

Aditya Birla Sun Life
AMC Ltd.



**Business Responsibility &
Sustainability Report
for
FY 2024-25**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the Listed Entity	L65991MH1994PLC080811
2.	Name of the Listed Entity	Aditya Birla Sun Life AMC Limited ("ABSLAMC"/"the Company")
3.	Year of incorporation	1994
4.	Registered office address	One World Center, Tower 1, 17 th Floor, Jupiter Mills, Senapati Bapat Marg, Elphinstone Road, Mumbai - 400013
5.	Corporate address	
6.	E-mail	abslamc.cs@adityabirlacapital.com
7.	Telephone	+91 22 4356 8008
8.	Website	https://mutualfund.adityabirlacapital.com
9.	Financial year for which reporting is being done	Financial Year 2024-25 (1 st April, 2024 to 31 st March, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 144.24 Crore
12.	Name and Contact Details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Prateek Savla, Company Secretary Telephone No: +91 22 43568008 E-mail id: abslamc.cs@adityabirlacapital.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).	Disclosures under this report are made on standalone basis for ABSLAMC.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Financial & Insurance Service	Fund Management Services	93.73%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	The Company is primarily the Investment Manager of Aditya Birla Sun Life Mutual Fund and also operates multiple alternate strategies including Portfolio Management Services, Real Estate Investments and Alternative Investment Funds. It is also registered as a Fund Management Entity in Gujarat International Finance Tec-City (GIFT CITY).	66301	100%

III. OPERATIONS

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

Location	Number of plants	No. of Offices	Total
National	Not applicable ¹	300+ investor service centres.	
International		Through its subsidiaries in Dubai, Mauritius and Singapore.	

Note: 1 The Company is into financial services and does not undertake any manufacturing-related activities

19. Market served by the entity

a. No. of Locations

Locations	Number
National (No. of States)	Pan – India
International (No. of Countries)	Various international markets through its subsidiaries in Dubai, Mauritius and Singapore

b. What is the contribution of exports as a percentage of the total turnover of the entity? Not applicable

c. A brief on type of customers

ABSLAMC is one of the leading Asset Management Companies in India. Through its services, the Company currently caters to 10.6 million investor folios. The Company provides a wide range of investment management services across Mutual Funds, Alternative Investment Funds (AIF), Portfolio Management Services (PMS), GIFT City and Offshore Services, focusing on providing services that cater to customer segments across the spectrum. This includes first-time investors, youths, middle-income groups, NRIs, and global investors. The Company is continuously making efforts to expand its outreach and presence across India through products well suited to its investor/customer base, with an aim to create long-term customer value.

IV. EMPLOYEES

20. Details as at the end of Financial Year (FY25)

S.No. Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees (including differently abled)					
1. Permanent (D)	1,403	996	71%	407	29%
2. Other than Permanent (E)	447	390	87%	57	13%
3. Total Employees (D+E)	1,850	1,386	75%	464	25%
b. Differently abled employees					
1. Permanent (D)	-	-	-	-	-
2. Other than Permanent (E)	-	-	-	-	-
3. Total differently abled employees (D+E)	-	-	-	-	-

Note: The entire workforce of the Company is categorized as 'Employees' and none as 'Workers'. Therefore, the information in BRSR under the 'Workers' category is not applicable

21. Participation/Inclusion/Representation of women

S.No. Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
1. Board of Directors	9	2	22.22%
2. Key Management Personnel	3	0	0%

Note: The details of Board of Directors and Key Management Personnel are as on 31st March, 2025

22. Turnover rate for permanent employees

Category	FY25			FY24			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	19%	20%	27%	26%	26%	28%	22%	26%

Business Responsibility & Sustainability Report (Contd.)

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**23. Names of Holding/Subsidiary/Associate Companies/Joint Ventures**

S. No.	Name of the holding/subsidiary/associate companies/joint ventures	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.	Aditya Birla Sun Life AMC (Mauritius) Limited			
2.	Aditya Birla Sun Life Asset Management Company Limited (DIFC, Dubai)	Subsidiaries	100%	Yes ¹
3.	Aditya Birla Sun Life Asset Management Company Pte Ltd (ABSLAMC Singapore)			
4.	India Advantage Fund Limited (IAFL) ²			
5.	International Opportunities Fund – SPC ²	Subsidiaries of ABSLAMC Singapore		
6.	India Yield Advantage Fund VCC ²			

Notes:

1 The subsidiaries of the Company participate in the Business Responsibility initiatives to the extent applicable to them

2 The Company holds 100% management shares of IAFL, having no beneficial interest or ownership on IAFL's income or gains as the same belongs to the investors of Collective Investment Schemes offered by IAFL. Similarly, ABSLAMC Singapore holds 100% Management Shares of International Opportunities Fund – SPC and India Yield Advantage Fund VCC and by virtue of that they are step-down subsidiaries of the Company

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes

(ii) Turnover (FY25) ₹ 1,659.09 Crore

(iii) Net worth (FY25) ₹ 3,703.99 Crore

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY25 (Current FY)		Remarks	FY24 (Previous FY)		Remarks
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes	Note 1	-	-	-	-	-	-
Shareholders	Yes	Note 2	1	-	-	4	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-	-
Employees	Yes	Note 3	-	-	-	-	-	-
Customers	Yes	Note 4	611	3	-	303	2	-
Value Chain Partners	-	-	-	-	-	-	-	-
Others (Please Specify)	-	-	-	-	-	-	-	-

Notes:

1 For communities, the grievance redressal mechanism is managed as part of CSR activities. The Company implements CSR projects in partnership with credible project implementing agency. Implementation is done through participative approach, by engaging all key stakeholders of the project, thereby making community part of project plan and execution process. This helps to build project ownership within the community and ensure project sustenance. ABSLAMC's CSR Policy is available on the Company's website at <https://mutualfund.adityabirlacapital.com/-/media/bsl/files/resources/csr/corporate-social-responsibility-policy.pdf>

2 <https://mutualfund.adityabirlacapital.com/shareholders/contact-us> and <https://smartodr.in/login>

3 Internal Policies for the Employees are placed on the intranet. The policy guiding Company's Code of Conduct for Board and Senior Management, Whistle Blower Policy and Policy for Prevention and Redressal of Sexual Harassment are available on Company's website at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance>. POSH complaints are not disclosed here and are reported in concerned disclosure further

4 <https://mutualfund.adityabirlacapital.com/help-centre/grievance>

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

Various material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the Company's business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, are indicated below:

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)
Corporate Governance	Risk	In corporate governance, key issues for the AMC sector include those related to ethical and responsible business conduct, anti-bribery measures, and compliance with evolving regulatory requirements and disclosures. The dynamic nature of the regulatory landscape, markets, and product offerings poses a risk of insufficient understanding and prompt response to these changes. Moreover, the growing emphasis on governance, compliance, and ESG disclosures necessitates the Company's attention to emerging ESG-related risks.	The Company has established a comprehensive framework on corporate governance, featuring well-documented policies, including Board level Committees and control mechanisms to ensure effective oversight.	Negative: In the event of challenges arising in the Management of the Company's governance practices and adherence to compliance-based or regulatory requirements, there is a potential for a negative impact on the Company, affecting reputation and performance of the Company amongst others.
Risk Management	Opportunity	The Company views effective risk management as a crucial element of business management, essential for achieving business goals and objectives. In the course of business, the Company encounters various risks, including strategic, investment, operational, and ESG-related risks and opportunities. Over time, the Company has continuously enhanced its Risk Management Framework to monitor and mitigate these risks. There is an ongoing opportunity for the Company to continue to update its risk management framework and associated practices and policies, to adapt and align them with regulatory requirements and the evolving landscape of the AMC industry.	Supported by well-established protocols and processes, the Company has established a resilient enterprise risk management framework. This framework incorporates strategies and protocols for risk identification, risk assessment, risk response, and an overarching risk management strategy. Through the implementation of this robust risk management framework, the Company has showcased its dedication to ethical conduct and good governance across its business and operations. In addition to adhering to regulatory requirements, the Company has proactively incorporated industry best practices in risk management.	Positive: The Company's risk management systems and procedures highlight its dedication to ethical operations and profitable functioning while adhering to best practices, applicable laws, rules, and regulations. These systems aim to provide reasonable, though not absolute, assurance against material misstatements or loss. They also ensure the safeguarding of assets, the maintenance of accurate accounting records, the reliability of financial information, and the identification and management of business risks.

Business Responsibility & Sustainability Report (Contd.)

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)
Human Capital	Opportunity/ Risk	<p>Opportunity:</p> <p>Consistently investing in the growth and development of people aligns them with business strategies and creates a strong competitive advantage. Human resources are of key importance not only in driving performance but also in retaining talent, ensuring continuity, reducing onboarding costs, and building deep institutional knowledge. This results in faster execution, better client outcomes, and a resilient, high-performing workforce.</p> <p>Risk:</p> <p>Talent retention, health and well-being challenges, regulatory and compliance risk such as workplace safety, diversity requirements.</p>	<p>The Company has implemented robust mechanisms to prevent non-compliances and conduct trainings to ensure workplace safety. Learning and Development Programmes are conducted to ensure upskilling of employees, including regular sessions on skill development, mental health and well-being, and Prevention of Sexual Harassment (POSH). These initiatives aim to foster a safe, supportive, and inclusive work environment while ensuring continuous employee growth.</p>	<p>Positive:</p> <p>Retention of talented human resources increases productivity and reduces cost of re-hiring. A talented workforce enhances the Company's reputation.</p>
Customer Satisfaction and Relationship Management	Risk	<p>As the Company offers financial products and services across diverse customer segments nationwide, any adverse effect on customer satisfaction or experience has the potential to directly influence the Company's brand, reputation, and efforts to retain or expand its customer base. In this context, a negative impact may arise from a lack of transparency or adherence to responsible and ethical practices in selling, marketing, and disclosing information about its products.</p>	<p>To address customer escalations or grievances, the Company has implemented robust system and processes. This includes a dedicated grievance redressal system with an escalation matrix defined for the automatic and swift progression of grievances to the next level. These grievances may cover topics including the marketing and sale of specific products, and information disclosures related to these products.</p> <p>The Company places a strong emphasis on ethical and responsible behavior by its representatives in operations, marketing, and selling practices. The Company ensures that key employee groups responsible for managing marketing and sales adhere to ethical marketing and selling practices throughout all stages of the product sales cycle.</p> <p>In alignment with these principles, the Company consistently prioritizes delivering a seamless customer experience and ensuring customer satisfaction. Placing effective customer service and care at the core of its ethos remains a key priority for the Company.</p>	<p>Negative:</p> <p>Issues in managing or ensuring customer satisfaction and a positive overall customer experience can potentially result in a decline in the Company's active customer base and adversely impact its reputation in the industry.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBCs) as prescribed by the Ministry of Corporate Affairs advocates the following nine principles referred to as P1 to P9.

P1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

P2 - Businesses should provide goods and services in a manner that is sustainable and safe

P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 - Businesses should respect the interests of and be responsive to all its stakeholders

P5 - Businesses should respect and promote human rights

P6 - Businesses should respect and make efforts to protect and restore the environment

P7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 - Businesses should promote inclusive growth and equitable development

P9 - Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	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)	Yes	N.A.	Yes	Yes	Yes	Yes	No ¹	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes (as applicable)								
c. Web Link of the Policies, if available	The Corporate Policies are available on Company's website at https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance . Some of the Policies being internal document are available to the employees through the Company's intranet/HRMS.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes (as applicable)								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company expects value chain partners to adhere to the standards of ethics and conduct set by the Company.								
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 and Cyber Security policies are as per/in compliance with the requirements of ISO 27001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> • The Company has consistently focused on reducing its carbon footprint and impact on the environment through initiatives such as judicious use of resources like water, electricity, minimizing waste generation (dry and wet waste), and limited use of single-waste plastics in office premises. • The Company is currently exploring expanding its ESG/ sustainability-linked offerings in finance. • The Company is committed to contributing to community development through its CSR activities, especially in areas such as financial literacy (investor education), digital and financial inclusion (with a focus on women), health, and women's empowerment. 								

Note: 1 The Company may share its expertise to help in the formulation of public policy but it does not directly engage in advocacy activities and hence does not have a specific policy for this purpose. The Company actively engages in investor education programmes for Mutual Funds in line with AMFI guidelines

Business Responsibility & Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company has made progress on these commitments through initiatives such as the following:</p> <ul style="list-style-type: none"> • At the Company’s Registered Office in Mumbai, the wet waste and dry waste are segregated, particularly the food waste. The wet waste is processed through Organic Waste Compost Machine, and the manure produced is used for plantations and horticulture in the premises. As a result, the wet waste is fully recycled and returned to nature in the form of compost. • The Company uses LED Lights in its offices, to reduce energy consumption. • The Company launched an ESG Fund in 2020 and has plans to launch more such Funds. • The Company continues to conduct investor education programs to further promote financial inclusion, including at college campuses and for private corporations. • The Company has a Responsible Investment Policy, for its ESG Fund (Aditya Birla Sun Life ESG Fund), with an objective of integrating ESG factors in investment decision-making. • The Company has ongoing CSR projects focusing on themes including food security and nutrition, support for strengthening of school infrastructure to create a holistic learning environment, and creation of sustainable livelihood opportunities for women. 								

Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

At ABSLAMC, our commitment to Environmental, Social, and Governance (ESG) principles remains integral to our identity as a purpose-led financial institution. In alignment with the broader vision of the Aditya Birla Group to nurture a sustainable tomorrow, today, we continue to embed sustainability considerations into our core business strategy and investment decision-making frameworks. Our belief in creating long-term, inclusive value is rooted in a deep respect for the interests of all stakeholders and a responsibility toward future generations.

We uphold the highest standards of integrity in all our actions, ensuring that our decisions are fair, transparent, and ethically sound. As a responsible asset manager, our environmental focus lies in promoting sustainable business practices, encouraging responsible investment, and supporting companies that prioritise long-term environmental resilience.

Our teams operate with a strong sense of commitment, taking ownership of our sustainability goals and executing them with accountability and purpose. We are deeply engaged in fostering stakeholder well-being, continuously investing in initiatives that promote health, safety, diversity, and professional development. Our approach reflects our belief in a workplace culture that is inclusive, growth-oriented, and driven by mutual respect. Through seamless collaboration across functions and geographies, we ensure that knowledge-sharing and collective innovation guide our progress.

Fueled by passion and emotional connection to our purpose, our employees are inspired to pursue objectives with energy and enthusiasm. This spirit permeates our community outreach and CSR initiatives, which are aligned with national development priorities and designed to create lasting impact. From empowering women to improving access to education and healthcare in underserved regions, including aspirational districts, our efforts support inclusive and equitable development across India.

Corporate governance forms the backbone of our operations. Beyond regulatory compliance, we are committed to promoting ethical practices, managing emerging risks proactively, and building long-term stakeholder trust. Our decisions are guided by transparency, accountability, and a firm belief in responsible business conduct.

We continue to integrate global ESG best practices into our strategic priorities, with a clear focus on responsible investment, stakeholder engagement, and operational sustainability. Our sustainability journey is aligned with India’s Sustainable Development Goals and contributes to the Group’s broader aspiration of delivering green growth and shared prosperity.

A. Balasubramanian
Managing Director & CEO

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Risk Management Committee of the Company is responsible for implementation and oversight of the Business Responsibility policies. The Chief Risk Officer is the highest authority responsible for implementation of the Business Responsibility policy.								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes. The Risk Management Committee ensures that the Company achieves progress on sustainability and is responsible for decision-making on sustainability-related issues.								
	Name of Committee Members		Position		Status				
	Mr. Supratim Bandyopadhyay		Chairman		Independent Director				
	Mr. Sunder Rajan Raman		Member		Independent Director				
	Mrs. Vishakha Mulye		Member		Non-Executive Director				
	Mr. Sandeep Asthana		Member		Non-Executive Director				

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The relevant Policies have been approved by the Board, its Committees or the Senior Management of the Company, wherever applicable.									Policies are reviewed periodically, given factors such as regulatory requirements, or recommendations from relevant industry associations.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has the required Policies and Procedures in place to ensure compliance with laws applicable to the Company.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The procedures and regulatory requirements are subject to reviews and evaluations, as applicable. The respective departments periodically review the policies and amend them as necessary. The amended policies are presented to the Board/Committees/CEO for approval, wherever required. An internal review of the implementation of the policies has been undertaken as mentioned above.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	Note 1	-	-	-	-	Note 2	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

Notes:

- Given the nature of the primary business in financial services, consumption of inputs, materials, and resources has limited applicability. The use of input is limited mainly to running of the Company's operations
- Currently, the Company does not directly engage in policy advocacy activities and hence does not have a specific policy for this purpose. The Company may share its expertise to help in the formulation of public policy, but it does not directly engage in advocacy activities and hence does not have any specific Policy for this purpose. The Company actively engages in investor education programmes for mutual funds in line with AMFI guidelines

Business Responsibility & Sustainability Report (Contd.)

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****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 (BoDs)	8	The orientation programmes are conducted for the new Directors wherein the Senior Management of the Company make presentations to familiarise the Directors with the Mutual Fund business, regulatory changes, industry practices, systems and policies adopted by various departments, especially the governance practices and compliance process adopted by the Company. In addition, at the quarterly Board Meetings, the Directors are updated on the key regulatory changes and performance of the Company's business.	100%
Key Management Personnel (KMPs)	6	Workshops on leadership skills and presentations regarding applicable laws/regulations and roles/responsibilities. Modules on Information Security Refreshers, Code of Conduct Guidelines, Prohibition of Insider trading, Prevention of sexual harassment, Whistle blower, etc.	100%
Employees other than BODs and KMPs	95	Modules on Information Security Refreshers, Code of Conduct Guidelines, Prohibition of Insider trading, Prevention of sexual harassment, Whistle blower, Prevention of Money Laundering, Organisation Overview, Legal & Compliance do's & don'ts, Risk Management, Wellness, Operations process, Partner portals & Apps and Skill based training to enhance the ability to engage with the clients.	92%

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.

NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary				
Penalty/Fine		Nil		
Settlement		Nil		
Compounding Fee		Nil		
Non-Monetary				
Imprisonment		Nil		
Punishment		Nil		

Note: For this disclosure, materiality threshold is considered as detailed in Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

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
	Not Applicable

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

Yes, the Company has Anti-Corruption and Anti-Bribery Policy in place which extends to all the employees of the Company. The Company communicates, creates awareness, and disseminates the Anti-Corruption and Anti Bribery Codes to all its employees, vendors, suppliers, outlining its zero- tolerance approach to corruption and bribery. The policy is available in the public domain and can be accessed on the Company's website at <https://mutualfund.adityabirlacapital.com/-/media/bsl/files/resources/policies-and-codes/anti-corruption-and-anti-bribery-policy.pdf>.

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

Category	FY25 (Current FY)	FY24 (Previous FY)
Directors	0	0
KMPs	0	0
Employees	0	0

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

Topic	FY25 (Current FY)		FY24 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0		0	

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.

There were no cases of corruptions or conflict on interest which required action by regulators/law enforcement agencies/ judicial institutions.

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

	FY25 (Current FY)	FY24 (Previous FY)
Number of days of accounts payables	70	73

Note: The above disclosures, including the previous year's figures, have been calculated and presented in line with the Industry Standards Forum (ISF) Guidance Note on BRSR

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	FY25 (Current FY)	FY24 (Previous FY)
Concentration of Purchases	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	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	22.34%	24.03%
	b. Sales (Sales to related parties/Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	18.05%	12.55%
	d. Investments (Investments in related parties/Total Investments made)	1.84%	2.16%

Note: The above disclosures, including the previous year's figures, have been calculated and presented in line with the ISF Guidance Note on BRSR

Business Responsibility & Sustainability Report (Contd.)

