

September 06, 2025

The National Stock Exchange of India Ltd.
Corporate Communications Department
“Exchange Plaza”, 5th Floor,
Bandra-Kurla Complex, Bandra (East),
Mumbai - 400051

BSE Limited
Corporate Services Department
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001

Scrip Symbol: RELIGARE

Scrip Code: 532915

Subject: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-25

Dear Sir(s),

Pursuant to the provisions of Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (“**BRSR**”) of the Company for the Financial Year 2024-25, which forms an integral part of the Annual Report of the Company for the financial year 2025-25.

The same is also available on the website of the Company i.e. <https://www.religare.com/annual-reports>.

This is for your information and records purpose.

Thanking you,
For Religare Enterprises Limited

Anuj Jain
Company Secretary & Compliance Officer
Encl. as above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1984PLC146935
2	Name of the Listed Entity	Religare Enterprises Limited (REL)
3	Year of Incorporation	1984 (30.01.1984)
4	Registered office address	1407, 14 th Floor, Chiranjiv Tower, 43, Nehru Place, New Delhi-110019, India
5	Corporate address	Plot No. A - 3, 4 & 5, Club 125, Tower B, Sector 125, Noida, U.P. – 201301, India
6	E-mail	investorservices@religare.com
7	Telephone	+91-11-4472-5676
8	Website	www.religare.com
9	Financial year for which reporting is being done	Financial Year 2024-25 (April 01, 2024 to March 31, 2025)
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital*	₹ 3,57,15,36,630
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. Anuj Jain Telephone: 011-4739 2500 Email: investorservices@religare.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a standalone basis and relate only to the Company (REL).
14	Whether the company has undertaken assessment or assurance of the BRSR Core?	No
15	Name of assessment or assurance provider	Not applicable since REL does not fall among the top 250 listed companies by market capitalisation as on March 31, 2025
16	Type of assessment or assurance obtained	

* Paid-up Capital includes Equity Share Capital and Preference Share Capital

II. Products/services

17. 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 and Insurance Service	Other financial activities	15.26
2	Support Service to Organisations	Other support services to organisations	50.39

*As per Indian Accounting Standards (IND AS), REL has two business segments that generate 65% of its revenue; the remaining 35% comes from unallocated activities, such as income tax refunds (see Note 39 of the REL audited financial).

18. 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	Investment Activity	64200	15.26
2	Support Services	78300	50.39

*As per IND AS, REL has two business segments that generate 65% of its revenue; the remaining 35% comes from unallocated activities, such as income tax refunds (see Note 39 of the REL audited financial).

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Nil	Delhi – 2 Noida – 1	3
International	Nil	Nil	Nil

20. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states)	NA*
International (No. of countries)	NA

*REL has offices in 2 states, however, as a non-operational Company it does not serve any markets.

Kindly note that throughout the report, NA stands for Not Applicable.

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

As a Core Investment Company, REL does not engage in exports.

c. A brief on types of customers

REL provides a comprehensive range of financial services through its subsidiaries and operating entities. These services include loans for small and medium-sized enterprises, affordable housing finance, health insurance and retail broking.

REL's subsidiaries serve a wide range of market segments, including mass retail, affluent individuals, small and medium-sized enterprises (SMEs), and mid-sized corporations. REL, through its subsidiaries, serves a large customer base in various sectors. It has served over three million policyholders in the insurance business, more than one million broking customers, over 1,000 customers in MSME finance, and over 3,000 customers in affordable housing finance. The group has over 11,000 professionals serving a diverse customer base across India, with a presence in more than 1,000 locations.

IV. Employees

REL does not have any workers and differently abled employees. Hence the information pertaining to them will be appearing as Nil or Not Applicable in this Report.

21. Details as on March 31, 2025

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	26	17	65	9	35
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total employees (D+E)	26	17	65	9	35
WORKERS						
4	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6	Total workers (F+G)	Nil	Nil	Nil	Nil	Nil

b. Differently abled employees and workers

The Company is an equal opportunity employer and is committed to employ talent based on meritocracy and does not discriminate on the grounds of race, caste, sexual orientation, disability, etc. amongst existing or potential employees. In pursuance of its commitment to be an equal opportunity employer, as of current fiscal year, the Company has no differently abled employees.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total differently abled employees (D+E)	Nil	Nil	Nil	Nil	Nil
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	Nil	Nil	Nil	Nil	Nil
2	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3	Total differently abled workers (F+G)	Nil	Nil	Nil	Nil	Nil

22. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	1	Nil	Nil

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

During the fiscal year 2024-25, the overall attrition rate, which includes voluntary separation, termination and abandonment and retirement from services across employees stands at 69%.

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	76%	53%	69%	21%	20%	20%	33%	44%	36%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. Holding, subsidiary and associate companies (including joint ventures)

24. a. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of Holding/Subsidiary/ Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity#	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Religare Finvest Limited	Subsidiary	100.00%	No
2	Care Health Insurance Limited	Subsidiary	62.84%	No
3	Religare Broking Limited	Subsidiary	100.00%	No
4	Religare Credit Advisor Private Limited	Subsidiary	99.99%	No
5	Religare Care Foundation	Subsidiary	96.94%	No
6	Religare Housing Development Finance Corporation Limited	Subsidiary	87.50%	No
7	Religare Commodities Limited	Subsidiary	100.00%	No
8	Religare Digital Solutions Limited	Subsidiary	100.00%	No

S. No.	Name of Holding/Subsidiary/ Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity [#]	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
9	*Religare Capital Markets Limited	Subsidiary	100.00%	No
10	*Religare Capital Markets International (Mauritius) Limited	Subsidiary	100.00%	No
11	*Religare Capital Markets (Europe) Limited	Subsidiary	100.00%	No
12	*Religare Capital Markets (UK) Limited	Subsidiary	100.00%	No
13	*Religare Capital Markets Corporate Finance Pte Limited	Subsidiary	100.00%	No
14	*Religare Capital Markets (Hong Kong) Limited	Subsidiary	100.00%	No
15	*Tobler (UK) Limited	Subsidiary	100.00%	No
16	*Kyte Management Limited	Subsidiary	100.00%	No
17	*Religare Capital Markets (Singapore) Pte Limited	Subsidiary	100.00%	No
18	*Bartleet Wealth Management (Private) Limited	Subsidiary	50.00%	No
19	*Bartleet Asset Management (Private) Limited	Subsidiary	50.00%	No
20	*Strategic Research Limited	Subsidiary	50.00%	No
21	*Bartleet Religare Securities (Private) Limited	Subsidiary	50.00%	No
22	*Religare Capital Markets Inc.	Subsidiary	100.00%	No
23	MIC Insurance Web Aggregator Private Limited	Subsidiary	100.00%	No
24	IBOF Investment Management Private Limited	Joint Venture	50.00%	No

[#]Shares means equity shares

*Though, the Company holds 100% equity share capital in Religare Capital Markets Limited ("RCML"), in the present scenario controlling through voting rights of RCML is not there with the Company. Besides this, the tripartite agreement entered, in financial year 2011-12, between REL, RCML and RHC Holding Private Limited ("RHCHPL"), an erstwhile promoter group company for providing financial support to RCML by RHCHPL (by subscribing preference Shares of RCML), severe long-term restrictions and significant restrictive covenants on major decision making at RCML were imposed by the holder of preference shares. Accordingly in view of the above, the financial statements of RCML and its subsidiaries have been excluded from the consolidated financial statements of the Company w.e.f. October 01, 2011, in accordance with applicable accounting standards. The Company has already provided fully for the entire investment made by it into RCML in previous years.

