

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|-----|--|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity : | L67120MH1995PLC086241 |
| 2. | Name of the Listed Entity: | ICICI Securities Limited |
| 3. | Year of incorporation : | 1995 |
| 4. | Registered office address : | ICICI Venture House, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 028 |
| 5. | Corporate address : | Building No. 3, Plot No. Gan-2/1D, Gen-2/1E and Gen-21F, At MIDC Industrial Area, Mindspace Juinagar, Bonsari, Shiravane Turbhe MIDC, Navi Mumbai-400706. |
| 6. | E-mail : | investors@icicisecurities.com , IR@icicisecurities.com |
| 7. | Telephone : | (91 22) 6807 7100 |
| 8. | Website : | www.icicisecurities.com |
| 9. | Financial year for which reporting is being done : | FY 2024 |
| 10. | Name of the Stock Exchange(s) where shares are listed : | Equity shares are listed on BSE Limited and National Stock Exchange of India Limited. |
| 11. | Paid-up Capital : | Rs. 1,616.8 Million |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : | Ms. Taarika Khedekar, Head Corporate Communications Email: Taarika.khedekar@icicisecurities.com Ph: + 91 22 6807 7363 |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): | Disclosures made in this report are on a standalone basis. |
| 14. | Name of assurance provider : | Not applicable |
| 15. | Type of assurance obtained : | Assurance is not applicable for FY24 |

II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|---------------------------------|--|-----------------------------|
| 1 | Financial and Insurance Service | Financial Advisory, Brokerage and Consultancy Services | 98% |

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

| S. No. | Product/Service | NIC Code | % of total Turnover Contributed |
|--------|---|----------|---------------------------------|
| 1 | Broking | 66120 | 70% |
| 2 | Merchant Banking and distribution of financial products | 66190 | 28% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | Not Applicable | 134 | 134 |
| International | Not Applicable | 2 | 2 |

The Company has a subsidiary and a step-down subsidiary in the United States of America. The United States step-down subsidiary has a branch in Singapore

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 24 |
| International (No. of Countries) | 0 |

The Company provides services to NRI customers across the world except for certain countries which are Comprehensive Sanctioned Countries & FATF's Jurisdictions under Increased Monitoring & Call for Action. During the year ended March 31, 2024, the Company served customers in over 150 countries across the world.

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

6 %

c. A brief on types of customers

Resident and Non Resident individuals, Corporates, HUF, etc.

IV. Employees

20. Details as at the end of Financial Year: FY2024

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) | 5,409 | 3,951 | 73% | 1,458 | 27% |
| 2. | Other than Permanent (E) | 2 | 2 | 100% | 0 | 0 |
| 3. | Total employees (D + E) | 5,411 | 3,953 | 73% | 1,458 | 27% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | - | - | - | - | - |
| 5. | Other than Permanent (G) | - | - | - | - | - |
| 6. | Total workers (F + G) | - | - | - | - | - |

The Company does not have any workers as per the definition of Workers under the guidance note on BRSR, issued by SEBI.

b. Differently abled Employees and workers:

The Company is an equal opportunity employer and treats all employees at par. Based on the income tax declarations, the Company had 5 such employees.

| S. No. | Particulars | Total (A) | Male | | Female | |
|-----------------------------|---|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 5 | 5 | 100% | - | - |
| 2. | Other than Permanent (E) | - | - | - | - | - |
| 3. | Total differently abled employees (D + E) | 5 | 5 | 100% | - | - |

| S. No. | Particulars | Total (A) | Male | | Female | |
|--------|---|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| 4. | Permanent (F) | - | - | - | - | - |
| 5. | Other than permanent (G) | - | - | - | - | - |
| 6. | Total differently abled workers (F + G) | - | - | - | - | - |

The Company does not have any workers as per the definition of Workers under the guidance note on BRSR, issued by SEBI.

21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 9 | 1 | 11.1% |
| Key Management Personnel | 4 | 0 | 0% |

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

| | FY24 | | | FY23 | | | FY22 | | |
|---------------------|------|--------|-------|------|--------|-------|------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 37% | 37% | 37% | 38% | 42% | 39% | 36% | 41% | 37% |
| Permanent Workers | - | - | - | - | - | - | - | - | - |

*The turnover rate is inclusive of turnover due to performance and job abandonment within 6 months of joining

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

| S. No. | Name of the holding /subsidiary/associate companies/joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|--|--|-----------------------------------|--|
| 1 | ICICI Bank Limited | Holding Company | 74.73% | No |
| 2 | ICICI Securities Holdings, Inc | Subsidiary Company | 100% | No |
| 3 | ICICI Securities, Inc. | Step Down Subsidiary Company | 100% | No |

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
 (ii) Turnover (in Rs. Million): 50,498.0
 (iii) Net worth (in Rs. Million): 38,927.1

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY24 | | | FY 23 | | |
|-------------------------------------|--|--|--|---------|--|--|----------|
| | | 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 | Re-marks |
| Communities | - | - | - | - | - | - | - |
| Investors (other than shareholders) | - | - | - | - | - | - | - |

| Stakeholder group from | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY24 | | | FY 23 | | |
|------------------------|--|--|--|---|--|--|------------|
| | | 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 | Re-remarks |
| Shareholders | Yes Shareholders can register their complaints / grievances at the Company's following e-mail ids: investors@icicisecurities.com , IR@icicisecurities.com | 22 | 12 | Out of total 16 complaints received during Q4-FY2024, 4 complaints were disposed-off during the quarter; however, remaining 12 complaints were received at the end of the quarter which were disposed-off with in stipulated time period. | 1 | 0 | - |
| Employees and workers | Yes, grievance redressal mechanism is available on the intranet for all employees. | 26 | 1 | - | 9 | 00 | - |
| Customers | Yes https://secure.icicidirect.com/customer/customersupport | 50,658 | 273 | - | 27,301 | 198 | - |

| Stakeholder group from | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY24 | | | FY 23 | | |
|------------------------|--|--|--|---------|--|--|------------|
| | | 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 | Re-remarks |
| Value Chain Partners | Yes Dedicated email id isecpartners@ icicisecurities.com on which our value chain partners can reach for any kind of grievances/ concerns. They can also reach us at our customer care number | - | - | - | - | - | - |
| Other (please specify) | - | - | - | - | - | - | - |

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

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

| 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) |
|-----------------------------|--|---|---|---|
| Privacy and Data Security | Opportunity & Risk | <p>Opportunity: Having a robust information security structure (software, expert manpower and operational practices) helps us reduce cyber threats and ensure privacy, data security for all our stakeholders' privileged information thereby also facilitating business expansion.</p> <p>Risk: Privacy and Data Security is becoming a major risk due to increasing digitalisation and more so in post pandemic where the number of digital users grew exponentially.</p> | <p>The Company has framed policies with respect to information technology/ cyber security risk which set forth limits, mitigation strategies and internal control.</p> <p>Information Security Management Policy and Cyber Security and Cyber Resilience Policy are in place for protecting the organisation's cyberspace against cyber-attacks, threats and vulnerabilities.</p> <p>The Company has a Personal Data Protection Standard which aims to create a responsible culture of data protection within ICICI Securities and increase employee awareness of data protection, acceptable data handling practices and applicable requirements in relation to Personal Data.</p> | <p>Positive: Easier business process automation, increased trust and credibility of stakeholders, improved data management and protected brand reputation.</p> <p>Negative: Breach of Privacy and Data Security.</p> |
| Community and Social Impact | Opportunity & Risk | <p>Opportunity: Corporate Social Responsibility (CSR) has been a longstanding commitment at ICICI Securities, The CSR objective is to support meaningful socio-economic development and sustainable projects in the key development sectors of healthcare, skill development and environment, through initiatives that can enable a larger number of people to participate and benefit in country's economic progress.</p> | <p>The Company has framed its' CSR Policy in alignment to the CSR Rules as laid down by MCA. The Company has formulated a CSR Process note defining the details of the standard operating process to be followed in CSR.</p> <p>The CSR Committee conducts periodic meetings to monitor and conduct periodic reviews of the CSR projects and the fund utilization of the CSR expenditure. Impact Assessments of eligible CSR Projects are undertaken by the Company monitors the implementation of the CSR Projects through various means such as project location visits, web calls, photographs, supporting documents and reports and engagement with the implementation</p> | <p>Positive: CSR activities aid the Company to participate in the Social Development and enable create a sustainable impact in the society.</p> <p>Negative: Non-compliance to CSR Rules shall attract penalties as specified in the CSR Rules.</p> |

