



To,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, G Block,
Bandra Kurla Complex,
Bandra (East), Mumbai - 400 051.
Symbol: ANGELONE

Department of Corporate Service
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001.
Scrip Code: 543235

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report for the financial year 2022-23.

Please take the same on record.

Thanking you,

For **Angel One Limited**
(Formerly known as Angel Broking Limited)

Naheed Patel
Company Secretary and Compliance Officer

Date: 01 June, 2023
Place: Mumbai



CSO, Corporate & Regd Office:

601, 6th Floor, Akruti Star, Central Road, MIDC,
Andheri (E), Mumbai - 400093.
T: (022) 2820 5943 | (022) 4000 3600
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E: support@angelone.in
www.angelone.in

Angel One Limited

(Formerly Known as Angel Broking Limited)
CIN: L67120MH1996PLC101709,
SEBI Registration No Stock Broker: INZ000161534,
CDSL: IN-DP-384-2018, PMS: INP000001546,
Research Analyst: INH000000164, Investment Advisor: INA000008172,
AMFI Regn. No. ARN-77404, PFRDA, Regn. No.-19092018.

Business Responsibility and Sustainability Report (BRSR)

BRSR SECTION A: GENERAL DISCLOSURES

Details of the listed entity

| | |
|---|---|
| 1. Corporate Identity Number (CIN) | L67120MH1996PLC101709 |
| 2. Name of the Listed Entity | Angel One Limited (Formerly known as Angel Broking Limited) |
| 3. Year of Incorporation | 1996 |
| 4. Registered Office Address | 6 th Floor, Ackruti Star, Central Road, MIDC, Andheri East, Mumbai-400 093 |
| 5. Corporate Address | 6 th Floor, Ackruti Star, Central Road, MIDC, Andheri East, Mumbai-400 093 |
| 6. E-mail | investors@angelbroking.com |
| 7. Telephone | 080-40003600 |
| 8. Website | https://www.angelone.in/ |
| 9. Financial year for which reporting is being done | 01 April, 2022 to 31 March, 2023 |
| 10. Paid-up Capital | ₹834.2 million |
| 11. Name of the Stock Exchange(s) where shares are listed | BSE and NSE |

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

Name: Vineet Agrawal
 Designation: Chief Financial Officer
 Telephone Number: 022 - 4000 3600

13. Reporting boundary: Products / services: Disclosure of Angel One BRSR is on standalone basis

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

| Description of main activity | Description of business activity | % of turnover |
|---------------------------------|--|---------------|
| Financial and Insurance Service | Brokerage Services, Other services auxiliary to financial services | 100.0 |

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

| Product / Service | NIC Code | % of total turnover contributed |
|--|----------|---------------------------------|
| Brokerage Services (Securities and Commodities Brokerage Services) | 997152 | 69.3 |
| Other services auxiliary to financial services | 997159 | 30.0 |

OPERATIONS

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

| Locations | Number of plants | Number of offices# | Total |
|---------------|------------------|--------------------|-------|
| National | NA* | 17 | 17 |
| International | | | |

* The Company is into financial services and does not undertake any manufacturing activity

#The Company operates under digital model and provides services to clients based out of 98.5% pin code in India through its digital platforms and a network of over 21,500 Authorised Persons.

17. Markets served by the entity:

a) Number of locations:

| Locations | Number |
|----------------------------------|-----------|
| National (no. of states) | Pan India |
| International (no. of countries) | Nil |

Business Responsibility and Sustainability Report (BRSR)(Continued)

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:

Angel One Limited is a fintech platform providing broking across equity, commodity and currency segments along with depository operations, margin trading funding and distribution of third party financial products. Our clients include Resident and Non Resident individuals, HUF's, Corporates, Trusts, Co-operative societies etc.

EMPLOYEES

18. Details as at the end of financial year:

a) Employees and workers (including differently abled):

| | No. | % of total |
|-----------------------------|-------|----------------|
| Employees | 3,120 | 100.0 |
| Permanent | 3,118 | 99.9 |
| Male | 2,016 | 64.6 |
| Female | 1,102 | 35.3 |
| Other than Permanent | | |
| Male | 2 | 0.1 |
| Female | 0 | 0.0 |
| Total Employees | 2 | 0.1 |
| Male | 2,018 | 64.7 |
| Female | 1,102 | 35.3 |
| Workers | | |
| Permanent | | |
| Male | | |
| Female | | |
| Other than Permanent | | Not Applicable |
| Male | | |
| Female | | |
| Total Workers | | |
| Male | | |
| Female | | |

b) Differently abled employees and workers:

| | No. | % of total |
|--|-----|----------------|
| Differently abled employees | | Not Applicable |
| Permanent | | |
| Male | | Not Applicable |
| Female | | Not Applicable |
| Other than permanent | | |
| Male | | Not Applicable |
| Female | | Not Applicable |
| Total differently abled employees | | |
| Male | | Not Applicable |
| Female | | Not Applicable |

*The Company does not have any workers

19. Participation / Inclusion / Representation of women:

| | No. | % of total |
|---------------------------------|-----|------------|
| Board of Directors | | |
| Female | 1 | 11.1 |
| Key Management Personnel | | |
| Female | 1 | 20.0 |

20. Turnover rate for permanent employees and workers:

| | Turnover rate in FY23 | Turnover rate in FY22 | Turnover rate in FY21 |
|----------------------------|--------------------------|--------------------------|--------------------------|
| Permanent employees | 28.6% | 39.0% | 37.9% |
| Male | 18.4% | 25.7% | 24.3% |
| Female | 10.2% | 13.4% | 13.5% |
| Permanent workers | | | |
| Male | | Not Applicable | |
| Female | | | |

*The Company does not have any workers

HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**21. Names of holding / subsidiary / associate companies / joint ventures:**

| Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding / subsidiary / associate / joint venture | % of shares held by listed entity | Entity (A) participate in the business responsibility initiatives of the listed entity |
|--|---|-----------------------------------|--|
| 1 Angel Financial Advisors Private Limited | Subsidiary | 100.0 | No |
| 2 Angel Fincap Private Limited | Subsidiary | 100.0 | No |
| 3 Angel Securities Limited | Subsidiary | 100.0 | No |
| 4 Angel Digitech Services Private Limited (formerly known as Angel Wellness Private Limited) | Subsidiary | 100.0 | No |
| 5 Mimansa Software Systems Private Limited | Subsidiary | 100.0 | No |

CSR DETAILS**22. CSR Activities**

- I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- II. Turnover: ₹30,016.8 million
- III. Net worth: ₹21,145.9 million
- IV. Total amount spent on CSR for FY23: ₹89.5 million