VI. CSR Details

- 25 i. **Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No):** Due to losses during the past three years, the Company was not required to spend money under CSR for financial year 2024-25 as prescribed under Section 135 of the Companies Act, 2013
- ii. **Turnover (in ₹)** 41,82,01,043/-
- iii. **Net worth (in ₹)** 20,89,15,25,000/-

VII. Transparency and Disclosures Compliances

26. Complaints/grievances on any of the principles (Principles 1 to 9 under the National Guidelines on Responsible Business Conduct (NGRBC))

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA) (If yes, then provide web-link for grievance redress policy)**	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	NA	NA	NA	Nil	NA	NA
Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders*	Yes investorservices@religare.com https://www.religare.com/investor-contacts https://www.religare.com/investor-information	15	Nil	NA	7	Nil	NA
Employees and workers	Yes grievance@religare.com ; rel.icc@religare.com	Nil	Nil	NA	Nil	Nil	NA
Customers	NA	NA	NA	NA	NA	NA	NA
Value Chain Partners	Yes rel.ombudsperson@religare.com https://docs.religare.com/pdf/Religare-Whistle-Blower-Policy_Feb-21-2025.pdf	Nil	Nil	NA	Nil	Nil	NA
Other (Whistle-blower)	Yes rel.ombudsperson@religare.com https://docs.religare.com/pdf/Religare-Whistle-Blower-Policy_Feb-21-2025.pdf	Nil	Nil	NA	Nil	Nil	NA