| 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) |
|---------------------------|--|--|--|---|
| | | Risk: Non-Compliance to CSR Rules as notified by Ministry of Corporate Affairs (MCA). | agencies and the proposed beneficiaries where possible. | |
| Human Capital | Opportunity & Risk | <p>Opportunity: Human Capital is one of the key strategic & imperative resource for the Company and we consistently invest in their growth & development and synergize our Human capital with the Company's growth strategy.</p> <p>Risk: Market demand for skilled and experienced talent is high. Hence, organization is continuously investing in skilling new employees and re-skilling existing employees to make them business ready. At the same time automating and streamlining our processes is of vital importance for enhancing the employees' experience and Engagement levels.</p> | <p>We have a transparent and equal opportunity culture. We provide growth & development opportunities to our employees irrespective of their gender/ caste/creed/race/etc.</p> <p>We also support our employees through the well crafted policies which meet their various life stage needs. In line with our Employee Value Proposition- PLEDGE of Care, we have in place generous insurance facilities, Pan India hospital tie ups for better medical facilities, going beyond the normal medical coverage to help the employees and their family members during their hour of needs, flexibilities at work place, paid leaves policies including child care leaves, Assistance for children with special needs, travel accompaniment facilities for employees with young child(ren) when on official travel, etc.</p> | <p>Positive: Retention of key talent through various human resources proposition increases productivity.</p> <p>Negative: High attrition possibilities lead to wage inflation and loss in continuity.</p> |

| 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) |
|---------------------------|--|--|---|--|
| | | | <p>We also invest in hiring key and critical talent to accelerate digital and fair product & process offerings to our customers. We have partnered with Engineering & Management campuses across India to onboard bright, energetic and aspiring candidates. We have tie-ups with various Academies and invested in creating curriculum to provide us job ready young graduates from Day 1. We deeply invest in initiatives to promote learning & development, performance support, career growth, engagement, diversity and inclusion at the workplace.</p> <p>We heavily invest in technology and digitization to assist scaling up of our processes and make them people agnostic and minimize errors.</p> <p>We also have a robust grievance redressal mechanism to address employee concerns. We measure employee alignment to our Employee Value Proposition of PLEDGE at regular intervals to take corrective actions if any.</p> <p>We take regular feedback from our employees through Pulse surveys, have periodic Check ins by business leaders, human resources and CEO through various Connect sessions.</p> <p>Further, we have created an enabling environment for our employees and provided Communities for them to belong and pursue their interests while at work.</p> | |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|--|-----|-----|-----|-----|---|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | - | Yes | Yes |
| c. Web Link of the Policies, if available | The Corporate policies of the Company can be viewed at weblink https://www.icicisecurities.com/wfrmCorporatePolicies.aspx Some of the policies of the Company are accessible only to employees and other internal stakeholders. | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | - | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/ No) | Yes | Yes | Yes | Yes | Yes | Yes | - | Yes | Yes |
| 4. Name of 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. | - | - | - | - | - | - | - | - | - |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | | | | | | Targets to reduce electricity consumption by 20%, paper consumption and travel by 35% each by FY2025 over FY2019 baseline | | | |

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|--|-----|-----|-----|-----|---|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | | | | | | Reduction in electricity consumption by 24%, paper consumption by 87% and travel by 56% in FY2024 over FY2019 baseline. | | | |
| 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): Doing business in a responsible and sustainable manner is one of the key imperatives for us. We continuously engage in discussion with all our stakeholders to identify key ESG issues and have identified Ethical Business Conduct, Efficient and Transparent Customer Service, Corporate Governance, Risk Management, Human Capital Development, Engagement with Communities and Environmental Footprint to be some of the most important issues. We have a highly qualified and diversified Board and ESG executive forum which oversees the Company's ESG journey. We instituted practices like Comprehensive Code of Conduct and Business Ethics, sound risk culture, digitisation of business, launching innovative products, investment in emerging areas of cybersecurity and information security, Employee welfare policies, monitoring consumption of resources and taking targets towards reduction in consumption of electricity, fuel and paper and various other practices. | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Board of Directors | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes. The Company has in place an Executive-level ESG forum comprising of various functional heads to oversee the sustainability-related issues. The ESG Forum works under the guidance of the Board. | | | | | | | | |

| 10. Details of Review of NGRBCs by the Company: | | | | | | | | | | | | | | | | | | |
|--|---|-----|-----|-----|-----|-----|-----|-----|-----|--|-----|-----|-----|-----|-----|-----|-----|-----|
| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Disclosure Questions | | | | | | | | | | | | | | | | | | |
| Performance against above policies and follow up action | Y | Y | Y | Y | Y | Y | Y | Y | Y | * | * | * | * | * | * | * | * | * |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Compliance with various applicable laws is undertaken by Board and Committee(s) of the Board on a regular basis | | | | | | | | | | | | | | | | | |

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.

| P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--|-----|-----|-----|-----|-----|-----|-----|-----|
| No, all policies and processes are subject to audits / reviews done internally in the Company from time to time. | | | | | | | | |

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

| Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|-----|-----|-----|-----|-----|-----|----------------|-----|-----|
| The entity does not consider the Principles material to its business (Yes/No) | - | - | - | - | - | - | - | - | - |
| 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) | - | - | - | - | - | - | See note below | - | - |

Note: While there is no specific Policy outlined for principle 7, the Code of Business Conduct and Ethics governs all employees, officers and Directors and requires them to act in accordance with high professional and ethical standards.

The Company, through trade bodies and associations, puts forth a number of suggestions with respect to equity markets.

The Company, through ICICI Foundation for Inclusive Growth and other CSR implementing agencies, as well as directly, has been working on several CSR initiatives for sustainable socioeconomic welfare of communities.

* Policies wherever stated have been approved by Board / Committee / Senior Management of the Company and each policy is reviewed at periodic intervals depending on the frequency stated in the policy or on a need basis and necessary updates are made to the policies.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

| Segment | Total number of training and awareness programs held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by awareness program |
|--|--|---|---|
| Board of Directors | Please refer Note (1) below | Please refer Note (1) below | Please refer Note (1) below |
| Key Managerial Personnel | Please refer Note (2) below | Please refer Note (2) below | Please refer Note (2) below |
| Employees other than Board of Directors and KMPs | Please refer Note (2) below | Please refer Note (2) below | Please refer Note (2) below |
| Workers | - | - | - |

The Company does not have any workers as per the definition of Workers under the guidance note on BRSR, issued by SEBI.

Note:

- 1) During FY2024, various presentations were made at the Board and its Committee meetings. Independent Directors in their capacity as members of various Committees of the Board are taken through presentations on economic outlook, new business initiatives, updates on information technology and various risk indicators.