TRANSPARENCY AND DISCLOSURES COMPLIANCES**23. 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 | FY23 | | | FY22 | | |
|---|--|--|----------------------------|--|---------|----------------------------|--|
| | | If Yes, then provide web-link for grievance redress policy | Number of complaints filed | Number of complaints pending resolution at the end of the year | Remarks | Number of complaints filed | Number of complaints pending resolution at the end of the year |
| Communities | | | | | | | |
| Investors (other than shareholders) | | NA | NA | NA | NA | NA | NA |
| Shareholders | The grievance redress policy is an internal document and employees have access to the same | | | | 12 | Nil | SEBI/Stock Exchange Complaints; Others |
| Employees and workers | | 11 | 11 | NA | Nil | Nil | Nil |
| Customers | | | | | | | |
| Value Chain Partners | | | | | | | |
| Other | | | | | | | |

Business Responsibility and Sustainability Report (BRSR)(Continued)

24. 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:

| Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-----------------------------|--------------------------------------|---|--|---|
| 1 Data Privacy and Security | Opportunity & Risk | <p>Opportunity: Continuous augmentation of a strong and secure tech infrastructure helps mitigate the risks associated with data privacy and security. In addition to this the adoption of specific tech modules makes the entire infrastructure more resilient.</p> <p>Risk: Data Privacy and security is increasingly becoming vulnerable with large scale use of technology and integration across multiple Techsystems.</p> | The Company has zero tolerance towards breach of technology/ cyber security. To this aspect we have policies framed and well defined procedures in place to handle such incidents, if any, including availing services of ethical hackers. | <p>Positive: Strong reputation of reliability and assurance leading to better business prospects.</p> <p>Negative: Loss of credibility.</p> |
| 2 Human Capital | Opportunity & Risk | <p>Opportunity: The strong build up of a world class talent pool empowers Angel One to further explore ineffable tech capabilities in its domain. Today Angel One is foremost amongst the thought leaders in the digital financial services industry in India.</p> <p>Risk: Skill obsolescence and flight of quality human capital is a perpetual risk faced by all organisations.</p> | The Company has built a strong and professional culture along with globally competitive compensation practices which help attract great talent. | <p>Positive: Great talent creates great businesses and is the catalyst for growth.</p> <p>Negative: Retention of laggards and flight of quality talent may result in deterioration of business.</p> |
| 3 Technology | Opportunity & Risk | <p>Opportunity: The Company continues to invest in augmenting its tech capabilities across its entire domain mirroring global benchmarks. The DNA of Angel One is to endeavour to stay ahead of the curve as a digital first organisation.</p> <p>Risk: Loss of focus on continuous evolution of technology is a major risk for any large scale retail focussed business.</p> | Angel One is an agile organisation which keeps developing its tech stack, either through internal resources or by collaborating with domain experts. | <p>Positive: State-of-the-art tech infrastructure helps build scalable businesses with greater efficiencies.</p> <p>Negative: Technology obsolescence may lead to degradation of business.</p> |
| 4 Social Responsibility | Opportunity | Angel one is committed to the empowerment of society as its important constituent, by helping the marginalised. The organisation fulfils its commitment towards its stakeholders by contributing to nation building, in the form of transparent disclosures. Ensuring responsible use of finite resources is another aspect of socio-economic sustainable development. | Not applicable | Positive: Social empowerment initiatives helps build strong relationships with all our stakeholders. |

BRSR SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBCs) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

- P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P5 Businesses should respect and promote human rights.
- P6 Businesses should respect and make efforts to protect and restore the environment.
- P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 Businesses should promote inclusive growth and equitable development.
- P9 Businesses should engage with and provide value to their consumers in a responsible manner.

| Disclosure questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. | Y | Y | Y | Y | Y | Y | N | Y | Y |
| b. Has the policy been approved by the Board? | Y | N | Y | Y | N | Y | N | Y | Y |
| c. Web Link of the Policies | The Corporate policies of the Company can be viewed at weblink https://www.angelone.in/investor-relations/codes-and-policies Some of the policies of the Company are accessible only to employees and other internal stakeholders. | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. | The policies have been approved and adopted by the Board / Internal Committee(s) and are implemented and reviewed from time to time. Appropriate steps are undertaken to oversee the implementation of the policy. | | | | | | | | |
| 3. Do the enlisted policies extend to your value chain partners? | No | | | | | | | | |
| 4. Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle | None | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines | We periodically track some important qualitative metrics across business and compliance. Some of the metrics are market share, customer complaints, NPS, eNPS, Appstore ratings etc. | | | | | | | | |

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met:

- P1 Ethics, Transparency and Accountability: Our policy on Corporate Governance is based on the principles of full disclosure, fairness, equity, transparency and accountability in various aspects of its functioning, leading to the protection of stakeholders' interest and an enduring relationship with them. The Management's commitment to these principles is reinforced through the adherence of all Corporate Governance practices as mandated by the regulations. We have a strong governance framework in place with various Board committees chaired by and constituted of Independent Directors. Our Board, through the Audit Committee, oversees our compliance framework. We have adopted various policies and procedures related to internal compliance, including a code of practice and procedure for fair disclosure of unpublished price sensitive information, anti-bribery and anti corruption policies, anti-money laundering, vigil mechanism and whistleblower policies.
- P2 The Company believes that technology plays a very important role in delivering services on a sustainable basis via a safe and secure environment. The Company has been on the forefront of tech adoption in different eras to ensure continually improving customer experience. Data privacy and system uptime are critical factors to measure this experience. To achieve this objective the Company has completely digitised its end-to-end customer experience, from acquisition to on-boarding, engagement, execution and post trade services.

