Aurionpro

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AURIONPRO SOLUTIONS LIMITED

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2024-2025

Aurionpro
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ABOUT US



Aurionpro Solutions Limited is a leading global technology company driving digital innovation and transformation for enterprises worldwide. With a robust presence across 30+ countries, over 2400 dedicated professionals, and a portfolio of 300+ customers, we deliver cutting-edge, platform- driven solutions that empower our clients to thrive in an increasingly digital world.

Headquartered in Mumbai, India, Aurionpro stands at the forefront of Banking and Financial Technology, offering specialized services in Banking Transformation, Branch Transformation, Transaction Banking, Credit Risk Management, and Treasury & Capital Markets.

Beyond financial services, we're shaping smarter urban futures through our Smart City and Smart Mobility solutions. Our Aurionpro Payment Framework and comprehensive professional services empower enterprises with efficient, scalable digital transformation and payment infrastructure. At Aurionpro, we believe in unifying technology, innovation, and talent. As we continue to scale new heights, we remain focused on creating sustainable impact, and will present our Business Responsibility and Sustainability Report (BRSR) for FY 2024–25.

In line with our core values and dedication to responsible business conduct, Aurionpro Solutions Limited is pleased to present its Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25. This report has been prepared on consolidated basis, i.e., including its global subsidiaries, following the framework outlined in the SEBI (Listing obligations and Disclosure Requirements) Regulations, 2015, and incorporates the latest changes as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025.

The numbers mentioned in the Report have been rationalized wherever required.

In this report, the words – 'The Company', refers to the standalone entity - Aurionpro Solutions Limited and its Indian Entities, and 'Our', 'We', 'The Company and its subsidiaries' are used to to denote 'the Company' including its global subsidiaries.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING FY 2024-2025

Business Responsibility and Sustainability Reporting (BRSR) is a mandatory reporting requirement by the Securities & Exchange Board of India (SEBI) for top 1000 listed companies by market capitalization.

The BRSR principles, based on the National Guidelines on Responsible Business Conduct (NGRBC - set of guidelines introduced by India's Ministry of Corporate Affairs on March 15, 2019, steering Companies towards responsible business practices) advocate for listed companies to embrace sustainable business methods and divulge information on their environmental, social and governance (ESG)performance.

The Company and its subsidiaries aim to progress in its ESG journey to further its objectives of becoming a sustainable and responsible corporate and hereby presents the consolidated BRSR for the financial year 2024-25, pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.

SECTION A: GENERAL DISCLOSURES[1]

I. Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity** - L99999MH1997PLC111637
2. **Name of the Listed Entity** – Aurionpro Solutions Limited
3. **Year of incorporation** - 1997
4. **Registered office address** – Synergia IT Park, Plot No.- R-270, T.T.C. Industrial Estate, Near Rabale Police Station, Rabale, Navi Mumbai, Thane, Maharashtra, 400701
5. **Corporate address** - Synergia IT Park, Rabale, Navi Mumbai, Thane, Maharashtra – 400 701
6. **E-mail** – investor@aurionpro.com
7. **Telephone** - 022-40407070
8. **Website** - www.aurionpro.com
9. **Financial year for which reporting is being done** – 2024-25
10. **Name of the Stock Exchange(s) where shares are listed:**

Name of the Exchange	Stock Code
BSE Ltd.	532668
National Stock Exchange of India Ltd.	AURIONPRO

11. **Paid-up Capital** – INR 55,21,35,300 (Standalone Entity)

[1] The data in Section A is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** –
Name: Ninad Kelkar, Company Secretary and Compliance officer
Email: investor@aurionpro.com
Contact No - 022-40407070

13. **Reporting boundary - Are the disclosures under this report made on a standalone basis(i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)**. –

The disclosures in this report are provided on a consolidated basis for Aurionpro Solutions Ltd. (the listed entity) along with its 37 subsidiaries (both Indian and international), wherever applicable, unless explicitly stated to be on a standalone basis.

14. **Name of assurance provider –** Not Applicable for the reporting period as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

15. **Type of assurance obtained –** Not Applicable for the reporting period as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

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.	Information and Communication	Computer programming, Consultancy, related activities and Communication service activities	54.33
2.	Information and Communication	Other information & communication service activities	45.67

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Software application development and maintenance, IT consulting	620	100.00

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	1*	7	7
International	0	28	28

* The plant mentioned above belongs to Aurionpro Toshi Automatic Systems Private Limited, India.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	29
International (No. of Countries)	30

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

The Contribution of exports as a percentage of total turnover of the entity in the Financial Year is 18.27%.

c. A brief on types of customers:

The Company, along with its subsidiaries, serves a diverse clientele across multiple sectors such as Financial Services, Banking, Government, Transportation, Logistics, and Retail. Key offerings include Digital Innovation and Cybersecurity Solutions for major banks and financial institutions, E-Governance and Digital Transformation services for government agencies, Automated Fare Collection and Smart Transit Solutions for the transportation and logistics sector, and Digital Customer Experience platforms for retail businesses.

IV. Employees

20. Details as at the end of Financial Year:



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)	2501	1992	79.65	509	20.35
2.	Other than Permanent (E)	185	174	94.05	11	5.95
3.	**Total employees (D + E)**	2686	2166	80.64	520	19.36
WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	46	46	100.00	0	0.00
6.	**Total workers (F + G)**	46	46	100.00	0	0.00

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0.00	0	0.00

2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total differently abled employees (D + E)**	0	0	0.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	0	0	0.00	0	0.00
6.	**Total differently abled workers (F + G)**	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel	4	0	0.00

Note: KMPs include Managing Director (MD), Chief Executive Officer (CEO), Company Secretary (CS) and Chief Financial Officer (CFO). The details provided above are for the Standalone entity.



