ESG

Growing responsibly through ESG leadership

Let's do it right

For People, Planet and Profit

At Nuvama, we continue to embed ESG deeply within our strategic fabric, upholding our guiding principle — **"Let's do it right: for people, planet, and profit."** As we build on the momentum of last year, we have not only sustained but accelerated our actions for environmental stewardship, social inclusion, and responsible governance.

Doing it right for the Planet

We've expanded our green initiatives through wider adoption of renewable energy across key offices, greater emphasis on waste and water reduction, and responsible e-waste management through certified vendors — reinforcing our environmental responsibility.

Empowering People

We remain committed to inclusive growth — supporting education, skill-building, and well-being for underprivileged communities while nurturing a diverse and engaged workforce internally.

Driving Profits Responsibly

By strengthening governance, refining risk management, and integrating ESG into decision-making, we're creating sustainable value for all stakeholders — building trust and long-term resilience.

At Nuvama, ESG is not an initiative — it is how we operate, grow, and create value. Over the past year, we have significantly progressed on our ESG roadmap — building on the strong foundation laid in 2023. Our ESG Committee continues to guide the strategy with purpose and discipline, while our cross-functional teams ensure integration into everyday operations. From reducing our environmental footprint to uplifting underprivileged communities, every effort is directed towards doing what's right — responsibly and transparently. I am proud of our progress, and even more optimistic about our potential to lead with impact. Together, let's do it right — for people, planet, and profit.

— Ashish Kehair, MD & CEO, Nuvama

Message from the CEO

Key ESG highlights

ENVIRONMENTAL

Green Energy Expansion

100% of our Mumbai offices run on green electricity, which accounts to 43% of our PAN India office space

Waste & Water Management

Diverted 218.45 kg of waste through responsible disposal. Installed water meters in 23% of office spaces

Plastic-free push

44% of office spaces are plastic-free

Certified Infrastructure

Our corporate office at Inspire BKC is **US GBC LEED Gold certified** for interior design and construction for commercial interiors and operates out of a **LEED Gold-certified green building**, as accredited by the Indian Green Building Council (IGBC)

SOCIAL

Diversity & Inclusion

24% women in the workforce

12.5% women on the Board

Over **20+ high-potential women** were nominated to the Jombay 1000 Women Leaders Program for leadership development

Employee Engagement

Turnover reduced from 28% to 24%

Community Impact

Reached 66k direct beneficiaries via CSR programmes, including education, skilling, well-being and environmental interventions

GOVERNANCE

Board Composition

Independent Directors constitute 50% of the Board

The Board is chaired by an Independent Director

Average Attendance of Board

6.55/7

Tenure of Board

2-4 years

>4 years

Stakeholder engagements and materiality

Nuvama's ESG strategy is shaped by a comprehensive, consultative approach to stakeholder engagement. Through ongoing dialogues, surveys, site visits, and feedback loops, we ensure that our priorities reflect the expectations of those who matter most — our stakeholders.

Stakeholder Engagement Highlights — FY 2024–25

Employees
Engaged through campaigns like Zero Waste Week, and volunteering clean-up drives - Carter beach and UNESCO World Heritage (Elephanta Caves).

Investors & Shareholders
Shared ESG performance matrices and disclosures through required forums.

Communities & NGOs
Collaborated with grassroots NGOs to deliver projects impacting education, skill-development & well-being and environmental programs.

Vendors
Collaborated with certified partners for responsible e-waste, plastic, and metal waste disposal.

Regulators & Industry Peers
Ensured continuous compliance and alignment with best practices.

Materiality

We continue to refine our materiality lens to stay aligned with emerging risks and opportunities. We conducted our baseline materiality assessment in January 2023 and are actively measuring our progress against the defined material topics.

Key Material Topics Remain Consistent

Environmental
Emission Management, Climate Action

Governance
Business Ethics & Transparency, Digitisation, Data Privacy and Security, Corporate Governance and Compliance Risk Management

Social
Employee Well-being, Talent attraction & retention, Customer satisfaction

Additionally, we remain aligned with **13 of the United Nations Sustainable Development Goals (SDGs)** through our contributions to have a broader impact.