Business Responsibility and Sustainability Report (BRSR)(Continued)

| | |
|----|---|
| P3 | <p>Employee wellbeing: Our employee wellbeing activities span across the entire life cycle of our employees. Some of the finer aspects of this are enlisted below:</p> <p>Strengthening Hiring: We leveraged our massive social media presence to represent Angel One as the new home for techies. We have seen tremendous growth in the engineering talent traffic on our social media pages. Employee referrals are one of the most effective and popular modes of hiring.</p> <p>Promoting Diversity: Diversifying the pipeline by actively sourcing candidates. The team goes beyond the “obvious” sources and aims to send one email or set up one coffee per week with a different type of profile. We have ended up uncovering many star employees months later through this method. Adapted our recruitment forms and assessments to be more inclusive of transgender people. Our Campus Hiring program guarantees the diversity of our employees, as young women bring new perspectives and up-to-date information to the table, which helps everyone in their work.</p> <p>Caring for People: The health and well-being of our people remains a priority. Targeted wellness support is provided to employees and local leadership teams across locations. We have also appointed happiness coaches to address any mental health issues our employees might be facing. We also promote good health through various programmes like Zumba and yoga. To enable our people to deal with the pandemic, we offer 14 days of leave to those testing positive and special leave to the caregivers of infected family members. We have covered our employees and their family members under our vaccination drive. We have collaborated with Zariyaa in association with Your DOST, India's first and largest online mental health and emotional wellness coach, to be the employees' confidante.</p> <p>Engaging with Employees: Feedback from all Angelites – old, current and new, all genders, minorities and age brackets – is important to this process. Therefore, we roll out an Engagement eNPS survey every quarter and based on the feedback received, we plan and execute corrective actions. We conducted our Employer Brand audit in July, 2021, to understand how much pride our people feel in being an Angelite and what makes them so.</p> <p>Learning and Development: Our learning and development initiatives are focused on bespoke leadership journeys to support and enable leaders across the employee lifecycle, achieved through our Leadership Accelerator Program (New Leader Onboarding). We have meticulously crafted a 90-day journey, focused on Mindset-Skillset-Toolset to set new leaders up for success. The programme includes Team-based Assimilation designed to accelerate communication, clarify ways of working and align the purpose between the new leader and their team. The program has garnered a lot of positive feedback as it has helped new and young leaders from diverse backgrounds settle in as an impactful leader at Angel One, ready to talk and walk the strategy. Our managerial skill development journey is focussed on CORE manager behaviours that reinforce how great managers build great teams.</p> |
| P4 | <p>The Company believes that a sustainable business should have its foremost responsibility towards all its stakeholders which includes its customers, employees, investors, financiers, services providers, regulators, government and public at large. The Company is committed to enhance the value of its stakeholders universe, having implemented a strong corporate governance framework through the various mandated and voluntary policies.</p> |
| P5 | <p>The Company advocates strong adherence to human rights for all its employees and other stakeholders. This is governed through the various policies instituted to protect the integrity of all such stakeholders. The Company practices a strong performance oriented culture with zero tolerance towards discrimination in any form.</p> |
| P6 | <p>Within the ambit of its financial services business, the Company respects and upholds the sustainability of the environment by being a responsible consumer of limited natural resources. The Company operates under a completely digital model, therefore eliminating substantial usage of depleting natural resources like paper and fossil fuels. The responsibility towards preserving the environment is part of the core philosophy of the business; and the Company strives towards attaining this objective with environmentally sustainable processes, policies and practices. The Company ensures optimum usage of energy by installing energy efficient electronic equipments. The Work from Anywhere Policy of the Company enables the employees to work from desired locations, thus saving their precious time and limiting carbon footprint.</p> <p>The Company further takes care to responsibly dispose-off/ recycle the e-waste generated by it to protect the environment.</p> |
| P7 | <p>Not applicable</p> |
| P8 | <p>Inclusive growth: The Company strives to be a socially responsible Company and strongly believes in development, which is beneficial for the society at large, as a part of its Corporate Social Responsibility (“CSR”) initiatives. Through the CSR programme, your Company sets the goal of reaching a balance that integrates human, environmental and community resources. By means of integrating and embedding CSR into its business operations and participating proactively in CSR initiatives, your Company intends to contribute continuously to global sustainable development efforts</p> |
| P9 | <p>The Company has processes to track key performance indicators such as NPS, eNPS, stakeholder complaints etc., since no mandated commitments, goals and targets are present for the same.</p> |

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

Our strong governance policies, robust internal control systems and effective stakeholder communication differentiates us from our peers. We are respected in the industry for our disclosure standards and have created benchmarks in systems and processes. We support empowering the youth to make informed investment decisions through a wide bouquet of digital content. We continue to strengthen our people capital through effective skill enhancement and engagement initiatives. We take utmost care of adherence to environmental standards in the usage of finite resources and procurement of electronic equipments. The Company has voluntarily adopted non-mandated best practices, to further enhance its corporate governance framework.

Business Responsibility and Sustainability Report (BRSR)(Continued)

BRSR SECTION C: PRINCIPLE 1

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

Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % of persons in respective category covered by the awareness programmes |
|--|--|--|---|
| Board of Directors Key Managerial Personnel | | <p>During the financial year 2022-23, the Company provided various updates in the Board and Committee meetings. Directors (including Independent Directors) as members of the various Committees were informed and kept abreast on the regulatory and statutory developments including but not limited to business, economics, operations, governance, technology and various risk indicators.</p> <p>In the Committee meetings requisite information was presented to the members including the Independent Directors for enabling them to review and accord their approvals for the respective propositions.</p> <p>Presentations were made to the Directors on company strategy, performance and growth covering the business activities, industry review, sales and equity performance, digitisation, risk management, CSR updates and employee engagement, development and well-being initiatives.</p> <p>The Board and various Committees are updated on compliance, risk and audit observations, impact and the action plans.</p> <p>A familiarisation programme was conducted for the Independent Directors covering the overview of the business and industry, Company strategy and its business model, operations, financials and risk management framework.</p> | |
| Employees other than BoD and KMPs | 4 | People Manager sessions on managing poor performance and unacceptable behaviour at work | 6 |
| Workers | | | NA |

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 30f SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Not applicable

| NGRBC Principle | Name of the regulatory / enforcement agencies judicial institutions | Amount (In ₹) | Brief of the case | Has an appeal been preferred? |
|-----------------|---|---------------|-------------------|-------------------------------|
| Monetary | | | | |
| Penalty / Fine | | | | |
| Settlement | | | | |
| Compounding fee | | | | |
| Non-Monetary | | | | |
| Imprisonment | | | | |
| Punishment | | | | |

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

Not Applicable

| Case Details | Name of the regulatory / enforcement agencies / judicial institutions |
|--------------|---|
| | |

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 through a strong enforcement of its Code of Conduct, Anti Bribery Policy, Anti Corruption Policy and Vigil Mechanism and Whistle Blower Policy, ensures the business is conducted with ethics, transparency and accountability comparable to the best applicable standards.

The Anti Bribery Policy and Anti Corruption Policy are internal policies. The web-link for the other policies is <https://www.angelone.in/investor-relations/codes-and-policies>

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

| | FY23 | FY22 |
|-----------|----------------|------|
| Directors | None | None |
| KMPs | None | None |
| Employees | None | None |
| Workers | Not Applicable | |

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

| | FY23 | | FY22 | |
|--|--------|---------|--------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | None | None | None | None |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | None | None | None | None |

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.

