, Kerala, Gujarat, Rajasthan and Bihar. However, none of these initiatives are undertaken in designated aspirational districts as identified by government bodies.

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

No, but the company actively encourages procurement from small business units seeking social upliftment. However, owing to the nature of the business, the Company does not currently have specific preferential procurement policy in place.

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

Not Applicable

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

Not Applicable

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

Sr. No.	Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit shared
Not Applicable				

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

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

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Sridham Mayapur Development Foundation	100 Bed Hospital*	100%
2.	Parivaar Education Society	996	100%
3.	Global Vikas Trust	56	100%
4.	Maharaj Jagat Singh Medical Relief Society	300 Bed Hospital**	100%
5.	Vijnanabharathi Education And Charitable Society	56***	100%
6.	Shree Bhagwan Mahaveer Viklang Sahayata Samiti	400#	100%
7.	Sadbhavna Seva Foundation	2000##	100%

Notes:

*CSR contribution of ₹10 Lakhs towards a project with a total estimated cost of ₹12 Crores.

**CSR donation of ₹25 Lakhs.

***CSR donation of ₹25 Lakhs towards a project with a total estimated cost of ₹25 Crores.

#CSR donation of ₹15 Lakhs.

##Over 25 Lakhs saplings planted and under maintenance, supported by 500 tractors, 500 tankers, and a workforce of 2,000 salaried personnel.

PRINCIPLE 9

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

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

The company has established a centralized complaint management system designed to ensure prompt, fair, and transparent resolution of all client grievances and feedback. Every complaint received is systematically logged, acknowledged, and subjected to thorough root cause analysis, enabling efficient handling and resolution within defined regulatory timelines.

Clients are proactively informed of their rights at each stage of the grievance redressal process and are provided with appropriate alternative remedies wherever applicable, reaffirming the entity's commitment to transparency, accountability, and client satisfaction. Unresolved complaints are escalated to the designated Compliance Officer to ensure no grievance remains unaddressed beyond the stipulated timeframe.

The entity periodically reviews complaint data to identify recurring patterns, systemic gaps, and opportunities for continuous improvement in service delivery and client experience.

Clients are encouraged to lodge complaints or share feedback through the entity's dedicated grievance redressal channel: Email: clientredressal@rathi.com

All communications received at the above address are acknowledged promptly and acted upon in accordance with the entity's internal grievance redressal policy and applicable regulatory guidelines, ensuring every client concern is treated with the urgency, fairness, and respect it deserves.

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

	As % to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage Recycling and/or safe disposal	Not Applicable
Safe and responsible usage Recycling and/or safe disposal	

The Company is engaged in the business of providing mutual fund distribution services and receives distribution commissions on a trial basis from asset management firms.

3. Number of consumer complaints in respect of the following

NIL

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

Not Applicable

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

Yes, the Company has implemented policies for Information Security (IS) as well as Cyber Security and Cyber Resilience (CSRP). These policies are readily accessible to all employees via the Company's intranet platform. However, as it is an internal resource, a web-link to the policy is unavailable.

The policies are reviewed periodically to ensure alignment with evolving regulatory requirements and emerging cyber threats. Employees are required to undertake mandatory awareness training on information and cyber security as part of the entity's ongoing risk management and compliance program.

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

Not Applicable

7. Provide the following information relating to data breaches.

Not Applicable

LEADERSHIP INDICATORS

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

Information regarding products and other services is available on the Company website at: <https://anandrathiwealth.in/>

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

The Company ensures compliance with all disclosure requirements pertaining to its products and services. This commitment involves strict adherence to the product labelling guidelines outlined by AMFI/SEBI within risk and disclosure categories.

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

Beyond mandatory regulatory disclosures, the entity actively endeavors to educate and empower its clients through structured onboarding communications, periodic risk disclosure updates, and participation in SEBI and AMFI-led investor awareness initiatives. Clients are guided through risk profiling and suitability assessments to ensure informed and responsible investment decisions aligned with their financial goals and risk appetite.

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

Yes, the entity goes beyond mandatory regulatory disclosure requirements by proactively communicating detailed product information to clients through multiple channels including SMS, email, and its website at <https://anandrathiwealth.in/index.php> This includes various information enabling clients to make well-informed decisions.

With respect to consumer satisfaction surveys, no formal survey was conducted during FY 2025-26.

Independent Assurance Statement

To
The Board of Directors
Anand Rathi Wealth Limited

We, Rathi & Associates, Practicing Company Secretaries, Mumbai (hereinafter referred to as "**R&A**") have been engaged by **Anand Rathi Wealth Limited** (CIN: L67120MH1995PLC086696) (hereinafter referred to as "**the Company**") to provide:

- (a) independent reasonable assurance on Key Performance Indicators (KPIs) / metrics under nine (9) Environmental, Social and Governance ("**ESG**") attributes (*listed in Annexure I*) that form part of Business Responsibility and Sustainability Report ("**BRSR Core**") issued under SEBI Circular bearing No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023 titled "BRSR Core – Framework for assurance and ESG disclosures for value chain" read with SEBI Master Circular bearing No. SEBI/HO/CFD/PoD2/CIR/P/0155, Section IV-B, issued on 11 November 2024 titled "Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities" read with SEBI Circular bearing No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42, on 28 March 2025 titled "Measures to facilitate ease of doing business with respect to framework for assurance or assessment, ESG disclosures for value chain and introduction of voluntary disclosure on green credits; and
- (b) Limited level of assurance for the non-financial disclosures in BRSR; in respect of the reporting period of 01 April 2025, to 31 March 2026 (hereinafter referred to as "**Scope**").