*Institutional investors are included in 'Shareholder' category

**In addition to above weblinks displaying Company's policies, there are certain other policies shared separately with the concerned stakeholders upon their request from time to time. Further, regarding employees, there are certain other policies which are commonly accessible internally to all employees.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Resource Management	O	By adopting responsible resource management practices, REL can conduct its activities in a manner that blends financial prosperity with environmental consciousness and social responsibility. Through careful management of resources like waste reduction, water conservation, and energy efficiency, the Company will not only cut costs significantly but also strengthen its business practices in a sustainable manner	-	Positive: By optimising resource usage, REL minimises waste disposal costs and conserves resources, resulting in long-term cost savings. In reducing its operational energy footprint, optimising consumption and managing resources responsibly, the Company not only induces cost savings but enhances its brand reputation. This, in turn, strengthens the positioning of its subsidiaries, attracting environmentally conscious customers and investors and potentially increasing market share and profitability across the group.
2	Branding and Reputation	O	Branding and reputation are key to REL and provide the Company an opportunity to enhance customer loyalty, build confidence in the market, and gain competitive edge for subsidiaries. As the Company focuses on improving its brand image, it will be able to further solidify its position as a sustainable organisation, drawing in the attention of investors, socially responsible customers (for Company subsidiaries) and ESG rating agencies.	-	Positive: By promoting a strong brand and corporate reputation, REL enhances stakeholder trust and supports its subsidiaries in expanding their market presence and revenue potential. Good branding and reputation enable REL to enhance its market share and earn greater revenue.
3	Diversity, Equity, and Inclusion (DEI)	O	It is pertinent for REL to tap into the vast potential of diversity and inclusion to improve its overall performance and boost innovation. A workforce that is socially, culturally and economically diverse not only aids with attracting and retaining talent but is also critical in enhancing brand reputation. By prioritising a diverse workforce, REL enhances its market outreach, connecting with more varied customer segments.	-	Positive: DEI can help enhance REL's overall group performance through enhanced employee productivity, satisfaction and retention across its subsidiaries.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Human Capital Development	R/O	<p>Risk: Being in competitive financial services, human capital is the most valued asset for the Company. Hence, the challenge of attracting and retaining skilled employees is most pertinent for the continued growth and success of the Company.</p> <p>Opportunity: Human Capital Development presents itself as an opportunity for REL since an investment of resources in this direction can further enhance employee productivity and efficiency.</p> <p>Furthermore, a workforce that is consistently provided with the requisite trainings is bound to be more adaptable to changing business environment. This is critical with respect to employees being prepared to face any challenges in the future.</p>	<p>REL is committed to the continuous upskilling and re-skilling of its employees. Health and safety training is delivered through health and wellness webinars, featuring esteemed experts in their respective fields. Similarly, skill development training sessions are conducted regularly to ensure professional growth. The Company also conducts periodic performance reviews and feedback sessions to boost employee morale and enhance job satisfaction.</p>	<p>Negative: Proactive talent management programs are crucial to lower recruitment and training costs. Appropriate skill development of the workforce is critical in minimising errors and associated costs. These measures collectively enhance REL's operational efficiency.</p> <p>Positive: REL can enhance its efficiency through the retention of a highly skilled and experienced workforce leading to reduced cost. Managers support employee development by exposing them to new domains, cross-functional initiatives, and complex assignments in collaboration with professional firms. These experiences broaden knowledge and deepen technical expertise. Additionally, curated training programs enhance efficiency and workplace performance.</p>
5	Financial Inclusion	O	<p>Investment companies such as REL can bolster entrepreneurship, foster job growth, and stimulate economic advancement in marginalized communities through investments in financial inclusion endeavours. Such investments not only yield financial returns but also deliver substantial social benefits, meeting the rising desire for socially responsible investment options.</p> <p>Underserved communities often exist in growing markets with promising prospects. Investing in financial inclusion prospects in these areas also opens new paths for growth and expands investment horizons geographically.</p>	-	<p>Positive: Financial inclusion presents several opportunities before REL such as enhanced brand reputation and access to untapped markets which help diversify revenue streams.</p>
6	Sustainable and Responsible Financing	O	<p>By taking sustainability and ESG factors into account while making investment decisions, REL can generate extra revenue streams through innovative sustainable financial products offered through subsidiary entities. Furthermore, sustainable and responsible financing initiatives can improve transparency and accountability and strengthen relationships with all relevant stakeholders. This can help REL better assess and manage risks associated with ESG.</p>	-	<p>Positive: REL can benefit immensely from sustainable and responsible financing since the consideration of ESG factors can optimise financing in companies with potential ESG risks.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Regulatory Compliance and Risk Management	R/O	<p>Risk: Businesses must adhere to a diverse array of laws and regulations across local, national and global jurisdictions. Regulatory compliance aids REL in recognising, evaluating and mitigating an array of risks spanning legal, financial, operational, and reputational realms. Demonstrating a robust record of compliance can draw in investors and collaborators, fostering heightened confidence and allegiance.</p> <p>Opportunity: Regulatory compliance and risk management builds trust with stakeholders. By adhering to regulations, REL can protect its reputation and financial stability. Moreover, proactive risk management enables the Company to identify potential threats and mitigate them before they escalate, ensuring operational continuity.</p>	<p>REL has implemented adequate internal controls systems to ensure adherence to applicable laws, rules and regulations, which are commensurate with the size, scale and complexity of its operations. Internal controls of the Company encompass documented policies, standard operating procedures, approval/ authorization matrix, circulars and risk & control matrices for ensuring the systematic and efficient conduct of its business & support functions, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records and timely preparation of reliable financial information for the stakeholders.</p>	<p>Negative: By not complying with regulatory standards, REL may have to face expensive interruptions to business operations. Fines or penalties may also be levied on account of non-compliance.</p> <p>Positive: Adherence to regulations aids companies in avoiding penalties and maintaining a good standing with regulatory bodies, which further translates into financial savings. Additionally, effective risk management helps in identifying and mitigating potential threats, reducing the likelihood of disruptions and associated costs. These subsequently lead to enhanced reputation and access to capital.</p>
8	Corporate Governance	R/O	<p>Risk: Compliance with ethical standards protects companies from legal sanctions, fines and penalties, as well as reputational damage, business interruptions, and a loss of trust.</p> <p>Opportunity: Companies stand to benefit immensely from strong corporate governance since possessing robust governance frameworks exhibit superior management, transparency and resilience against mismanagement, thereby potentially increasing shareholder value and lowering investment risk.</p>	<p>A robust system for whistleblowing and addressing grievances has been established alongside creating awareness and imparting periodic trainings to internal stakeholders on ethical business practices. Adequate internal controls are in place to ensure monitoring and adherence to applicable compliances.</p>	<p>Negative: Corporate governance is critical to efficient business functioning today. Non-compliances may lead to financial penalties, fines and reputational damage.</p> <p>Positive: Responsible corporate governance measures bolster investor confidence and trust, attracting a larger investor base and fostering long-term shareholder value. Additionally, robust corporate governance practices lead to better decision-making, strategic planning, and operational efficiency, ultimately driving improved financial performance.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Cybersecurity and Data Privacy	R	As a Company with multiple subsidiaries, it is pertinent for REL to protect employee and any other confidential data. Additionally, since the Company's subsidiaries deal with customer/client data, prioritising cybersecurity and data privacy aids REL to manage cyber risks and safeguard sensitive data.	REL has implemented robust information security systems and protocols to oversee the handling of sensitive customer data. Employees are also educated on privacy policies and information security protocols governing the proper access, usage, and disclosure of personal data. REL has also established an IT Strategy committee to oversee upgrades and strategic initiatives, besides periodically conducting information security audits.	Negative: Data breaches and cyber-attacks may result in substantial financial losses. These losses may include direct costs such as incident response, legal fees, regulatory fines, and compensation for affected parties. Indirect costs may also arise from reputational damage, loss of customer trust, and decreased market value.
10	Responsible Investment	R/O	Risk: Investing holds potential for growth and profit, yet it carries diverse risks that core investment firms such as REL must prudently address to safeguard their capital and attain investment goals. The outcomes of investments are unpredictable, with no assured returns. Economic downturns, disruptions in industries, or unforeseen occurrences can detrimentally affect investment values. Additionally, alterations in regulations might influence the profitability of specific investments or introduce new compliance obligations. Opportunity: REL can achieve substantial growth by selecting high-quality investments and managing risks effectively.	In navigating investment complexities, REL adopts a diversified approach. By spreading investments across various assets, REL mitigates risks associated with economic shifts, industry disruptions, or regulatory changes. This strategy ensures resilience in the face of uncertainties, safeguarding REL's capital and investment objectives.	Negative: Underperforming investments or losses can directly impact REL's profitability, potentially eroding its reputation and undermining client trust. Regulatory violations can also tarnish REL's reputation, eroding investor confidence and potentially leading to client withdrawals or reluctance to engage with the firm. Additionally, market volatility, currency fluctuations, and interest rate changes can compound the challenges of managing investments, making it more difficult for REL to achieve its financial objectives and maintain investor trust. Positive: By selecting high-quality investments and managing risks adeptly, REL can potentially increase profitability. Consistent positive returns can enhance REL's reputation, attracting investors while retaining existing ones. Diversification across different asset classes and geographies can mitigate risks and contribute to more stable portfolio performance. Moreover, staying informed about market trends and innovative investment strategies can create opportunities for long-term growth.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

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

P1	Businesses should conduct and govern themselves with integrity 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 towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to 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

REL has instituted various policies to promote consistency and ensure compliance with laws and regulations. Although some of these policies are accessible on the website, REL ensures that all employees can access all policies and codes through the company's internal portal.

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
POLICY AND MANAGEMENT PROCESSES									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	NA	Yes	Yes	Yes	Yes	Yes	Yes	NA
b. Has the policy been approved by the Board? (Yes/No)	Yes	NA	Yes	Yes	Yes	Yes	Yes	Yes	NA
c. Web link of the policies, if available	The statutory Policies are available on Company's website i.e. https://religare.com/policies/ & https://religare.com/code-of-conduct/ . The policies that pertain to employees are internally available on the intranet HRMS portal.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	NA	Yes	Yes	Yes	Yes	Yes	Yes	NA
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes. The Whistle-blower Policy covers the value chain which comprises the Company's vendors and suppliers.								
4. Name the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No codes or standards have been adopted. The formulation of all policies has been carefully done by considering industry best practises, following regulatory guidelines, and engaging in meaningful discussions with relevant stakeholders.								