None

Leadership Indicators

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

| | Total number of awareness programmes held | Topics / principles covered under the training | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|--|---|
| 1 | | None | |

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? If Yes, provide details of the same.

Angel One follows best practices in managing Conflict of Interest as part of its corporate governance framework. The Company's Board comprises of two-thirds Independent Directors, thereby ensuring a clear separation of supervisory role of the management and the Committees of the Board. Committees of the board generally comprise of majority of Independent Directors to oversee critical areas.

In adherence to the Company's Act, 2013, the Directors do not participate in any discussions on agenda items, in which they are interested parties to refrain from any conflict of interest situations.

BRSR SECTION C: 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.

| | Current financial year (%) | Previous financial year (%) | Details of improvements in environmental and social impacts |
|-------|----------------------------|-----------------------------|---|
| R&D | Not Applicable | Not Applicable | Not Applicable |
| Capex | Not Applicable | Not Applicable | Not Applicable |

Business Responsibility and Sustainability Report (BRSR)(Continued)

2. Does the entity have procedures in place for sustainable sourcing? If Yes, what percentage of inputs were sourced sustainably?

All procurements are governed by the procurement policy of the company, which ensures adherence to environmental and sustainable norms. To the best of our knowledge, majority of our sourcing is done by sustainable means.

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

- (a) Plastics (including packaging): The company follows segregation and disposal of biodegradable and non-biodegradable waste, in accordance with the local municipal laws and regulations.
- (b) E-waste: The Company ensures responsible disposal of e-waste generated by it, for which it has been awarded Green Certificates.
- (c) Hazardous waste: The Company being in the financial services sector does not generate any waste which is hazardous to the environment. Waste generated in the normal course of administrative activities is managed as per the waste disposal process of the local bodies.
- (d) Other waste: All other waste is gathered and responsibly disposed off with the help of the local waste management authorities.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities. 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?

The nature of the services offered by the company does not entail production / selling of tangible products hence Life Cycle Perspective / Assessments (LCA) is 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 tonnes) reused, recycled, and safely disposed.

Not applicable.

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

Not applicable.

BRSR SECTION C: PRINCIPLE 3

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

Essential Indicators

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

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|---------------------------------------|--------------|---------------------------|--------------|--------------------|--------------|--------------------|-------------|--------------------|-------------|---------------------|-----------|
| | | Health insurance | | Accident insurance | | Maternity benefits | | 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 | 2,016 | 2,016 | 100.0 | 2,016 | 100.0 | - | - | 2,016 | 100.0 | NA | NA |
| Female | 1,102 | 1,102 | 100.0 | 1,102 | 100.0 | 1,102 | 100.0 | - | - | NA | NA |
| Total | 3,118 | 3,118 | 100.0 | 3,118 | 100.0 | 1,102 | 35.3 | 2,016 | 64.7 | NA | NA |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 2 | 1 | 50.0 | 1 | 50.0 | - | - | 1 | 50.0 | NA | NA |
| Female | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0 | NA | NA |
| Total | 2 | 1 | 50.0 | 1 | 50.0 | - | - | 1 | 50.0 | NA | NA |

1b. Details of measures for the well-being of workers:

| Category | % of workers covered by | | | | | | | | | | |
|------------------------------|-------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | No. (D) | % (D / A) | No. (E) | % (E / A) | No. (F) | % (F / A) |
| Permanent workers | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |
| Other than Permanent workers | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

Not Applicable

2. Details of retirement benefits, for current financial year and previous financial year:

| Benefits | FY23 | | | FY22 | | |
|--------------------------------|--|--|---|--|--|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority |
| PF | 57 | NA | 100% | 49 | NA | 100% |
| Gratuity | 100 | NA | NA | 100 | NA | NA |
| Employee State Insurance (ESI) | 19 | NA | 100% | 29 | NA | 100% |
| Others | | | | | | |

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.

The Company has instituted a comprehensive Work From Anywhere Policy which allows employees to work from their preferred location.

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.

Angel One has consistently focused on providing its employees a work environment that promotes diversity and inclusion, free of any discrimination. It has a strong employee engagement policy that helps it develop and retain a highly motivated team. We focus on providing an enabling environment that fosters equality and diversity. Over the years, we have transformed from a hierarchy-driven organisation to one that has an open work culture.

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

| Gender | Return to work rate | Retention rate |
|---------------------|---------------------|----------------|
| Permanent employees | | |
| Male | 100% | 90% |
| Female | 100% | 86% |
| Total | 100% | 88% |
| Permanent workers | | |
| Male | | |
| Female | | NA |
| Total | | |

Business Responsibility and Sustainability Report (BRSR)(Continued)

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:

| | If Yes, then give details of the mechanism in brief |
|--------------------------------|---|
| Permanent Workers | Not applicable |
| Other than Permanent Workers | |
| Permanent Employees | At Angel One, we are committed to treating all people with dignity and respect. We firmly believe in the right of all people to work in an environment that is free from discrimination, harassment, workplace bullying, and victimisation/retaliation. Such conduct constitutes unacceptable behaviour and are addressed through Grievance policy. The Company has adopted a Vigil Mechanism Framework, under which the Investigation Committee has been set up. The objective of the Framework is to establish a redressal forum, which addresses all concerns raised on questionable practices and through which the Directors and employees can raise actual or suspected violations. |
| Other than Permanent Employees | |
| | The Company has in place a policy for prevention of sexual harassment in accordance with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. The Company has constituted its Internal Complaints and the Appeals Committees, set up to redress complaints received in regards to sexual harassment at workplace. |

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

There is no employee association.