At the periodic meetings of the Board and various Committees, specific topic-wise presentations were made to the Directors which, inter alia, included update on overall performance of the Company, Retail and Institutional Broking business of the Company, industry & micro dynamics as well as strategies for various businesses of the Company, global and domestic macro-economic outlook, ESG rating parameters, ESG related developments including initiatives undertaken by the Company, Regulatory developments & practices pertaining to ESG, Technology, Data Analytics initiatives, cyber security, competitive environment/landscape, operating environment, strategy updates, analysis of the Company's budget, initiatives/developments pertaining to customer proposition & experience, digital marketing business opportunities, succession planning, the scope of audit and significant judgments and estimates of management by the statutory auditors & internal auditors, financial statements of the Company, CSR initiatives of the Company. Independent Directors actively contribute and provide their suggestions for further enrichment of the CSR initiatives, Information Technology related matters for Retail & Institutional segments of the Company, market developments and the key risk indicators. The Independent Directors were also appraised about the developments happening within the broking industry from time to time. Further, periodic meetings were also conducted on a one-on-one basis between the Independent Directors and senior functional heads of the Company for more elaborate understanding of various aspects of business and audits conducted as well as about trends in cyber security, AI opportunity & risk management, instances regarding dealing with cyber risk related issues and areas pertaining to Business Continuity Planning & Disaster Recovery.

Considering all of the above, approximately 47 hours have been spent by the Independent Directors on various Board/Committee meetings including twelve one-on-one/group sessions (familiarisation sessions) held during the period from April 1, 2023 to March 31, 2024.

- 2) The Company's DNA articulates "'Compliance with Conscience' as a key threshold behaviour. Every employee of the Company is expected to work with "'Compliance with Conscience' in their work and their interactions with customers and stakeholders. The Company has zero tolerance towards any violation or misconduct on grounds of non-compliance. Our employee value proposition - PLEDGE also emphasizes on creating an environment which protects against any kind of biases and facilitates professionalism in all engagements. The Company has a Code of Conduct (Code) which

defines the professional and ethical standards that employees and Directors need to adhere to in compliance with all applicable statutory laws, regulations and internal policies. The Code is published on the Company's website, https://www.icicisecurities.com/UPLOAD/ARTICLEIMAGES/Code_of_Conduct_Business_Ethics.pdf and Intranet. Employees including Whole-time Directors are required to annually confirm that they have read and understood the Code. All new employees are also required to confirm that they have read and understood the Code at the time of their induction. In addition, the Company has instituted several policies to ensure adherence to existing statutory laws and regulations such as The Whistle Blower (WB) policy, The Prevention of Sexual Harassment (POSH) at the Workplace policy, Framework for managing Conflict of Interest etc. The Company regularly conducts awareness campaigns to familiarise employees with the various policies, latest updates and guidelines in the various regulations and to ensure adherence to the highest standards of ethical behaviour. Regular communications via mobile application - Amigo, SMS campaigns, mails, etc. are also sent to sensitise employees around governance and ethical practices.

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):

| Monetary | | | | | |
|----------------|-----------------|--|-----------------|-------------------|--------------------------|
| | NGRBC Principle | Name of regulatory/ enforcement agencies / judicial institutions | Amount (in INR) | Brief of the Case | Has an appeal been filed |
| Penalty / Fine | - | - | - | - | - |
| Settlement | - | - | - | - | - |
| Compounding | - | - | - | - | - |

| Non Monetary | | | | |
|--------------|-----------------|---|---------------|--------------------------|
| | NGRBC Principle | Name of regulatory / enforcement agencies / judicial institutions | Brief of case | Has an appeal been filed |
| Imprisonment | - | - | - | - |
| Punishment | - | - | - | - |

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

| Case details | Name of regulatory / enforcement agencies / judicial institutions |
|--------------|---|
| - | - |

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

Yes, the Company has an anti-corruption and anti-bribery policy which is available on the intranet of the Company. Further a brief of the policy is included in the Code of Conduct of the Company available at the below weblink: https://www.icicisecurities.com/UPLOAD/ARTICLEIMAGES/Code_of_Conduct_Business_Ethics.pdf

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

| | FY24 | FY23 |
|-----------|------|------|
| Directors | - | - |
| KMP's | - | - |
| Employees | - | - |
| Workers | - | - |

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

| | FY24 | | FY23 | |
|--|--------|---------|--------|---------|
| | Number | Remarks | Number | Remarks |
| Number of Complaints received in relation to issues of Conflict of Interest of the Directors | - | - | - | - |
| Number of Complaints received in relation to issues of Conflict of Interest of the KMP's | - | - | - | - |

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.

Not applicable

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

| | FY24 | FY23 |
|-------------------------------------|------|------|
| Number of days of accounts payables | 99 | 109 |

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 | FY24 | FY23 |
|-----------------------------|---|------|-------|
| Concentration of Purchases* | Purchases from trading houses as % of total purchases | - | - |
| | Number of trading houses where purchases are made from | - | - |
| | Purchases from top 10 trading houses as a % of total purchases from trading houses | - | - |
| Concentration of Sales* | Sales to dealers distributors as a % of total sales | - | - |
| | Number of dealers / distributors to whom sale made | - | - |
| | Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | - | - |
| Share of RPT's in | Purchases (Purchases with related parties / Total Purchases) | 8.0% | 13.0% |
| | Sales (Sales to related parties / Total Sales) | 3.4% | 4.8% |
| | Loans and Advances (Loans and advances given to related parties / Total loans and advances) | - | - |
| | Investments (Investments in related parties / Total investments) | 3.2% | 1.4% |

*Not applicable to our nature of business

Leadership Indicators

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

The Company on an annual basis sends an email communication to all vendor partners informing them about the Code of Conduct and Business Ethics of the Company.

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

There is a Board approved "Framework for managing conflicts of interest" ("the Framework") comprising of the principles and the measures to manage conflicts to conduct its activities in an ethical and transparent manner.

The Framework applies to all employees of the Company, Directors of the Company and employees of the subsidiaries of the Company.

The Company has established a tradition of best practices in managing Conflict of Interest ("COI") through adoption of a strong corporate governance framework. The governance framework adopted by the Company includes independent Board, the separation of the Board's supervisory role from the exclusive management and the constitution of Committees of the Board, generally comprising a majority of Independent Directors and chaired by an Independent Director, to oversee critical areas.

The Directors, on an annual basis, provide an affirmation that they have complied with the Framework for the financial year and that there were no instances of COI during the year. Further, in terms of the Companies Act, 2013, the Directors do not participate in discussions on agenda items in which they are interested.

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

Essential Indicators

- 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

| | FY24 | FY23 | Details of improvements in environmental and social impacts |
|-------|------|------|---|
| R&D | - | - | - |
| Capex | - | - | - |

Given the nature of Company's business Capex investments were largely in information technology. Accordingly, investments were made by way of addition to capital assets in the form of IT infrastructure like equipment and software to give impetus to the Company's digital initiatives. The share of investments in R&D and capex on account of information technology was 86 % in FY2024 (89% in FY2023) of total addition to fixed assets by the Company.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No
 - If yes, what percentage of inputs were sourced sustainably : Not applicable
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
Not applicable
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Not applicable

Leadership Indicators

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

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

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

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
| - | - | - |

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|------|
| | FY24 | FY23 |
| - | - | - |

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

| | FY24 | | | FY23 | | |
|--------------------------------|----------------|----------------|-----------------|----------------|----------------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable |
| E-waste | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable |
| Hazardous waste | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable |
| Other waste | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable | Not applicable |

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
| Not applicable | Not applicable |

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

Essential Indicators

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

| Category | % of employees covered by | | | | | | | | | | |
|--------------------------------|---------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent employees | | | | | | | | | | | |
| Male | 3,951 | 3,951 | 100% | 3,951 | 100% | - | - | 3,951 | 100% | - | - |
| Female | 1,458 | 1,458 | 100% | 1,458 | 100% | 1,458 | 100% | - | - | - | - |
| Total | 5,409 | 5,409 | 100% | 5,409 | 100% | 1,458 | 100% | 3,951 | 100% | - | - |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 2 | 2 | 100% | 2 | 100% | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | 2 | 2 | 100% | 2 | 100% | - | - | - | - | - | - |

Note: To enable women employees to stay invested in their careers, the Company offers supportive policies that cater to their needs at various life stages. Some of these policies include maternity leave including sabbatical leave, adoption leave of three months and medical leave in case of miscarriage / medical termination of pregnancy, any illness arising out of pregnancy and trust based sick leave and paternity leave. We have tied up with creche facilities and offer the facility to employees who show interest in availing these services with children below 6 years of age on a regular basis.