22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.15	20.66	27.82	38.66	15.11	34.46	26.98	28.93	27.43
Permanent Workers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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.	Aurionpro Foundation	Subsidiary	100.00	Yes
2.	Aurionpro Payment Solutions Private Limited	Subsidiary	100.00	Yes
3.	Aurionpro Solutions Pte Limited, Singapore	Subsidiary	100.00	Yes
4.	Aurionpro Toshi Automatic Systems Private Limited	Subsidiary	51.00	Yes
5.	Aurionpro Transit Solutions Private Limited	Subsidiary	86.00	Yes

6.	Aurionpro Transit Technologies Private Limited	Subsidiary	100.00	Yes
7.	Aurofidel Outsourcing Limited	Subsidiary	100.00	Yes
8.	Intellvisions Solutions Private Limited	Subsidiary	100.00	Yes
9.	Skanan Hardware Private Limited	Subsidiary	100.00	Yes
10.	Lithasa Technologies Private Limited	Subsidiary	67.75	Yes
11.	AryaXAI Research and Development Labs Inc.	Subsidiary	100.00	Yes
12.	PT Aurionpro Solutions, Indonesia	Subsidiary	80.00	Yes
13.	Intellvisions Software LLC	Subsidiary	100.00	Yes
14.	Aurionpro Fintech Inc.	Subsidiary	NA	Yes
15.	Aurionpro Holdings PTE Limited	Subsidiary	NA	Yes
16.	Aurionpro Market Systems PTE Limited	Subsidiary	NA	Yes
17.	Aurionpro Payment Solutions PTE Limited	Subsidiary	NA	Yes
18.	Aurionpro Solutions (Africa) Limited	Subsidiary	NA	Yes
19.	Aurionpro Solutions PLC	Subsidiary	NA	Yes
20.	Aurionpro Technology Solutions PTE Limited	Subsidiary	NA	Yes
21.	Aurionpro Transit PTE Limited	Subsidiary	NA	Yes
22.	Aurionpro Transit Technologies Solutions Limited, Turkey	Subsidiary	NA	Yes
23.	Integro Technologies (Vietnam) Limited Liability Company	Subsidiary	NA	Yes
24.	Integro Technologies Co. Limited	Subsidiary	NA	Yes
25.	Integro Technologies PTE Limited	Subsidiary	NA	Yes
26.	Integro Technologies SDN BHD	Subsidiary	NA	Yes
27.	Integrosys Corporation	Subsidiary	NA	Yes
28.	Neo Bnk PTE Limited	Subsidiary	NA	Yes
29.	Real Patients Solutions Inc.	Subsidiary	NA	Yes
30.	Aurionpro Transit SDN BHD	Subsidiary	NA	Yes
31.	Aurionpro Transit Americas LLC	Subsidiary	NA	Yes
32.	Aurionpro Transit Inc.	Subsidiary	NA	Yes
33.	Aurionpro Middle East for Information Technology Company (Aurionpro MENA)	Subsidiary	NA	Yes
34.	Fenixys SAS, France	Subsidiary	NA	Yes

35.	Fenixys UK LTD, UK	Subsidiary	NA	Yes
36.	Fenixys Consulting, France	Subsidiary	NA	Yes
37.	Fenixys Middle East, UAE	Subsidiary	NA	Yes

*The Company is actively working with all its subsidiaries to advance its business responsibility and ESG initiatives. The global entities are getting integrated to the BRSR Framework across the 9 principles in a phased manner.

**The entities where NA is mentioned, those are not direct subsidiaries of listed entity, they are step down subsidiaries.

VI. CSR Details

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

(ii) Turnover (in INR) – 7,98,04,03,557

(iii) Net worth (in INR) – 12,62,68,25,214.21

Note: The turnover and net worth mentioned above represent Aurionpro Solutions Limited (Standalone Listed Entity).

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes,then provide web-link for grievance redress policy)	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks	Number of complaintsfiled during theyear	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Company and its subsidiaries actively engage with diverse communities and social groups, participating in various local forums where they operate. Additionally, it has a designated email address, info@aurionpro.com, for general communication and addressing community grievances, if any. Corporate Social Responsibility (CSR) is a vital tool for us to address the various needs of society and contribute meaningfully to its development.	The number of complaints or grievances was not formally recorded during the reporting years. However, the Company and its subsidiaries are now taking proactive steps to implement a comprehensive tracking system and establish a robust mechanism for monitoring and addressing grievances going forward.					
Investors (other than shareholder)	Yes, the Stakeholder Relationship/Investors Grievances & Share Transfer Committee addresses security holders' grievances, including issues with share transfer, non-receipt of annual reports, and declared dividends. It reviews						
Shareholders							

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes,then provide web-link for grievance redress policy)	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks	Number of complaintsfiled during theyear	Number of complaints pending resolution at close of the year	Remarks
	measures enabling effective shareholder voting and monitors the Registrar & Share Transfer Agent's compliance with service standards. Further, the shareholder complaints can be raised at SEBI specified mechanism through: https://scores.sebi.gov.in/						
Employees and workers	Yes, the Company's "Open Door" communication policy ensures that employees and workers are able to voice their concerns without fear of reprisal. They are encouraged to promptly discuss any issues with their immediate manager. If a problem is not resolved or further clarification is needed, they can request a meeting with their Business Unit (BU) Head or Human Resource (HR) Head. If a concern remains unresolved or requires confidentiality, they may contact the						

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes,then provide web-link for grievance redress policy)	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks	Number of complaintsfiled during theyear	Number of complaints pending resolution at close of the year	Remarks
	Employee Grievance Cell in writing to grievance@aurionpro.com. Further the POSH Policy (Intranet) and Whistle Blower Policy (https://www.aurionpro.com/archive/wp-content/uploads/2025/08/whistle-blower-vigil-mechanism-policy.pdf) also provide adequate mechanisms for redressal to the aggrieved employee or worker. Individuals may report violations of the Code of Conduct by sending a mail to conduct_ethics@aurionpro.com or submitting a written complaint to the Chairman of the Conduct & Ethics Committee. Anonymous complaints are also accepted and handled with strict confidentiality and care.						
Customers	Customers are a very critical part of our value chain. For the customers we have formal mechanisms in place for handling						

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes,then provide web-link for grievance redress policy)	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks	Number of complaintsfiled during theyear	Number of complaints pending resolution at close of the year	Remarks
	complaints and feedback, alongside an institutional framework – the Steering Committee, which is composed of representatives from both the company and customers, to address and resolve any grievances. The customers can contact us in case of grievances at: info@aurionpro.com						
Value Chain Partners	Contracts with value chain partners incorporate clear communication channels and a structured grievance redressal mechanism.						