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company conducts regular product training for its distributors on its products and services, however the exact numbers and coverage has not been mapped.		

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

Yes, the Company has a Code of Conduct for the Board of Directors and Senior Management (“Code of Conduct”) pursuant to the provisions of SEBI (LODR) Regulations, 2015.

The Board Members and Senior Management, on an annual basis, provide an affirmation that they have complied with the Code of Conduct for the financial year under review and that there were no instances of conflict of interest during the year. Further, in accordance with the provisions of the Companies Act, 2013, and the relevant provisions of SEBI (Mutual Funds) Regulations, 1996, Directors submit the statutory disclosures periodically which includes the details of all entities in which the Directors have interests or concerns, including shareholdings. The Company has also formulated the Policy on Related Party Transactions for providing guidelines in relation to identification of Related Parties.

The Company’s Code of Conduct and Policy on Related Party Transactions are available on the Company’s website at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance>.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

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

Type	FY25 (Current FY)	FY24 (Previous FY)	Details of improvement in environmental and social impacts
Research & Development (R&D)	The Company is engaged in the service industry hence this disclosure is not applicable.		
Capital Expenditure (CAPEX)	<p>Given the nature of the Company's business, CAPEX investments are largely made in IT hardware and software to enhance the Company's digital ecosystem.</p> <p>The Company intends to continue its commitment to reduce its impact on the environment. To this end, it has consistently invested in technology to enable the creation of a digital environment or ecosystem to best support the Organization's business needs and priorities.</p> <p>The Company's initiative to shift towards 'green' methods of conducting business, such as shift towards electronic transactions, eliminating paper reports and forms where possible, recycling and reducing waste in all premises, etc., forms part of our contribution towards this cause.</p>		

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
 No. Given the nature of the Company's business, the Company sources materials only for running its operations. However, the Company does follow broad-based responsible practices as part of its efforts for sourcing for its operations.
- b. If yes, what percentage of inputs were sourced sustainably?** Not applicable
- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**
 Not applicable. The Company acknowledges the limited scope it has on certain parameters due to the nature of the business, however, it recognises the need to manage waste in an eco-friendly manner. To achieve these goals, the Company actively promotes reuse/recycling of the waste generated during the business operations of the Company to whatever extent feasible. For e-waste disposal (computers, printers, switches, monitors, modems, and scanners), the Company follows an IT Asset Management policy, outlining the process for information system asset disposal. The Company partners with third-party authorized E-Waste vendors for IT asset disposal, ensuring compliance with the policy guidelines and the regulatory norms.
- 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.** Not Applicable

Business Responsibility & Sustainability Report (Contd.)

LEADERSHIP INDICATORS

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

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 web-link
Given that the Company's core focus is in the Financial Services sector, this indicator is not applicable.					

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

Name of Product/Service	Description of the risk/concern	Action Taken
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).

Indicate input material	Recycled or re-used input material to total material	
	FY25 (Current FY)	FY24 (Previous FY)
Not applicable		

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

	FY25 (Current FY)			FY24 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable, given that the Company's core business of financial services does not involve products and packaging material to be reclaimed at the end-of-life stage.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	996	996	100%	996	100%	NA	NA	996	100%	996	100%
Female	407	407	100%	407	100%	407	100%	NA	NA	407	100%
Total	1,403	1,403	100%	1,403	100%	407	29%	996	71%	1,403	100%
Other than Permanent Employees											
Male	390	390	100%	390	100%	NA	NA	NA	NA	NA	NA
Female	57	57	100%	57	100%	57	100%	NA	NA	NA	NA
Total	447	447	100%	447	100%	57	13%	-	-	-	-

The Company is persistently dedicated to promoting the overall well-being of its employees. To achieve this objective, the Company is implementing various initiatives. Emphasizing a healthy work-life balance is a central focus, and the Company provides wellness services through partnerships, encompassing health check-ups and nutrition coaching. Additionally, a comprehensive leave package, covering earned annual leaves, sick leave, maternity, and paternity leave, along with medical insurance coverage, is extended to all permanent employees.

b. Details of measures for the well-being of workers – Not applicable

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

	FY25 (Current FY)	FY24 (Previous FY)
Cost incurred on well-being measures as a % of total revenue of the Company	0.45%	0.52%

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

Benefits	FY25 (Current FY)		FY24 (Previous FY)	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100%	Yes	100%	Yes
Gratuity	100%	Yes	100%	Yes
Employees' State Insurance	NA	NA	NA	NA

Business Responsibility & Sustainability Report (Contd.)

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

Yes. While the Company does not currently have any differently abled employees, they have ensured that its premises have the facility for elevators, and/or ramps wherever possible. At the Mumbai office (Registered office), there is availability of ramps as well as elevators, which has enabled us to create an inclusive built environment and ecosystem. Additionally, the restrooms in all our office premises have been designed to be accessible for the differently abled.

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

Yes, Equal Opportunity is a crucial element of the Company's Human Rights Policy which can be accessed at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance>. As a part of the Aditya Birla Group, we adhere to the principles of equal opportunities and strive to offer fair growth and development prospects to everyone, including individuals with disabilities.

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

Gender	Return to work rate	Retention Rate
Male	100%	82%
Female	52%	83%
Total	84%	82%

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

Category	Yes/No	Details of the mechanism in brief
Permanent Employees	Yes	The Company has always followed an open-door policy, wherein any employee irrespective of their role has access to the Business Heads, HR, Legal & Compliance, Senior Management or other such Members. In addition to that, a Whistle-Blower Policy has been formulated for employees and Directors to report concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Business Conduct.
Other than Permanent Employees ¹		The Company has zero tolerance for sexual harassment at the workplace and is compliant with provisions relating to the constitution of Internal Complaints Committee under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company also has various online training modules and awareness programmes which sensitise its employees on such issues. The Company ensures that it provides various channels of grievance redressal, and safeguards employees against any form of victimisation.

Note: 1 Includes Fixed term contract employees, interns and outsourced (housekeeping, security, office assistants etc. on the third-party payroll)

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

Category	FY25 (Current FY)			FY24 (Previous FY)		
	Total employees in respective category (A)	No. of employees in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees in respective category (C)	No. of Employees in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male						
Female						

Employees do not have any representative Union or Association.