The company has also introduced paid child care leaves for single fathers and women employees to assist the employees in their time of need. Further, Travel Accompaniment Policy was introduced for women employees or single fathers who are required to undertake domestic official travel, who can be accompanied by their young children and a caregiver on company expense.

We also introduced Assistance to employees having children with special needs policy where the company covers expenses incurred on improving the quality of life of employee's children with special needs.

Further, for employees and their family members, who were suffering from critical illness, the company has gone beyond the coverage in extending all possible medical and financial support.

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

| Category | % of employees covered by | | | | | | | | | | |
|------------------------------|---------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent workers | | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |
| Other than Permanent workers | | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |

The Company does not have any workers as per the definition of Workers under the guidance note on BRSR, issued by SEBI.

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

| | FY24 | FY 23 |
|--|------|-------|
| Cost incurred on well- being measures as a % of total revenue of the company | 0.4% | 0.6% |

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

| Benefits | FY 24 | | | FY 23 | | |
|----------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | NA | 100% | 100% | NA | 100% |
| Gratuity | 100% | NA | NA | 100% | NA | NA |

| Benefits | FY 24 | | | FY 23 | | |
|-----------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| ESI | NA | NA | NA | NA | NA | NA |
| Others please specify | 100% | NA | NA | 100% | NA | NA |

Note: Employees retiring from the services of the Company are eligible for various post-retirement benefits including Group Health Insurance, domiciliary medical expenses, transportation to home town, vesting of outstanding employee stock options for participants of the Company's Employee Stock Option Scheme, Employee Stock Unit Scheme and vesting of Long Term Incentive (LTI) cash as applicable.

3. Accessibility of workplaces

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

Yes. All our Corporate offices have wheelchairs and wheelchair friendly elevators which can be accessed from the parking lot, thus making access friendly to our differently abled employees and visitors. Dedicated washrooms are also made available in our registered corporate office premises.

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.

The Company has in place its Diversity, Equity and Inclusion policy and Human Rights policy which can be accessed by employees on intranet. The Company believes in promoting diversity and inclusion in its work culture which allows all employees to bring their authentic selves to work and contribute wholly with their skills, experience and perspective for creating unmatched value for all stakeholders.

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

| Gender | Permanent employees | | Permanent workers | |
|--------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100% | 65.1% | NA | NA |
| Female | 100% | 54.8% | NA | NA |
| Total | 100% | 63.7% | NA | NA |

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

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent Workers | NA |
| Other than Permanent Workers | NA |
| Permanent Employees | <p>Yes. The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, engage and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers or register the same on imentor@icicisecurities.com. For grievances pertaining to sexual harassment, employees can also write to sakhi@icicisecurities.com.</p> <p>Any cases falling under the purview of the Whistle Blower Policy or Senior Management Escalations are handled as per the Whistle Blower Policy, which enables employees to freely communicate their concerns on illegal or unethical practices. Employees can do so by writing to whistleblower@icicisecurities.com or registering a complaint in the Employee Grievance Board accessible at companies intranet. Further regular communication and awareness campaigns are conducted by the Company through various channels of employee app - Amigo, intranet - I-Sec Universe, mailers, sms etc. for employees at regular intervals.</p> |
| Other than Permanent Employees | NA |

Our employee value proposition - PLEDGE articulates “Care” as a key anchor endorses and emphasizes workplace wellbeing and treating people with respect & dignity in every engagement. The Company has zero tolerance for harassment and discrimination of employees at the workplace. We promote a culture wherein employees can freely raise and discuss issues concerning themselves with their Superiors, or Regional HR Managers. We have several channels through which employees can discuss and seek clarifications on their issues.

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

| Category | FY 24 | | | FY 23 | | |
|---------------------------|--|--|-----------|---|---|-----------|
| | 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 | - | - | - | - | - | - |
| Male | - | - | - | - | - | - |

| Category | FY 24 | | | FY 23 | | |
|-------------------------|--|--|-----------|---|---|-----------|
| | 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) |
| Female | - | - | - | - | - | - |
| Total Permanent Workers | - | - | - | - | - | - |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |

8. Details of training given to employees and workers:

| Category | FY24 | | | | | FY23 | | | | |
|-----------|-----------|-------------------------------|-----------|----------------------|-----------|-----------|-------------------------------|-----------|----------------------|-----------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 3,951 | 3,951 | 100% | 3,949 | 99.9% | 3,357 | 3,357 | 100% | 3,354 | 99.9% |
| Female | 1,458 | 1,458 | 100% | 1,456 | 99.9% | 1,137 | 1,137 | 100% | 1,132 | 99.5% |
| Total | 5,409 | 5,409 | 100% | 5,405 | 99.9% | 4,494 | 4,494 | 100% | 4,486 | 99.8% |
| Workers | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - |

Note: The Company conducts various health and safety awareness campaigns via a multi-pronged framework. These include fire drills, webinars by experts on physical and mental wellness, road safety & traffic safety sessions etc. The Company's skill upgradation programme consists of induction, regulatory, conduct & compliance, domain specific, behavioural and leadership development programmes conducted through instructor-led trainings and e-learning modules.

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

| Category | FY 24 | | | FY 23 | | |
|-----------|-----------|---------|-----------|-----------|---------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 3,951 | 3,951 | 100% | 3,357 | 3,357 | 100% |
| Female | 1,458 | 1,458 | 100% | 1,137 | 1,137 | 100% |
| Total | 5,409 | 5,409 | 100% | 4,494 | 4,494 | 100% |
| Workers | | | | | | |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |
| Total | - | - | - | - | - | - |

Note: All employees of the Company undergo performance appraisal process as determined by the Company and in accordance with their career progression plan. Career development is achieved through a mix of trainings, higher roles (promotions) and lateral movements or job enhancements.

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? | No |
| b. | What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | - |
| c. | Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) | This is not applicable to the Company since we do not have workers as in the guidance note on BRSR, issued by SEBI |
| d. | Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) | Yes. At two of our corporate offices, we have dedicated doctors who are on site for an hour each day. Our employee mobile application has a feature to raise an emergency alarm in case of assistance required by the employee. The application also carries another feature wherein employees can mark themselves "Safe" in case of any mass crisis or natural calamities. |

Note: The Company has stringent guidelines to ensure safety of employees and visitors. We monitor air quality at our corporate offices and takes steps to improve it on a regular basis. We also have plants in open areas to help with oxygen levels. The air quality is checked once a year. We have installed a UVGI system in our internal duct of cooling equipment at our registered corporate office. Frequent equipment checks, such as air conditioners, chillers, UPS, stabilisers, and DG, are performed to mitigate any wear and tear caused by ongoing operation.

We also conduct Quarterly Fire Drill Training at all our branches and corporate offices which equips personnel to respond to any fire that can occur in the premises. Fire extinguishers are kept stocked to ensure that they can be used effectively in the event of an emergency. All of the branches and corporate offices have smoke detectors and fire alarm systems. Employees are informed about assembly points for the corporate offices.