26. Overview of the entity's material responsible business conduct 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[2]

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Data Security	Risk	With the continued growth of the Company and its subsidiaries in delivering products and services through digital platforms, managing the dual priorities of data-driven innovation and customer privacy has become increasingly complex. The reliance on various forms of user data including personal, demographic, behavioural, and content-related information to tailor experiences and support business growth may lead to heightened oversight from global regulatory bodies. Furthermore, offering cloud-based solutions and IT	In response to these challenges, the Company and its subsidiaries are committed to adopting comprehensive data governance frameworks that emphasize regulatory compliance and the safeguarding of user privacy. Proactive oversight in this domain is essential to preserving stakeholder confidence and supporting long-term business resilience.	Negative * There was no negative financial impact in the reporting year 2024-25.

[2] Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at https://sasb.ifrs.org/ on 24nd April, 2025 at 14:59 IST.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			infrastructure introduces additional concerns, particularly around the possibility of government entities accessing user data, potentially leading to infringements of individual freedom and privacy rights.		
2	Intellectual Property Protection & Competitive Behaviour	Risk	The Company and its subsidiaries have strategically invested in safeguarding their intellectual assets, including securing trademarks, copyrights, and other key forms of IP that underpin innovation and competitive advantage. Our ability to operate effectively depends on leveraging proprietary technologies while avoiding infringement on third-party rights. Nonetheless, there remains a risk of legal disputes arising from alleged violations of intellectual property or copyright laws. Unfavourable outcomes in such matters whether regulatory or judicial could lead to extended legal proceedings, substantial financial liabilities, and erosion of market influence. Should the core technologies or market leadership be legally contested, the resulting impact on revenue	Recognizing the importance of mitigating intellectual property risks, the Company and its subsidiaries have instituted a robust framework to safeguard proprietary innovations. This includes well-defined protocols for handling confidential and sensitive information related to intellectual assets. When acquiring intellectual property, we undertake rigorous due diligence and, where appropriate, secure indemnification from third-party developers. The agreements with employees, workers and external developers are carefully structured to ensure the assignment of rights for all IP created in the course of engagement, operating under a work-for-hire model. Additionally, the contractual arrangements	Negative * There was no negative financial impact in the reporting year 2024-25.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			generation and strategic positioning could be significant.	with clients and vendors are designed with strong protective clauses to uphold our IP rights, supported by enforceable remedies and indemnity provisions in case of violations.	
3	Managing Systemic Risks from Technology Disruptions	Risk	The Company and its subsidiaries understand the importance of proactively addressing systemic risks linked to technological disruption, especially in an industry heavily dependent on digital systems. Accelerating innovation, escalating cybersecurity threats, and the possibility of technical failures present tangible risks, including operational interruptions, compromised data integrity, and financial losses. Given our role in delivering cybersecurity, digital transformation, and enterprise solutions, any significant disruption in our technology ecosystem could trigger downstream effects - impacting business continuity not only internally but also across our client network and stakeholder community.	To mitigate the impact of potential technology disruptions, the Company and its subsidiaries have established a multi-layered approach on resilience and preparedness. This includes the deployment of advanced cybersecurity measures, real-time infrastructure monitoring, and frequent upgrades to address emerging threats. A detailed business continuity framework ensures rapid response and recovery in the face of unforeseen incidents. In addition, ongoing risk evaluations and scenario planning exercises enable the organization to anticipate challenges and maintain consistent service delivery, reinforcing trust among clients and stakeholders.	Negative * There was no negative financial impact in the reporting year 2024-25.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Customer Welfare	Opportunity	Placing customer welfare at the forefront presents a strategic opportunity for the Company and its subsidiaries to strengthen market differentiation and cultivate enduring client relationships. By embedding client satisfaction into the core of solution development, the company and its subsidiaries strive to deliver experiences that consistently surpass expectations. This customer-centric focus not only reinforces loyalty but also aligns with a broader global shift toward ethical, transparent, and user-first business models. In turn, this approach enhances brand credibility, supports sustainable growth and contributes meaningfully to long-term revenue generation.	Not Applicable	Positive
5	Retaining Employees	Opportunity	The Company and its subsidiaries recognise that retaining top talent is essential to sustaining excellence and driving innovation. To this end, it cultivates a work culture rooted in support, engagement, and professional growth. Their commitment to employee	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			satisfaction not only fosters loyalty but also ensures consistent service quality and operational stability. Talent acquisition and retention strategies are reinforced through targeted initiatives that nurture a positive and inclusive workplace environment. A well-defined Performance Management System strengthens this approach, enabling transparent assessments and ongoing skill development to help employees thrive and advance within the organization.		