ENVIRONMENT

Caring for the Planet

Energy management

This year, we continue our green energy usage. As a result, 100% of our Mumbai offices runs on green electricity, which accounts to 43% of our PAN India office space, significantly reducing Scope 2 emissions.

We also:

- Completed internal energy audits for select offices to identify further opportunities for efficiency
- Installed automated timers and motion-based sensors in low-traffic areas like meeting rooms and signage to eliminate idle energy consumption

Water stewardship

We strengthened our water efficiency framework by:

- Installing water meters at 23% of our office locations, enabling more precise monitoring and accountability
- Rolling out sensor-based faucets and low-flow aerators in newly renovated restrooms
- Recycled “brown” water is used for flushing in 43% of offices

These efforts helped us achieve a notable reduction in water consumption across our operations this year — a step forward in our resource stewardship.

Waste management

Our waste efforts evolved from basic segregation to proactive collection and circularity:

- We introduced multi-stream waste bins (wet and dry) at our corporate office which accounts to 44% of our employees.
- Launched a Zero Waste Week campaign to drive employee participation in reducing and recycling waste – collecting and responsibly recycling a significant volume of e-waste and plastics.
- Extended hand dryer installations across more locations to reduce paper towel usage.
- All e-waste continues to be managed via certified vendors in compliance with government norms.

Indoor quality improvement

We enhanced workplace health and ambience by:

- Expanding the use of air-purifying indoor plants in additional breakout areas and conference zones
- Conducting an indoor air quality pilot to evaluate potential upgrades to air filtration systems

This complements our holistic view of employee well-being through sustainable infrastructure.

Sustainable building practices

Our LEED Gold-certified headquarters continues to model best-in-class sustainable design. Building on that success, we have:

- Initiated green audits for other high-footfall offices to evaluate readiness for future green building certifications
- Embedded sustainability requirements into vendor onboarding for facilities management, ensuring alignment on practices like energy efficiency, water conservation, and low-impact materials

SOCIAL

Empowering Communities

Our CSR philosophy **“Investing in making The Children - The Future more capable”** drives our commitment to create a meaningful and long-term impact for the communities we serve. We do this by enabling education, advancing skill development, fostering well-being, and supporting environmental resilience.

In FY 2024–25, we expanded the reach of our CSR efforts, impacting over 1.2 crore lives cumulatively. Our approach has evolved from transactional giving to transformational partnerships, enabling scale, innovation, and community participation.

Education

- Supported smart classrooms in 25 government schools improving digital access for students.
- Sponsored STEM labs and remedial education across Maharashtra, Rajasthan and West Bengal.
- Teacher training was for bringing about a change in teaching methodologies and making learning more engaging and fun for children.
- Supported inclusive education for children with disabilities.

Skill Development

- Invested in non-traditional vocational courses – such as sports, bakery training, and beautician courses – to build entrepreneurship and confidence in students.
- Enabled sports development in government schools by enhancing leadership and team-building for children.
- Exhibition stalls for Diwali, showcasing and selling handmade products from economically vulnerable women, generating both income and dignity.

Focus Areas and Key Initiatives

Well-being

- Extended support to children with intellectual and developmental disabilities, for therapy-based education and inclusive activities.
- Facilitated self-defence training for adolescent girls empowering them with confidence.
- Over 140 employees participated in the "Walk for Hope" to support treatment of terminally ill children.

Environmental Sustainability

- Supported a mass footwear upcycling programme providing refurbished footwear and school bags to children in tribal areas while reducing landfill waste.
- Organised employee-led clean-up drives in coastal areas and UNESCO heritage sites, combining employee engagement with environmental action.
- Awareness campaigns during Zero Waste Week and Earth Day, fostering environmental consciousness at the workplace.

