NWML/SEC/2027/49

September 3, 2026

The Manager,
Listing Department,
BSE Limited,
Phiroze Jeejeebhoy Tower,
Dalal Street,
Mumbai - 400 001.
BSE Scrip Code: 543988

The Manager,
Listing Department,
National Stock Exchange of India Ltd.,
Exchange Plaza, 5 Floor, Plot C/1, G Block,
Bandra - Kurla Complex, Bandra (E),
Mumbai - 400 051.
NSE Symbol: NUVAMA

Subject:- Business Responsibility and Sustainability Report for the FY 2026

Dear Sir(s)/Madam(s),

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the FY 2026. The same also forms part of the Annual Report of the Company for FY 2026.

The BRSR has also been uploaded on the Company's website and can be accessed at www.nuvama.com.

Kindly take the same on record.

Thanking you,

Yours faithfully,

For Nuvama Wealth Management Limited

Sneha Amit Patwardhan
Digitally signed by Sneha Amit Patwardhan
Date: 2026.09.03 18:08:39 +05'30'

Sneha Patwardhan
Company Secretary and Compliance Officer

Encl: as above

Business Responsibility & Sustainability Reporting (BRSR)

I. SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2026
1	**Corporate Identity Number (CIN) of the Listed Entity**	L67110MH1993PLC344634
2	**Name of the Listed Entity**	NUVAMA WEALTH MANAGEMENT LIMITED
3	**Year of incorporation**	1993
4	**Registered office address**	801-804, Wing A, Building No. 3, Inspire BKC, G Block, Bandra Kurla Complex, Bandra East, Mumbai – 400051
5	**Corporate address**	801-804, Wing A, Building No. 3, Inspire BKC, G Block, Bandra Kurla Complex, Bandra East, Mumbai – 400051
6	**E-mail**	esg@nuvama.com
7	**Telephone**	022-6620-3030
8	**Website**	www.nuvama.com
9	**Financial year for which reporting is being done**	2025-26
10	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Limited and BSE Limited
11	**Paid-up Capital**	₹36,40,83,026
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: Rashmi Nagori Designation: Head ESG & CSR Email: esg@nuvama.com
13	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)**	The disclosures in this report are presented on a consolidated basis, covering Nuvama Wealth Management Limited and its wholly owned subsidiaries, Associate and Joint Venture companies. Refer point no 23 (a) of this report.
14	**Name of assurance provider**	Vinay & Keshava LLP
15	**Type of assurance obtained**	Limited Assurance on BRSR Core Indicators

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Financial Services	Financial services across Wealth Management, Asset Management, Asset Services, and Capital Markets	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Financial services across Wealth Management, Asset Management, Asset Services, and Capital Markets	66190	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	111	111
International	0	6	6

19. Markets served by the entity:

a. Number of locations

Locations*	Number
National (No. of States)	22
International (No. of Countries)	6

* The reported locations are based on the Company's registered and operational office presence as of the end of the reporting period. Offices are established in states and countries based on business requirements, and the count reflects the number of states in India and countries outside India where such operational presence exists.

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

2.11 %

Note: Calculated basis the audited consolidated financial statements of the Company, which includes numbers for the Company and its subsidiaries and excludes associate and joint venture companies

c. A brief on types of customers

Nuvama is a leading integrated wealth management company in India, serving ultra-high-net-worth families, high-net-worth and affluent individuals, family offices, corporates, and institutions. The diversified scaled platform spans Wealth Management, Asset Management, Asset Services, and Capital Markets, providing comprehensive solutions to meet the evolving needs of our clients.

The Company's clientele is distributed across the following business verticals:

- Wealth Management

  Nuvama Private (Ultra-High-Net-Worth Clients):

  This segment serves more than 4750+ families, including entrepreneurs, business owners, family offices, CXOs, professional investors, and institutions.

  Nuvama Wealth (Affluent and High-Net-Worth Clients):

  With a client base exceeding 1.3 million, this segment primarily caters to salaried professionals and owners of small and medium-sized enterprises.

- Nuvama Asset Management

  The asset management division serves institutions, family offices, UHNIs, and HNIs. Products are distributed through both internal channels, such as Nuvama Private and Nuvama Wealth, and external distribution partners.

- Nuvama Asset Services

  The Asset Services business delivers clearing and custody solutions to over 275 clients, including domestic and international institutional investors. Internationally, the Company serves foreign portfolio investors, while domestically, its clientele mainly includes alternate investment funds and portfolio managers.

- Nuvama Capital Markets

  The capital markets division comprises institutional equities and investment banking services. It supports more than 900 corporates and institutions, providing comprehensive financial solutions backed by deep market expertise.

  Overall, Nuvama serves a wide spectrum of clients across multiple business segments, demonstrating its commitment to delivering personalized financial solutions and exceptional service across its diverse range of offerings. Additional details can be found in the Company's business overview section.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3,435	2,521	73%	914	27%
2	Other than Permanent (E)	385	322	84%	63	16%
3	Total employees (D + E)	3,820	2,843	74%	977	26%
WORKERS*						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total workers (F + G)	NA	NA	NA	NA	NA

*The Company does not have any staff in the "workers" category.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	3	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	3	3	100%	0	0%
DIFFERENTLY ABLED WORKERS*						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (E)	NA	NA	NA	NA	NA
6	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

*The Company does not have any staff in the "workers" category

21. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel*	4	1	25%

*Includes 2 Key Managerial Personnel also covered under the Board of Directors.

22. Turnover rate for permanent employees and workers

Particular	FY 2026 (Turnover rate in current FY)			FY 2025** (Turnover rate in previous FY)			FY 2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	28%	27%	28%	31%	28%	26%	34%	28%
Permanent Workers*	NA	NA	NA	NA	NA	NA	NA	NA	NA

*The Company does not have any staff in the "workers" category.

** A revised calculation methodology has been adopted during the current reporting year. To ensure consistency and comparability across reporting periods, the revised methodology has been applied retrospectively, and the previous year's figures have been restated accordingly

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	Nuvama Clearing Services Limited	Wholly Owned Subsidiary	100%	Yes
2	Nuvama Wealth Finance Limited	Wholly Owned Subsidiary	100%	Yes
3	Nuvama Wealth and Investment Limited	Wholly Owned Subsidiary	100%	Yes
4	Nuvama Asset Management Limited	Wholly Owned Subsidiary	100%	Yes
5	Nuvama Capital (IFSC) Services Limited	Wholly Owned Subsidiary	100%	Yes
6	Pickright Technologies Private Limited	Subsidiary	74%	No
7	Nuvama Investment Advisors Private Limited	Wholly Owned Subsidiary	100%	Yes
8	Nuvama Investment Advisors (Hongkong) Private Limited	Wholly Owned Subsidiary	100%	Yes
9	Nuvama Financial Services Inc	Wholly Owned Subsidiary	100%	Yes
10	Nuvama Financial Services (UK) Limited	Wholly Owned Subsidiary	100%	Yes
11	Nuvama Investment Advisors LLC	Wholly Owned Subsidiary	100%	Yes
12	Nuvama Private (DIFC) Limited	Wholly Owned Subsidiary	100%	Yes
13	Nuvama Mutual Fund Trusteeship Services Limited	Wholly Owned Subsidiary	100%	Yes
14	Nuvama Trusteeship Company Limited	Wholly Owned Subsidiary	100%	Yes
15	Nuvama India Access LVF *	Wholly Owned Subsidiary	100%	Yes
16	Nuvama and Cushman & Wakefield Management Private Limited**	Joint Venture	50%	Yes
17	Nuvama Custodial Services Limited	Associate	49%	Yes

*Held through Nuvama Wealth and Investment Limited (NWIL) and Nuvama Clearing Services Limited (NCSL). As at March 31, 2026, NWIL and NCSL held 67.57% and 32.43% of the units of the Fund, respectively .

**Joint Venture through Nuvama Asset Management Limited

VI. CSR Details

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

a. Turnover (in ₹)* 4,649.65 Crore

b. Net worth (in ₹)* 4,123.15 Crore

*As per audited consolidated financial statements of the company

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2026 Current Financial Year			FY 2025* Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors & Shareholders	Yes	17	0	NA	28	0	NA
Employees and workers	Yes	0	0	NA	1	1	NA
Customers	Yes	981	6	NA	428	06	NA
Value Chain Partners	No	0	0	NA	0	0	NA
Other (please specify)	NA	0	0	NA	0	0	NA

* Figures for the previous year have been updated to align with best practices.

Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) - Yes

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	Over the past year, our CSR initiatives have been implemented in partnership with designated implementation agencies. Community grievances related to these initiatives are primarily managed through these partners, who act as the first point of contact for receiving and addressing concerns. They have established mechanisms and procedures to ensure that community feedback and grievances are appropriately received, carefully assessed, and resolved in a timely, transparent, and respectful manner
Investors (other than shareholders)	https://www.nuvama.com/investor-relations/
Shareholders	
Employees and workers	An employee can access the internal policy
Customers	The Company has established multiple touch points through which customers can file grievances. The procedure for the same can be found in the web link: https://www.nuvamawealth.com/ewwebimages/WebFiles/disclaimer/complaintFilingProcedure.pdf
Value Chain Partners	Currently, the grievances are not measured
Other (please specify)	NA

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Business Ethics and Transparency to Ensure Customer Satisfaction	Risk/ Opportunity	Nuvama places customer interests at the core of its business. By continuously enhancing its service offerings and upholding high standards of conduct, the Company strengthens customer trust and loyalty, supporting long-term customer retention and sustainable business growth.	Adopting a customer-centric approach by continuously monitoring customer satisfaction and maintaining an effective grievance redressal mechanism.	Positive: Higher customer retention contributes to stable revenue streams while creating opportunities for cross-selling and upselling products and services.
2	Corporate Governance and Compliance	Risk	Strong corporate governance and compliance practices enhance the Company's reputation, improve operational efficiency, reduce legal and regulatory risks, and reinforce stakeholder confidence.	Maintaining comprehensive governance policies and a Board-level committee to oversee corporate governance, compliance, and ethical business practices.	Positive: Strengthens investor confidence and supports stability in the Company's operations.
3	Risk Management	Risk	Proactive risk management enables the Company to address emerging challenges effectively, strengthen organizational resilience, and support sustainable long-term growth.	Implementing a robust business continuity framework and regularly updating policies to effectively identify, manage, and mitigate business risks.	Positive: Reduces potential financial losses, supporting business continuity and safeguarding shareholder value.
4	Data Privacy and Security	Risk	Strengthening data privacy and cybersecurity measures helps protect against cyber threats, safeguard digital assets, and reinforce customer trust.	Strengthening cybersecurity through comprehensive policies, regular employee awareness and training programs, and adherence to internationally recognized information security standards to ensure robust data protection.	Positive: Prevents financial penalties and losses arising from data breaches while safeguarding operational integrity and customer confidence.
5	Talent, Employee Engagement and work culture	Opportunity	The Company recognizes that talent management, employee engagement, and a strong work culture are fundamental to organizational excellence, operational continuity, and client satisfaction. Attracting, developing, and retaining skilled talent — along with building a robust leadership succession pipeline — is essential to sustaining growth, maintaining competitiveness, and ensuring long-term business resilience.		Positive: Effective talent management and employee engagement initiatives strengthen the Company's reputation as an employer of choice, enabling it to attract high-quality talent while reducing costs associated with attrition, recruitment, and lost productivity. Engaged and motivated employees contribute to superior client service, which enhances client retention and supports higher revenue generation, reinforcing the Company's long-term competitive advantage.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Human Rights, Diversity & Inclusion, and Equal Opportunity	Risk	Upholding human rights, promoting diversity, and ensuring equal opportunity are not only ethical imperatives but also critical business considerations. Any shortcomings in these areas can expose the Company to legal and regulatory non-compliance, reputational damage, and a decline in employee morale and trust.	The Company's commitment to human rights, diversity and inclusion, and equal opportunity is embedded into its policies and codes of conduct. These policies establish a clear framework for action and are implemented diligently across all levels of the organization, supported by periodic review, training, and grievance redressal mechanisms to ensure effective on-ground implementation.	Positive: Consistently strong performance on human rights, diversity, inclusion, and equal opportunity supports employee retention, productivity, and the Company's ability to attract top talent. It also strengthens stakeholder trust, reputation, and regulatory alignment, contributing positively to the Company's long-term sustainability and growth.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No		Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Policy and management processes									
1.	a	**Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)**	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
	b	**Has the policy been approved by the Board? (Yes/No/NA)**	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
	c	**Web Link of the Policies, if available**	https://www.nuvama.com/investor-relations/corporate-governance/								
2		**Whether the entity has translated the policy into procedures. (Yes / No/ NA)**	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3		**Do the enlisted policies extend to your value chain partners? (Yes/No/NA)**	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4		**Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	The Company's information security management program is based on ISO 27001:2022 standard.								
5		**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	Nuvama has established internal commitments and targets aligned with its business objectives and sustainability priorities. The Company remains focused on responsible business practices, stakeholder engagement, employee well-being, environmental stewardship, ethical governance, customer satisfaction, and long-term value creation, while continuously working towards enhancing its overall sustainability performance.								
6		**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	Nuvama has established internal ESG goals and targets focused on areas such as environmental sustainability, digital customer engagement, digital payment adoption, and fostering an inclusive workplace. Progress against these goals is monitored internally, with key updates and achievements disclosed |in the Company's ESG Report, available at: https://www.nuvama.com/wp-content/uploads/2023/12/Nuvama-ESG-Report.pdf								

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Governance, leadership and oversight									
7	**Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**	Dear Stakeholders, We are pleased to present the third edition of Nuvama's Business Responsibility and Sustainability Report (BRSR) for FY 2026, highlighting the progress made in advancing our sustainability journey. Over the past year, we have continued to strengthen our commitment to responsible business practices by integrating environmental, social, and governance (ESG) principles more deeply into our operations and decision-making. At Nuvama, sustainability is an integral part of the way we conduct business. During the reporting year, we introduced new sustainability initiatives, enhanced our ESG governance framework, and continued our efforts to improve environmental performance through initiatives focused on resource efficiency, emissions reduction, and responsible waste management. Our ESG and CSR Committees have provided strategic oversight and guidance, ensuring that our sustainability initiatives remain impactful, measurable, and aligned with our long-term objectives. We also strengthened governance by conducting ESG capacity-building sessions for the Board, reinforcing leadership commitment to sustainable business practices. This report outlines our progress across the three pillars of ESG - Environmental, Social, and Governance - and reflects our ongoing efforts to create value for our stakeholders while contributing positively to society and the environment. Our CSR initiatives continue to focus on empowering underprivileged children through education and capability-building programs, reflecting our belief that investing in future generations creates lasting social impact. Alongside these efforts, we remain committed to environmental stewardship and responsible business growth through collaboration with our employees, partners, and communities. As we move forward, we will continue to strengthen our sustainability practices, enhance transparency, and pursue continuous improvement in creating long-term value for all stakeholders. We thank our employees, customers, investors, partners, and communities for their continued trust and support on this journey.								
8	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	Mr. Ashish Kehair Managing Director & CEO 07789972								
9	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).**	Yes								
	If Yes please provide details	Yes. The company has constituted a dedicated ESG committee chaired by an independent director and consists of one non-executive director, one executive director, Chief Operating Officer and Chief Human Resource Officer. The Committee is responsible for formulating the Company's ESG policies, commitments, strategies, and action plans. The ESG Committee provides recommendations to the Board of Directors, including the annual ESG action plan and roadmap. It also oversees the implementation of the Company's ESG strategy, monitors ESG-related risks, and guides the timely and transparent disclosure of ESG performance to stakeholders.								

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight										
		The terms of reference of the ESG Committee are available at: https://www.nuvama.com/investor-relations/corporate-governance/board-committees-constitutions/								

Member	Designation
Mr. Sameer Kaji	Independent Director
Mr. Nikhil Kumar Srivastava	Non-Executive Director
Mr. Shiv Sehgal	Executive Director
Mr. Riyaz Marfatia	Chief Operating Officer
Mr. Jasbir Kochar	Chief Human Resource Officer

10 Details of Review of NGRBCs by the Company

	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee (P1 P2 P3 P4 P5 P6 P7 P8 P9)	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify) (P1 P2 P3 P4 P5 P6 P7 P8 P9)
	Performance against above policies and follow up action	Committee of Board- ESG Committee - All Company policies undergo regular or as-needed reviews by ESG committee, department/ business heads or senior management. These policies are then brought before the Board of Directors for necessary action. This assessment also includes a review of the policies' effectiveness and the implementation of any required changes.	Half yearly
b	**Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances**	The Company complies with all applicable regulations. The audit and ESG committees are mandated to ensure compliance with all statutory requirements relevant to the principles and rectification of any non-compliance associated with the same.	Half yearly

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

12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	During the year under review, the Company conducted a training session covering key aspects of • Environmental, Social and Governance (ESG) principles, • Business Responsibility and Sustainability Reporting (BRSR), • Cyber Security and Artificial Intelligence (AI). The programme was aimed at enhancing awareness of sustainability-related developments, promoting a responsible and inclusive workplace culture, and strengthening understanding of emerging technologies and their business implications. In addition to the above the Company also facilitates regular interactions between the Directors and senior management to provide insights into the Company's operations, business environment, strategic priorities, and key developments. Presentations are made at Board and Committee Meetings on matters including Business performance, Financial results, Strategic initiatives, Risk Management, HR initiatives, Budgets, Statutory and regulatory developments, Governance practices, and compliance frameworks, enabling Directors to effectively discharge their duties and responsibilities. During the year, the Independent Directors individually devoted 10 hours towards familiarisation and capacity-building initiatives. Further details are available at the website of the Company https://www.nuvama.com/wp-content/uploads/2024/05/Familiarisation-programme-of-Independent-Director-4.pdf	100%
Key Managerial Personnel	9	The KMP underwent nine (9) trainings covering the following compliance topics during the reporting year • Anti-Money Laundering (AML) training. • Information Security Management System (ISMS) training. • Prevention of Sexual Harassment (PoSH) training. • Prohibition of Insider Trading (PIT) training. • Risk Management training. • Fire and Safety training. Certain KMPs, as a part of their learning and development underwent trainings on ESG & BRSR, Leadership development programmes, including the IIM-A Young Women Program and Generative AI Program.	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	48	**Employees underwent following mandatory trainings Compliance & Regulatory Training** • Prevention of Sexual Harassment (PoSH) • Risk Management • Information Security Management System (ISMS) • Anti-Money Laundering (AML) • Fire and Safety • Prohibition of Insider Trading (PIT) 96% of Employees were also covered under **Technical & Functional Skills Training** • Advanced Excel (including Power Query) • Intermediate & Basic MS Excel • MS PowerPoint • Power BI • Power Apps • PostgreSQL (Advanced Postgre SQL) • Python • AWS • Financial Modelling & Valuation • Certified AI Audit • Gen AI Certification • Gen AI Shift & Gen AI Shift Workshop • NUWAi • Runway • VBN & Macros • Process Training • Product Training • Biz Training • Focus Product Call • FKP • HQS • ELC (SLP 3 & 4) As a part of the **Leadership & Professional Development and Personal & Career Development** certain employees undervent trainings on • Invisible Leadership • Executive Presence & Personal Branding • Communication Playbook Program • Unravel Your Leadership Spark • Jombay 40 Under 40 • Jombay Women Leaders Program • IIM-A Young Women Program • Morning Nuggets • LEAP • Getting Future Ready • Mastering Stakeholder Relations • Talent Multiplier • Rise To Leadership	100%
Workers*		NA	

*The Company does not have staff in the 'workers' category.