NGRBC PRINCIPLES

PRINCIPLE 1

1

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

PRINCIPLE 2

2

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

PRINCIPLE 3

3

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

PRINCIPLE 4

4

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

PRINCIPLE 5

5

Businesses should respectand promote human rights

PRINCIPLE 6

6

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

PRINCIPLE 7

7

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

PRINCIPLE 8

8

Businesses should promote inclusive growth and equitable development

PRINCIPLE 9

9

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

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES[3]

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	NA	Yes	Yes	Yes	NA	Yes	Yes	Yes
c. Web Link of the Policies, if available 	Our policies are available at: https://www.Aurionpro.com/investors/#corporate-governance **Note:** All policies of the Company, except the Archival Policy, CSR Policy and Whistleblower/Vigil Mechanism Policy, are applicable to its subsidiaries and material subsidiaries mentioned in the Report. Please refer to the table below for the list of policies:								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Archival Policy	https://www.Aurionpro.com/wp-content/uploads/2023/01/ASL-Archival-Policy.pdf	P1
2	Policy on Related Party Transactions	https://www.aurionpro.com/archive/wp-content/uploads/2025/08/Aurionpro-Solutions-Limited-RPT-Policy.pdf	P1
3	Code of Conduct- Code of Conduct for Directors and Senior Management	https://www.aurionpro.com/wp-content/uploads/2022/02/code-of-conduct.pdf	P1
4	Policy for Inquiry in Case of Leak or Suspected Leak of Unpublished Price Sensitive Information	https://www.aurionpro.com/archive/wp-content/uploads/2025/08/leakupsipolicy.pdf	P1

[3] The data in Section B is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

5	Code Of Conduct For Prevention of Insider Trading and Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	https://www.aurionpro.com/archive/wp-content/uploads/2025/08/code-of-fair-disclosure-and-conduct.pdf	P1
6	CSR Policy	https://www.Aurionpro.com/wp-content/uploads/2022/02/csr-policy.pdf	P4, P8
7	Material Subsidiary Policy	https://www.Aurionpro.com/wp-content/uploads/2022/02/material-subsidiary-policy.pdf	P1,P4
8	Policy For Disclosure of Event or Information and Determination of Materiality	https://www.Aurionpro.com/wp-content/uploads/2022/02/policy-for-disclosure-of-event-or-information-and-determination-of-materiality.pdf	P1, P4
9	Whistle blower Vigil Mechanism Policy	https://www.aurionpro.com/archive/wp-content/uploads/2025/08/whistle-blower-vigil-mechanism-policy.pdf	P1
1	Dividend Distribution Policy	https://www.aurionpro.com/wp-content/uploads/2024/06/Dividend_Distribution_Policy.pdf	P1, P3, P4
1	Employee Information Security Awareness	Intranet	P3,P9
1	Code of Conduct	Intranet	P1,P3,P5,P7
1	Policy Manual- HR	Intranet	P3,P5
1	Aurionpro Employee Benefit Manual-Group Term Life Insurance Benefit	Intranet	P3, P5
1	Rewards & Recognition (R&R) policy	Intranet	P3, P1
1	Cyber Security Policy	Intranet	P1, P7, P9
1	Prevention of Sexual Harassment (POSH) Policy	Intranet	P3,P5

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	NA	Yes	Yes	Yes	NA	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	While not yet formally extended, the Company is committed to encouraging and aligning value chain								

	partners with its policies going forward.
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.	**The Following standards are applicable to Aurionpro Solutions Limited (Synergia IT Park, Rabale)** ISO : 9000:2015 (Quality Management Systems), Principle 2, Principle 9; ISO/IEC : 20000-1:2018 (Information Technology Service Management System standard), Principle 9; ISO/IEC : 27001:2013 (Information Technology Service Management System standard), Principle 9; CMMI: Level 5 (Capability Maturity Model Integration), Principle 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company and its subsidiaries are currently in the early phase of formulating its Environmental, Social, and Governance (ESG) framework. While formal commitments and timelines are yet to be established, it is focused on building a strong ESG strategy. Our long-term ambition includes significant GHG emission reductions, aiming for net-zero emissions by 2045. We are working towards aligning with global sustainability standards and remain committed to transparency by tracking and disclosing our progress as we move forward in our ESG journey.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	

Governance, leadership and oversight

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

Aurionpro is committed to embedding sustainability into its growth journey, guided by the 17 UN Sustainable Development Goals (SDGs). We believe businesses have the power to drive meaningful societal impact by leveraging innovation and leadership. Our sustainability focus is built on three pillars: reducing our carbon footprint, promoting responsible practices across our value chain, and maintaining transparent governance standards.

We have set bold targets, including a commitment to significantly cut greenhouse gas emissions and achieve net-zero emissions by 2045. Sustainability is embedded across our IP-led product ecosystem and integrated into our core business models. At Aurionpro, we recognize that true progress is measured across People, Planet, and Profit.

As we chart our future course, we remain committed to deepening community engagement and aligning our operations with global sustainability benchmarks.

- *Paresh Zaveri*
Chairman and Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Paresh Zaveri,Chairman and Managing Director DIN - 01240552 Email id: investor@aurionpro.com
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.	The Company actively addresses sustainability through its Internal Core Committee, which plays a pivotal role in overseeing and guiding sustainability initiatives. While a dedicated sustainability committee has not been constituted, the Internal Core Committee ensures that sustainability-related matters receive focused attention and are reviewed as part of the Company's strategic priorities.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director /Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	NA	Yes	Yes	Yes	NA	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company and its subsidiaries ensure complete compliance by strictly following all applicable legal and statutory requirements across its operations.									Annually								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Dhir & Dhir Associates, a reputed law firm, assessed the implementation and effectiveness of the Company's policies. Periodic reviews and updates are carried out by respective departments and business heads, with final approvals provided by the Management or the Board. Internal auditors and regulatory bodies also review the processes and compliance, as required.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	Yes	NA	NA	NA	Yes	NA	NA	NA

The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	Yes	NA	NA	NA	Yes	NA	NA	NA



NGRBC

PRINCIPLE 1

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

[4] The data in Principle 1 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

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.

Businesses should always operate with integrity which means they must be ethical, transparent and accountable. By upholding integrity, companies can build trust among stakeholders, improve reputation and ensure long term viability. Ethical behaviour shows a commitment to both society and environment by ensuring fairness, transparency and accountability.





Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	29	**Aurionpro Solutions Limited (India)-** **Functional Training (Principle 3, 9)** **Sessions:** 1. Statutory Forms for New Employee On boarding 2. New Salary Structure 3. Banking Domain Training 4. Lending Domain Training 5. Transaction Banking Domain Training 6. Omnifin Domain Training **Soft Skills Training (Principle 5.3)** **Sessions:** 1. Effective Time Management 2. Building Confidence 3. Career Catalyst 4. Negotiation Skills 5. Team Building Activity 6. Enhance your Communication Skills	100.00
Key Managerial Personnel	29		100.00
Employees other than BoD and KMPs	32 (India) 4 (Malaysia) 1 (Philippines) 3 (Singapore) 3 (Vietnam)		100.00

		7. Effective Communication Skills **Technical Training (Principle 9, 4, 8)** **Sessions:** 1. SAFe Training & Certification 2. Open Shift Training 3. PostgreSQL Training 4. Scrum Master 5. Kubernetes Offline Training 6. Kubernetes Virtual Training 7. Selenium Training 8. Owasp Training **Compliance Training (Principle 1, 5)** **Sessions:** 1. Information Security Awareness 2. POSH Training **Well-being Training (Principle 3, 8)** **Sessions:** 1. Emotional Intelligence 2. Mental Well-being at Workplace 3. Mindfulness **Onboarding Training (Principle 3, 1)** **Sessions:** 1. GROW Training for MT 2. Orientation (Engineering Trainees) **Leadership Training (Principle 1, 3)** **Sessions:** 1. Change Management **For AuroToshi Entity in India – (Principle 1, 3, 5)** 1. Health and Safety 2. Human Rights 3. Skill Upgradation **Aurionpro Malaysia – (Principle 1, 3,5)** 1. Induction program for new joinees includes Human Rights Issues 2. Safety Measures 3. Skill Upgradation 4. Team Building Activities **Aurionpro Philippines – (Principle 1, 3)** 1. Skill Upgradation **Aurionpro Singapore –** 1. Orientation Programme	

		2. Skill Upgradation 3. Fire Drill Session **Aurionpro Vietnam – (Principle 1,3, 5)** 1. Fire Protection 2. Induction Program (including Human Rights) 3. Technical Skill Upgradation	
Workers	3 (India)	**For AuroToshi Entity in India – (Principle 1, 3, 5)** 1. Health and Safety 2. Human Rights 3. Skill Upgradation	100.00

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 *(basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)*[5]

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (in INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	Principle 1	BSE Limited & National Stock Exchange of India Limited	7,31,600	On 29th September, 2024 Dr. Mahendra Mehta retired as Non-Executive Independent Director. Due to such retirement, the composition of Board of Directors was not in compliance with the SEBI LODR Regulations, 2015. The Company paid the consolidated fine amount to BSE and NSE for two quarters, that is, Rs. 7,31,600. However, post appointment of Mr. Ajay	No

[5] The details pertaining to Essential 2 is for Aurionpro Solutions limited (Standalone Entity).

				Kumar Choudhary on 11th November 2024, the composition of the Board is now in compliance with the requirement.	
Settlement	Nil				
Compounding Fee					
Non-Monetary					
Imprisonment	No Non-Monetary Punishments were imposed on the Company.				
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 the regulatory/enforcement agencies/judicial institutions
No appeal/ revisions were preferred.	

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.

The Company and its subsidiaries are firmly committed to maintaining the highest standards of integrity and ethical conduct. While it has not adopted a standalone Anti-Bribery and Anti-Corruption (ABAC) policy, its comprehensive Code of Conduct (Intranet), Code of Conduct for Directors & Senior Management (https://www.aurionpro.com/archive/wp-content/uploads/2022/02/code-of-conduct.pdf) include a specific clauses that prohibits bribery and corruption. This clause serves as a key ethical guideline for all employees, directors and senior management, reinforcing its commitment to transparency and integrity in all operations.

The Code strictly prohibits any form of bribery, corruption, or facilitation payments in the conduct of the Company's business. Employees, Directors and Senior Managers shall neither offer nor accept, directly or indirectly, any illegal payments, gifts, donations, hospitality, or other benefits intended to secure business or gain any unfair advantage. Only nominal gifts of a customary and commemorative nature, given or received in good faith for special occasions, are permitted. Any act or attempt of bribery or corrupt practice will be treated as a serious breach of the Code and will invite appropriate disciplinary and legal action.

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

	FY 2024-25	FY 2023-24
Directors	None	
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	None			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.**

During the reporting period, the Company and its subsidiaries did not face any instances of conflict of interest, corruption, or receive any fines, penalties, or actions from regulators, law enforcement, or judicial bodies.

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:[6]**

	FY 2024-25	FY 2023-24
Number of days of accounts payables	131.01	145.55

*The reported average payment days represent a consolidated figure across all business segments. While payment cycles are generally shorter, certain operations within the Technology Innovation Group align Vendor/OEM payments with customer collections. This alignment may, at times, extend the payment timeline, thereby impacting the overall average reported.

9. **Open-ness of Business[7]**
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:[8]

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	**a. Purchases from Trading houses as % of total purchases**	0.00	0.00
	b. Number of trading houses where purchases and made from	0.00	0.00
	c. Purchases from top 10 trading	0.00	0.00

[6] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[7] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[8] The details pertaining to Essential 9 is for Aurionpro Solutions limited (Standalone Entity).

	houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.00	0.00
	b. Number of dealers/distributors to whom sales are made	0.00	0.00
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0.00	0.00
Share of RPTs in 	a. Purchases (Purchases with related parties/Total Purchases)	4.30	4.72
	b. Sales (Sales to related parties/Total Sales)	14.06	14.55
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100.00	100.00
	d. Investments (Investments in related parties/Total Investments made)	99.90	100.00

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
No awareness programs have been conducted, in the financial year, for the value chain partners of the Company and its subsidiaries.		