8. Details of training given to employees:

a. Details of Skill upgradation

Category	FY25 ¹ (Current FY)			FY24 (Previous FY)		
	Total (A)	No. (C)	% (C/A)	Total employees/workers in respective category (D)	No. (F)	% (F/D)
Employees						
Male	996	910	91%	1,304	811	62.19%
Female	407	384	94%	413	393	95.16%
Total	1,403	1,294	92%	1,717	1,204	70.12%

b. Details of Health and Safety measures

Category	FY25 ¹ (Current FY)			FY24 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	996	940	94%	1,304	1,221	93.63%
Female	407	388	95%	413	398	96.37%
Total	1,403	1,328	95%	1,717	1,619	94.29%

Note: 1 The trainings only attended by the permanent employees have been considered

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

Category	FY25 (Current FY)			FY24 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	996	952	96%	1,304	893	68.48%
Female	407	381	94%	413	331	80.15%
Total	1,403	1,333	95%	1,717	1,224	71.29%

Note: All the eligible employees have undergone the performance appraisal review process

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes
What is the coverage of such system?	As a part of our commitment to health and safety, we provide our employees with opportunities to get routine medical checks, yoga sessions, and webinars focusing on physical, mental, and emotional well-being. In line with safety norms and requirements, we also offer training sessions on fire safety and the use of firefighting equipment. Furthermore, evacuation drills are conducted periodically in our offices.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Given the nature of the business, work-related hazards are not a major concern for the Company. However, the Company actively conducts well-being assessment of employees through a healthcare service provider, evaluating parameters such as physical activity and functioning, emotional well-being, social functioning, energy levels, fatigue, and well-being.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Given the nature of the business, the Company does not have exposure to work related hazards. Hence, this indicator is not applicable.
d. Do the employees of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. The Company has partnered with a health care service provider which offers 24x7 online medical consultations, fitness and well-being programmes. Additionally, the Company offers regular health check-ups and medical consultation services to employees. The Company also provides its employees with group term life and personal accident cover, in addition to medical insurance. Through these initiatives, the Company strives to promote a culture of wellness and support the overall health and happiness of its workforce.

Business Responsibility & Sustainability Report (Contd.)

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

Safety Incident/Number	Category	FY25 (Current FY)	FY24 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
Total recordable work-related injuries		0	0
No. of fatalities		0	0
High consequence work-related injury or ill-health (excluding fatalities)		0	0

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

The Company is committed to providing a secure and healthy work environment that empowers its employees to perform at their best while fostering a supportive ecosystem. Prioritizing the safeguarding of employee rights and adherence to health and safety regulations, the Company is dedicated to addressing the concerns of employees and key stakeholders regarding health and safety.

To establish a secure workspace, the Company has implemented various measures across all its office locations throughout India. These measures include regular periodic fire safety training, managing firefighting equipment, fire drills and quality assurance audits to uphold safety standards in office premises across the country followed by regular health check-ups at site for all employees.

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

Topic	FY25 (Current FY)			FY24 (Previous FY)		
	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	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0
Working Conditions	

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.

Not applicable. Currently, the Company has not encountered or had any safety-related incidents. However, through multiple measures, including as documented above, the Company has ensured that as required, procedures and practices are in place to ensure a safe and healthy workspace.

LEADERSHIP INDICATORS

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

Yes, the Company provides its employees with group term life insurance, personal accident coverage, and future service gratuity, along with health insurance benefits. Provisions such as provident fund, gratuity, and similar entitlements are processed on a priority basis.

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

The Value Chain partners are expected to comply with statutory norms as per the contract entered with the Company.

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

Category	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY25 (Current FY)	FY24 (Previous FY)	FY25 (Current FY)	FY24 (Previous FY)
Employees	-	-	-	-

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).

No. The Company believes in hiring qualified talent & continuously upskills the work force to align with the changing business environment.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Applicable. Value Chain partners are not assessed by the Company.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners. Not applicable

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

At ABSLAMC, stakeholders are individuals or groups contributing to or creating value for the organization in alignment with its core vision and mission. These key stakeholder groups include employees at all management levels, shareholders, investors, customers, channel and distribution partners, media, regulators, and communities of beneficiaries linked to CSR programmes/activities.

The Company, in collaboration with thematic experts internally and externally, identifies key stakeholder groups. This process considers factors like the nature of partnership, location, statutory compliance requirements, regulatory actions, and the type of programmes involved in the Company's initiatives. For instance, in the context of CSR projects, the Company considers factors such as location classification, designating a district as an aspirational district, when determining programmes and selecting key stakeholder groups or communities that stand to benefit from these initiatives.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> • Quarterly earnings calls • Emails and SMS • Notices • Website • Newspapers & Advertisements • General Meetings • Intimation to Stock Exchanges • Annual/quarterly financials, Investor Meetings/Conferences and Investor presentations • Press release • Annual reports, etc. 	Quarterly/ Need based	To provide updates on financial performance and latest development at the Company, address grievance or concerns, if any.
Unitholders/ Customers	No	<ul style="list-style-type: none"> • In-person assistance at branches • Emails and SMS • Digital platforms • Customer helplines and toll-free numbers • Newspapers & Advertisements • Websites 	Ongoing	To provide support and handholding, and information, to customers, as required, for example product features, and emerging risks and services offered, Service queries, Trainings and awareness programs.
Investors	No	<ul style="list-style-type: none"> • Investors calls/conferences • Investor Presentations • Press release • Newspapers & Advertisements • Website 	Quarterly/ Need based	To provide updates on performance of the Company.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • One-on-one/Group Meetings • Emails and SMS • Town hall sessions • Internal team Meetings • Internal Portals • Training Programs • Engagement surveys 	Ongoing/ Need based	Performance appraisal, employee recognition and awards, training and career development opportunities, Health and wellness awareness initiatives.
Distribution Partners	No	<ul style="list-style-type: none"> • In-person communication • Calls and SMS • Emails • Training Programs • ABSLMF Branches • Satisfaction Surveys 	Ongoing/ Need based	Product and scheme information, Service queries, trainings and awareness programs and new fund launches and feedbacks.
Regulatory Bodies	No	<ul style="list-style-type: none"> • Emails • One-on-one Meetings • Physical filings • Quarterly and Annual Compliance Reports/ Regulatory filings 	Ongoing/ Need based	Approval and consultations, as required, regarding circulars, guidelines, and amendments.
Association of Mutual Funds in India (AMFI)	No	<ul style="list-style-type: none"> • Emails • Physical filings • Uploads on AMFI portal • One-to-one Meetings 	Need based	Regulatory requirements and any ad hoc requirements raised by AMFI.
Local Communities/ NGO's/ Implementing Agencies	Yes	<ul style="list-style-type: none"> • In-person Meetings • Emails • CSR Partnership • Community welfare programs • Website and other digital platforms 	Ongoing/ Need based	Monitoring of community development and impact of CSR activities undertaken by the Company.
Registrar and Share Transfer Agent (RTA)	No	<ul style="list-style-type: none"> • Physical Meeting • Emails and other digital platforms • Calls • Websites 	Need based	Ensure smooth operations and seamless investors/clients experience and engagement to have seamless operations.
Media	No	<ul style="list-style-type: none"> • Emails • Press release • Newspapers & Advertisement • Annual reports • Website • Transcripts • Conferences and other Meetings • Stock Exchange Announcements 	Need based	To stay abreast on the developments of the Company.