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

Monetary					
Particular	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In INR) (For Monetary Cases only)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine					
Settlement			NA*		
Compounding fee					

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

*There were no such cases during the year

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

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

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

Nuvama is committed to maintaining the highest standards of integrity and ethical business conduct through its Anti-Bribery, Corruption, Gifts and Entertainment Policy. The Policy aims to:

- Promote ethical and transparent business practices across the organization.
- Prevent and prohibit all forms of bribery, corruption, and unethical conduct.
- Strengthen internal controls to protect the Company's reputation and assets.
- Ensure fairness, objectivity, and integrity in all interactions with clients, suppliers, and other stakeholders.
- Provide clear guidance on the acceptance and offering of gifts and entertainment to prevent conflicts of interest and support good governance.

If Yes, Provide a web link to the policy, if available - https://www.nuvama.com/wp-content/uploads/2026/08/Policy-on-Anti-Bribery-and-Corruption-and-Gifts-and-Entertainment.pdf

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

Particular	FY 2026	FY 2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers*	NA	NA

*The Company does not have staff in the "workers" category.

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

Case Details	FY 2026		FY 2025	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

No such incidents have been reported.

8. Number of days of accounts payables in the following format:

Particular	FY 2026*	FY 2025*
Number of days of accounts payables	52.13	54.27

*Note For the purpose of this calculation-

i. The disclosures have been prepared in accordance with Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 (the SEBI Master Circular).

ii. Calculated basis the audited consolidated financial statements of the Company, which includes numbers for the Company and its subsidiaries and excludes associate and joint venture companies

9. Open-ness of business

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

Parameter	Metrics	FY 2026	FY 2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Due to the nature of our business, purchases from trading houses dealers/ distributors are not applicable.	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	11.61%	14.27%
	b. Number of dealers / distributors to whom sales are made	8,742	6,978
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.15%	11.73%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)***	0.31%	0.30%**
	b. Sales (Sales to related parties / Total Sales)***	3.89%	2.23%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments	16.10%	19.87%

i. Calculated basis the audited consolidated financial statements of the Company, which includes numbers for the Company and its subsidiaries and excludes associate and joint venture companies

ii. **FY 2024–25 figures have been updated to align with the current-year methodology.

iii. ***Excludes purchase / sale of securities held for trading.

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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA*		

* Programs for Value Chain Partners were not conducted in FY 2026, however, the Company plans to conduct such programs in the future.

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

Yes

If Yes, provide details of the same.

The Board of Directors is governed by a Board-approved Code of Ethics and Code of Conduct, which requires members to avoid conflicts of interest and disclose any actual or potential conflicts to the Board. Directors are required to disclose their interests at the time of appointment or reappointment, annually, and whenever there is a material change in their interests. The Company's Secretarial team also conducts due diligence during the appointment and reappointment of directors to identify and mitigate any potential conflicts of interest.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.

Sr. No.	Particular*	FY 2026	FY 2025	Details of improvements in environmental and social impacts
1	R&D	0	0	NA
2	Capex	0	0	NA

*Reflecting the nature of our business, our capital expenditures (CAPEX) are primarily aimed at R&D Capex, enhancing our digital platform, encompassing both infrastructure and processes. During the reporting period, we focused our CAPEX on upgrading our IT infrastructure and systems. These investments covered hardware, including servers, laptops and other devices, Capex as well as software and necessary updates.

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

No*

* While the entity does not currently have a formal Standard Operating Procedure (SOP) for sustainable sourcing, we have taken steps in the year that reflect our commitment to environmental stewardship. These include initiatives such as procuring recycled paper and curating sustainable gifts for employees. The entity is gradually embedding sustainability considerations into its procurement decisions and aims to formalize these efforts through defined procedures over time.

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

NA**

** As a financial services Company, Nuvama's core operations are service-oriented and inherently low in resource intensity. However, we continue to integrate sustainability considerations wherever relevant. We prioritize energy efficiency in the procurement of electronic and electrical equipment such as laptops, computers, lighting systems, and air conditioning units.

These decisions are guided by performance and environmental standards to ensure minimal environmental impact. Furthermore, 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). This reflects our ongoing commitment to fostering a modern, future-ready workplace where sustainability and innovation come together to enhance employee well-being and operational efficiency.

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)	NA*
(b)	E-waste	NA*
(c)	Hazardous waste	NA*
(d)	Other waste	NA*

*Nuvama's operations do not generate hazardous waste. The primary waste streams comprise paper, plastic, and electronic waste, with e-waste being disposed of through authorized recyclers in compliance with applicable regulations.

4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)

No

b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

NA

c If not, provide steps taken to address the same

NA

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)? (Yes/No)

No

If yes, provide details in the following format?

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

*Given the nature of our business and operations, such assessments are 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.

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
NA*			

*Given the nature of our business and operations, such assessments are 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).

Sr. No.	Particular*	Recycled or re-used input material to total material (In % to Total Material considering the Value)	
		FY 2026	FY 2025
NA*			

* Given the nature of its financial services business, the use of recycled or reused input materials is not applicable to the Company's operations. However, the Company remains committed to environmental sustainability through initiatives focused on waste reduction, reuse, and recycling across its office locations, as detailed under Principle 6 of this report.

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

Sr. No.	Particular	FY 2026			FY 2025		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	Plastics (including packaging)	NA*	NA*	NA*	NA*	NA*	NA*
2	E waste	NA*	NA*	NA*	NA*	NA*	NA*
3	Hazardous waste	NA*	NA*	NA*	NA*	NA*	NA*
4	Other waste	NA*	NA*	NA*	NA*	NA*	NA*

* Given the nature of our business operations, reclaiming of products and packaging is not applicable.

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)
NA*		

*Given the nature of our business operations, reclaiming of products and packaging is not applicable.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

At Nuvama, employee well-being is a key priority. We offer a comprehensive suite of benefits designed to support the physical, mental well-being of our workforce. All permanent employees are covered under health insurance, term life insurance, and personal accident insurance programs. The Company's Mediclaim program supports diverse healthcare needs through coverage for advanced treatments, IVF and fertility treatments, gender reassignment procedures, and other modern medical interventions, subject to policy terms and conditions.

Recognizing the evolving healthcare needs of employees and their families, the Company also provides employees with the option of additional top-up health insurance plans, enabling enhanced coverage and greater financial protection against rising healthcare costs.

In addition, we offer a range of employee support initiatives, including personal loan assistance, Happiness Leave, maternity and parental benefits, health counselling services, and annual health check-ups, ensuring holistic support across different life stages.

To further support women employees during motherhood, Nuvama extends benefits beyond statutory maternity leave. Employees are provided with additional Care Leave prior to the commencement of maternity leave to support their health and well-being during pregnancy. We also provide travel assistance support to ensure safe and comfortable commuting during this period.

As part of our employee welfare initiatives, retiring employees and their eligible family members continue to remain covered under the Group Mediclaim Policy and Group Term Life Insurance Policy until the expiry of the applicable policy period for that financial year.

Recognizing the importance of flexibility and work-life integration, Nuvama enables employees to avail work-from-home arrangements on an exception basis, subject to business requirements and role suitability. Such arrangements may be considered in cases including maternity, post-medical recovery, family caregiving responsibilities, or personal emergencies.

To drive meaningful POSH awareness through our Ethics Line platform, the Company complements traditional training methods with engaging initiatives such as Nukkad Natak (street plays). These interactive sessions help employees understand POSH principles through relatable scenarios, encouraging greater awareness and practical application.

At Nuvama, we believe that listening is the foundation of trust, engagement, and growth. Through formal listening platforms, leadership interactions, feedback forums, surveys, and confidential channels, we provide employees with multiple avenues to share ideas, feedback, and concerns. Insights gathered through these channels help shape employee experience initiatives and strengthen our people practices.

At Nuvama, recognition is embedded in our culture. Through APPLAUD, our digital recognition platform, and Kudos, our spot recognition program, complemented by bi-annual and annual awards, we celebrate employee contributions and achievements across the organization.