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

Yes, the Code of Conduct for Directors and Senior Managerial Personnel (https://www.Aurionpro.com/wp-content/uploads/2022/02/code-of-conduct.pdf) and Code of Conduct (Intranet) outline clear provisions for managing conflicts of interest. The Codes establish disclosure mechanisms for certain transactions which may result in actual or potential conflict of interest. Employees and Directors are required to avoid any business, relationship, or activity that could create an actual or potential conflict of interest with the Company and its subsidiaries. Any unavoidable related party transaction is to be fully disclosed to the Board or Compliance Officer. Directors are also expected to disclose their interests in company transactions and seek consent before engaging in any activity that might prejudice the Company's interests. This ensures ethical conduct and transparency in decision-making.



NGRBC

PRINCIPLE 2

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

[9] The data in Principle 2 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

PRINCIPLE 2: Businesses should provide goods and services in amanner that is sustainable and safe

Businesses are responsible for delivering goods and services that are both safe and sustainable. Prioritising sustainability helps protect the environment and conserve resources while safety ensures the well-being of both employees as well as consumers.



Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of Improvements in environmental and social impacts
R&D	The Company and its subsidiaries aspire to improve its Environmental and Social impact on their business processes by investing in Capex/ Research & Development towards various activities and is an integral part of our operations. Therefore, the investments are not separable for any specific technology.		
Capex			



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

The Company and its subsidiaries are in the process of establishing a formalized mechanism to support sustainable sourcing across their supplier and value chain network. Meanwhile, background checks are conducted on all suppliers through KYC documentation to assess key aspects of their operations, including adherence to ethical standards and environmentally responsible practices. The selection process evaluates suppliers based on integrity, labour rights, compliance and sustainability before onboarding.



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

Not quantified for the reporting year.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Not Applicable

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Extended Producer Responsibility (EPR) regulations are not applicable to the Company's and its subsidiaries operations.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company and its subsidiaries did not undertake a Life Cycle Assessment (LCA) during the reporting year.					

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
Not Applicable as LCA has not been conducted.		

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	
	FY 2024-25	FY 2023-24
The percentage of recycled or reused input materials in total material usage is currently Nil.		

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:**

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous Waste						
Other waste						



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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
Not Applicable	



NGRBC

PRINCIPLE 3

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

[10] The data in Principle 3 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

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

Businesses must prioritize and ensure the well-being of its workforce and also extend respect to those throughout their value chains. By fostering equitable treatment and creating a supportive work environment, businesses can boost productivity and enhance loyalty.



Essential Indicators

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

	% 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	1992	1983	99.55	1971	98.95	0	0.00	1992	100.00	1773	89.01
Female	509	508	99.80	502	98.62	509	100.00	0	0.00	435	85.46
Total	2501	2491	99.60	2473	98.88	509	100.00	1992	100.00	2208	88.28
Other than Permanent Employees											
Male	174	154	88.51	154	88.51	0	0.00	174	100.00	154	88.51
Female	11	2	18.18	2	18.18	11	100.00	0	0.00	2	18.18
Total	185	156	84.32	156	84.32	11	100.00	174	100.00	156	84.32

*Percentage of (D) and (E) – Maternity and Paternity benefits for permanent and other than permanent employees is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024.

Note: The above Insurances, Benefits and Day Care Facilities are provided to all employees in accordance with the applicable laws of the respective countries where the Company and its subsidiaries operate.

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

	% 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	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other than Permanent Employees											
Male	46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:[11]

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company[12]	0.58	0.38

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

Benefits	FY 2024-25			FY 2023-24		
	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	92.18	0	Yes	91.03	0	Yes
Gratuity	88.04	0	N/A	88.25	0	N/A
ESI	9.47	0	Yes	13.36	0	Yes

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.

The Company prioritises inclusivity and strives to create a safe and supportive environment for all employees and workers. As part of this commitment, the Company's offices are designed to be accessible for differently-abled employees and workers, in alignment with the Rights of Persons with Disabilities Act, 2016. Ramps and other facilities have been provided to support inclusive access across 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 is committed to fostering a fair, inclusive, and respectful workplace that upholds the principles of equality and non-discrimination. It ensures that all individuals are treated with dignity and provided with equal opportunities to thrive, irrespective of religion, race, caste, gender, marital status, sexual orientation, age, nationality, ethnicity, disability, or any other legally protected rights.

While it does not currently maintain a standalone Equal Opportunity Policy under the Rights of

[11] The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[12] The details pertaining to Essential 1.c is for Aurionpro Solutions limited (Standalone Entity).

Persons with Disabilities Act, 2016, its commitment to equal opportunity is firmly embedded in its Code of Conduct and provided in HR Policy Manual, which is accessible via the Intranet. All employment-related decisions are based on merit, performance, potential, and competency, reinforcing the Company's dedication to a diverse and inclusive work environment where every employee feels valued and empowered.

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

	Permanent Employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100.00	100.00	0.00	0.00
Female	100.00	100.00	0.00	0.00
Total	100.00	100.00	0.00	0.00

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	Not Applicable
Other than Permanent Workers	Yes, issues concerning permanent employees and workers - such as department, project, or location changes are handled by HR Business Partners (HRBPs). For other than permanent employees, grievance redressal is managed by the Parent Company, Aurionpro Solutions Limited. In both cases, a structured and fair process ensures prompt resolution of concerns. The Company's Code of Conduct and Employee Policy Manual (available on the Intranet) provide dedicated mechanisms for securely and confidentially reporting grievances. Employees are informed that if their concerns remained unresolved, they could approach the Employee Grievance Cell at grievance@aurionpro.com. These mechanisms include provisions for addressing harassment, discrimination, and unethical practices. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, the Company has constituted an Internal Complaints Committee (IC) to handle such matters. These safeguards apply to employees and those engaged through contractual agreements. Individuals may also report violations of the Code of
Permanent Employees	
Other than Permanent Employees	

	Conduct by sending a mail to conduct_ethics@aurionpro.com or submitting a written complaint to the Chairman of the Conduct & Ethics Committee. Anonymous complaints are also accepted and handled with strict confidentiality and care.