8. Details of training given to employees and workers:

| | FY23 | | | | | FY22 | | | | |
|------------------|--------------|----------------------------|-----------|-------------------|-------------|--------------|----------------------------|-----------|-------------------|-------------|
| | Total (A) | Health and safety measures | | Skill upgradation | | Total (A) | Health and safety measures | | Skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| Employees | | | | | | | | | | |
| Male | 2,018 | 0 | 0 | 1,933 | 95.7 | 2,126 | 0 | 0 | 1,778 | 83.6 |
| Female | 1,102 | 0 | 0 | 1,068 | 96.9 | 1,084 | 0 | 0 | 939 | 86.6 |
| Total | 3,120 | 0 | 0 | 3,001 | 96.1 | 3,210 | 0 | 0 | 2,717 | 84.6 |
| Workers | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Total | | | | | | | | | | |

Data for FY22 is based on active employee HC as on 31st Mar 22 (skill upgradation includes Org. Induction, Virtual skill building programmes and digital learning)

Data for FY23 is based on active employee HC as on 31st Mar 23 (skill upgradation includes Org. Induction, Virtual skill building programmes and digital learning)

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

| | FY23 | | | FY22 | | |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 3,120 | 3,120 | 100.0 | 3,210 | 3,210 | 100.0 |
| Female | 2,018 | 2,018 | 100.0 | 2,126 | 2,126 | 100.0 |
| Total | 3,120 | 3,120 | 100.0 | 3,210 | 3,210 | 100.0 |
| Workers | | | | | | |
| Male | | | | | | |
| Female | | | | | | |
| Total | | | | | | |

10. Health and safety management system:

a) Whether an occupational health and safety management system has been implemented by the entity? If Yes, the coverage such system?

More than 95% of our employees benefit from the Work From Anywhere policy. For those who work from the corporate office, we have:

- Centrally air conditioned offices with temperature control devices
- Soothing lighting and air purification systems

- Periodic inspections of all electronic and electrical equipments, fire extinguishers, etc.
- Floor plans of the premises are exhibited to help navigate to exit points
- Comprehensive Health check-up of the employees

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

Not applicable

c) Whether you have processes for workers to report the 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?

Targeted wellness support is provided to employees and local leadership teams across locations. We have also appointed happiness coaches to address any mental health issues our employees might be facing. We also promote good health through various programmes like Zumba and yoga. To enable our people to deal with the pandemic, we offer 14 days of leave to those testing positive and special leave to the caregivers of infected family members. We have covered our employees and their family members under our vaccination drive.

11. Details of safety related incidents:

| Safety Incident / Number | Category | FY23 | FY22 |
|--|-----------|------|------|
| Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked) | Employees | Nil | |
| | Workers | NA | |
| Total recordable work-related injuries | Employees | Nil | |
| | Workers | NA | |
| No. of fatalities | Employees | Nil | |
| | Workers | NA | |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | Nil | |
| | Workers | NA | |

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

Targeted wellness support is provided to employees and local leadership teams across locations. We have also appointed happiness coaches to address any mental health issues our employees might be facing. We also promote good health through various programmes like Zumba and yoga. To enable our people to deal with the pandemic, we offer 14 days of leave to those testing positive and special leave to the caregivers of infected family members. We have covered our employees and their family members under our vaccination drive. discover We have collaborated with Zariyaa in association with Your DOST, India's first and largest online mental health and emotional wellness coach, to be the employees' confidante. This initiative brings expert advice from 1,000+ experts, with complete privacy, confidentiality and anonymity on a range of subjects including relationships, wellness, among others.

13. Number of Complaints on the following made by employees and workers: None

| | FY23 | | | FY22 | | |
|---|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions Health and Safety | | | | | | |

14. Assessments for the year: None

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) | |
|-----------------------------|---|------|
| | FY23 | FY22 |
| Health and safety practices | | |
| Working Conditions | | |

Business Responsibility and Sustainability Report (BRSR)(Continued)

15. Provide details of any corrective action taken or underway to address safety-related incidents and on significant risks / concerns arising from assessments of health and safety practices and working conditions: None

Leadership Indicators

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

- A) Yes
B) 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 is compliant with the laws of the land and diligently submits the statutory dues of its employees from time to time. The contracts/agreements with our value chain partners necessitates them to be compliant and equally responsible in respect of fulfilling their obligations towards the same. The Company has statutory and internal audit policies and procedures to ensure the above.

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:

| | FY23 | FY22 |
|--|------|------|
| Total no. of affected employees / workers | | |
| Employees | Nil | |
| Workers | NA | |
| No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | | |
| Employees | Nil | |
| Workers | NA | |

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

Yes

5. Details on assessment of value chain partners: None

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | |
| 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: None

BRSR SECTION C: 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 are determined based on the significance of their impact on the business and the impact of the business on them.

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 and marginalised group | Channels of communication | Frequency of engagement (annually / half yearly / quarterly / others) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|----------------------------------|---|---|---|---|
| 1 Customers | No | Digital mediums like emails, SMS, in-app, chatbot, website, digital media campaigns, App store and Play store. In addition to this we also engage via calls, postal communication, call Centres and through our Authorised Persons network. | Ongoing | <ul style="list-style-type: none"> Transaction related Regulatory communication Query / Complaints resolution App launch reviews Schemes and offers related |
| 2 Employees | No | In person meetings with employees, Townhalls, Digital mediums like Angelverse, Leena App, iLearn platform, Slack, social media platforms, virtual meeting platforms, emails, surveys | Ongoing | <ul style="list-style-type: none"> Regular work Special projects Collaboration Communication Engagement Upskilling Feedback |
| 3 Shareholders and Investors | No | Dissemination of information viz regulatory filings of quarterly results, investor presentations, Annual Report, Annual General Meeting, investor/analysts calls and meet, media releases, website | Ongoing | <ul style="list-style-type: none"> To update shareholders and investors about business and financial performance To respond to investor queries and discuss publicly available information about the Company |
| 4 Banks and Lending institutions | No | In person meetings, email, calls, virtual meetings | Ongoing | <ul style="list-style-type: none"> Banking relations |
| 5 Business Partners and Vendors | No | Authorised Person meets, workshops, conferences, webinars, digital partner platform, One-to-one meetings, Telephonic and email communication | Ongoing | <ul style="list-style-type: none"> Audit of the channel partner business Transaction related Regulatory communication Query / Complaints resolution Alignment to business plan Schemes and offers related Best practices in the industry Order, invoicing, payment, reconciliation and settlement |
| 6 Communities | Yes | Reach out to the target audience through our partner NGOs for financial literacy, assistance in accessing social government schemes, skilling and placement | Ongoing | <ul style="list-style-type: none"> Upskilling them to become entrepreneurs / job ready Have basic understanding about the various social schemes Empowering them to manage their own finances |
| 7 Government and Regulators | No | Various digital portals of the Government to fulfil our statutory and fiscal responsibilities, In person meetings with regulatory authorities, express communication | Ongoing | <ul style="list-style-type: none"> Filing of statutory and fiscal documents Feedback on consultation papers Query resolution Regulatory inspections Seeking clarifications |

Business Responsibility and Sustainability Report (BRSR)(Continued)

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.

The Board / designated committees through senior management interacts with various stakeholders on aforesaid subject matter.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. 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.

Inputs from various stakeholders, if any, are incorporated across environmental, social and economic initiatives to make the process more transparent and impactful.