Well-being at Nuvama extends beyond traditional benefits. Through Nuvama Cares, we provide a holistic well-being ecosystem that supports employees and their families across physical, emotional, and social wellness. The program offers access to healthcare, preventive care, mental wellness, fitness solutions, and family-focused support initiatives.

Key Highlights of Nuvama Cares:

- Digital Healthcare Access through wellness and healthcare platforms, including HopeQure for mental wellness, CultFit for fitness and preventive health, and Mediclaim services for health insurance support.
- Onsite Wellness Camps offering services such as dietician consultations, dental check-ups, eye examinations, and preventive healthcare awareness programs.
- Annual Health Check-ups to promote preventive care and early diagnosis.
- Wellbeing Wednesdays and Women-Centric Wellness Programs focused on emotional well-being and preventive healthcare awareness.
- Cohort-Specific Wellness Interventions based on employee health insights and wellness needs.
- Fitness Memberships and wellness initiatives that encourage healthy lifestyles and regular physical activity.
- Healing and Guided Meditation Sessions to support holistic well-being.

Through these initiatives, Nuvama remains committed to fostering a workplace culture where employees feel valued, supported, and empowered to achieve their full potential while maintaining a healthy balance between their professional and personal lives.

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,521	2,521	100%	2,508	99%	0	0%	2,521	100%	0	0%
Female	914	914	100%	911	99%	914	100%	0	0%	1	0.10%
Total	**3,435**	**3,435**	**100%**	**3,419**	**99%**	**914**	**100%**	**2,521**	**100%**	**1**	**0.10%**
Other than permanent employees											
Male	322	322	100%	322	100%	0	0%	0	0%	0	0%
Female	63	63	100%	63	100%	63	100%	0	0%	0	0%
Total	**385**	**385**	**100%**	**385**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers*											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Other than permanent workers*											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

* The Company does not have any staff in the "workers" category.

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

	FY 2026	FY 2025
Cost incurred on well- being measures as a % of total revenue of the Company	0.51%	0.54%

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

Benefits	FY 2026			FY 2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	98%	NA****	Yes	97%	NA****	Yes
Gratuity**	100%	NA****	Yes	100%	NA****	Yes
ESI***	100%	NA****	Yes	100%*****	NA****	Yes
Others - NPS*	5%	NA****	Yes	3%	NA****	Yes

* PF and NPS benefits are available to all employees. The percentages shown in the table above indicate the proportion of employees who are enrolled in these benefits.

** All eligible employees are covered under the gratuity framework, resulting in 100% coverage of the eligible employee population.

*** Employees whose monthly earnings are less than and equal to INR 21,000/- are covered under ESI.

**** The Company does not have staff in the "workers" category.

***** A revised calculation methodology has been adopted during the current reporting year. To ensure consistency and comparability across reporting periods, the revised methodology has been applied retrospectively, and the previous year's figures have been restated accordingly

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?

Yes*

If not, whether any steps are being taken by the entity in this regard.

NA

*Nuvama is committed to providing an inclusive and accessible workplace for all employees. Its office premises are designed in accordance with the Rights of Persons with Disabilities Act, 2016, and are equipped with accessibility features such as ramps and elevators to ensure barrier-free access. The Company continues to foster a safe, supportive, and inclusive work environment for employees with disabilities through appropriate accessibility measures.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes*

If so, provide a web-link to the policy.

https://www.nuvama.com/wp-content/uploads/2026/08/Equal-Opportunity-Policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	NA	NA
Female	96%	100%	NA	NA
Total	99%	100%	NA	NA

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	NA*	-
Other than Permanent Workers	NA*	-
Permanent Employees	Yes	Nuvama has established a comprehensive grievance redressal framework to promote ethical conduct, transparency, and employee well-being. The framework covers grievances under the Whistleblower Policy, POSH Policy, and general employee concerns. Employees, vendors, and contractors can report concerns confidentially through multiple channels, including the Ethicsline (anonymous reporting), HR Business Partners, and dedicated email IDs. All complaints are reviewed through an independent and impartial process, ensuring timely resolution while maintaining strict confidentiality and a zero-retaliation approach. The Company's Whistleblower and Vigil Mechanism Policy encourages the reporting of unethical or unlawful conduct, while the POSH Policy ensures a safe and harassment-free workplace in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Mandatory POSH training is conducted regularly to reinforce employee awareness and uphold human rights. Further details are available in the Company's Whistleblower and Vigil Mechanism Policy and the same is available on company's website https://www.nuvama.com/wp-content/uploads/2025/10/Whistle-Blower-Vigil-Mechanism-Policy-160126.pdf
Other than Permanent Employees	Yes	

*The Company does not have staff under the 'workers' category.

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

Category	FY 2026			FY 2025		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees*	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers**	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

** Given the nature of our business operations, the company does not warrant union or associations.

*** The Company does not have any staff in the "workers" category

8. Details of training given to employees and workers*:

Category	FY 2026					FY 2025				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	2,521	2,521	100%	2,521	100%	2,551	2,551	100%	2,551	100%
Female	914	914	100%	914	100%	863	863	100%	863	100%
Total	**3,435**	**3,435**	**100%**	**3,435**	**100%**	**3,414**	**3,414**	**100%**	**3,414**	**100%**
Workers**										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

*Disclosure is provided for both permanent employees and workers.

**The Company does not have any staff in the "workers" category.

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

Category	FY 2026			FY 2025		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	2,521	2,521	100%	2,551	2,551	100%
Female	914	914	100%	863	863	100%
Total	3,435	3,435	100%	3,414	3,414	100%
Workers**						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

*Nuvama has instituted a formal Succession Planning Policy refer to the link https://www.nuvama.com/wp-content/uploads/2023/08/8.-Nuvama-Succession-Planning-Policy.pdf We also, have Internal Job Posting for all our eligible employees.

*Disclosure is provided for both permanent employees and workers.

**The Company does not have any staff in the "workers" category.

10. Health and safety management system

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

Yes*

If Yes, the Coverage such systems?

Nuvama is committed to providing a safe, healthy, and supportive workplace through a range of employee well-being initiatives aligned with its ESG commitments. Key initiatives include:

- **Fire Safety Preparedness:** Regular fire drills, emergency evacuation exercises, and training on fire safety, CPR, and basic first aid are conducted. Designated Emergency Response Team (ERT) members receive specialized training, with all office locations covered under the fire safety program.
- **Ergonomic Workplace:** Offices are equipped with ergonomic furniture, including adjustable chairs, to enhance employee comfort and reduce the risk of musculoskeletal injuries.
- **Workplace Hygiene and Air Quality:** The Company maintains high standards of hygiene through periodic drinking water quality testing, routine pest control, covered waste bins, and HVAC systems with HEPA filtration to promote healthy indoor air quality.
- **Mental Health and Well-being:** Employees have access to regular awareness sessions and workshops on stress management, anxiety, depression, and burnout. These initiatives encourage open dialogue, reduce stigma, and provide resources to support mental well-being and professional assistance.

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

The Company regularly communicates safety-related information through awareness sessions, periodic alerts, and fire safety training, including evacuation drills. Approximately 80% of office locations have been assessed for health and safety practices by internal teams.

A structured process is in place to identify and assess work-related hazards, supported by regular health check-ups, wellness kiosks, and health index reports to monitor employee well-being. Fire and emergency drills are conducted periodically to strengthen preparedness. Employee wellness initiatives, including Wellbeing Wednesdays, CultFit memberships, and access to mental health platforms such as HopeQure, further promote physical and mental well-being, while continuous feedback and HR engagement help identify and address emerging workplace risks.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

No**

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

Yes***

*Health & Safety Trainings include only permanent employees Trainings include only permanent employees

** As the Company does not employ workers, this disclosure is not applicable. However, it has implemented e-surveillance systems across its office premises to identify potential hazards, enhance employee safety, and protect its facilities.

*** As the Company does not employ workers, this disclosure is not applicable. Employees are provided with access to non-occupational healthcare services through the Nuvama Cares initiative, which includes health insurance, access to healthcare providers, maternity benefits, annual health check-ups, and wellness programs to support overall employee well-being.

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

Safety Incident/Number	Category*	FY 2026	FY 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA**	NA**
Total recordable work-related injuries	Employees	0	0
	Workers	NA**	NA**
No. of fatalities	Employees	0	0
	Workers	NA**	NA**
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	NA**	NA**

*Including in the contract workforce

**The Company does not have any staff in the "workers" category.

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

The Company is committed to safeguarding employee health, safety, and well-being while ensuring business continuity and productivity. It maintains high standards of workplace hygiene and regularly engages with employees to monitor their well-being and provide necessary support.

Key initiatives include:

- **Safe and Respectful Workplace:** The Company has implemented policies such as the Prevention of Sexual Harassment (POSH) Policy, Whistleblower Policy, and Disciplinary Policy to promote a workplace free from discrimination, harassment, and misconduct. Mandatory POSH training is conducted to strengthen employee awareness and compliance.

- **Employee Engagement and Safety Culture:** Regular town halls and employee connect sessions provide opportunities for communication, feedback, and addressing employee concerns. Fire safety awareness programs and mock evacuation drills are conducted to enhance emergency preparedness.