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2501	0	0.00	1927	0	0.00
Male	1992	0	0.00	1685	0	0.00
Female	509	0	0.00	242	0	0.00
Total Permanent Worker	0	0	0.00	0	0	0.00
Male	0	0	0.00	0	0	0.00
Female	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	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	2166	2123	98.01	2125	98.11	1857	1844	99.30	1814	97.68
Female	520	506	97.31	505	97.12	246	241	97.97	229	93.09
Total	2686	2629	97.88	2630	97.92	2103	2085	99.14	2043	97.15
Workers										
Male	46	46	100.00	46	100.00	47	47	100.00	47	100.00
Female	0	0	0.00	0	0.00	3	3	100.00	3	100.00
Total	46	46	100.00	46	100.00	50	50	100.00	50	100.00

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2166	2166	100.00	1857	1857	100.00
Female	520	520	100.00	246	246	100.00
Total	2686	2686	100.00	2103	2103	100.00
Workers						
Male	46	46	100.00	47	47	100.00
Female	0	0	0.00	3	3	100.00
Total	46	46	100.00	50	50	100.00

The Company has implemented a structured Performance and Career Development Review process applicable across all Aurionpro entities. Conducted annually, this process involves a comprehensive evaluation between employees and their reporting managers, covering achievements against set targets, areas for improvement, and future development goals. Through the Company's HRMS platform, employees self-assess their performance on defined parameters, after which reporting managers provide their feedback and recommendations. These inputs are then reviewed by the HR department for final assessment, ensuring a consistent, transparent, and growth-oriented approach to performance management across the organisation.

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?**

The Company is firmly committed to fostering a safe, healthy, and secure work environment for all employees. While a formal Occupational Health and Safety Management System is yet to be established, employee well-being remains a priority. This commitment is reflected in the provisions set out in our Code of Conduct, accessible via the Company's Intranet. All employees are expected to adhere to established safety protocols and promptly report any unsafe conditions to their manager or HR to ensure swift and appropriate action. The workers of the Company are also eligible for health and safety under ESIC, while employees and other personnel are covered under the company's Mediclaim Insurance Scheme showcasing commitment towards such a system.

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

The Company is committed to maintaining a safe and healthy work environment for all employees. While the nature of our operations presents minimal exposure to significant hazards, it adheres to established standard operational protocols to ensure workplace safety. Although formalized processes for routine hazard identification and risk assessment are not currently in place, any potential risks that arise are promptly addressed to safeguard the well-being of the workforce.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

The Company is committed to fostering a safe and healthy work environment. Currently, there is no formal documented mechanism addressing work-related hazards. In line with our commitment, a structured system shall be established to proactively identify work-related hazards and assess associated risks for both routine and non-routine tasks. Under this proposed framework, process owners will be tasked with conducting thorough risk assessments in consultation with safety experts, ensuring the implementation of effective controls to eliminate or mitigate Occupational Health and Safety (OHS) risks.

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



Yes, a doctor visits the Head Office weekly to provide free consultations and medications to employees. The Company also conducts periodic health camps offering basic health check-ups and services. These initiatives highlight the Company's commitment to promoting employee well-being beyond occupational health.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0.00	0.00
	Workers	0.00	0.00
Total recordable work-relatedinjuries	**Employees**	0	0
	Workers	0	0
No. of fatalities	**Employees**	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	**Employees**	0	0
	Workers	0	0

*No such safety related incidents occurred in the Company in both the financial years.

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



As per the Company's Code of Conduct (available on the Intranet), the Company is committed to maintaining a safe and secure work environment in compliance with applicable health and safety standards. The use of drugs or alcohol at the workplace is strictly prohibited. Employees are expected to work safely and responsibly, adhering to all workplace health and safety procedures. They are also required to promptly report any unsafe conditions to their reporting manager or HR, ensuring a culture of accountability and safety. The employees and workers are given training on different subject matter like prevention of sexual harassment at workplace. Further, the employees are given training on time and stress management.

The Company also maintains a safe and healthy workplace through a comprehensive framework of measures. These include regular safety training, the implementation of occupational health and safety policies, the provision of appropriate safety infrastructure, a structured grievance

redressal mechanism and coverage under ESIC and insurance schemes. Collectively, these initiatives foster a secure, supportive, and health-conscious work environment for all personnel.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	The Company has received no such complaints in both the reporting years.					
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	The assessment was not undertaken during the reporting year. However, the Company intends to evaluate the same in the upcoming years and address it as part of its ongoing initiatives.
Working Conditions	

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

Not applicable, as the Company has not yet undertaken formal assessments related to health and safety practices or working conditions. Nonetheless, the Company continues to periodically review and monitor any potential risks associated with occupational health and safety (OHS) to ensure a safe working environment.

Leadership Indicators

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

Yes, the Company and its subsidiaries workforce are covered under a Group Term Life Insurance policy and a Group Personal Accident policy. Additionally, eligible employees of the Company are entitled to benefits under the Employee Deposit Linked Insurance Scheme (EDLI) in accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions (EPF & MP) Act, 1952. The Company has drafted an Employee Benefits Manual which is available for the workforce on the intranet.



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

The Company and its subsidiaries ensure compliance with statutory obligations by verifying that their value chain partners appropriately deduct and deposit statutory dues. This is done through

a structured verification process, wherein the partners are required to provide relevant deposit statements or receipts. These documents are carefully reviewed to confirm that all applicable deductions have been correctly made and duly remitted to the respective authorities.

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

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

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

   The Company and its subsidiaries currently do not have formal transition assistance programs to support continued employability or manage career endings arising from retirement or separation.