Our initiatives across financial literacy and skilling and placement across Rajasthan, Maharashtra and Gujarat are driven by these insightful inputs.

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

We offered financial literacy training to 23,000+ and placements to 2,100+ marginalised beneficiaries.

BRSR SECTION C: 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:

| | FY23 | | | | | FY22 | | | | |
|------------------------|--------------|--|-------------|--|-------------|--------------|--|-------------|--|-------------|
| | Total (A) | No. of employees / workers covered (B) For POSH Training | % (B / A) | No. of employees / workers covered (C) For Whistle Blower Training | % (C / A) | Total (D) | No. of employees / workers covered (E) For POSH Training | % (E / D) | No. of employees / workers covered (F) For Whistle Blower Training | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent | 3,118 | 2,360 | 75.6 | 584 | 18.7 | 3,207 | 537 | 16.7 | 570 | 17.7 |
| Other than permanent | 2 | 0 | 0.0 | 0 | 0.0 | 3 | 0 | 0.0 | 0 | 0.0 |
| Total Employees | 3,120 | 2,360 | 75.6 | 584 | 18.7 | 3,210 | 537 | 16.7 | 570 | 17.7 |

Data for FY 22 is based on active employee HC as on 31st Mar 22 (includes ONLY employees who have completed the training on the system between Apr 21-Mar22)

Data for FY 23 is based on active employee HC as on 31st Mar 23 (includes ONLY employees who have completed the training on the system between Apr 22-Mar23)

2. Details of minimum wages paid to employees and workers:

| | FY23 | | | | | FY22 | | | | |
|-----------------------------|-----------|---------------------------|-----------|----------------------------|-----------|-----------|---------------------------|-----------|----------------------------|-----------|
| | Total (A) | Equal to Minimum Wage (B) | % (B / A) | More than Minimum Wage (C) | % (C / A) | Total (A) | Equal to Minimum Wage (B) | % (B / A) | More than Minimum Wage (C) | % (C / A) |
| Employees | 3,120 | 33 | 1.1 | 3,087 | 98.9 | 3,210 | 123 | 3.9 | 3,087 | 96.2 |
| Permanent | 3,118 | 33 | 1.1 | 3,085 | 98.9 | 3,207 | 123 | 3.9 | 3,084 | 96.2 |
| Male | 2,016 | 24 | 1.2 | 1,992 | 98.8 | 2,123 | 72 | 3.4 | 2,051 | 96.5 |
| Female | 1,102 | 9 | 0.8 | 1,093 | 99.2 | 1,084 | 51 | 4.7 | 1,033 | 95.3 |
| Other than Permanent | 2 | 0 | 0.0 | 2 | 100.0 | 3 | 0 | 0.0 | 3 | 100.0 |
| Male | 2 | 0 | 0.0 | 2 | 100.0 | 3 | 0 | 0.0 | 3 | 100.0 |
| Female | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0.0 |

| | FY23 | | | | FY22 | | | | | |
|-----------------------------|-----------|---------------------------|----------|----------------------------|----------|-----------|---------------------------|----------|----------------------------|----------|
| | Total (A) | Equal to Minimum Wage (B) | %(B / A) | More than Minimum Wage (C) | %(C / A) | Total (A) | Equal to Minimum Wage (B) | %(B / A) | More than Minimum Wage (C) | %(C / A) |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | NA | | | | | NA | | | | |
| Other than Permanent | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |

3. Details of remuneration / salary / wages:

| | Number | Median remuneration / salary / wages of respective category |
|----------------------------------|--------|---|
| Male | | |
| Board of Directors (BoD) | 2 | 37,496,117 p.a. |
| Key Managerial Personnel | 4* | 27,168,871 p.a. |
| Employees other than BoD and KMP | 2,014 | 400,968 p.a. |
| Workers | NA | NA |
| Female | | |
| Board of Directors (BoD) | 0 | |
| Key Managerial Personnel | 1 | 3,130,928 p.a. |
| Employees other than BoD and KMP | 1,101 | 300,000 p.a. |
| Workers | NA | NA |

* Includes 2 (two) members of the Board of Directors

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, the Company has in place a policy for prevention of sexual harassment in accordance with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. The Company has constituted its Internal Complaints and the Appeals Committees, set up to redress complaints received in regards to sexual harassment at workplace. The Company has also constituted a Vigilance Committee under the Whistle Blower/ Vigilance Policy. The Company has an internal grievance mechanism for the employees as well.

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

The Company has zero tolerance towards any violation or misconduct on grounds of misdemeanour. The Company has adopted various employee oriented policies which endeavours to provide a safe and nurtured environment for the employees to accomplish professional aspirations and provide a safe redressal mechanism for employee grievances.

On receipt of the complaint a mandate is issued to the Committee with members having no conflict of interest from the perspective from either party i.e. Complainant or Respondent, in order to investigate the matter. An official from the HR team is also deputed to brief the Committee members about the complaint and coordinate meetings of the Committee. Further, the Committee may seek assistance of the investigation team/any officer of the Company to investigate the matter, collect evidences in accordance with the allegations made in the complaint, assist them etc. during the course of enquiry. The final report, on review and unanimous approval by the Committee members is shared with the affected parties and the Management for actions to be taken, if any.

Business Responsibility and Sustainability Report (BRSR)(Continued)

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

| | FY23 | | | FY22 | | |
|------------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | Nil | Nil | Nil | Nil | Nil | Nil |
| Discrimination at workplace | Nil | Nil | Nil | Nil | Nil | Nil |
| Child Labour | NA | NA | NA | NA | NA | NA |
| Forced Labour / Involuntary Labour | NA | NA | NA | NA | NA | NA |
| Wages | NA | NA | NA | NA | NA | NA |
| Other human rights related issues | NA | NA | NA | NA | NA | NA |

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

The company has in place a policy for prevention of sexual harassment in accordance with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Company has constituted its Internal Complaints and the Appeals Committees, set up to redress complaints received in regards to sexual harassment at workplace. The Company practices a strong performance oriented culture with zero tolerance towards discrimination in any form.

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

Yes, in the policies and codes of conduct we have incorporated human rights standards, and these standards are embedded into business agreements and contracts.