Business Responsibility & Sustainability Report (Contd.)

LEADERSHIP INDICATORS

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

The Company promotes continuous and proactive interaction with its stakeholders to enhance communication regarding its strategies and performance. During the Annual General Meeting, shareholders can interact with the Board of Directors and Senior Management of the Company and ask questions.

The Company also has Stakeholders Relationship Committee and Unit Holder Protection Committee of the Board which is broadly responsible for reviewing the activities carried out by the investor service centres and their adherence to service standards, reviewing the steps taken by the Company to redress the grievances of the investors/shareholders, amongst others. The Board is regularly updated on the advancements made by different departments, and feedback on these updates is actively sought from the Directors.

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

Yes. The stakeholder consultations are one of the key inputs to determining the Company's material topics. As part of this process, the Company looked at the aspects each stakeholder highlighted during the engagement and prioritized them using a matrix to arrive at key material topics (different from financial materiality).

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

The details of the Company's CSR initiatives, projects or programs and activities are provided in the Annexure VII (Annual Report on CSR Activities) to this Annual report. The CSR Policy of the Company is available on its website and can be accessed at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance/>.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	FY25 (Current FY)			FY24 (Previous FY)		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
Permanent Employees	1,403	717	51%	1,279	492	38.47%
Other than Permanent Employees	-	-	-	-	-	-
Total Employees	1,403	717	51%	1,279	492	38.47%

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

Category	FY25 (Current FY)					FY24 (Previous FY)				
	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)
Permanent Employees										
Male	996	-	-	996	100%	930	-	-	930	100%
Female	407	-	-	407	100%	349	-	-	349	100%
Other than Permanent Employees										
Male	390	133	34%	257	66%	374	97	26%	277	74%
Female	57	36	63%	21	37%	64	33	52%	31	48%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD) ¹	7	17,25,000	2	13,00,000
Key Managerial Personnel ²	3	1,40,00,000	0	0
Employees other than BoD and KMP	993	7,96,542	407	6,57,054

Notes:

1 Only sitting fees paid to the Independent Directors for attending the Board and Committee Meetings have been considered

2 The remuneration details of Key Managerial Personnel includes remuneration of Managing Director & CEO, Chief Financial Officer and Company Secretary of the Company

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

	FY25 (Current FY)	FY24 (Previous FY)
Gross wages paid to females as % of total wages	21%	19%

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

Yes, there are various Committees responsible for human rights impacts and issues in the Company. For instance, the organization maintains a zero-tolerance policy for sexual harassment at workplace and adheres to the regulations concerning the establishment of Internal Committees outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 ("POSH Act"). The Company has also formulated a Whistleblower Policy for directors/employees to report any concerns.

Business Responsibility & Sustainability Report (Contd.)

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

The Company has an Internal Committee as per the POSH Act, a Code of Conduct Committee, as well as Whistleblower Committee to provide redressal on any grievances. Various mechanisms, including POSH, Whistleblower, Grievance Redressal, and the Code of Conduct, are in place to protect human rights. These policies are thoroughly communicated, trained, and disseminated electronically. All aspects of employment, benefits, facilities, and services are periodically reviewed to prevent unlawful discrimination. The Company maintains an inclusive open-door policy, fostering a collaborative work environment where grievances are addressed and resolved, mostly at the supervisory level.

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

	FY25 (Current FY)			FY24 (Previous FY)		
	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	1	0	-	1	1	Complaint pending at end of year was resolved in FY25
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY25 (Current FY)	FY24 (Previous FY)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees	0.21	0.30
Complaints on POSH upheld	1	0

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

Respect for human rights is considered as one of the fundamental and core values of the Company. The Company is committed to providing a safe and respectful workplace, where employees can report any concerns or grievances related to Human Rights violations through its internal grievance redressal mechanism. Further, the Whistleblower Policy of the Company provides clear guidelines to prevent any negative consequences for individuals who come forward with complaints. It is ensured that complainants have the right to remain completely anonymous. The Whistleblower Policy of the Company is available on the website of the Company at https://mutualfund.adityabirlacapital.com/-/media/bsl/files/resources/policies-and-codes/whistleblower-policy_abslamc.pdf. In exceptional circumstances, Whistleblower may submit the complaint directly to the Chairperson of the Audit Committee of the Company.

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

Yes, the Company has included Human Rights in business agreements and contracts, where relevant.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company's Offices were not assessed by any entity, third party or statutory authority.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above. Not applicable

LEADERSHIP INDICATORS

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

As there were no Human Rights issues recorded, no business process was modified or introduced due to this. Continuous monitoring and ensuring adherence to human rights in the organisation are integral. Compliance policies like the code of conduct (Whistleblower, Anti-money laundering), Prevention of Sexual Harassment, Cyber Security, etc., are incorporated into our learning and development efforts. We ensure employees undergo these trainings continuously to build awareness and sensitivity.

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

Not Applicable

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Company has ensured that all its facilities, including communal spaces like restrooms, are designed to be accessible for individuals with disabilities. Moreover, the Company's offices are equipped with ramps and lifts to facilitate convenient movement for individuals with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company expects its value chain partners to uphold the same values, principles and ethics as followed by the Company in all its dealings. Currently, no formal assessment of value chain partners has been conducted.
Discrimination at workplace	
Child Labour	
Forced/involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above. Not applicable

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

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

Parameters	FY25 (Current FY)	FY24 (Previous FY)
From renewable sources¹		
Total electricity consumption (A) (GJ)	1,388.7	1,487.68
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	1,388.7	1,487.68
From non-renewable sources¹		
Total electricity consumption (D) (GJ)	-	-
Total fuel consumption (E) (GJ)	3.31 ²	3.14 ²
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	3.31	3.14
Total energy consumed (A+B+C+D+E+F) (GJ)	1,392.01	1,490.82
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) (GJ/₹ Crore)	0.8390	1.12
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (GJ/₹ Crore)	0.00000173342	0.00000256
Energy intensity in terms of physical Output (Energy consumed in GJ/No. of Employees) ³	5.80	0.87
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Notes:

1 Includes emissions, electricity consumption, and fuel consumption at Company's Registered Office in Mumbai

2 Fuel consumption pertains to the use of diesel in diesel generator (DG) sets deployed at Company's Registered Office in Mumbai

3 This year, the energy intensity in terms of physical output has been calculated using both consumption and employee numbers pertaining only to the Company's Registered Office in Mumbai, whereas last year, total employees across all offices were considered

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Not Applicable

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

Parameter	FY25 (Current FY)	FY24 (Previous FY)
Water withdrawal by source (in kilolitres)¹		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	2,851.2	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,851.2	-
Total volume of water consumption (in kilolitres)	2,851.2	-
Water intensity per rupee of turnover (Total water consumption/Revenue from operations) (kilolitres/₹ Crore)	1.71853	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (kilolitres/₹ Crore)	0.0000035505	-
Water intensity in terms of physical output² (water consumed in kilolitres/No. of employees)	11.88	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Notes:

1 Water withdrawal details are for Company's Registered Office in Mumbai. The Company currently does not have a comprehensive mechanism in place to accurately track and monitor water consumption across its operations and accordingly, the water consumption data presented herein is as per the Central Ground Water Authority (CGWA) guidelines provided by the ISF in their Guidance Note on BRSR

2 This year, the water intensity in terms of physical output has been calculated using both water consumed and employee numbers pertaining only to the Company's Registered Office in Mumbai

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, Given the nature of the Company's business, the usage of water is restricted to human consumption purpose only. Efforts have been made to consume water judiciously in the office premises. The supply of water comes under Common Area Maintenance (CAM) at the Company's Registered Office Premises in Mumbai. The Company has installed sensors and aerator taps in most of its offices. However, there is no water meter installed at any floor of the office. Water conservation, optimal utilization and management of water are seen by the Company as not only vital for economic development but also for the survival of the living beings.

4. Provide the following details related to water discharged:

Parameter	FY25 (Current FY)	FY24 (Previous FY)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Considering the nature of business, the Company's usage of water is restricted to human consumption purpose only. However, the Registered Office Premises of the Company in Mumbai has its own Sewage Treatment Plant (STP) for implementing a mechanism for zero liquid discharge to consume water judiciously.

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

Parameter	Please specify unit	FY25 (Current FY)	FY24 (Previous FY)
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Not applicable, as the Company is in the service industry and there are no process emissions. The Company is into service-oriented business primarily involved in flow of information and financial transactions and at the same time realizes the adverse impact of direct and indirect emissions on the environment.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Unit	FY25 (Current FY)	FY24 (Previous FY)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0.24656	0.23
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0	0
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/₹ Crore	0.000148612	0.00017
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/₹ Crore	0.0000000003	0.00000000040
Total Scope 1 and Scope 2 emission intensity in terms of physical output¹	tCO ₂ e/no. of employees	0.001027333	0.0001
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note:1 This year, the total Scope 1 and Scope 2 emission intensity in terms of physical output has been calculated using employee numbers pertaining only to the Company's Registered Office in Mumbai, whereas last year, total employees across all offices were considered

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. No

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

No. Currently, the Company does not have any project related to reducing Green House Gas emissions.

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

Parameter	FY25 (Current FY)	FY24 (Previous FY)
Total Waste generated (in metric tonnes)¹		
Plastic waste (A)	0.0628	0.0304
E-waste (B)	0.0446	0.0278
Bio-medical waste (C)	0.4313	0.19
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Paper – 1.3478 Metal – 0.0364 Miscellaneous – 0.0268 Total – 1.411	Paper – 1.1814 Metal – 0.0454 Miscellaneous – 0.0182 Total – 1.245
Total (A+B + C + D + E + F + G+ H)	1.9497	1.4932
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) (MT/₹ Crore)	0.0012	0.0011
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) (MT/₹ Crore)	0.00000000242	0.00000000251
Waste intensity in terms of physical output² (Waste generated in MT/No. of employees)	0.00812	0.00087
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY25 (Current FY)	FY24 (Previous FY)
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No, the Company is in a service-oriented business primarily involved in flow of information and financial transactions, and at the same time realises the adverse impact of direct and indirect emissions on the environment.

Notes:

1 Details for waste generated is for Company's Registered Office in Mumbai. Further, the above disclosures, including the previous year's figures, have been calculated and presented in line with the ISF Guidance Note on BRSR

2 This year, waste intensity in terms of physical output has been calculated using employees count pertaining only to the Company's Registered Office in Mumbai, whereas last year, total employees across all offices of the Company were considered

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 works closely and actively with the vendor, ViaGreen and Pad Care to recycle waste. On recycling certain amounts of waste, the Company earns nature or Swachh Bharat points. These nature points can then be redeemed by the Company to take up eco-friendly activities, such as tree plantation or for the purchase of recycled products such as notebooks.

With respect to strategy adopted to reduce usage of hazardous and toxic chemicals in products and processes – this is not applicable, given that the core operations of the Company's business do not involve the usage of toxic and hazardous chemicals.

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:

S. 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.
-	-	-	-
-	-	-	-

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 the project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
-	-	-	-	-	-
-	-	-	-	-	-

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

S. No.	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
	Yes, the Company is compliant with all applicable environmental laws, regulations, guidelines.			

Business Responsibility & Sustainability Report (Contd.)

LEADERSHIP INDICATORS

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

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area _____ Not Applicable
- (ii) Nature of operations _____

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY25 (Current FY)	FY24 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (<i>Water consumed/turnover</i>)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Unit	FY25 (Current FY)	FY24 (Previous FY)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	Currently, the Company does not map its Scope 3 emissions.	
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) If yes, name of the external agency.: No

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

The Company does not have any operations in ecologically sensitive areas, and therefore, no impacts to report or remediation required.

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

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

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

Yes. The Company has a comprehensive Business Continuity Policy or Plan (BCP) which covers people, process and technology requirements to continue the business in the event any unforeseen threats, including but not limited to natural disasters, operational breakdowns, and damage to critical information technology systems.

The BCP DR (Disaster Recovery) plan comprises of various BCP DR strategies (for e.g. WFH model, Operating from Alternate Site etc.), Crisis Management Plans, Business Impact Analysis, Functional Recovery Plan and BCP Testing & Maintenance. The plans are updated either on an annual basis or when required. The updated set of documents are accordingly placed before the Risk Management Committee for approval.

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

Given the nature of the business, no significant adverse impact to the environment is created. Thus, this indicator is not applicable.

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

During the reporting period, the Company has not conducted any assessment with respect to environmental impact for its value chain partners.