The Company operates plants and/or operations/office at 18 locations in India plus 1 international location.

The assurance activities were carried out together with a desk review during the period from 04 April 2026 to 07 April 2026 and verification activities were performed at the Company's Registered Office at Floor No. 2, Block B & C, E Wing, Trade Link, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai - 400013.

We confirm that neither we, nor any of our associates provide any non-audit/non-assurance related service including consulting services, to the Company or its group entities.

Management's Responsibility:

The selection of reporting boundary, monitoring and measurement of data, preparation and presentation of information for the BRSR is the sole responsibility of the management of the Company. R&A was not involved in the drafting or preparation of the of the BRSR Report, BRSR Core KPIs and/or related back-up data. Our sole responsibility was to provide independent assurance on its content.

The Company is also responsible for archiving the related data for a reasonable time period. The intended users of this assurance statement are the management of the Company. The data is verified on a sample basis and the responsibility for the authenticity of data lies with the Company.

Our Responsibility:

R&A's responsibility in relation to this engagement is to provide a limited assurance of non-financial information and reasonable assurance on the BRSR Core KPIs and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of the Company's strategy, management of ESG related issues or the sufficiency of the Report against BRSR reporting principles, other than those mentioned in the scope of the assurance.

R&A expressly disclaims any liability or co-responsibility:

- 1) for any decision a person or entity would make based on this assurance statement, and
- 2) for any damages in case of erroneous data being reported. This assurance engagement is based on the assumption that the data and information provided to R&A by the Company are complete and true.

Limitations:

We performed a reasonable Level of assurance for the BRSR Core indicators and a limited level of assurance for the BRSR reporting. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$, based on the materiality threshold for Assumption/ estimation/ measurement errors and omissions;
- R&A has not been involved in evaluation or assessment of any financial data/performance of the Company. Our opinion on the financial indicators is based on the third party audited financial reports of the Company. R&A does not take any responsibility for the financial data reported in the audited financial reports of the Company.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy, or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.

- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Verification Methodology:

During the assurance engagement, R&A has verified the disclosures and assessed the robustness of the underlying data management system, information flows and controls.

In respect of the BRSR Core indicators:

- R&A reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes;
- R&A evaluated the implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators;
- R&A sought evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator;
- Conducted Interviews with selected senior managers responsible for management of disclosures and reviewed, on test check basis, the evidence provided to support environmental KPIs and metrics disclosed the Report;
- Conducted a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.

In respect of the rest of the non-financial disclosures in BRSR Report:

- R&A reviewed the disclosures under BRSR reporting guidelines focussing on general disclosures, management processes, principle wise performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework.

- R&A understood the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in BRSR report.
- R&A reviewed the data provided on a sample basis, evaluated documentary evidence supporting adherence to the reporting principles;
- R&A interviewed the senior managers responsible for management of disclosures with overall responsibility of monitoring, data collation and reporting the selected indicators.

Reasonable Assurance Conclusion:

Reasonable level of Assurance - BRSR 9 Core Attributes:

Based on our review and procedures followed for reasonable level of assurance, R&A is of the opinion that in all material aspects, indicators under the BRSR 9 Core attributes (as listed in Annex I of this statement) for FY 2025-26 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular bearing No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023).

Limited Level of Assurance- BRSR Reporting Format:

On the basis of the assessment undertaken, nothing has come to our attention to suggest that the disclosures do not properly adhere to the reporting requirements as per BRSR Reporting Guidelines (Annexure II of SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023).

Statement of Independence:

R&A is a professional services firm offering a range of advisory services to both domestic and international clients across industries. We have complied with independence and ethical requirements which are founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

For and on behalf of
RATHI & ASSOCIATES
COMPANY SECRETARIES

HIMANSHU S. KAMDAR
PARTNER

Place: **Mumbai**
Date: 09 April 2026

M. NO. **FCS 5171**
C.P. NO. **3030**
UDIN: F005171H000053923
P.R. Certificate No. **6391/2025**

Annexure-I

ESG Attributes:

Sr. No.	Attribute	Parameter	BRSR Indicator
1.	Greenhouse gas (GHG) footprint	Total Scope 1 emissions Total Scope 2 emissions GHG emission intensity (Scope 1 + 2) based on revenue, PPP and physical output per employee	Principle 6: E-7
2.	Water footprint	Total water consumption Water consumption intensity based on revenue, PPP and physical output per employee Water Discharge by destination and levels of Treatment	Principle 6: E-3 & E-4
3.	Energy footprint	Total energy consumed % of the energy consumed from renewable sources Energy intensity based on revenue, PPP and physical output per employee	Principle 6: E-1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste, e-waste, bio-medical waste, construction and demolition waste, battery waste, other hazardous waste, and other non-hazardous waste generated Total waste generated Waste intensity based on revenue, PPP and physical output per employee Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	Principle 6: E-9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the Company Details of safety related incidents for employees and workers (including contract workforce e.g. workers in the company's construction sites)	Principle 3: E-1 (c) Principle 3: E-11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	Principle 5: E-3 (b) Principle 5: E-7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non- permanent /on contract) as % of total wage cost/on contract) as % of total wage cost	Principle 8: E-4 Principle 8: E-5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Principle 9: E-7
9.	Openness of business	Number of days of accounts payable Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Principle 1: E-8 Principle 1: E-9