9. Assessments for the year:

| | % of plants and offices that were assessed |
|-----------------------------|--|
| Child labour | Nil |
| Forced / involuntary labour | Nil |
| Sexual harassment | Nil |
| Discrimination at workplace | Nil |
| Wages | Nil |
| Others - please specify | Nil |

4. Details on assessment of value chain partners: None

| | % of value chain partners (by value of business done with such partners) that were assessed |
|------------------------------------|---|
| Sexual Harassment | |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour / Involuntary Labour | |
| Wages | |
| Others - please specify | |

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

Leadership Indicators

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

Not Applicable

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

We conducted an HR audit through an external partner with the purpose of evaluating the maturity of our present process and how we compare to some of the best industry standards. This exercise helps to determine if the current procedures are managed religiously or improperly. The feedback and recommendations shared has been picked up by the respective team owner for policy and process improvements.

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?

The premise / office of the entity partially complies to the provisions of the Rights of Persons with Disabilities Act, 2016.

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

BRSR SECTION C: 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:

| Parameter | FY23 | FY22 |
|---|------------------------|-------------------------|
| Total electricity consumption (A) | 3,302.9 Giga Joules | 4,4405.6 Giga Joules |
| Total fuel consumption (B) | 475.4 Giga Joules | 582.5 Giga Joules |
| Energy consumption through other sources (C) | Nil | Nil |
| Total energy consumption (A+B+C) | 3778.3 Giga Joules | 4,988.1 Giga Joules |
| Energy intensity per rupee million of turnover (Total energy consumption/ turnover in rupees million) | 0.13 | 0.22 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | | |
| Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. | | No. |

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? 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.

Not applicable.

3. Provide details of the following disclosures related to water: Not Applicable

| Parameter | FY23 | FY22 |
|---|------|------|
| Water withdrawal by source (in kl) | | |
| (i) Surface water | | |
| (ii) Groundwater | | |
| (iii) Third party water | | |
| (iv) Seawater / desalinated water | | |
| (v) Others | | |
| Total volume of water withdrawal (in kl)(i + ii + iii + iv + v) | | |
| Total volume of water consumption (in kl) | | |
| Water intensity per rupee of turnover (Water consumed / turnover) | | |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. | | |

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

Not applicable.

5. Please provide details of air emissions (other than GHG emissions) by the entity:

Not applicable.

Business Responsibility and Sustainability Report (BRSR)(Continued)

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Not Available

| Parameter | Break-up | Unit | FY23 | FY22 |
|--|--------------|-----------------------|------|------|
| Total Scope 1 emissions | CO2 | tonnes | | |
| | CH4 | tonnes | | |
| | N2O | tonnes | | |
| | HFCs | tonnes | | |
| | PFs | tonnes | | |
| | SF6 | tonnes | | |
| | NF3 | tonnes | | |
| | Total | tonnes | | |
| Total Scope 2 emissions | CO2 | tonnes | | |
| | CH4 | tonnes | | |
| | N2O | tonnes | | |
| | HFCs | tonnes | | |
| | PFs | tonnes | | |
| | SF6 | tonnes | | |
| | NF3 | tonnes | | |
| | Total | tonnes | | |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | | | | |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | CO2 equivalent/tonnes | | |
| Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? If yes, name of the external agency. | | | | |

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

No.

8. Provide details related to waste management by the entity:

| | FY23 | FY22 |
|---|--------------|--------------|
| Total waste generated (in tonnes) | | |
| Plastic waste (A) | NA | NA |
| E-waste (B) | 4.910 | 9.944 |
| Bio-medical waste (C) | NA | NA |
| Construction and demolition waste (D) | NA | NA |
| Battery waste (E) | NA | NA |
| Radioactive waste (F) | NA | NA |
| Other hazardous waste. Please specify, if any. (G) | NA | NA |
| 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) | 4.910 | 9.944 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in tonnes) | | |
| Category of waste | | |
| (i) Recycled | 4.910 | 9.944 |
| (ii) Re-used | NA | NA |
| (iii) Other recovery operations | NA | NA |
| Total | 4.910 | 9.944 |

| | FY23 | FY22 |
|--|----------------|-----------|
| For each category of waste generated, total waste disposed by nature of disposal method (in tonnes) | | |
| Category of waste | NA | NA |
| (i) Incineration | NA | NA |
| (ii) Landfilling | NA | NA |
| (iii) Other disposal operations | NA | NA |
| Total | NA | NA |
| Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency. | Not applicable | |

9. 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.

The Company being in the financial services sector does not generate any waste which is hazardous to the environment. Waste generated in the normal course of administrative activities is managed as per the waste disposal process of the local bodies. The Company takes care to responsibly dispose-off the e-waste generated by it for which it has been awarded Green Certificates.

10. 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:

Not applicable.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency | Results communicated in public domain | Relevant web link |
|-----------------------------------|----------------------|------|--|---------------------------------------|-------------------|
| | | | | | |

12. 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. If not, provide details of all such non-compliances:

Based on the nature of its business, the Company complies with applicable environmental norms.

Leadership Indicators

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

| Parameter | FY23 | FY22 |
|---|--------------------------------|--------------------------------|
| From renewable sources | | |
| Total electricity consumption (A) | Nil | Nil |
| Total fuel consumption (B) | Nil | Nil |
| Energy consumption through other sources (C) | Nil | Nil |
| Total energy consumed from renewable sources (A+B+C) | Nil | Nil |
| From non-renewable sources | | |
| Total electricity consumption (D) | 3,302.9 Giga Joules | 4,405.6 Giga Joules |
| Total fuel consumption (E) | 475.4 Giga Joules | 582.5 Giga Joules |
| Energy consumption through other sources (F) | Nil | Nil |
| Total energy consumed from non-renewable sources (D+E+F) | 3,778.3 Giga Joules | 4,988.1 Giga Joules |
| Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. | No | |

Business Responsibility and Sustainability Report (BRSR)(Continued)

2. Provide the following details related to water discharged:

Not applicable.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres). For each facility / plant located in areas of water stress, provide the following information: Not applicable

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

| | FY23 | FY22 |
|--|------|------|
| Water withdrawal by source (in kl) | | |
| (i) Surface water | | |
| (ii) Groundwater | | |
| (iii) Third party water | | |
| (iv) Seawater / desalinated water | | |
| (v) Others | | |
| Total volume of water withdrawal (in kl) | | |
| Total volume of water consumption (in kl) | | |
| 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 kl) | | |
| (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 kl) | | |
| Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency. | | |

4. Please provide details of total Scope 3 emissions and its intensity: Not Applicable

| Parameter | Break-up | Unit | FY23 | FY22 |
|--|----------|--------|------|------|
| Total Scope 3 emissions | CO2 | tonnes | | |
| | CH4 | tonnes | | |
| | N2O | tonnes | | |
| | HFCs | tonnes | | |
| | PFs | tonnes | | |
| | SF6 | tonnes | | |
| | NF3 | tonnes | | |
| | Total | tonnes | | |
| Total Scope 3 emissions per rupee of turnover | | | | |
| Total Scope 3 emission intensity – the relevant metric may be selected by the entity | | | | |
| Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? If yes, name of the external agency. | | | | |

5. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Angel One Limited operations do not impact any ecologically sensitive areas.