The floor plans of the premises are exhibited at strategic spots. The display board at offices also includes emergency contact information such as police, hospitals, and the fire department.

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

| Safety Incident/Number | Category* | FY 24 | FY 23 |
|---|-----------|-------|-------|
| Lost Time Injury Frequency Rate (LTIFR) (peronemillion-personhours worked) | Employees | - | - |
| | Workers | - | - |
| Total recordable work-related injuries | Employees | - | - |
| | Workers | - | - |
| No. of fatalities | Employees | - | - |
| | Workers | - | - |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | - | - |
| | Workers | - | - |

*Including in the contract workforce

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

- We check for Air quality at our corporate offices spaces and take regular measures to improve the same; we also have plants at open spaces to promote oxygen levels.
- We have installed UVGI system in our internal duct of cooling equipment's at one of our corporate offices.
- Frequent equipment checks are carried out to mitigate any wear and tear due to continued use, E.g.: Air Conditioners, Chillers, UPS, Stabilizers and DG.
- We also conduct Quarterly Fire Drill Training at all our Branches and Corporate offices; this empowers employees to counter any fire occurred in the premises. Quarterly fire drills are carried out at all locations Pan India.
- Employees are made aware of assembly points for larger premises.
- Premise Floorplans are displayed at crucial locations.
- Fire alarm systems and smoke detectors are installed at all premises.
- Fire extinguishers are kept filled to ensure effective use during any untoward incidents.
- We have dedicated doctors at two of our prominent offices with high employee concentration.

- Emergency Contact details such as Police, Hospitals and Fire Brigade are also displayed on the display board.
- The AMIGO application helps employees to mark themselves safe during any pandemic / natural calamities and raise an alarm when in an exigency. The AMIGO application also has the emergency contacts of the employees which helps the HR / immediate manager to get in touch with the contacts in case the employee is unreachable.
- We offer free Executive Health Check up for employees of 40 years and above and at a discounted rate for employees below age of 40 years and dependent family members (above the age of 40 years).
- We conduct Health Awareness sessions for promoting healthy lifestyle.
- We also conducted Women safety workshops for our women employees.
- We have created various clubs to keep our employees engaged and connected beyond regular course of work. The clubs have been actively conducting various activities throughout the locations like Cricket tournaments, Carrom and Table Tennis Tournaments through i-Play(sports club); Trekking and Yoga sessions were also planned for our employees through i-Fit (Fitness Club).

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

| | FY 24 | | | FY 23 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | - | - | - | - | - | - |
| Health Safety | - | - | - | - | - | - |

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and Safety Practices | No assessment has been done by statutory authorities or third parties |
| Working Conditions | No assessment has been done by statutory authorities or third parties |

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions related incidents or significant risks / concerns identified.
Not Applicable

Leadership Indicators

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

(A) Employees (Y/N): Yes, the Company extends support to families in the event of an employee's death. This includes Life cover, Group Personal Accident cover (if applicable) and Retiral benefits (PF, gratuity and Employees Deposit Linked Insurance Scheme). In the event of death of an employee, gratuity is paid even if the employee had not completed five years of continuous service with the Company, and in such cases, we also pay ex-gratia considering future balance of service as per our policy. Additionally, in case of permanent disability/death of an employee, Employee Stock Options (ESOPs) (if any) and deferred LTI cash (if any) immediately vest to the employee/employee's successors, in line with the Company's Employee Stock Option Scheme and Compensation Policy. The above benefits are extended to all employees.

(B) Workers (Y/N) : The Company does not have any workers as per the definition of Workers under the guidance note on BRSR, issued by SEBI.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company is compliant with deduction of statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time. Value chain partners (vendors) are equally responsible to comply as per the contract with the Company. The Company has statutory and internal audit policies and procedures to ensure the above.
- Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | 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 24 | FY 23 | FY 24 | FY 23 |
| Employees | - | - | - | - |
| Workers | NA | NA | NA | NA |

The Company does not have any workers as per the definition of Workers under the guidance note on BRSR, issued by SEBI.

- 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)

Yes, the Company invests in holistic development of the employees during their course of employment and employees are upskilled through our robust Learning and Development Programs that strives to enhance domain specific, behavioral and leadership skills of the employees. In addition to the same, the rich experience the employees garner from the Organization keeps them updated on their skill sets and ensures they are always market ready. These experience and expertise learnt by the employees during their association with the organization keeps them updated and employable.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|--|
| Health and safety practices | - |
| Working Conditions | - |

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

All value chain partners who work in our offices have access to the same health and safety resources as the employees and any major risk to their health and safety is managed appropriately within specified timeline.

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

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

The stakeholders are determined based on the significance of their impact on the business and the impact of the business on them.

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

| Stakeholder Group | Whether Identified as Vulnerable & Marginalised Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|----------------------------|--|---|--|--|
| Shareholders and Investors | No | Quarterly results, Investor presentations, Annual Report, Annual General Meeting, Investor/analysts calls and meet, Media releases, Website, Newspaper advertisements pertaining to Notice of Annual General Meeting/Postal Ballot and e-voting for the same, e-mail communication to shareholders pertaining to declaration of dividend. | Ongoing engagement with at least one engagement on a quarterly basis. | <ul style="list-style-type: none"> To answer investor queries on financial performance To present business performance highlights to investors To discuss publicly available Company information to shareholders and investors |

| Stakeholder Group | Whether Identified as Vulnerable & Marginalised Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------------------|---|--|---|---|
| Government and Regulators | No | Meetings with key regulatory bodies, Written communications, Presentations, Industry associations. | Ongoing | Seeking clarifications and relaxation, communicating challenges and providing recommendations, knowledge sharing consultation on proposed regulatory changes, regulatory inspections and queries |
| Business Partners and Vendors | No | Channel partner meets, workshops, conferences and forums, One-to-one meetings, Telephonic and email communication, Channel partner management portal and app. | Ongoing | All activities pertaining to infrastructure and services are done by our vendor partners with periodic engagements like: <ul style="list-style-type: none"> • Assignment and closure of jobs • Discussion on scope of work and other details • Taking No Due confirmations from them at set intervals • Encouraging E-Invoicing Other engagements are Educating them on Business Ethics, integrity and code of conduct.(Annually) |
| Employees | No | Direct contact, Social Intranet – I Sec Universe, Email, Employee app - Amigo, physical and virtual Town halls - CEO connect and senior leadership connect programmes, team engagements, survey, SMS, calls. | Ongoing | To create an effective communication channel and inform employees on key developments within the Company; align them to the shared purposes of the Company & business strategy and ensure delivery of key goals and service. Energized employees and deliver on the employee value proposition - PLEDGE. Further it also helps to create opportunities to take employee feedback, suggestions, ideas and involve them in the delivery of the Company's commitment towards its stakeholders. |

| Stakeholder Group | Whether Identified as Vulnerable & Marginalised Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|---|---|---|---|
| Communities | Yes | <p>The Company leveraged multiple communication channels to ensure of the communication proposed outcomes of the various CSR Projects that were undertaken. These communication channels included regular visits to the project location and interaction meetings with the beneficiaries (community members), the CSR implementing agencies and other key stakeholders, if any. The Company also had frequent discussions over telephonic calls or web-based meetings with the implementing agencies to review the progress of the project. The Company used various communication media such as email, social media, websites, Annual Reports, Impact Assessment Reports and other available platforms to highlight the CSR project updates.</p> | <p>on need To create effective impact, the Company undertook regular engagement activities on quarterly basis or as were undertaken for monitoring and reporting of all CSR projects.</p> <p>Impact assessment activities are undertaken to assess the benefits and sustainability of mandated eligible initiatives, after a year of activity completion as mandated. Employees are encouraged to engage with communities and volunteer in various initiatives in the areas of health care, environment sustainability, education initiatives.</p> <p>Social media posts are based on milestones accomplished. Updates in reports are done annually or as per mandates.</p> | <p>The Engagements with the stakeholders enabled the Company to review the CSR Project, monitor the progress of the CSR project, the fund utilization status, challenges faced, if any, and take corrective actions as required. The engagements were also utilised to track the status of the key outcomes, milestones accomplished and impact of the initiatives.</p> |