- **Health and Medical Support:** The Company provides on-site medical facilities, including access to first-aid resources and designated rest areas for employees requiring temporary medical assistance during work hours.

- **Emergency Preparedness:** Emergency evacuation plans are displayed across office locations to facilitate safe and efficient evacuation during emergencies.

- **Healthy Work Environment:** The Company promotes indoor environmental quality through the use of low-emission HVAC materials and, where feasible, measures such as indoor plants and air purification systems to support a healthy workplace.

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

Particulars	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessment for the year:

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

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

NA*

*No issues were recorded during the assessment; therefore, no corrective actions were taken.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)

Yes*

(B) Workers (Y/N)

NA**

* Nuvama Wealth Management Limited provides employees with group term life insurance and personal accident coverage in addition to medical insurance benefits.

**The Company does not have any staff in the "workers" category.

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

Nuvama promotes compliance with statutory requirements across its value chain through due diligence processes, contractual obligations, periodic compliance declarations, regular audits, and engagement with reputable and qualified partners.

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/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particular	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026	FY 2025	FY 2026	FY 2025
Employees	0	0	0	0
Workers*	NA	NA	NA	NA

*The Company does not have any staff in the "workers" category.

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

Yes

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety practices	NA*
Working Conditions	NA*

*The Company did not conduct assessments of its value chain partners during FY 2026. However, it recognizes the importance of such assessments and plans to undertake them in future reporting periods.

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.

As assessments of health and safety practices and working conditions of value chain partners were not conducted during FY 2026, this disclosure is not applicable for the reporting period.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

At Nuvama, stakeholders are defined as individuals or groups that contribute to or are impacted by the Company's operations and value creation process. These include employees, shareholders and investors, customers, channel partners, knowledge partners, regulators, lenders, researchers, and communities supported through CSR initiatives. The Company identifies and maps its key stakeholders based on their relevance, influence, and relationship with the business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Employee engagement is facilitated through emails, meetings, employee satisfaction surveys, regular employee connect sessions, training and capacity-building programs, performance reviews and recognition initiatives, employee volunteering activities, and leadership interactions, including town halls.	Continuous	• Career growth. • Learning and development initiatives. • Employee Well-being
Customer	No	Customer engagement is carried out through customer feedback mechanisms, satisfaction surveys, emails, phone calls, meetings, in-person interactions, and dedicated customer care channels.	Frequent and need- based	• Post-engagement Support • Grievances • Advisory • Service Quality • Product personalization • Digital interface Experience Resolution of Queries, Request and complaints
Stakeholder & Investor	No	Investor engagement is undertaken through press releases, investor and analyst meetings, investor conferences, investor presentations, direct investor interactions, grievance redressal mechanisms, the Annual General Meeting (AGM), stock exchange intimations, and other regulatory disclosures.	Frequent and need- based	• Financial performance • Business developments • Sustainability/ ESG performance • Compliance updates
Government and Regulators	No	Engagement with regulators is undertaken through meetings with key regulatory authorities, participation in industry forums and associations, regular communications and presentations, mandatory regulatory filings, interactions with senior regulatory officials, investor presentations, quarterly and annual reports, public disclosures, and updates on the Company's website.	Periodically	• Compliance with statutory and legal guidelines • To meet the compliance needs and engage with regulators
Communities	Yes	CSR initiatives are managed and communicated by CSR partners	As per program requirements	• Monitoring and Evaluation • Sustainable development of the community

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.

In January 2023, the Company completed its first materiality assessment with participation from both internal and external stakeholders, enabling meaningful engagement and the exchange of diverse perspectives. The Board recognizes the importance of ongoing stakeholder engagement and ensures that insights and feedback gathered through these consultations are incorporated into strategic decision-making processes.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).

Yes

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.

Nuvama recognizes stakeholder engagement as a key element of its sustainability approach and business operations. Regular engagement with stakeholders helps the Company understand their expectations, address concerns, and strengthen long-term relationships built on trust and transparency.

Stakeholder consultations have played an important role in identifying the Company's key environmental and social priorities and have informed the development of its ESG policy framework. As part of its sustainability journey, Nuvama conducted its first comprehensive materiality assessment in January 2023, involving both internal and external stakeholders. Through this process, the Company identified 19 material ESG topics, which continue to guide its ESG strategy and sustainability initiatives.

To reinforce its commitment to these priorities, Nuvama has established an ESG policy framework that outlines its focus areas and ensures alignment between stakeholder expectations, material topics, and long-term sustainability objectives.

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

Nuvama is committed to driving inclusive growth and supporting community development through its CSR initiatives. The Company engages with vulnerable and underserved communities, particularly underprivileged children, through programs tailored to local needs and focused on creating long-term social impact. Key areas of intervention include education, healthcare, skill development, and environmental sustainability.

PRINCIPLE 5: Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

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

Benefits*	FY 2026			FY 2025		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3,435	3,435	100%	3,414	3,414	100%
Other than permanent	385	385	100%	489	489	100%
Total Employees	3,820	3,820	100%	3,903	3,903	100%
Workers**						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

*Nuvama conducts regular employee training and awareness programs on key human rights-related policies and practices, including the Prevention of Sexual Harassment (POSH) Policy, Whistleblower Mechanism, and Code of Conduct. Details of employee participation and training coverage are provided in the table above.

**The Company does not have any staff in the "workers" category.

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

Category	FY 2026					FY 2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	2,521	0	0%	2,521	100%	2,551	0	0%	2,551	100%
Female	914	0	0%	914	100%	863	0	0%	863	100%
Total	3,435	0	0%	3,435	100%	3,414	0	0%	3,414	100%
Other than Permanent										
Male	322	0	0%	322	100%	406	0	0%	406	100%
Female	63	0	0%	63	100%	83	0	0%	83	100%
Total	385	0	0%	385	100%	489	0	0%	489	100%
Workers*										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The Company does not have any staff in the "workers" category.

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages:**

Particular*	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category***	Number	Median remuneration/ salary/ wages of respective category***
Board of Directors (BOD)	7	52,00,000	1	46,50,000
Key Managerial Personnel*	3	9,24,38,928	1	93,96,956
Employees other than BOD and KMP	2,518	13,98,147	913	9,63,184
Workers**	NA	NA	NA	NA

Note:

*Includes 2 Key Managerial Personnel also covered under the Board of Directors

**The Company does not have any staff in the 'workers' category.

*** Nuvama follows a structured variable pay framework designed to reinforce a culture of meritocracy and strengthen the performance-pay linkage. Compensation is meaningfully differentiated across performance rating levels, with pay-at-risk increasing progressively at higher levels - reflecting greater accountability for business outcomes that comes with higher earning potential. This is further supported by a differentiated approach through customized grids across Strategic Business Units (SBUs), ensuring reward outcomes remain closely linked to Role, Level, and Performance Rating, and aligned to business-specific dynamics.

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

Particulars	FY 2026	FY 2025*
Gross wages paid to females as % of total wages	15.51%	15.02%

* For the financial year 2024-25 the percentage of wages paid to female employees during the reporting year was 15.02%. This is largely attributable to the fact that a significant proportion of female employees joined or exited the organization during the financial year and therefore received prorated compensation. Accordingly, this factor should be considered when interpreting the gender wage ratio.

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 established a Grievance Committee and designated the Human Resources team to oversee the protection of human rights across its workforce.

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

Nuvama has established comprehensive mechanisms to address human rights-related grievances, including concerns related to misconduct, discrimination, and harassment. The Company's framework is supported by the following policies and processes:

- **Prevention of Sexual Harassment (POSH) Policy:** In line with applicable legal requirements, the policy provides a structured process for addressing complaints related to sexual harassment. Mandatory POSH training is conducted for all employees to reinforce awareness and promote a respectful workplace.
- **Whistleblower Mechanism:** Provides employees and stakeholders with a secure and confidential channel to report unethical conduct, policy violations, or other concerns.
- **Disciplinary Framework:** Facilitates timely and appropriate action in cases involving human rights violations or breaches of Company policies.
- **Equal Opportunity Policy:** Promotes fairness, inclusion, and non-discrimination, ensuring equal treatment and opportunities for all employees.
- **No-Retaliation Policy:** Ensures protection for individuals who raise concerns or report grievances, as outlined under the POSH and Whistleblower policies.

Nuvama regularly undertakes awareness and communication initiatives to educate employees about these policies and their rights. Human rights-related grievances are addressed through an independent redressal process and are centrally monitored by the ESG Committee to ensure effective resolution and a safe, respectful workplace.

The Company has a Human Rights Policy in place. The policy can be accessed through the link provided below: https://www.nuvama.com/wp-content/uploads/2026/08/Nuvama-Human-Rights-Policy.pdf

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

Particulars	FY 2026			FY 2025		
	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	0	0	NA	1	1	The case was initiated in Feb'25 and reached resolution in April'25
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

Particulars	FY 2026	FY 2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0%	100%

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

Nuvama is committed to providing a safe, inclusive, and equitable workplace. The Company maintains a strict no-retaliation policy under its POSH and Whistleblower frameworks to protect individuals who report discrimination, harassment, or other concerns. Appropriate support measures, including role or reporting structure changes where necessary, are available to safeguard complainants. These protections are reinforced through regular POSH training programs, fostering a culture of trust, respect, and accountability across the organization.