6. **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: Not applicable**

| Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|-----------------------|--|---------------------------|
| | | |

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

The Company has multiple data Centres and a disaster recovery centre across different geographical locations. The Technology team reviews the Disaster Recovery Plan (DRP) of the Company.

8. **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.**

Given the nature of the business, there has been no adverse impact to the environment.

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

Not applicable.

BRSR SECTION C: PRINCIPLE 7

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

Essential Indicators

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

6 (six)

- 1b. **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:**

| Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations |
|--|--|
| 1 Association of National Exchange Members of India (ANMI) | State / National |
| 2 BSE Brokers' Forum (BBF) | State / National |
| 3 Association of Mutual Funds in India (AMFI) | State / National |
| 4 Commodity Participants Association of India (CPAI) | State / National |
| 5 Confederation of Indian Industry (CII) | State / National |
| 6 Association of Portfolio Managers in India (APMI) | State / National |

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

No case has been filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and / or anti-competitive behaviour during the last five years and are pending as at the end of the financial year.

Business Responsibility and Sustainability Report (BRSR)(Continued)

Leadership Indicators

1. Details of public policy positions advocated by the entity: Not applicable

| Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others) | Web Link, if available |
|-------------------------|-----------------------------------|---|--|------------------------|
| | | Yes / No | | |
| | | Yes / No | | |
| | | Yes / No | | |
| | | Yes / No | | |
| | | Yes / No | | |

BRSR SECTION C: PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable

| Name and brief details of project | SIA Notification No | Date of notification | Whether conducted by independent external agency | Results communicated in public domain | Relevant Web link |
|-----------------------------------|---------------------|----------------------|--|---------------------------------------|-------------------|
| | | | Yes / No | Yes / No | |
| | | | Yes / No | Yes / No | |
| | | | Yes / No | Yes / No | |
| | | | Yes / No | Yes / No | |

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Not applicable.

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

Employee can raise their grievances through Employee Grievance portal that is available on HRMS tool i.e. Darwinbox. A representative from the concerned department will act on the grievance as per the Grievance policy.

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

Not applicable, as we are not in manufacturing of goods and sourcing of goods is not a part of our core activities.

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

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| | |

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

| State | Aspirational District | Amount spent |
|-----------|-----------------------|--------------|
| Rajasthan | Sirohi and Jaisalmer | ₹1,200,000 |

3a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? - Not applicable

3b. From which marginalised / vulnerable groups do you procure? - Not applicable

3c. 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. - Not applicable

| Intellectual Property based on traditional knowledge | Owned/ Acquired | Benefit shared | Basis of calculating benefit share |
|--|-----------------|----------------|------------------------------------|
| | Yes / No | Yes / No | |
| | Yes / No | Yes / No | |
| | Yes / No | Yes / No | |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. - Not applicable

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| | | |
| | | |

6. Details of beneficiaries of CSR Project

| CSR Project | No. of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|-------------------------------------|---|--|
| Dhriti Foundation | Digital and Financial Literacy trainings to 12,000 community members in Maharashtra | 100.0 |
| NIIT Foundation | Skilling and placement of 800 students in formal sector employment in Maharashtra, Karnataka, and Gujarat | 100.0 |
| Raah Foundation | Digital and Financial Literacy trainings to 5,000 women in Maharashtra | 100.0 |
| Shram Sarathi Association | Digital and Financial Literacy trainings to 6,000 community members in Rajasthan | 100.0 |
| Aajeevika Bureau Trust | Skilling and placement of 700 students in formal sector employment in Rajasthan and Ahmedabad | 100.0 |
| Kherwadi Social Welfare Association | Skilling and placement of 600 students in formal sector employment in Maharashtra and Gujarat | 100.0 |

BRSR SECTION C: 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.

Clients have the option to raise a complaint / feedback directly to Angel One by either calling us on our support number 080-47480048 or by sending an email to support@angelbroking.com or support@angelone.in or complaint@angelbroking.com, as the case may be. Against all such interactions / queries / feedback / complaints, a ticket is raised in the CRM system which carries a unique reference number. Clients also received auto acknowledgements for all emails sent to any of the ids mentioned above.

The support / complaint management teams in-turn coordinate with relevant stakeholders as needed to address the query / issue and provide appropriate resolution to the clients. All our customers are also empowered to reopen the cases if the original resolution is deemed incomplete or if the clients have further related queries. Customers also have access to an escalation matrix if they wish to escalate any matter.

Business Responsibility and Sustainability Report (BRSR)(Continued)

2. Turnover of products and / services as a percentage of turnover from all products / service that carry information about: Not applicable

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

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

| | FY23 | | | FY22 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | NA | NA | | NA | NA | |
| Advertising | NA | NA | | NA | NA | |
| Cyber-security | NA | NA | | NA | NA | |
| Delivery of essential services | NA | NA | | NA | NA | |
| Restrictive trade practice | NA | NA | | NA | NA | |
| Unfair trade practices | NA | NA | | NA | NA | |
| Other | 2,120 | 0 | | 2,771 | 15 | |

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.

The Cyber security and data privacy policy is an internal document and employees have access to the same.

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.

The Company is guided on the compliance requirements with respect to advertisement, cyber security and data privacy, as prescribed by SEBI and stock exchanges.

Leadership Indicators

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

Information on services provided by the Company is available on company website: <https://www.angelone.in/>

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

The Company periodically sends out communication to all its clients, thus creating awareness about responsible and safe trading and investing. These communications highlight the risk of being defrauded into lucrative investment propositions, etc.

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

The Company transparently communicates to its clients any disruption / discontinuation of services, highlighting the severity of the issue, followed by its resolution. Such communication is done through In-App Notification, Push Notification, Emailers and Nudges.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? 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?**

The Company has carried out consumer survey / consumer satisfaction trends. The Company regularly takes survey from random set of clients for various features available on the digital platform based on which client NPS for those features is calculated.

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

- a) **Number of instances of data breaches along-with impact**
- b) **Percentage of data breaches involving personally identifiable information of customers**

The Company has instituted a robust alerting and monitoring system to identify any break-through into the Company's systems. During FY23, the Company did not face any instances of data breach.