| Stakeholder Group | Whether Identified as Vulnerable & Marginalised Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of Engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|---|--|---|--|
| Customers | No | Multi-modal distribution network and engagement (email, SMS, app, calls, chatbot, postal communication, call centre, digital platform, website) channels, Customer satisfaction measurement and relationship management, Media campaigns, advertising, road / reverse road shows, Special engagement services for senior citizens and women, Dedicated Relationship Managers, community engagement platform for investment community | Ongoing | <ul style="list-style-type: none"> • Regular updates on Launch of new products, New product features are shared with customers. • Communication pertaining to customer experience on website, applications etc. are shared • Communications on cross selling various products are sent to customers • Newsletters and weekly e-magazine are sent to customers for engagement • Stock updates and alerts on stocks in their demat account are sent |

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.

Stakeholder consultation is carried out through the means of reaching out to the stakeholders and obtaining their views on material environmental and social topics.

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 was carried out to identify the material ESG topics for the Company. The inputs received from the consultation was incorporated in the Company's materiality assessment. Details on the policies and activities were disclosed in the Company's ESG report.

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

Through its' CSR initiatives, ICICI Securities support social development projects that works in creating sustainable impact in the core developmental domains of healthcare, skill development and environment. During FY 2024, the Company undertook twelve CSR projects that was implemented through various implementing agencies. The Company had several engagement sessions with the different stakeholders of all the CSR projects. A few examples of how such engagement led to action being taken to address the concerns of the marginalized stakeholder groups is shared below.

The Company, during its' engagement session, with TATA Memorial Centre (TMC), implemented a CSR project to set up a Preventive Oncology Department in Homi Bhabha Cancer Hospital (HBCH) at Sangrur. The Company's engagement with ICICI Foundation of Inclusive Growth (ICICI Foundation) resulted in the Company undertaking the Rainwater Harvesting Project (RWH) across various Government Schools in Maharashtra, Tamil Nadu (TN) and Puducherry.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

| Category | FY 24 | | | FY 23 | | |
|------------------------|--------------|--|-------------|-------------|--|-------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 5,409 | 5,409 | 100% | 4494 | 4494 | 100% |
| Other than permanent | 2 | - | - | 2 | - | - |
| Total Employees | 5,411 | 5,411 | 100% | 4496 | 4494 | 100% |
| Workers | | | | | | |
| Total Workers | - | - | - | - | - | - |

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

| Category | FY24 | | | | | FY23 | | | | |
|-----------|-----------|-----------------------|-----------|------------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal Minimum Wage to | | More than Minimum Wage | | Total (D) | Equal Minimum Wage to | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 3,951 | - | - | 3,951 | 100% | 3,357 | - | - | 3,357 | 100% |
| Female | 1,458 | - | - | 1,458 | 100% | 1,137 | - | - | 1,137 | 100% |

| Category | FY24 | | | | | FY23 | | | | |
|----------------------|-----------|-----------------------|-----------|------------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal Minimum Wage to | | More than Minimum Wage | | Total (D) | Equal Minimum Wage to | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Other than Permanent | | | | | | | | | | |
| Male | 2 | - | - | 2 | 100% | 2 | - | - | 2 | 100% |
| Female | - | - | - | - | - | - | - | - | - | - |
| Workers | | | | | | | | | | |
| Permanent | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Other Permanent- | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

| | Male | | Female | |
|--------------------------------|--------|--|--------|---|
| | Number | Median remuneration/ salary/wages of respective category (₹ million) | Number | Median remuneration/ salary/wages of respective category (₹million) |
| Board of Directors (BoD) | 2 | 44.35 | - | - |
| Key Managerial Personnel | 2 | 11.4 | - | - |
| Employees other than BoD & KMP | 3,947 | 0.58 | 1,458 | 0.45 |
| Workers | - | - | - | - |
| Total | 3,951 | | 1,458 | |

1. Salary includes basic, allowance, retirals & perquisites (Excluding Perquisites pertaining to exercising ESOPs).
2. Details for Board of Directors (BoD) pertains to data for two whole time directors who draw remuneration from the Company.
3. Details for Key Managerial Personnel exclude the two Whole-time directors, which is captured under Board of Directors (BoD) row.
4. The Non-Executive Directors and Independent Directors do not draw fixed remuneration from the Company and are paid sitting fees for attending meetings of the Board and its Committees.
5. Data for “Employees other than BoD and KMP’ does not include fixed term contract staff.
6. The Company does not have any workers as per the definition of Workers under the guidance note on BRSR, issued by SEBI.

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

| | FY24 | FY23 |
|---|-------|-------|
| Gross wages paid to females as % of total wages | 18.9% | 17.7% |

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)

The Head of Human Resources who is responsible for the human resources function and Chief Risk Officer jointly oversees and addresses any issue arising from any human rights impact or issues caused or contributed to by the business.

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

Yes. The Company has instituted “Employee grievance” portal (EGB) on the Company’s intranet for employees to record and register their grievance. The EGB serves as the repository of all relevant information pertaining to each grievance and for the purpose of monitoring and tracking of all grievances for timely resolution. Employees may also write their grievance over email to imentor@icicisecurities.com or raise their grievance through their line hierarchy or Human Resources. Anonymous grievances are also recorded in the EGB portal and are investigated appropriately. On receipt of the grievance, the Employee Relations team examines the nature and type of the grievance, investigates and provides appropriate resolutions on the same.

For grievances pertaining to sexual harassment, the Internal Committee (IC) is constituted in line with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 to investigate the case. The EGB also records, addresses and resolves any customer-related grievance.

Our Operational Risk Management Group (ORMG) is responsible for identifying, investigating, evaluating and deciding on the resolution of process violation/ complaints. The ORMG team operates as an independent central governance unit to ensure that the resolution for each and every complaints/process violation is done in a fair and impartial manner.

The Company has appropriate forums to address all forms of grievances, complaints, conflicts and process violations. Details of the same are available on Intranet of the Company for employees.

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

| | FY24 | | | FY23 | | |
|--------------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 | 2 | - | - | 1 | - | - |
| Discrimination at workplace | - | - | - | - | - | - |
| Child Labour | - | - | - | - | - | - |
| Forced Labour/ Involuntary Labour | - | - | - | - | - | - |
| Wages | - | - | - | - | - | - |
| Other human rights related issues | - | - | - | - | - | - |

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

| | FY24 | FY23 |
|---|------|------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 2 | 1 |
| Complaints on POSH as a % of female employees/workers | 0.1% | 0.1% |
| Complaints on POSH upheld | - | - |

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

- a) The Company provides protection against discrimination to employees who makes disclosure or raises a concern under the whistle blower policy/grievance redressal framework where the employee discloses his/her identity, discloses the information in good faith, believes it to be substantially true, does not act maliciously nor makes false allegations and does not seek any personal or financial gain.
- b) The Company strictly prohibits any attempt of retaliation by anyone against any employee who raises a concern under the policy in good faith.
- c) Cases related to prevention of sexual harassment at work place are treated with utmost sensitivity and confidentially in line with the guidelines of the Sexual Harassment of Women at Work Place (prevention, prohibition and redressal) Act 2013.

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

(Yes/No)

Yes, human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

10. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Child labour | Nil |
| Forced/involuntary labour | Nil |
| Sexual harassment | NIL |
| Discrimination at workplace | NIL |
| Wages | NIL |
| 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.