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

Yes

10. Assessments for the year:

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

* Nuvama maintains stringent internal checks to ensure compliance to the regulatory requirements and statutes. Nuvama does not support or engage in any form of child labour, forced or involuntary labour, sexual harassment, workplace discrimination, unfair wage practices, or any other unethical labour practices.

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

Nuvama is committed to continuously strengthening its human rights practices through regular policy reviews, training programs, and ongoing compliance measures. The Company has also conducted sensitization workshops for leaders and enhanced employee awareness regarding available channels for reporting discrimination, harassment, or other grievances in a safe and confidential manner.

Leadership Indicators

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

No human rights-related grievances or complaints were reported during FY 2026. Consequently, no changes to business processes were required during the reporting period.

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

The Company has not yet conducted a human rights due diligence assessment. However, it intends to undertake such an assessment in the future to strengthen its human rights practices and ensure alignment with relevant standards.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No)

Yes

4. Details on assessment of value chain partners:

Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	NA
Others – please specify	NA

* The Company did not conduct value chain assessments during FY 2026. However, it recognizes the importance of such assessments and is strengthening its approach to enhance value chain oversight and compliance in future reporting periods.

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

No assessments were conducted on value chain partners in FY 2026; thus, no corrective actions were needed.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	FY 2026* (in Giga Joules)	FY 2025** (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	4,765.18	4192.24
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	4,765.18	4192.24
From non-renewable sources	0	
Total electricity consumption (D)	4,130.35	5795.39
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	4,130.35	5,795.39
Total energy consumed (A+B+C+D+E+F)	8,895.53	9,987.63
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.000000191	0.00000024
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.000003891	0.00000495
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Full-Time Equivalent (FTE)]	2.32874607	2.55895721
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes	
If yes, name of the external agency.	Vinay and Keshava LLP	

***Note:**

i. For FY 2026, Electricity consumption has been calculated using the spend-based method for locations where actual consumption was not readily available.

ii. *The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India which is 20.34 for FY 2026 and 20.66 for FY 2025.

iii. As per the Industry Standards Forum, Full-Time Equivalent (FTE) has been considered as the input measure for physical output.

iv. **The presentation of the electricity consumption data has been revised by changing the unit of measurement from MJ (Megajoules) to GJ (Gigajoules) for improved readability and consistency.

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? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Our business operations do not fall within the scope of the PAT (Perform Achieve and Trade) scheme targets.

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

Parameter*	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	42,115.50	43,030.58
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**42,115.50**	**43,030.58**
Total volume of water consumption (in kilolitres)**	**8,423.10**	**8,606.12**
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.000000181	0.000000206
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.000003685	0.000004265
Water intensity in terms of physical output [Total water consumption (in KL) / Full-Time Equivalent (FTE)]	2.20500000	2.20500000
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		Yes
If yes, name of the external agency.	Vinay and Keshava LLP	

*Note:

i. As per CGWA guidelines, the estimated water consumption for all offices is based on an assumption of 45 litres per employee per working day and is included in Third Party water.

ii. For the current reporting period, water consumption is estimated as 20% of withdrawal basis CGWA water requirement guidelines, last year's figures have been restated accordingly.

iii. As per the Industry Standards Forum, Full-Time Equivalent (FTE) has been considered as the input measure for physical output.

4. Provide the following details related to water discharged:

Parameter	FY 2026*	FY 2025*
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	33,692.40	34,424.46
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**33,692.40**	**34,424.46**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		Yes
If yes, name of the external agency.	Vinay and Keshava LLP	

*Note:

i. Water consumption at office locations is discharged into community sewage or, after treatment at the plant, wastewater is sent to the CETP for further treatment.

ii. For the current reporting period, water discharge is estimated as 80% of withdrawal basis CGWA water requirement guidelines, last year's figures have been restated accordingly.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

Based on the nature of the Company's operations, this is not applicable to Nuvama.

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

Parameter	Please specify unit	FY 2026*	FY 2025*
NOx		NA	NA
SOx		NA	NA
Particulate matter (PM)		NA	NA
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			

*Based on the nature of Company's operations, this is not applicable to Nuvama.

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

Parameter*	Unit	FY 2026*	FY 2025*
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	814.60	1,231.95
Total Scope 1 and Scope 2 emissions per rupee of turnover	[Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations (in rupees)]	0.00000002	0.00000003
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	[Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations in rupees adjusted for PPP]	0.00000036	0.00000061
Total Scope 1 and Scope 2 emission intensity in terms of physical output	[Total Scope 1 and Scope 2 GHG emissions (in MTCO2e)/ Full-Time Equivalent (FTE)]	0.21324607	0.31564181
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.		Vinay and Keshava LLP	

*Note:

i. The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India, which is 20.34 for FY 2026 and 20.66 for FY 2025

ii. Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO2 Baseline Database User Guide Version 21 and Singapore's average GEF has been used for the purpose of GHG Emissions calculations.

iii. As per the Industry Standards Forum, Full-Time Equivalent (FTE) has been considered as the input measure for physical output.

iv. Refilling of refrigerant gases and diesel procurement/consumption for DG sets are under the operational responsibility of the respective Annual Maintenance Contract (AMC) vendors. Accordingly, no Scope 1 emissions are applicable for these activities under the Nuvama's operational boundary.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

No

If Yes, then provide details.

While the Company does not currently have dedicated GHG emission reduction projects, it supports emissions reduction through the use of low-GWP, zero-ODP refrigerants in HVAC systems, energy-efficient lighting, and renewable power across its offices. The Company also plans to establish a GHG emissions baseline to support the development of targeted carbon reduction initiatives in the future.

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

Parameter**	FY 2026**	FY 2025**
Total Waste generated (in metric tonnes)		
Plastic waste (A)**	0	0
E-waste (B)	0	0.72
Bio-medical waste (C)**	0	0
Construction and demolition waste (D)**	0	0
Battery waste (E)**	0	0
Radioactive waste (F)**	0	0
Other Hazardous waste. (G)	0	0
Other Non-hazardous waste generated (H).	187.18	191.25
Total (A+B + C + D + E + F + G + H)	**187.18**	**191.97**
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000000040	0.0000000046
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000000819	0.0000000951
Waste intensity in terms of physical output Total waste generated (in MT) / Full-Time Equivalent (FTE)	0.04900000	0.04918499
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0.72
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0.72**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	187.18	191.97
Total	**187.18**	**191.97**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		Yes
If yes, name of the external agency.	Vinay and Keshava LLP	

**Note:

i. For both the reporting period waste figures were estimated based on NBC commercial refuse standards and is included in Other non-hazardous waste category. All the waste generated has been disposed of via Other disposal operations.

ii. Given the nature of its operations, the Company does not generate, handle, or dispose of anyf biomedical, construction and demolition, battery or radioactive waste. Accordingly, these waste categories are not applicable to the Company.

Iii. The Company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

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

The Company has implemented waste segregation and recycling practices, including the responsible disposal and recycling of e-waste. Given the nature of its operations, the use of hazardous or toxic chemicals is not applicable.

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

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
NA*				

*Nuvama's offices and operations are not located within or near ecologically sensitive areas. Accordingly, its business activities do not require location-specific environmental approvals or clearances.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA*					

*Given the nature of its operations, Environmental Impact Assessment (EIA) is not applicable to the Company.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA*			

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

Leadership Indicators

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

Parameter	Unit	FY 2026*	FY 2025
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		8393.02	6,203.54
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in MTCo2e) / Revenue from operations (in rupees)]	[Total Scope 3 emissions (in MTCo2e)/ Revenue from operations (in rupees)]	0.00000002	0.00000015
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		NA	

* Note:

Scope 3 emissions include emission from the following categories:

Employee Commuting (Category 7) – Third-party bus transportation for employees.

Source of emission factors used:

Diesel emission factor of 2.91 kg CO_2e/litre based on IPCC-aligned and Government of India emission factor references.

Calculation Assumptions:

Emissions calculated using diesel consumption data provided by the third-party transport service provider, applying the formula: Diesel Consumption (litres) × Emission Factor (kg CO_2e/litre).

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

Nuvama's operations do not fall under ecologically sensitive areas and hence this is not applicable.

3. Does the entity have a business continuity and disaster management plan? (Yes/No)

Yes

Give details in 100 words/ web link.

Nuvama has established comprehensive Business Continuity and Disaster Recovery Plans to ensure operational resilience during unforeseen disruptions. These plans enable the timely restoration of critical business applications within defined recovery objectives and are regularly tested to ensure effectiveness and regulatory compliance. The framework supports business continuity, minimizes downtime, and enhances operational reliability during emergencies.

4. 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 on the environment.

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

There was no assessment of value chain partners done during the reporting period.

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

a. By the listed entity

As of the reporting period, the Company has neither generated nor procured Green Credits. However, it continues to evaluate opportunities and initiatives that support its environmental sustainability objectives.