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>Religare Enterprises Limited has established plans to implement multiple short-term, medium-term and long-term objectives with a primary emphasis on sustainability.</p> <ul style="list-style-type: none"> • Focus on minimizing and mitigating emissions and continue reducing and managing waste efficiently to keep a check on environmental footprint. • Conduct trainings for awareness and sensitization related to governance, social and environmental matters within the organization. • REL, through its subsidiaries, undertake CSR initiatives towards well-being of communities. 								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	<p>REL remains committed to implement a sustainability strategy around governance, social & environment. The organisation is currently engaged in the following activities to fulfil its commitments.</p> <ul style="list-style-type: none"> • Reducing e-waste sent to landfill, reducing paper consumption and reducing plastic waste. • As part of its CSR programme, REL, through its subsidiaries, focuses on improving the conditions of underprivileged and marginalised communities 								
GOVERNANCE, LEADERSHIP AND OVERSIGHT									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	<p>Throughout the reporting period, REL has made notable progress in addressing challenges. Efforts have focused on ensuring diversity and expertise, thereby strengthening governance practices and decision-making capabilities. The Company has also prioritized the incorporation of ESG factors into its business approach including subsidiaries.</p> <p>REL has also strengthened governance practices and fostered sustainable growth across its diverse businesses, including health insurance, broking, MSME lending and affordable housing finance. These initiatives underscore REL's dedication to responsible business practices and ethical leadership.</p> <p>Looking forward, REL is committed to advancing its journey towards long-term sustainability. The Company will uphold principles of transparency, accountability and innovation as it navigates challenges and seizes opportunities to enhance stakeholder value.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Board of Directors is responsible for the Business Responsibility practices of the Company.</p> <p>Dr. Rashmi Saluja, Executive Chairperson was responsible for implementation of Business Responsibility policies till the date of cessation of her tenure, effective from February 07, 2025.</p>								
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.	<p>Yes, The Board of Directors has constituted Corporate Social Responsibility & ESG Committee for overseeing the development and implementation of ESG related issues.</p>								

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / 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 & follow up action	Director	Any other Committee	Committee of the Board			Any other Committee			Any other – As and when need arises for the review									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Director	Any other Committee	Committee of the Board			Any other Committee			Any other – As and when need arises for the review									

Note: The Company has implemented the necessary policies and procedures to ensure adherence to relevant laws that apply to the Company. These policies are reviewed on a periodic basis and as and when need arises for the review. During the periodic policy review, the efficacy of these policies is also reviewed, and necessary changes are made, as necessary. P2 and P9 do not apply to REL. The policies under the applicable principles were being reviewed by Dr. Rashmi Saluja, Executive Chairperson till the date of cessation of her tenure at the Company, effective from February 07, 2025.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	No, all policies and processes are subject to audits and reviews done internally in the Company from time to time as and when necessary.								

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

All principles are covered under relevant policies. The Company has ensured that all the policies that have been formulated follow all applicable laws. These policies are reviewed by the Management/Board of Directors as and when necessary or whenever there is any amendment in any applicable law.

With respect to the table hereunder, the policies under the applicable principles were being reviewed by Dr. Rashmi Saluja, Executive Chairperson till the date of cessation of her tenure at the Company, effective from February 07, 2025.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	-	Yes	-	-	-	-	-	-	Yes
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-
The Company is a holding and investment company and is not involved in any manufacturing activity or services under the purview of BRSR	-	Yes	-	-	-	-	-	-	-
The Company is a holding and investment company does not have any direct customers under the scope of the BRSR	-	-	-	-	-	-	-	-	Yes

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1- BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

The Company regularly conducts various training programs for all its employees at various levels. The detailed information on the number and type of trainings imparted is provided below in the standard format:

Segment	Total number of training and awareness programmes held*	Topics/ principles covered under the training and its impact	% Of persons in respective category covered by the awareness programmes*
Board of Directors	1	Workshop on Introduction about the Industry and Company and the Board’s Legal Environment: Duties, Responsibility and Liabilities of a Director was conducted during FY 2024-25.	100%
Key Managerial Personnel (KMP)	2	POSH and Info Sec	100%
Employees other than BoD and KMPs	4	POSH, KYC & AML, Compliance Code on Prevention of Insider Trading and Info Sec	100%
Workers	Nil	NA	NA

*As of March 31, 2025, only one Key Managerial Personnel (KMP) had joined, having come on board in late February. Consequently, only POSH and Information Security training could be conducted. Rest other trainings shall be conducted during FY’26.

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

REL has not incurred any monetary fines or penalties during FY 2024-25.

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

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

Not applicable since REL has not incurred any monetary fines or penalties.

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

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, REL has in place a Fraud Risk Management & Staff Accountability Policy to establish an internal control mechanism for reporting of fraud cases. This Policy broadly addresses issues such as misappropriation, criminal breach of trust, fraudulent encashment through forged instruments, manipulation of books of accounts or through fictitious accounts and conversion of property, cheating by concealment of facts with the intention to deceive any person and cheating by impersonation, forgery with the intention to commit fraud by making any false documents/electronic records, wilful falsification, destruction, alteration, mutilation of any book, electronic record, paper, writing, valuable security or account with intent to defraud, fraudulent credit facilities extended for illegal gratification, negligence, and cash shortages, fraudulent transactions involving foreign exchange, transactions fraudulent electronic banking / digital payment related transactions committed on NBFCs; and other fraudulent activity not covered under any of the above.

This Policy lays down the guidelines for REL, with respect to fraud risk control measures, reporting of any fraud events (internally, to the RBI and to the Board), periodic review of any fraudulent activity by the Board of Directors and disciplinary actions depending upon the nature and seriousness of a case. This Policy is accessible to all the employees.

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

There have been no instances of disciplinary action taken against Directors, Key Management Personnel (KMP), or employees at REL regarding corruption and bribery.

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints about conflict of interest.

There have been no instances of conflict of interest.

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

As there were no complaints against the Board of Directors, Key Managerial Personnel, senior management, or other employees of the Company, no corrective actions were required in cases of corruption and conflict of interest.

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

	FY 2024-25	FY 2023-24
No. of days of accounts payables	201	101

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	NA	NA
	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	NA	NA
	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)	2%	4%
	b. Sales (Sales to related parties / Total Sales)	43%	30%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	Nil	100%

*REL, as a holding Company focused on core investments, does not engage in transactions with trading houses or sales to dealers and distributors.

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
Nil	Nil	Nil

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

Yes, the Company's Code of Conduct for Directors emphasizes that all Directors must avoid and disclose any actual or apparent conflicts of personal interest with the Company's interests. They are required to disclose all contractual interests, whether directly or indirectly related to the Company. Each Board Member must affirm their compliance with the Code of Conduct annually.

Additionally, Board members are required to disclose their concerns or interests in other entities as mandated by Section 184 of the Companies Act, 2013. They are also required to disclose any parties they are related to, both annually and whenever there are changes. Directors who have an interest or concern in any transactions or arrangements with the Company are excluded from participating in the discussion and approval of those transactions.

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.**

This question is not applicable to REL since it is a holding and investment company and is currently not engaged in any manufacturing or service providing activity.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impact
R&D	Nil	Nil	Given the nature of REL’s operations in the financial services sector, R&D and Capex investments are predominantly managed by the Company’s subsidiaries. The standalone entity does not directly interact with customers during its business activities.
Capex	Nil	Nil	

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
 No. REL is a holding and investment Company and is currently not engaged in any manufacturing or service providing activity. The Company’s resource consumption is currently limited to its offices where sustainable sourcing practices are followed to the extent possible.
- b. If yes, what percentage of inputs were sourced sustainably?**
 This question is 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**
 No. The Company, however, continues to engage in multiple activities, ensuring that any waste generated is disposed of in an eco-friendly manner.
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.**
 No, REL is not subject to EPR requirements.