Not applicable

Leadership Indicators

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

Not applicable

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

Not applicable

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

All of our corporate locations feature wheelchairs and elevators that can be reached from the parking lot, making it easier for our differently abled employees, workers, and visitors to get around with ease. At the registered Corporate office, dedicated washrooms are also accessible.

4. Details on assessment of value chain partners:

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

Note : In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However, no formal examination of value chain partners has been conducted.

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

Nil

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

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

(in Giga Joules)

| Parameter | FY24 | FY23 |
|--|-------------|-------------|
| From renewable sources | | |
| Total electricity consumption (A) | 7,542 | 2,705 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 7,542 | 2,705 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 9,983 | 14,325 |
| Total fuel consumption (E) | 2,519 | 1,962 |

| (in Giga Joules) | | |
|---|--------|--------|
| Parameter | FY24 | FY23 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | 12,502 | 16,287 |
| Total energy consumed (A+B+C+D+E+F) | 20,044 | 18,992 |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in rupees million) | 0.4 | 0.6 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP* in rupees million) | 8.0 | 11.2 |
| Energy intensity in terms of physical output | - | - |
| Energy intensity (optional)-the relevant metric may be selected by the entity | - | - |

*Latest PPP conversion factor for India by the World Bank for the year 2023 is Rs. 20.22 per international Dollar

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

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

No

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

| Parameter | FY 2024 | FY 2023 |
|--|---------|---------|
| Water withdrawal I by source (in kilolitres) | | |
| (i) Surface water | NA | NA |
| (ii) Groundwater | NA | NA |
| (iii) Third party water | NA | NA |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | NA | NA |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | NA | NA |

| Parameter | FY 2024 | FY 2023 |
|--|---------|---------|
| Total volume of water consumption (in kilolitres) | 18,898 | 24,846 |
| Water intensity per (Total water consumption / Revenue from operations in rupees million) | 0.4 | 0.7 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP* in rupees million) | 7.6 | 14.7 |
| Water intensity in terms of physical output | - | - |
| Water intensity (optional) - the relevant metric may be selected by the entity | - | - |

*Latest PPP conversion factor for India by the World Bank for the year 2023 is Rs. 20.22 per international Dollar

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

4. Provide the following details related to water discharged:

| Parameter | FY 2024 | FY 2023 |
|---|---------|---------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (ii) To Groundwater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iii) To Seawater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |

| Parameter | FY 2024 | FY 2023 |
|--|---------|---------|
| (v) Others | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | - | - |

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

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

No

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

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

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

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

| Parameter | Unit | FY 24 | FY 23 |
|---|---|-------|-------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 221 | 224 |

| Parameter | Unit | FY 24 | FY 23 |
|---|---|-------|-------|
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1,931 | 2,825 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in rupees million) | Metric tonnes of CO ₂ equivalent per rupees million of turnover | 0.04 | 0.08 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP* in rupees million) | Metric tonnes of CO ₂ equivalent per rupees million of turnover adjusted for PPP | 0.8 | 1.7 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | | - | - |
| Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity | | - | - |

*Latest PPP conversion factor for India by the World Bank for the year 2023 is Rs. 20.22 per international Dollar

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
- Company has converted all the Grid Energy to Green Energy for all our branches and Corporate office in Maharashtra . Monthly awareness emailers are send to employee
 - ISO 14001 is an internationally-recognised framework that provides with the requirements of an environmental management system. This Environmental Management System allows an organisation to minimise its impact on the environment, and optimise its environmental outputs through a framework that helps to identify environmental risks, as well as areas an organisation can consolidate its efforts to become more environmentally friendly.

We have received this Certification for our three Corporate office (Turbhe, Prabhadevi and Andheri) To achieve this certification, we have set up and/or revamped existing processes of identification, monitoring and disposal of different kinds of wastes including e waste and bio waste. Apart from this monitoring of air/noise pollutions caused by our

activities, consumption of paper/water/electricity have been regularised so as to identify scopes of improvement in any of these areas. Electrical and firefighting equipment are other important areas which are monitored as per this framework, so as to minimize the scope of any emergency.

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

| Parameter | FY 24 | FY 23 |
|--|-------|-------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | NIL | NIL |
| E-waste (B) | 3.81 | 14.46 |
| Bio-medical waste (C) | Nil | Nil |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (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) | 46.35 | 37.03 |
| Total (A+B + C + D + E + F + G + H) | 50.02 | 51.49 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in rupees million) | 0.0 | 0.0 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP* per rupee million) | 0.0 | 0.0 |
| Waste intensity in terms of physical output | - | - |
| Waste intensity (optional) - the relevant metric may be selected by the entity | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 17.78 | 13.58 |
| (ii) Re-used | Nil | Nil |
| (iii) Other recovery operations | Nil | Nil |

| Parameter | FY 24 | FY 23 |
|--|--------------|--------------|
| Total | 17.78 | 13.58 |
| 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 | 27.29 | 22.61 |
| Total | 45.08 | 36.19 |

*Latest PPP conversion factor for India by the World Bank for the year 2023 is Rs. 20.22 per international Dollar

Note: 0.0 indicates values are lower than 0.1, wherever applicable.

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.

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.

- We strive to reduce waste and recycle as much as possible. Our waste primarily comprises food, waste, paper, plastic and e-waste
- Curbing generation of plastic waste: We have stopped procurement of plastic stationery and encourage our employees to use non plastic bottles at our offices to reduce the number of plastic bottles being discarded after use. All our facilities use 100% biodegradable plastic garbage bags to collect and dispose of dry and wet waste.
- Reducing paper and printing consumption: We have implemented strong measures for digitising processes to reduce the need for paper. Further minimising the usage of paper across offices is an ongoing activity. Customer accounts have now transitioned to digital opening. The documents required as supporting are also uploaded digitally. Accounts are being opened without any paper consumption. Paper-based Office stationeries also have now been stopped apart from the mandatory ones.
- E-waste management: Our E-waste broadly includes computers, servers, scanners, UPSs, Batteries, Air conditioners etc. All such E-wastes are being disposed of through registered E-waste vendors.
- In Corporate office Dry Waste & Wet Waste are to be segregated and disposed / recycled separately, either to waste collection agency appointed by the Local Municipal Authority or through authorised Waste Management Vendor who will collect and process the waste. Wet waste is used to generate manure / compost for further use generate Manure / Compost for further use.
- In Branches Dry waste & Wet Waste is been disposed through the Building owner authorized waste management agency or through waste collection agency appointed by the Local Municipal Authority.

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

| <u>S.No.</u> | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------------|--------------------------------|--------------------|--|
| | - | - | - |

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

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

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

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

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non- compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------|---|--|---|---------------------------------|
| | - | - | - | - |

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

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

(ii) Nature of operations

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

| Parameter | FY2024 | FY 2023 |
|--|--------|---------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | - | - |

| Parameter | FY2024 | FY 2023 |
|--|--------|---------|
| (ii) Groundwater | - | - |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) | - | - |
| Total volume of water consumption (in kilolitres) | - | - |
| Water intensity per rupee of turnover (Water consumed / turnover) | - | - |
| Water intensity (optional) - the relevant metric may be selected by the entity | - | - |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | - | - |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (ii) Into Groundwater | - | - |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iii) Into Seawater | - | - |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iv) Sent to third-parties | - | - |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (v) Others | - | - |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | - | - |

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

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

| Parameter | Unit | FY 24 | FY 23 |
|---|--|-------|--------|
| 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) | Metric tonnes of CO ₂ equivalent | 8,629 | 10,079 |
| Total Scope 3 emissions per rupee million of turnover | Metric tonnes of CO ₂ equivalent per rupees million of turnover | 0.4 | 0.5 |
| Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity | | - | - |

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

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

Our Company does not have any significant direct & indirect impact on ecologically sensitive 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:

| 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 Corporate Business Continuity Policy in place. The Policy is duly approved by the Risk Management Committee of the Company. The purpose of the Policy is to formalise the business continuity programme of the Company and to provide guidelines for developing, implementing, exercising, and maintaining group specific business continuity plans for the respective groups. More importantly, the policy seeks to provide for the resumption of critical and important processes in accordance with pre-established timeframes, restoration of the processing site and ultimately return to a permanent operating environment.