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

Data on Green Credit generation or procurement by the Company's top value chain partners is currently unavailable. The Company is working to enhance data collection and engagement with partners to improve visibility into environmental performance across its value chain.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

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

8

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1	Bombay Stock Exchange Brokers' Forum (BBF)	National
2	Association Of National Exchanges Members of India (ANMI)	National
3	Commodity Participants Association of India (CPAI)	National
4	Asia Securities Industry & Financial Markets Association (ASIFMA)	International
5	Association of Portfolio Managers in India (APMI)	National
6	Indian Venture and Alternate Capital Association (IVCA)	National
7	Association of Investment Bankers of India (AIBI)	National
8	Custodians and Designated Depository Participants Standard Setting Forum (CDSSF)	National

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

Name of authority	Brief of the case	Corrective action taken
NA*		

*No cases of anti-competitive conduct were reported during the year; hence, no corrective actions were required.

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- Please specify)	Web Link, if available
NA*					

*The Company does not advocate public policy positions.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA*					

*The Company did not undertake any social impact assessments during the year.

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA*						

*Given the nature of the Company's services, none of the Company's operating locations warrants a rehabilitation and resettlement and hence this is not applicable.

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

CSR initiatives are conducted with implementation partners, who act as primary point for receiving, evaluating and resolving community grievances related to CSR activities.

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

Particular	FY 2026	FY 2025
Directly sourced from MSMEs/ small producers	17.72%	14.01%
Directly from within India	95.69%	93.98%

Calculated basis the audited consolidated financial statements of the Company, which includes numbers for the Company and its subsidiaries and excludes associate and joint venture companies

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

Particular	FY 2026	FY 2025
Rural	0%	0%
Semi-urban	0.32%	0%
Urban	1.91%	9%
Metropolitan	97.76%	91%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
This is not applicable as Social Impact Assessments were not carried out	

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

Aspirational Districts Projects Details:	
Implementing Partner Name	**Project Brief**
Gyan Prakash Foundation:	The program strengthened government primary education across Maharashtra by improving teacher capacity, fostering community participation, and institutionalizing competency-based learning practices.
The Opentree Foundation:	The program enhanced children's life skills by establishing self-sustained developmental play spaces in schools, enabling learning through play and experiential activities.
Hamari Laado:	The program strengthened life skills among adolescent girls through a structured 10-week experiential learning journey that combined physical activity, self-reflection, and peer engagement. Participants developed confidence, communication, teamwork, leadership, and decision-making skills, enabling them to better articulate their aspirations and make informed choices.
Isha Foundation:	The initiative promoted sustainable agriculture by supporting farmers in adopting tree-based farming practices that enhance ecological restoration and long-term livelihood resilience. The program contributed to improved soil health, water conservation, biodiversity, and climate resilience while encouraging environmentally sustainable land-use practices.

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	₹ 1,96,00,000
2	Maharashtra	Dharashiv	₹ 50,00,000
3	Rajasthan	Baran	₹ 49,77,800
4	Tamil Nadu	Virudhunagar	₹ 40,00,000

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

No*

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

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

NA

*Given the nature of our business operations, the Company does not have a preferential procurement policy for marginalised or vulnerable groups. However, it ensures a fair, transparent, and non-discriminatory procurement process that provides equal opportunities to all suppliers.

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

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

*There were no such intellectual properties during the year

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	**Education Theme** Education Strengthening access to quality education by upgrading schools with smart classrooms, supporting higher education with scholarships, and building financial literacy among students. These initiatives foster quality education, informed decision-making, and well-rounded development for a brighter future.	69,159+ Students 8,678 Teachers 2,157 Schools	92%
2	**Skills Development & Wellbeing theme** **Enabling Youth Potential:** Equipping young people with industry-relevant skills, job-readiness training, and mental well-being support to improve employability, build resilience, and enable sustainable livelihoods. Critical Healthcare Access: Supporting treatment for terminally ill children	5818 young adults 235 Teachers the 55 terminally ill children with Critical Healthcare Access.	98%
3	**Environment Theme** **Environment** Advancing climate resilience through long-term sustainability initiatives and tree plantation programs that restore ecosystems, enhance biodiversity, and increase green cover.	1,189 Beneficiaries	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

Nuvama has established a comprehensive customer grievance management framework designed to facilitate effective communication, timely resolution of concerns, and continuous enhancement of customer experience. The Company provides multiple channels through which customers can submit queries, feedback, and complaints, ensuring accessibility and convenience.

Communication Channels

- **Telephone Support:** Customers can contact dedicated customer care helplines for general assistance, while specialized grievance resolution teams are available to address specific concerns and escalations.
- **Email Support:** Separate email channels are available for general inquiries, depository-related services, and customer feedback, enabling efficient handling of requests and concerns.
- **Written Correspondence:** Customers may submit formal grievances through physical mail addressed to the designated investor grievance management team at the Company's corporate office.
- **Live Chat:** Real-time assistance is available through chat facilities integrated into the Company's website and trading platform, enabling prompt resolution of customer issues.
- **Branch and Office Visits:** Customers can visit any branch office or authorized representative location to raise concerns directly. Complaints are recorded through established grievance management processes and escalated as necessary for resolution.
- **Regulatory Grievance Platform:** Customers may also lodge complaints through the Securities and Exchange Board of India's (SEBI) centralized grievance redressal mechanism, ensuring regulatory oversight and transparency in complaint handling.

Escalation Mechanism

In cases where customers are not satisfied with the resolution provided through standard channels, grievances may be escalated to designated senior management representatives responsible for customer care and customer experience. The Company also maintains a structured escalation matrix on its website to guide customers through the grievance resolution process.

Monitoring and Continuous Improvement

The grievance redressal process is closely monitored to ensure adherence to defined turnaround times and service standards. Complaint resolution quality is periodically reviewed using customer feedback and performance indicators, enabling continuous improvement in service delivery and customer satisfaction.

Nuvama remains committed to maintaining a transparent, responsive, and customer-centric approach to grievance management. Through its multi-channel support framework and structured escalation process, the Company strives to ensure that all customer concerns are addressed effectively and fairly.

The detailed procedure for filing customer complaints is available at: https://www.nuvamawealth.com/ewwebimages/WebFiles/disclaimer/complaintFilingProcedure.pdf

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

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

*Given the nature of Company's services, this is not applicable

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

Particular	FY 2026			FY 2025		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	981	6	NA	428	06	These complaints were received towards the end of the financial year and were resolved post 31st March 2025, within the prescribed resolution period.

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

Particular	Number	Reason for recall
Voluntary recalls	NA*	
Forced recalls		

*Given the nature of the Company's business as a financial services provider, it does not manufacture, distribute, or sell physical products. Accordingly, instances of product recalls on account of safety issues are not applicable.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

Data Privacy Policy link: https://www.nuvama.com/wp-content/uploads/2023/09/Nuvama-Privacy-Statement-Revised-2023-vs-2.pdf

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.

Nuvama has established a robust cybersecurity and data privacy framework that encompasses a range of initiatives designed to strengthen security controls and enhance awareness of cyber risks across the organization. As part of this framework, the Company conducts various awareness programs across business functions, including periodic phishing simulation exercises to evaluate and improve employee preparedness against cyber threats.

Employees identified as requiring additional support receive targeted training and customized awareness modules to reinforce cybersecurity best practices and responsible digital behavior. Furthermore, all employees are mandated to complete information security and cybersecurity training programs to build their knowledge and capabilities in safeguarding organizational and customer data.

To promote continuous learning and awareness, the Information Security team regularly shares updates, advisories, and awareness communications on emerging cybersecurity trends, threats, and best practices. These initiatives help foster a culture of security consciousness, vigilance, and proactive risk management throughout the organization.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact:

0

b. Percentage of data breaches involving personally identifiable information of customers:

0%

c. Impact, if any, of the data breaches

NA

Leadership Indicator

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

Details about the range of services offered by Nuvama can be found on the Company's website- https://www.nuvama.com/

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

The Company regularly undertakes customer awareness initiatives through email, WhatsApp, SMS, and in-app notifications to promote adherence to regulatory requirements and encourage safe account practices. These communications, issued on a fortnightly basis, remind customers not to share sensitive information such as passwords, OTPs, or other login credentials with unauthorized individuals.

In addition, the Company periodically shares key regulatory updates via email, including links to important circulars and regulatory notifications. To further reinforce awareness, monthly transactional communications incorporate references and links to relevant circulars, serving as ongoing reminders for customers.

The Company also provides customers with guidance on best practices and precautionary measures to be followed before and after trading activities. Furthermore, the compliance team regularly disseminates alerts and important notifications to keep customers informed of regulatory developments, security advisories, and other relevant updates.

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

The Company adopts a proactive approach to ensuring operational resilience and uninterrupted business continuity. As a financial services organization, digital transformation supported by a robust information technology (IT) infrastructure is critical to safeguarding customer information and protecting the Company's confidential and proprietary data.

To strengthen data security, the Company has implemented Data Loss Prevention (DLP) solutions that monitor and prevent the unauthorized transfer of sensitive information, including personally identifiable information (PII). Regular vulnerability assessments are conducted to identify and mitigate potential security risks across the organization. In addition to data encryption, network firewalls and web application firewalls have been deployed to enhance protection against cyber threats.

The Company has also established privileged access monitoring mechanisms to control and oversee access to critical systems and information. A dedicated Security Operations Center (SOC) continuously monitors security events and incidents, enabling timely detection and response. Endpoint Detection and Response (EDR) solutions have been implemented to monitor and mitigate risks associated with endpoint devices. To further strengthen cybersecurity awareness, the Information Security team regularly conducts phishing simulations, cyber awareness quizzes, and employee engagement initiatives, including awareness emails and informational posters.