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	17	17	100%	17	100%	Nil	Nil	17	100%	NA*	NA
Female	9	9	100%	9	100%	9	100%	Nil	Nil	NA*	NA
Total	26	26	100%	26	100%	9	35%	17	65%	NA*	NA
OTHER THAN PERMANENT EMPLOYEES											
Male	Nil	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	Nil	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*Maternity Benefit Act requires that any establishment which has 50 or more employees shall have the facility of creche.

The employee count is well under 50 counts, hence the facility is not applicable.

To safeguard the welfare of employees and prepare them for potential emergencies, fire drills are routinely conducted every six months within the office environment.

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

Category	Total (A)	% Of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
OTHER THAN PERMANENT WORKERS											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.96	1.57

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/N.A.)	No. of employees covered (as a % of total employees)	No. of workers covered (as a % of total workers)	Deducted and deposited with the authority (Yes/No/N.A.)
PF	100%	NA	Y	91.50%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	Nil	NA	NA	Nil	NA	NA
Others – Please specify	Nil	NA	NA	Nil	NA	NA

Provident Fund: It is provided to all employees as per the Employee Provident Fund & Miscellaneous Provisions Act, 1952.

Gratuity: It is provided to all employees as per the Payment of Gratuity Act, 1972.

ESI: It is provided to all eligible employees as per the Employees' State Insurance Act, 1948.

3. Accessibility of workplaces

Are the premises/offices 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. REL has implemented measures to ensure that its offices are accessible to all, featuring ramps that facilitate easy entry for individuals with varying physical abilities. The Company places a strong emphasis on inclusivity in the design of its offices and premises. Discrimination based on disability is staunchly opposed, underscoring REL's commitment to fostering a diverse and inclusive workforce.

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, REL has implemented an Equal Employment Opportunity Policy to uphold its commitment to providing equal employment opportunities for all and prohibiting discrimination and harassment based on race, colour, religion, age, nationality, disability, genetics, citizenship, sexual orientation, gender identity, or any other characteristic protected by law. The policy explicitly states that appropriate provisions are made available for employees to enable them to work effectively and that "no opportunity is denied to persons with disabilities merely on the grounds of disability (as per the Disabilities Act, 2016)."

The policy is a part of the HR Manual and is available internally to all employees.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA*	NA*	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

*During the FY 24-25 no male employee took paternity leave

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	REL does not have permanent workers
Other than Permanent Workers	REL does not have other than permanent workers
Permanent Employees	<p>Yes.</p> <p>REL has implemented a detailed Anti-Harassment and Grievance Redressal Policy. It covers full time employees and student interns and lays down in detail the mechanism for lodging a formal complaint. Employees have the option to report the incident/case via email to grievance@religare.com. They can also escalate directly by writing to the HR representative.</p> <p>Furthermore, employees can escalate the case in writing to their reporting manager, one level up, head of the department, member(s) of the Harassment Complaints Committee, or the leadership team. It is their responsibility to promptly bring it to the attention of the Harassment Complaints Committee.</p> <p>Since REL does not employ any workers, the applicability of the policy extends only to employees.</p>
Other than Permanent Employees	REL does not have other than permanent employees

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	26	Nil	Nil	35	Nil	Nil
- Male	17	Nil	Nil	25	Nil	Nil
- Female	9	Nil	Nil	10	Nil	Nil
Total Permanent Workers	Nil	NA	NA	Nil	NA	NA
- Male	Nil	NA	NA	Nil	NA	NA
- Female	Nil	NA	NA	Nil	NA	NA

8. Details of training given to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health & safety/ wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
EMPLOYEES										
Male	17	17	100%	17	100%	25	24	96%	24	96%
Female	9	9	100%	9	100%	10	9	90%	9	90%
Total	26	26	100%*	26	100%	35	33	94%*	33	94%
WORKERS										
Male	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Total	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA

* Training is provided through health and wellness webinars led by esteemed experts in their respective fields. These webinars and workshops are scheduled at least quarterly and are available to all employees on a voluntary basis.

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

Category	FY 2024-25*			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	17	15	88%	25	23	92%
Female	9	9	100%	10	8	80%
Total	26	24	92%	35	31	89%
WORKERS						
Male	Nil	NA	NA	Nil	NA	NA
Female	Nil	NA	NA	Nil	NA	NA
Total	Nil	NA	NA	Nil	NA	NA

*Employees who had resigned or have joined post 31st December 2024 are not eligible for performance review of FY 2025; hence the coverage is under 100%

10. Health and Safety Management System:

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

Yes. All employees receive regular training on fire safety and the management of firefighting equipment as part of REL's health and safety initiatives. Furthermore, the Company organises periodic evacuation drills across its 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?**

The applicability of this is limited in the context of business operations.

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

No, REL does not have any workers.

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

Yes.

11. Details of safety related incidents

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

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

REL is committed to ensuring a safe and healthy workplace to enhance employee performance. The company prioritizes employees' rights and strictly adheres to health and safety regulations. The Company's office is in a LEED Gold certified building that emphasizes energy efficiency, reduces water consumption, and supports environmental improvement. REL also encourages a healthy lifestyle among its staff through initiatives such as stress-reducing yoga sessions and workshops addressing mental health.

13. Number of complaints on working conditions and health and safety made by employees and workers.

REL has not received any complaints pertaining to health and safety for the current fiscal year.

Category	FY 2024-25			FY 2023-24		
	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	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

14. Assessments for the year

For the financial year 2024–25, the Company did not undergo any assessments by third parties or statutory authorities, however, it continues to remain in full compliance with all applicable laws.

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

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 and safety practices and working conditions.

Since no assessments have been conducted, no corrective action was taken.

Leadership Indicators

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

- Employees (Yes/No):** Yes, at REL, the goal is to provide term-life insurance to all permanent employees, ensuring coverage in the event of an unexpected death during their employment. If an unforeseen death occurs while in service, employees are covered up to a maximum sum insured, which is twice their CTC, rounded to the nearest lakh in INR. Depending on their grade, employees may need to undergo a medical examination by the insurer to activate the policy.
- Workers (Yes/No):** No, REL does not have any workers.

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

REL undertakes proactive measures to ensure that its value chain partners duly deduct and deposit all statutory dues. Discrepancies in GST deposits made by value chain partners are identified through a systematic reconciliation of GST returns with the Electronic Credit Register (ECR). In addition, REL conducts monthly verification of Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) challans submitted by value chain partners to maintain regulatory compliance.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	NA	NA
Workers	NA	NA	NA	NA

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.