This year saw a significant increase in Employee Involvement and Volunteering through active participation by over 350 employees in 10 events

Governance and Impact Measurement

All our CSR projects are governed by a robust two-tier framework for approvals and execution. The Internal Approvals Committee reviews and approves individual projects, while the Board CSR Committee provides guidance and direction by recommending the CSR budget, monitoring implementation, and ensuring regulatory compliance. Projects are executed through registered implementation partners, with impact assessed through field visits and quarterly reviews with the NGOs.

FY 2024–25 Highlights

₹ 10.7 crore
CSR Spend

66k+
direct beneficiaries

1.2 crore
total beneficiaries

17 NGOs
partners

SOCIAL

Creating Value for Our Customers

At Nuvama, we believe that our stakeholders — employees, clients, partners, and communities — **are at the core of everything we do**. Through transparency, collaboration, and a deep understanding of our stakeholder aspirations, **we create value and empower growth**.

Client meetings: We place our clients at the heart of our journey, building strong relationships through regular meetings and personalised consultations. By understanding their unique financial goals and aspirations, **we deliver tailored solutions reinforcing our role as a trusted partner at every stage of their journey.**

Surveys & feedback: We are committed to continuous improvement - Through regular surveys and engagement initiatives, we gather valuable insights from clients and employees, enabling us to refine our services, enhance workplace experiences, and align our business practices with **their evolving needs**.

Read more on our customer service initiatives on page 46.

Our People – Voices That Shape Our Culture

Our employees are cornerstone of our success and the force behind our growth, driving success through a people-first approach anchored in our core values of Excellence in Execution, Fairness and Growth (EFG). Through the VoiceItRight initiative, we actively listened to employee feedback, shaping HR strategies like the launch of Nuvama Cares – Our holistic wellness platform, Applaud – Our recognition platform and implemented multiple business-specific learning interventions. Our learning framework empowered over 900 employees with behavioural, function and technical skills, while 10% of senior leaders completed prestigious leadership interventions from top B-schools. Well-being initiatives, including confidential counselling, Wellbeing Wednesdays, and inclusive mediclaim policies, underscore our commitment to holistic employee health. Diversity and inclusion thrive with a substantial woman in the workforce supported by leadership development for high-potential women and inclusive policies for LGBTQ+ partners. Strategic hiring focussed 74% of new recruits on client-facing roles, enhancing our operational excellence. By embedding EFG values through initiatives like #KnowYourValues and the AI-powered Applaud platform, we foster a culture of engagement, transparency, and sustained loyalty, positioning Nuvama as a resilient, future-ready organisation.

Read more on our employee initiatives on page 50.

Leadership & Governance

The Company strongly believes that sound Corporate Governance is an essential ingredient for corporate success and sustainable economic growth. It endeavours to conduct its operations with transparency and honesty towards all its stakeholders including customers, shareholders, regulators, employees and general public. The Company proudly adopted the EFG values – Excellence in Execution, Fairness, and Growth as the foundation of our culture. These values reflect our commitment to ownership and agility, respect and integrity, and entrepreneurial innovation, driving both individual and organisational success.

The Company's systems, policies and frameworks are regularly reviewed/upgraded to meet the challenges of rapid growth in a dynamic external business environment. The Company consistently strives for superior governance practice beyond minimum regulatory requirements.

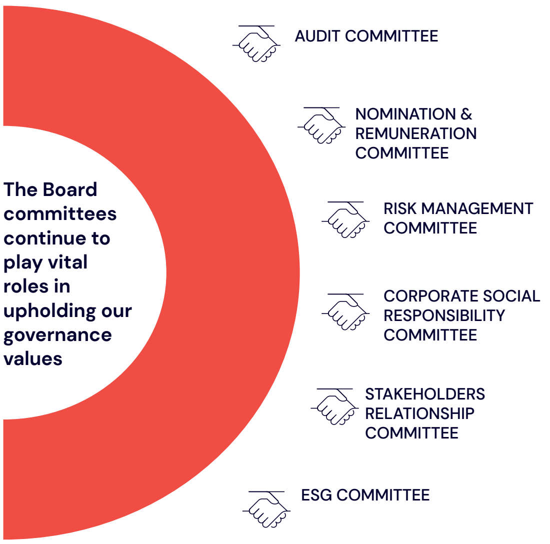
Key initiatives includes:

- Providing Board and Committee meetings agenda well in advance and on secure online platform to maintain confidentiality and to enable them to view the same anytime from their I-pad/systems/mobile phones with their respective login credentials
- Each action point suggested by the Board or Committee member, as the case may be, is well documented in the Action Taken Report and at each Board/Committee meeting, the said Action Taken Report is reviewed along with the actions taken on the suggestions of the members
- Establishing a robust mechanism to efficiently resolve investor complaints
- Employees are made aware of the Insider Trading regulations/code of the Company covering key aspects viz. Pre-clearance of trades, Mandatory holding period post-trade, Definition and responsibilities of Designated Persons etc. The Company has a software to maintain structured digital database for maintaining unpublished price sensitive information to maintain the confidentiality and ensure compliance of Law
- Independent Directors hold separate meetings with auditors, without management present, and have independent meetings with management to ensure unbiased oversight

Board of Directors

The Board establishes clear vision and strategic goals that prioritise excellence and innovation, guiding the organisation with long-term success. The Board sets strategic business guidelines and directions for the Company, bringing together diverse and complementary expertise. Half of the Board strength comprises Independent Directors with the chairperson being an Independent Director.

The Board and management have constituted proper channel of Committees to look after the specific matters pertaining to their terms of reference and to streamline the process.



Our governance model is designed to strike a fine balance between growth and responsibility – ensuring that we remain steadfast in our compliance, transparent in our disclosures, and proactive in meeting stakeholder expectations.

Leadership Training and Compliance Enablement

To embed governance into leadership DNA, we expanded training coverage for Directors, Senior Management and key function holders this year. New modules were introduced to address emerging risks, including:

- ESG INSIGHTS
- AI

Voluntary Governance Framework

The Company has established a robust governance framework by aligning its business environment with the relevant laws and regulations applicable to the Company. The Company's strong internal control framework ensures adherence to ethical and sustainable business practices, achieving desired outcomes consistent with the Company's governance framework, which has been approved by the Board of Directors.

Business Ethics

At Nuvama, integrity isn't optional – it is institutional. Our Code of Conduct, supported by policy frameworks, ensures consistent ethical standards across the organisation.

Policies in place include

- Code of Conduct for Directors and Senior Management
- Anti-Bribery & Anti-Corruption Policy
- Whistleblower Policy
- Grievance Redressal Policy
- POSH Policy
- Prevention of Insider Trading Policy
- Nomination and Remuneration Policy
- Dividend Distribution Policy
- CSR Policy
- ESG Policy

Data Privacy & Cybersecurity

With the growing importance of data security, we further strengthened our Information Security Management System (ISMS) this year by:

- Deployed a comprehensive SOC / XDR solution with Google integration for enhanced threat detection across endpoints, networks and cloud environments
- We have also implemented WAF with API security ensuring compliance with CSCRF SEBI guidelines
- Implemented a 4th Generation Data Loss Prevention solution called Information Security Compliance Enforcer which is enhanced with AI and provides real-time and precise data protection across all our environments
- Conducted third-party penetration testing and vulnerability assessments
- Rolled out mandatory employee training on Information Security Management Systems

All personal and sensitive information is handled with utmost care, protected through strong access control mechanisms, encryption protocols, and regular audits.

Technology Governance

As a tech-enabled financial services firm, we recognise the importance of responsible digital transformation. FY 2024-25 saw the formalisation of Tech Governance Practices including

- Establishing the Application Portfolio Management Portal allowing us to centrally manage and maintain information related to all applications and utilities across the organisation which will allow us to better understand Risks and Dependencies of various applications
- Implementation of comprehensive project management best practices through industry standard tools for project management and review
- Conducting AI Use Audits where applicable to ensure usage aligns with respective cybersecurity policies
- Implementing Green IT practices, in sourcing, recycling and disposal of any IT assets procured