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.
Not applicable

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Not applicable

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

Essential Indicators

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

The Company was a member of eight trade and industry chambers/ associations during FY 2024.

- 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 | International Market Assessment India Private Limited-CFO | National |
| 2 | Association of National Exchange Members of India (ANMI) | National |
| 3 | BSE Broker's Forum | National |
| 4 | The Association of Investment Bankers of India | National |
| 5 | Financial Planning Standards Boards, India | National |
| 6 | Confederation of Indian Industries (CII) | National |
| 7 | Federation of Indian Chamber of Commerce & Industry (FICCI) | National |
| 8 | The Associated Chambers of Commerce and Industry of India (ACCOCHAM) | National |

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

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

Leadership Indicators

Details of public policy positions advocated by the entity : Nil

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development
Essential Indicators

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

| Name and brief details of 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 |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| - | - | - | - | - | - |

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

| 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) |
|--------|--|-------|----------|---|--------------------------|---|
| - | - | - | - | - | - | - |

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

The Company has set up a framework of multiple mechanisms to receive and redress grievances of the various communities who are served through its CSR Projects. Regular interactions with communities are carried out through physical visits, virtual meetings, feedbacks review of outcomes, meetings with implementation agencies, third party impact assessment reports, photos, etc. to receive grievances. The Company follows its' approved grievance redressal process, to redress grievances, if any.

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

| | FY 24 | FY 23 |
|---|-------|-------|
| Directly sourced from MSMEs / small producers | 4.8% | 6.0% |
| Directly from within India | 97.8% | 97.4% |

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 | FY24 | FY23 |
|--------------|-------|-------|
| Rural | 0 | 0 |
| Semi-urban | 0.2% | 0.2% |
| Urban | 5.2% | 5.7% |
| Metropolitan | 94.6% | 94.1% |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

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

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

| Sr. No. | State | Aspirational District | Amount spent (INR) |
|---------|--|-----------------------|--------------------|
| | Rain Water Harvesting (RWH) Project | | |
| 1 | Tamil Nadu | Ramanathapuram | 3,431,600 |
| 2 | Tamil Nadu | Virudhunagar | 3,357,495 |
| 3 | Maharashtra | Osmanabad | 500,980 |
| | Total (RWH) | | 7,290,075 |
| | Last Mile Surgery support program for children | | |
| 4 | Maharashtra | Osmanabad | 230,000 |
| 5 | Jammu & Kashmir | Baramula | 110,000 |
| 6 | Jammu & Kashmir | Kupwara | 80,000 |

| Sr. No. | State | Aspirational District | Amount spent (INR) |
|---------|--|-----------------------|--------------------|
| 7 | Jharkhand | Sinhabhoomi | 40,000 |
| 8 | Jharkhand | Ramgarh | 39,377 |
| 9 | Mizoram | Mamit | 40,000 |
| 10 | Karnataka | Raichur | 40,000 |
| 11 | Uttarpradesh | Bahraich | 40,000 |
| 12 | Bihar | Bhagwanpur | 11,547 |
| | Total (last mile surgery for children) | | 630,924 |
| | Total FY2024 CSR Expenditure on Aspirational Districts | | 7,920,999 |

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No
 (b) From which marginalized /vulnerable groups do you procure? - No
 (c) What percentage of total procurement (by value) does it constitute? - No
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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

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

6. Details of beneficiaries of CSR Projects
 Through its' CSR projects, ICICI Securities had focused on sustainable development across three domains- healthcare, skill development and environment.

In FY2024, ICICI Securities CSR projects benefitted an estimated 2.02 lakh people from the relevant vulnerable and marginalised groups that the CSR projects aimed at. All projects were fully inclusive to the relevant beneficiaries and 100% of the eligible beneficiaries from vulnerable and marginalised sections had access to the CSR project outcomes, subject to the CSR budget allocated to a project.

During FY2024, in healthcare, the company’s CSR projects impacted about 1.42 lakh beneficiaries, of which 1.38 lakh is the estimated annual number of beneficiaries to be impacted, post installation of the various medical equipment procurement support provided to Government hospitals. Treatment support was provided to 278 cancer patients, 263 children were benefitted from last mile surgery/treatment support and 1,000 senior citizens were impacted with the free cataract surgeries that Company had supported. There were around 1,300 people who got impacted from the access to drinking water supply at their homes and around 144 people got the benefit from sanitation blocks set up in their homes. Around 9,000 youth from the lesser privileged socioeconomic strata were imparted skill development training for enabling them to get sustainable livelihood opportunities and 9 startups were incubated. In the environment initiatives, 50,000 students from 128 Government schools were impacted by the Rainwater Harvesting project and 1,200 people were impacted from the organic waste and sludge management process.

| Sr. No | CSR Project | No of persons benefitted from CSR Projects (in lacs) | % of beneficiaries from vulnerable and marginalized groups |
|--------|---|--|--|
| 1 | Healthcare initiatives- Support provided for medical treatment (cancer and cataract), surgery/ treatment support to needy children, medical equipment and transport support (cancer, neurosurgery, CT scan) and preventive healthcare initiatives (household drinking water and sanitation facilities). | 1.42 | 100 |
| 2 | Skill Development Initiatives | 0.09 | 100 |
| 3 | Environment initiatives | 0.51 | 100 |
| | Total | 2.02 | 100 |

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Complaints and queries are received through calls, emails and branches. Calls are handled by customer care and email desk is handled in-house. A resolution is provided to the customer and a ticket or service request is raised in CRM tool FCRM to ensure tracking of complaints and queries.

In case customer is not satisfied with the resolution provided, they can write to us as per the escalation matrix provided on our website for detailed investigation and satisfied resolution.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:
Environmental and social parameters relevant to the product - Not applicable
Safe and responsible usage - Not applicable
Recycling and/or safe disposal - Not applicable

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

| | FY 24 | | Remarks | FY 23 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | - | - | - | - | - | - |
| Advertising | - | - | - | - | - | - |
| Cyber-security | - | - | - | - | - | - |
| Delivery of essential services | - | - | - | - | - | - |
| Restrictive Trade Practices | - | - | - | - | - | - |
| Unfair Trade Practices | - | - | - | - | - | - |
| Other | 10 | 9 | - | 5 | 5 | - |

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

| | Number | Reasons for Recall |
|-------------------|--------|--------------------|
| Voluntary Recalls | NA | NA |
| Forced Recalls | NA | NA |

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 has the relevant policies which are accessible on intranet of the company

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.

Not Applicable

7. Provide 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 customers: Nil

c. Impact, if any, of the data breaches: Not applicable

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
Information on products and services of the Company can be accessed on www.icicidirect.com
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services
 - a) Information is regularly updated on website
 - b) Regular emailers, SMS and Notifications are sent to consumers
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Consumers are informed of any risk of disruption / discontinuation of essential services through the below means of communication:
 - a) Call Centre
 - b) Website
 - c) Email and SMS
 - d) ICICI direct branches
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)

Yes, we provide product information on our website over and above what is mandated under local laws under the FAQ section on our website. Survey is carried out to understand customer advocacy of ICICI Securities' products and services. This is carried out telephonically across all segments of our customer base.