5. Details on assessment of value chain partners:

For the financial year 2024–25, the Company did not conduct any such assessments for value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	Nil
Working Conditions	Nil

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.

This question does not pertain to REL as there have been no such assessments.

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.

REL firmly believes that stakeholders play a crucial role in achieving sustainable organisational growth. Stakeholders offer essential insights and feedback that can shape business decisions, ensuring alignment of Company strategies with the interests of those impacted by its operations.

The process begins with identifying and categorizing key stakeholders based on their roles and the substantial influence they wield over the Company, or vice versa. Once stakeholders are identified and prioritized, channels for engagement are established and shared with internal teams. This facilitates meaningful interaction with stakeholders to understand their needs and concerns, and to devise strategies for managing and mitigating potential risks or adverse impacts.

At REL, the aim is to create enduring value for all stakeholders by contributing to a better, sustainable future and the Company takes proactive measures to address stakeholder needs and concerns, mitigate risks, and foster lasting relationships.

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

Stakeholders Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	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	Multiple channels- physical and digital including quarterly/half yearly/ annual returns / filings, press releases and various communications through stock exchanges etc.	Others-Frequent and need based	To inform about the performance, major developments and other relevant updates regarding the Company and its subsidiaries from time to time.
Government and regulators	No	Multiple channels- physical and digital	Others- Need Based	To provide timely information as asked, timely returns filing, recommendations/ feedback on draft policies, representations before regulators and associations for advancement and improvement of financial services industry in India
Employees	No	Multiple channels- physical and digital	Others- Need based and as per the requirement	To create a thriving, safe and inclusive workplace for its employees and providing ample opportunities for professional development and growth.
Suppliers and partners	No	Multiple channels- physical and digital	Others- Frequent and need based	To help increase reach and enhance business
Industry Associations	No	Multiple channels- physical and digital	Others- Need based	To shape the regulatory landscape and promote sustainability through the transfer of knowledge

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 management of the Company routinely engages with its primary stakeholders, providing updates to the Board as needed.

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, stakeholder consultation offers a variety of perspectives and insights, which enhances the quality and effectiveness of decision-making. Such consultations help identify potential challenges and opportunities that might not be apparent internally. Furthermore, engaging with stakeholders lead to stronger partnerships and collaborations, facilitating joint problem-solving and fostering a sense of shared purpose and commitment. It is in this regard that a risk assessment is conducted on periodical basis in consultation with key process owners and on the basis of such consultation ESG risks and relevant mitigation controls existing in the company are documented in the Entity Level Control Matrix, which are tested and reported to Audit Committee and GRMC Committee of the Company on a periodical basis.

The identification of material topics enables REL to prioritize issues critical to its long-term success and sustainability and formulate strategies accordingly. This ensures efficient resource allocation to areas with the greatest impact. Materiality assessments also reveal potential risks and opportunities associated with environmental, social, and governance (ESG) factors, enabling organisations to remain responsive to stakeholder expectations. By focusing on key material topics, Companies can make more informed and effective choices, leading to better outcomes and avoiding dilution of efforts on less critical issues.

Keeping these factors into consideration, REL has conducted a Risk Assessment process in collaboration with its internal stakeholders. In today's dynamic environment, the Company plans to build on this foundation by engaging in further stakeholder consultations and conducting in-depth research to identify the most relevant ESG issues as it continues moving forward in its ESG journey.

PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicator

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	26	26	100%	35	35	100%
Other than Permanent	Nil	Nil	NA	Nil	Nil	NA
Total employees	26	26	100%	35	35	100%
WORKERS						
Permanent	Nil	NA	NA	Nil	NA	NA
Other than Permanent	Nil	NA	NA	Nil	NA	NA
Total workers	Nil	NA	NA	Nil	NA	NA

Note: REL has a Human Rights Policy, there is no separate training provided on such aspect to the employees.

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	26	Nil	Nil	26	100%	35	Nil	Nil	35	100%
Male	17	Nil	Nil	17	100%	25	Nil	Nil	25	100%
Female	9	Nil	Nil	9	100%	10	Nil	Nil	10	100%
Other than Permanent	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Male	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA

Category	FY 2024-25					FY 2023-24				
	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)
WORKERS										
Permanent	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Male	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Other than Permanent	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Male	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA

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

a. Median Remunerations/Wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	21,50,000	1	31,90,000
KMP	1	3,65,480	Nil	NA
Employees other than BOD & KMP	16	20,38,524	9	9,46,752
Workers	Nil	NA	Nil	NA

- i) Median Remuneration/salary/wages in INR lakh.
- ii) Remuneration includes salary, allowances, leave encashment, bonus, leave travel concession, employer contribution towards NPS and perquisite and car. In addition, the employees are entitled to gratuity, employer's contribution to Provident Fund, Food Voucher, and group insurance in accordance with Company's Rules.
- iii) Remuneration mentioned above is inclusive of retirement/ separation benefits paid during the year.
- iv) Remuneration mentioned above does not include ESOP Perquisite.
- v) Remuneration for Independent Directors means the sitting fees paid for attending the meeting of the Board and Committees.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages.	25%	53%

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, the Company has assigned its Group Head of HR with the responsibility for addressing human rights impacts or issues attributable to the business.

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

REL has implemented a Human Rights policy aimed at fostering socio-economic empowerment through inclusive growth. The policy establishes a comprehensive framework to ensure that all employees and associates are treated with respect and dignity. It encompasses a set of principles guiding the Company's business practices upholding human rights, preventing violations, and abstaining from any involvement in human rights abuses. REL strives to promote the universal recognition of fundamental human rights and the widespread implementation of this policy. Addressing grievances promptly and in a culturally appropriate manner is a core commitment. The Company tries to ensure positive legal compliance with all applicable legal and constitutional laws and considers interaction with relevant stakeholders on human rights concerns as an important practice. REL is committed to ensuring that no unlawful practices are followed that violate the dignity and the basic human rights of its employees and associates and prohibits all forms of child/forced labour and human trafficking. The Company aims to create a safe and healthy workplace and respects the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law. REL also maintains a firm stance with respect to prohibition of any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.

The Group Head of Human Resources is responsible for investigating and resolving employee concerns, responding appropriately, and taking corrective measures in case of violations. No reprisal or retaliatory action can be taken against any employee for raising concerns under this policy. REL's guiding principle is to uphold the highest standards, particularly in cases where national laws differ from international human rights norms. During conflicts, the Company aims to adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

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

REL has not received any complaints pertaining to human rights issues in the fiscal year 2024-25.

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	NA	NA	Nil	NA	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced /Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other human rights related issues	Nil	NA	NA	Nil	NA	NA

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

The Company has not received any complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the fiscal year 2024-25.