The Company's cybersecurity framework is complemented by robust data backup processes, including remote and off-site storage solutions. Additionally, a comprehensive Business Continuity Policy has been developed based on business impact assessments and is applicable to all critical business functions. Periodic testing is undertaken to evaluate the effectiveness of business continuity measures, and the policy is reviewed annually or whenever significant changes occur.

To enhance disaster preparedness, the Company maintains a Disaster Recovery (DR) site in a geographically separate seismic zone. Regular drills and testing exercises are conducted to assess readiness and ensure the organization's ability to respond effectively to potential disruptions.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)

Yes

a. If yes, provide details in brief.

The Company actively monitors customer satisfaction to continuously improve its services and uphold high standards of quality. To evaluate customer perceptions and experiences, it utilizes the following key metrics:

- Net Promoter Score (NPS):

  NPS measures customer loyalty and willingness to recommend the Company's products and services. Customers are asked to rate, on a scale of 0 to 10, the likelihood of recommending the Company to others. This metric helps assess customer advocacy and supports efforts to strengthen relationships and drive positive referrals.

- Customer Satisfaction (CSAT):

  CSAT surveys provide detailed insights into customer experiences across various aspects of the Company's products and services, enabling the identification of key drivers of satisfaction and opportunities for improvement.

- Feedback Management:

  Customer feedback is gathered on product performance, service quality, and support experiences to identify both strengths and areas requiring enhancement. Feedback collected through NPS and CSAT surveys is systematically reviewed through a closed-loop process. Regular discussions with key stakeholders ensure that customer insights are incorporated into business decisions, promoting accountability and continuous improvement in customer experience.

These initiatives play a vital role in enhancing customer satisfaction and reflect the Company's ongoing commitment to delivering exceptional service and creating value for its customers.

b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes

VINAY & KESHAVA LLP
CHARTERED ACCOUNTANTS

Batgach & AFFILIATES
A NETWORK APPROVED BY ICAI

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN NUVAMA WEALTH MANAGEMENT LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR ENDED MARCH 31, 2026

To the Board of Directors of Nuvama Wealth Management Limited,

1. We have undertaken to perform Limited Assurance engagement, for Nuvama Wealth Management Limited (the "Company" or "Nuvama") in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information" or "BRSR Core indicators") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Business Responsibility and Sustainability Report (the "BRSR" or the "Report") of the Company for the year ended March 31, 2026.

   This engagement was conducted by our multidisciplinary team including assurance practitioners, environmental engineers and specialists.

2. **Identified Sustainability Information**

   Our scope of limited assurance consists of the BRSR Core indicators listed in the Appendix I to our report. The reporting boundary of the Report is as disclosed in Question 13 of Section A: General Disclosures of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable.

   Our limited assurance engagement was with respect to the year ended March 31, 2026 information only and we have not performed any procedures with respect to earlier periods, and any elements thereto, and, therefore, do not express any opinion thereon.

3. **Criteria**

   The criteria used by the Company to prepare the Identified Sustainability Information is the "BRSR Core", which is a subset of the BRSR, consisting of a set of Key Performance Indicators ("KPIs")/ metrics under nine Environmental, Social and Governance ("ESG") attributes, as per the format of BRSR Core specified in Annexure 17A, read with the format of BRSR and the Guidance Note given in Annexure 16 and 17, respectively, the Securities and Exchange Board of India (SEBI) Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, and the 'Industry Standards on Reporting of BRSR Core' issued by SEBI vide circular No. SEBI/HO/CFD-POD1/P/CIR/2024/177 dated December 20, 2024 (collectively referred to as the "SEBI Circulars").

4. **Management's Responsibility**

   The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information including the reporting boundary of the Report, disclosing environmental information basis operational control approach, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation

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and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

In addition, the management of the company is also required to provide us with:

(a) Access to all information of which it is aware that is relevant to the preparation of the subject matter information, such as records, documentation, and other matters;

(b) Additional information that we may request from the management for the purpose of the engagement; and

(c) Unrestricted access to persons from whom we determine it necessary to obtain evidence.

5. **Inherent limitations**

   The absence of a significant body of established practice on which to draw to evaluate and measure non- financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

6. **Our Independence and Quality Control**

   We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

   We apply Standard on Quality Control (the "SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. **Our Responsibility**

   Our responsibility is to express a limited assurance opinion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

   We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000 "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

   These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information listed in Appendix I and included in the Report are prepared, in all material respects, in accordance with the Criteria.

   As part of limited assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional scepticism throughout the engagement.

8. **Limited Assurance**

A limited assurance engagement involves identifying and assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
- Made inquiries of Company's management, including secretarial team, finance team, human resource team amongst others and those with the responsibility for preparation of the Report.
- Obtained an understanding of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other locations/offices on a sample basis under the reporting boundary. Our procedures did not include evaluating the suitability of design, obtaining evidence about their implementation or testing operating effectiveness of particular control activities.
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.
- Reviewed the key assumptions, emission factors and methodologies used for the preparation of the Identified Sustainability Information.
- Reviewed the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis.
- Reviewed the consolidation working of the corporate office and other locations/offices on a sample basis under the reporting boundary for ensuring the completeness of data being reported; and
- Obtained management representations as required.

We also performed such other procedures as we considered necessary in the circumstances.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance opinion.

9. **Exclusions**

Our assurance scope excludes the following and therefore we do not express an opinion on:

- Aspects of the Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

10. **Other information**

The Company's management is responsible for the other information. The other information comprises the information included within the BRSR other than Identified Sustainability Information and our independent assurance report dated 25/08/2026 thereon.

Our opinion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

11. **Limited Assurance Conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information listed in Appendix I and presented in the BRSR report for the year ended March 31, 2026 are not prepared, in all material respects, in accordance with the Criteria specified in the "Criteria" section of our report.

12. **Restriction on use**

Our Limited Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities.

Accordingly, we accept no liability to anyone, other than the Company. Our Limited Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For Vinay and Keshava LLP
Chartered Accountants,
Firm Reg No.: 005586S/S-200008

Vinay & Keshava LLP Chartered Accountants Bangalore 560 010

CA Prasanna K S
Partner
Membership No: 232959
UDIN: 26232959CZJKMN7948

Place: Bengaluru
Date: 25/08/2026
Encl: Appendix I

Appendix I

Identified Sustainability Information subject to Limited Assurance

Sr. No.	Principle and Indicator Reference	Attribute	Parameters (Key Performance Indicators)
1	Principle 6 – E7	Green-house gas (GHG) footprint	1. Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 2. Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) 3. GHG Emission Intensity (Scope 1 + 2) a) Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP b) Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services)
2	Principle 6 – E3 Principle 6 – E4	Water footprint	1. Total water consumption 2. Water consumption intensity a) Water Intensity per rupee of turnover adjusted for PPP b) Water Intensity in terms of physical output 3. Water Discharge by destination and levels of Treatment
3	Principle 6 – E1	Energy footprint	1. Total Energy Consumed (in Joules or multiples) 2. % of energy consumed from renewable sources 3. Energy intensity a) Energy Intensity per rupee of turnover adjusted for PPP b) Energy Intensity in terms of physical output
4	Principle 6 – E9	Embracing circularity-details related to waste management by the entity	1. Plastic waste (A) 2. E-waste (B) 3. Bio-medical waste (C) 4. Construction and demolition waste (D) 5. Battery waste (E) 6. Radioactive waste (F) 7. Other Hazardous waste. Please specify, if any. (G) 8. Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) 9. Total waste generated (A+B+C+D+E+F+G+H) 10. Waste intensity a) Waste Intensity per rupee of turnover adjusted for PPP b) Waste intensity in terms of physical output 11. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 12. For each category of waste generated, total waste disposed of by nature of disposal method
5	Principle 3 – E1(c) Principle 3 – E11	Enhancing employee wellbeing and Safety	1. Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company 2. Details of safety-related incidents for employees and workers (including contract workers e.g. workers in the company's construction sites) a) Number of Permanent Disabilities b) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) c) No of fatalities
6	Principle 5 – E3(b) Principle 5 – E7	Enabling Gender Diversity in Business	1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH a) Total Complaints on Sexual Harassment (POSH) reported b) Complaints on POSH as a % of female employees/workers c) Complaints on POSH upheld
7	Principle 8 – E4 Principle 8 – E5	Enabling Inclusive Development	1. Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/small producers and from within India 2. Job creation in smaller towns – wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
8	Principle 9 – E7 Principle 1 – E8	Fairness in Engaging with Customers and Suppliers	1. Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable (Accounts payable *365) / Cost of goods/services procured)
9	Principle 1 – E9	Open-ness of business	1. Concentration of purchases & sales done with trading houses, dealers, and related parties a) Purchases from trading houses as % of total purchases b) Number of trading houses where purchases are made from c) Purchases from top 10 trading houses as % of total purchases from trading houses d) Sales to dealers/distributors as % of total sales e) Number of dealers/distributors to whom sales are made f) Sales to top 10 dealers/distributors as % of total sales to dealers/distributors 2. Loans, advances & investments with related parties – Share of RPTs (as respective %age) in: a) Purchases b) Sales c) Loans & advances d) Investments