8. How many Green Credits have been generated or procured by the listed entity?

Not Applicable

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 7: BUSINESSES WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

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

The Company is a member of 3 (three) trade and industry chambers/associations.

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.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Association of Mutual Funds in India (AMFI)	
2.	Indian Venture and Alternate Capital Association (IVCA)	National
3.	Association of Portfolio Managers in India (APMI)	

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
Not applicable, as no issues related to anti-competitive conduct by the entity were raised by regulatory authorities.		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S. No.	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1.	The Company actively engages in investor education programme for mutual funds, in line with AMFI guidelines.	The Company has advocated, through AMFI, various governance, administration, economic and educational reforms. The Company's membership at industry associations such as AMFI serves as a medium for such advocacy.	Yes	Ongoing and need basis	https://www.amfiindia.com/
2.	The Company is the Member of APMI which strives, protects and promotes the interest of the Portfolio Manager industry and its Investors.	The Company's Leadership team actively participates across various forums.	Yes	Ongoing and need basis	https://www.apmiindia.org/

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief details of the 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
Not Applicable					

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

Name and brief details of the project	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 ₹)
Not Applicable						

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

The Company implements the CSR projects in partnership with credible project implementing agency, as mandated by MCA. Implementation is done through participative approach, by engaging all key stakeholders of the project, so making community part of project plan and execution process. This helps to build project ownership within the community and ensure project sustenance. CSR team engages with various stakeholders which facilitates resolution of challenges, if any. This builds an institutional mechanism through which the community or any other stakeholder can reach out to the Company in case of any grievances.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY25 (Current FY)	FY24 (Previous FY)
Directly sourced from MSMEs/Small producers		
Directly from within India		Not Applicable

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

Location	FY25 (Current FY)	FY24 (Previous FY)
Rural	1%	1%
Semi-urban	-	-
Urban	20%	22%
Metropolitan	79%	77%

(Places are categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

Business Responsibility & Sustainability Report (Contd.)

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
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in ₹)
1.	Uttar Pradesh	Siddathnagar Activity: Improving quality of education to enhance the learning levels of children in schools.	55,38,309
2.	Uttar Pradesh	Shravasti Activity: Improving quality of education to enhance the learning levels of children in schools.	31,21,772
3.	Jharkhand	Latehar Activity: Sustainable livelihood opportunity for women, ensuring food security.	28,91,603
4.	Jharkhand	Gumla Activity: Sustainable livelihood opportunity for women, ensuring food security.	91,56,745

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) No**(b) From which marginalized/vulnerable groups do you procure? Not Applicable****(c) What percentage of total procurement (by value) does it constitute? Not Applicable****4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.**

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

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
Not Applicable		

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1.	Health <ul style="list-style-type: none"> Cancer care: diagnostic, treatment, counselling and accommodation support Mental Health: Awareness, screening and counselling HPV preventive vaccination and awareness 	62,675	47%
2.	Education <ul style="list-style-type: none"> Strengthening school infrastructure for conducive learning environment Science session with experiential learning Improved quality education through Foundational Literacy and Numeracy Scholarship support for meritorious students from financially poor background 	68,208	68%
3.	Women Empowerment and Sustainable Livelihood <ul style="list-style-type: none"> Improving incomes from agriculture and allied livelihood activities Soil & Water conservation and Strengthening Community Based Organization Financial Literacy Women micro-entrepreneurial activities Strengthening community collectives to address sustainable livelihood goal 	1,27,224	94%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

ESSENTIAL INDICATORS

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

The Company has a robust mechanism in place for managing customer complaints and grievances. All complaints and grievances are tracked and managed in the CRM system. The system has a provision to capture all types of complaints raised by a customer. Turnaround time is defined at a sub type level of the complaints. There is a proper escalation matrix as well defined in the system for automatic escalation of grievances to the next level.

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

Type	As a percentage to total turnover
Environment and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

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

	FY25 (Current FY)			FY24 (Previous FY)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other (Consumer Complaints filed before Consumer Courts)	1	1	-	1	1	-

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls		

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

Yes, Comprehensive Information Security Policy is defined and implemented. The said policy covers all the Cyber Security controls stipulated by SEBI Cybersecurity and Cyber Resilience Framework. Further the Privacy policy is available on Company's website at <https://mutualfund.adityabirlacapital.com/privacy-policy>.

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.

During FY25, there was a data breach incident discovered involving Signzy's systems (E-KYC partner of the Company) wherein a signzy employee system was compromised due to info stealer malware in his/her system. In view of the said incident, Signzy had initiated a forensic investigation and an immediate action was taken by Aditya Birla Sun Life Mutual Fund (ABSLMF) as a precautionary measure wherein, all the passwords and tokens associated with Signzy and used by ABSLMF portals were changed.

Business Responsibility & Sustainability Report (Contd.)

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches – There was one Cyber/Data breach reported involving Signzy's systems (E-KYC partner of the Company).
- b. Percentage of data breaches involving personally identifiable information of customers – NIL
- c. Impact, if any, of the data breaches – NIL

LEADERSHIP INDICATORS

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

The information on products and services of the Company is available through various touchpoints:

- <https://mutualfund.adityabirlacapital.com/>
- All leading Fintech Platforms
- Distributors
- MF Central: www.mfcentral.com
- ABSLAMC Branches
- CAMS Service Centers

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

Given the nature of the business, there is limited applicability of this indicator. However, the Company complies with all disclosure requirements relating to its products and services, as per AMFI and SEBI guidelines on product labelling within risk and disclosure categories.

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

Given the nature of the business, there is limited applicability of this indicator. However, a Business Continuity Plan (BCP) is in place for the Company's Call Centre & branches to service the customer in case of disruption of services. Regular reviews are conducted to enhance Disaster Recovery (DR) and BCP Plans ensuring continuous customer support during emergencies. At the Branch, relevant communication has been passed on the Sales and Distribution teams in the event of services disruption/discontinuation. For call centres, relevant communication has been placed on IVR & on the website for the customers to refer to - regarding service recovery and alternate arrangements.

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

Given the nature of the business, there is limited applicability of this indicator. The Company prepares Scheme Information Documents, Key Information Memorandum which provides the information about the Schemes launched by it and complies with disclosure requirements as per SEBI/AMFI.

Aditya Birla Sun Life AMC Limited
One World Center, Tower 1, 17th Floor,
Jupiter Mill, Senapati Bapat Marg,
Elphinstone Road, Mumbai - 400 013

Tel: +91 22 4356 8008

Email Id: abslamc.cs@adityabirlacapital.com

Website: <https://mutualfund.adityabirlacapital.com>