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

REL's Whistle-blower, Anti-Harassment, Grievance, and POSH policies ensure the protection of the complainant's identity and oversee all matters with utmost confidentiality. Retaliation against individuals reporting genuine concerns is prohibited, and those found engaging in such behaviour are subject to severe disciplinary action according to company policy and legal procedures. REL has established a whistleblowing mechanism and formulated a comprehensive Whistle-blower Policy to comply with regulatory standards, providing a secure and responsible framework for reporting misconduct. Additionally, the Company has implemented a policy to prevent sexual harassment in alignment with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, including the formation of an Internal Complaints Committee (ICC) mandated to address complaints related to sexual harassment. These policies apply uniformly to all company employees.

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

No. While REL upholds the highest standards of human rights in the workplace, these requirements are not included in the company's business agreements and contracts.

10. Assessments for the year:

For the financial year 2024–25, the Company did not undergo any assessments by third parties or statutory authorities, however, it continues to remain in full compliance with all applicable laws.

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

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

No significant risks or concerns were observed.

Leadership Indicators

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

Since there was no human rights grievance or complaint, hence there was no need for any change in any business process.

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

No human rights due diligence was conducted.

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

Yes, the entity's premises/offices are accessible to visitors with disabilities in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

No such complaint has come to the knowledge of the Company.

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

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

No corrective actions were taken as value chain partners were not assessed.

PRINCIPLE 6- BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Registered office (Delhi) has no notable environmental footprint and is therefore not reported under Principle 6.

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)-GJ	Nil	Nil
Total fuel consumption (B)-GJ	Nil	Nil
Energy consumption through other sources (C)-GJ	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
From non-renewable sources		
Total electricity consumption (D) (GJ)	232.94	231.77
Total fuel consumption (E) (GJ)	292.45	189.93
Energy consumption through other sources (F) (GJ)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	525.39	421.70
Total energy consumption (A+B+C+D+E+F) *	525.39	421.70
Energy intensity per rupee of turnover- (Total energy consumed / Revenue from operations) GJ/Million INR	1.26	1.67
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)-GJ/million USD adjusted for PPP	25.96	35.02*
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/employee)	20.21	12.05

*This has been re-stated for the current year as per the circular on Industry Standards published by SEBI in December 2024 which requires PPP calculation in consumption/USD.

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 independent assessment has been carried out by any external agency for FY 24-25 since the Company does not fall among the top 250 listed companies by market capitalisation as of March 2025.

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.

No site or facility has been designated as consumers eligible under the Government of India's Performance, Achieve, and Trade (PAT) Scheme of Government of India.

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

Parameter	FY 2024-25*	FY 2023-24#
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Ground Water	Nil	Nil
(iii) Third Party Water	285.15*	212.16
(iv) Seawater/Desalinated Water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	285.15*	212.16
Total volume of water consumption (in kilolitres)	159.68*	118.81
Water intensity per rupee of turnover - (Total water consumption / Revenue from operations) KL / Million INR	0.38	0.47
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) - (Total water consumption / Revenue from operations adjusted for PPP) KL/million USD adjusted for PPP	7.89	9.87
Water intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity (KL per year/employee)	6.14	3.39

* In alignment with SEBI's guidelines, the total water withdrawn is calculated at approximately 45 liters per capita per day (LPCD), with an estimated division of 25 KL allocated for domestic use - accounting for 56% of the total - and 20 KL designated for flushing, representing the remaining 44%. To maintain consistency with these norms, the same proportional split was applied when estimating water consumption. The reported total water withdrawn stood at 285.15 KL, and this percentage breakdown was consistently used to assess both the consumption and discharge volumes.

#Data for 2023-24 has been re-stated due to change in methodology.

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 independent assessment has been carried out by any external agency for FY 24-25 since the Company does not fall among the top 250 listed companies by market capitalisation as of March 2025.

4. Provide the following details related to water discharged.

Parameter	FY 2024-25*	FY 2023-24**
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment, please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment, please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment, please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	125.47	93.35
- With treatment, please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment, please specify level of treatment	Nil	Nil
Total water discharged in kilolitres	125.47	93.35

*Calculated at 44% of the total water withdrawn

#Data for 2023-24 has been re-stated due to change in methodology.

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 independent assessment has been carried out by any external agency for FY 24-25 since the Company does not fall among the top 250 listed companies by market capitalisation as of March 2025.

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

No, the Company has not implemented a Zero Liquid Discharge mechanism.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

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 independent assessment has been carried out by any external agency for FY 24-25 since the Company does not fall among the top 250 listed companies by market capitalisation as of March 2025.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	tCO ₂ e	21.09	12.55
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)	tCO ₂ e	47.04	46.10
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/million INR	0.16	0.23*
Total Scope 1 and Scope 2 emissions 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/million USD adjusted for PPP	3.37	4.87#
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	GJ/employee	2.62	1.68

*Re-stated due to change in methodology.

#This has been re-stated for the current year as per the circular on Industry Standards published by SEBI in December 2024 which requires PPP calculation in emission/USD.

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 independent assessment has been carried out by any external agency for FY 24–25 since the Company does not fall among the top 250 listed companies by market capitalisation as of March 2025.

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

The Company is not involved in any manufacturing or marketing activities, resulting in a minimal environmental footprint. Our primary sources of emissions are limited to electricity and diesel (Scope 1 & Scope 2). Moreover, REL's corporate headquarters are housed in a building with LEED Gold certification and as an organisation, promotes energy-saving practices among employees to raise awareness. At REL, emissions and energy consumption patterns are monitored on a regular basis to identify opportunities for energy savings.

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

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)		
Plastic waste (A)	0.26	0.35
E-Waste (B)	Nil	Nil
Bio-Medical Waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery For (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any (G)	Nil	Nil
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B+C+D+E+F+G+H)	0.26	0.35
Waste intensity per rupee of turnover – (Total waste generated / Revenue from operations) metric tonnes/million INR	0.001	0.001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) – (Total waste generated / Revenue from operations adjusted for PPP) metric tonnes/million USD adjusted for PPP	0.01	0.03*
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity (metric tonnes per year/employee)	0.01	0.01
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	0.26	0.35
Total	0.26	0.35

*This has been calculated for the current year as per the circular on Industry Standards published by SEBI in December 2024 which requires PPP calculation in consumption/USD.

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 independent assessment has been carried out by any external agency for FY 24-25 since the Company does not fall among the top 250 listed companies by market capitalisation as of March 2025.

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 implementation of effective waste management practices is crucial for REL. Resource management and waste and effluent management remain key focus areas for the Company. By adopting responsible resource management practices, REL can establish a business model that integrates financial prosperity with environmental awareness and social responsibility.

Through initiatives such as waste reduction, REL minimizes waste disposal costs and conserves resources, resulting in long-term cost savings. Furthermore, office waste is collected centrally and then transferred to a waste management agency.

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.

REL does not have operations/offices in/around ecologically sensitive areas where environmental approvals / clearances are required.

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.
NA			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2024-25.

During the reporting period, none of the projects required Environment Impact Assessment to be undertaken in compliance with EIA notification 2006.

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

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.

Yes, the organization adheres to relevant environmental laws, regulations, and guidelines in India. All waste generated by the Company is managed in accordance with current regulations.

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
NA				

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

This includes operations in the areas of Okhla and Noida.

(ii) Nature of operations

REL operates as a holding company, managing a portfolio of subsidiaries engaged in the financial services sector.

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

Parameter	FY 2024-25	FY 2023-24 [#]
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	285.15	212.86
(iv) Seawater/ desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	285.15	212.86
Total volume of water consumption (in kilolitres)	159.68	118.81
Water intensity per rupee of turnover (Water consumed/ turnover)-KL/million INR	0.38	0.47
Water intensity (optional) – the relevant metric may be selected by the entity	7.89	9.87
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii. To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii. To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv. Sent to third parties	125.47	93.35
- No treatment	125.47	93.35
- With treatment – please specify level of treatment	NA	NA
v. Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	125.47	93.35

[#]Data for 2023-24 has been re-stated due to change in methodology.

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 independent assessment has been carried out by any external agency for FY 24-25 since the Company does not fall among the top 250 listed companies by market capitalisation as of March 2025.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	tCO ₂ e	-	-
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/INR	-	-
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.

NA

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 operate in environmentally delicate areas.

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:

No such initiative has been undertaken by REL.

Sr. No.	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 duly documented business continuity and disaster management plan to manage any untoward incident and at the organizational level. The Company has documented Risk Control Matrices (RCMs), which categorize controls as either preventive or detective in relation to risk. Assessing and documenting risks are integral parts of the business planning and evaluation process. Identifying specific control activities at the process level is crucial for implementing effective detective or preventive controls that address associated risks. These controls undergo further scrutiny as part of ongoing monitoring activities. The Business Continuity Plan emphasizes operational readiness from alternative locations and supports REL's mandate on Business Continuity Management (BCM), aimed at enhancing the company's resilience. As a Core Investment Company, REL does not engage in direct business operations, so its IT service continuity plan / business continuity plan primarily focuses on managing its information technology framework, including information and communication systems, in case of any catastrophe. REL takes a comprehensive approach to IT service continuity, incorporating multiple layers of protection.

Specific conditions such as network outages, blackouts, external factors like terrorist attacks, civil unrest, natural disasters (such as earthquakes, fires, floods), or other catastrophic events serve as triggers for activating the Business Continuity Plan (BCP). The purpose of this BCP is to outline the necessary steps to maintain IT services at REL in the event of a major incident.

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.

No adverse impacts to environment arising from the value chain of the entity have been identified.

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

Nil

8. How many Green Credits have been generated or procured: a. By the listed entity; b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners.

Nil

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

Essential Indicator

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

REL is affiliated with two national 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	Confederation of Indian Industry (CII)	National
2	Global Trade & Technology Council India (GTTCI)	National

*REL was a member of CII till March 31, 2025 and GTTCI till February 20, 2025

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.

No corrective actions have been taken or are currently in progress regarding any issues of anti-competitive conduct by the entity, as there have been no adverse orders from regulatory authorities.

Name of the Authority	Brief of the case	Corrective Action Taken
NA	NA	NA

Leadership Indicators

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

REL does not engage in direct public advocacy but leverages its expertise to provide recommendations on standards and regulatory advancements in the financial services sector. This contribution is facilitated through its active participation in trade bodies and associations. The Company collaborates with government entities, regulators, and industry associations to contribute to the advancement and development of the financial services industry.

Participation in industry associations such as CII allows the Company to engage in meaningful discussions and initiatives. Additionally, employees and senior management participate in committees established by regulators and industry organizations to further contribute to industry dialogue and progress.

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

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.

The Company has not taken up any CSR activity for the current financial year.

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

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

There are currently no ongoing projects that involve the implementation of Rehabilitation and Resettlement measures.

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

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

The Company is currently not engaged in community-based projects.

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

The sourcing of goods is not included in the main activities of the Company, as it does not engage in manufacturing. Sourcing is restricted to the procurement of materials necessary for the efficient functioning of the Company's offices.

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	NA	NA
Directly from within India	NA	NA

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

Location	FY 2024-25	FY 2023-24
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	100%	100%

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).

The Company is not required to conduct any Social Impact Assessment (SIA) as mandated by relevant laws.

Details of negative social impact identified	Corrective action taken
	NA

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

This question is not applicable to the Company. Due to losses during the past three years, the Company has not been required to spend money under CSR for financial year 2024-2025 as prescribed under Section 135 of the Companies Act, 2013.

S. No.	State	Aspirational district	Amount spent (in ₹)
	NA	NA	NA

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

No. The sourcing of goods is not part of the main activities of the Company, as it does not engage in any manufacturing activity. Sourcing is limited to procuring materials necessary for the efficient functioning of the Company's offices.

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

REL does not particularly procure from marginalised/vulnerable groups since its sourcing is limited to procurement of materials necessary for the efficient functioning of the Company

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

This question is not applicable to REL.

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:

This question is not applicable to REL.

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

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.

This question is not applicable to REL.

Name of authority	Brief of the Case	Corrective action taken
		NA

6. Details of beneficiaries of CSR projects

This question is not applicable to REL.

S. No.	CSR Projects (in FY 2024-25)	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
			NA

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.

As a holding and investment company, REL does not have direct customers within the scope of BRSR and therefore this question is not applicable.

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

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

REL is primarily engaged in investment activities and therefore this question is not applicable to the Company.

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

REL does not have any direct consumers.

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cybersecurity	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes, the Company maintains a Board-approved Data Privacy & Data Security policy, accessible to all employees via the company's intranet portal. With the rapid evolution of technology and digital advancements, risks are unavoidable. The company has implemented a robust risk management framework where the Risk Management committee of the company oversees risks and their mitigation strategies.

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.

No corrective actions were necessary as there were no issues related to advertising, delivery of essential services, cybersecurity and data privacy of customers, recurrence of product recalls, or penalties/actions taken by regulatory authorities concerning product/service safety.

7. the following information relating to data breaches:

a. Number of instances of data breaches:

Nil

b. Percentage of data breaches involving personally identifiable information of customer

Nil

c. Impact, if any, of the data breaches

Not Applicable.

Leadership Indicators

1. Channels / platforms where information on products and services of the Company can be accessed.

As a holding and investment company, the Company does not have direct customers within the scope of BRSR.

2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

REL does not have direct customers within the scope of BRSR.

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

The Company does not have direct customers within the scope of BRSR.

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)

Not Applicable.