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	Not Assessed, however the Company from the time of its inception has been working on process enhancement initiatives with its value chain partners.
Working Conditions	

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

   Not Applicable



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PRINCIPLE 4

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

[13] The data in Principle 4 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

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

Businesses must proactively identify and address the needs of all the stakeholders, as it is essential for long term success. They should encourage open communication and be responsive, to build trust and ensure sustainable growth.



Essential Indicators

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

The stakeholder identification process of the Company and its subsidiaries is structured around evaluating and rating stakeholders against five critical parameters. These include individuals or entities who:

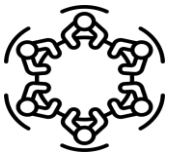
a. Have the ability to grant or withdraw our social license to operate,
b. Influence other internal stakeholders,
c. Possess direct financial dependence,
d. Exhibit indirect financial dependence,
e. Are affected by non-financial risks or impairments stemming from our operations.



To ensure a comprehensive assessment, Department Heads and members of the leadership are tasked with rating these groups based on their level of influence and dependence on our business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email and Meetings	Regularly	Discussion on offerings and focus on customer satisfaction.
Government/ Competent Authorities	No	Email and Meetings	Regularly	Discussion on regulatory compliances.
Employees	No	Emails and Meetings	Regularly	Focused at an employee performance,

				motivation, healthy work environment and discussion on complaints and grievances.
Suppliers	No	Emails and Meetings	Regularly	Business continuity and customer satisfaction
Investors & funders 	No	Investor Day- Physical Meetings, Website, Email, SEBI SCORES platform, BSE/NSE portals, Investor conference presentations, Earnings calls.	Annually	Past year performance of the Company, Future growth planning, to ensure transparent communication, address investor/shareholder concerns, provide updates on corporate developments, disclose financial performance, and facilitate grievance redressal.
Shareholders	No	E-mail, SMS, Newspapers, Meetings (Annual General Meeting), Website	Quarterly as well as event based	Financial Results published every quarter in the Newspaper, E-mail and SMS for General Meeting Notice, E-voting intimation and to present financial statements and governance disclosures in the AGM.
Communities	Yes	One-on-one interactions, group discussions, and participation in various local forums in our areas of operation.	Regularly	The community engagement aims to contribute to sustainable economic development and strengthen the communities in which it operates. The scope includes social welfare programs, CSR initiatives, and encouraging employee volunteerism. Key topics and concerns raised during such engagement typically relate to local development needs,

				social impact opportunities, and potential areas for collaboration.

Leadership Indicators

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

   The Company and its subsidiaries are committed to fostering transparent and inclusive stakeholder engagement as part of its evolving ESG journey. While formal mechanisms for direct consultations between stakeholders and the Board on ESG - related matters are currently not yet in place, it acknowledges the importance of such engagement and is actively working towards establishing structured consultation processes. As this marks its initial years of BRSR reporting, there is a clear strategic focus on building frameworks to enable meaningful dialogue. Once implemented, feedback from these stakeholder interactions will be systematically gathered and communicated to the Board to support informed and responsible decision-making.

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.**

   The Company and its subsidiaries recognize the importance of stakeholder engagement in shaping effective ESG strategies. While formal consultation processes are not yet in place, reflecting the early stage of our ESG journey, it is committed to developing a structured engagement framework. This will ensure the integration of diverse stakeholder perspectives into the Board's decisions on key environmental, social, and economic matters, and guide us in identifying and addressing material issues in the future.

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

   There were no such instances recorded during the reporting period. However, the Company's CSR initiatives are designed to support disadvantaged and marginalized communities. These initiatives are carefully aligned with the Company's CSR Policy, ensuring that projects address the needs of vulnerable groups.



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PRINCIPLE 5

Businesses should respectand promote human rights

[14] The data in Principle 5 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

PRINCIPLE 5: Businesses should respect and promote human rights

Businesses must uphold and advocate human rights, ensuring equality and dignity in all its activities. To foster inclusive environment and contribute to social well-being, the fundamental rights like freedom, safety and fair treatment must be ensured. Human rights aligning with ethical principles, boosts reputation and supports sustainable development.





Essentials Indicators

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

	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2501	2365	94.56	1927	1820	94.45
Other than permanent	185	175	94.59	176	176	100.00
Total Employees	2686	2540	94.56	2103	1996	94.91
Workers						
Permanent	0	0	0.00	0	0	0.00
Other than permanent	46	46	100.00	50	50	100.00
Total Workers	46	46	100.00	50	50	100.00

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2501	0	0.00	2501	100.00	1927	0	0.00	1927	100.00
Male	1992	0	0.00	1992	100.00	1685	0	0.00	1685	100.00
Female	509	0	0.00	509	100.00	242	0	0.00	242	100.00
Other than Permanent	185	0	0.00	185	100.00	176	0	0.00	176	100.00
Male	174	0	0.00	174	100.00	172	0	0.00	172	100.00
Female	11	0	0.00	11	100.00	4	0	0.00	4	100.00

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	46	0	0.00	46	0.00	50	0	0.00	50	0.00
Male	46	0	0.00	46	0.00	47	0	0.00	47	0.00
Female	0	0	0.00	0	0.00	3	0	0.00	3	0.00

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (INR)	Number	Median remuneration/ Salary/ Wages of respective category (INR)
Board of Directors* (BoD)	7	3,14,70,470	1	0
Key Managerial Personnel	4	1,92,06,539	0	0
Employees other than BoD and KMP	2,378	10,50,002	595	9,99,996
Workers				

*The two non-executive directors who do not draw any remuneration from the company, and the four independent directors who receive only sitting fees, are excluded from the above median remuneration.

**For median remuneration, the employee and worker count is based on all the employees engaged during the year.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:[15]

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	18.60	14.38

[15] The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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 Company and its subsidiaries recognize the importance of Human Rights. We have the Policy on POSH, certain provisions in our Code of Conduct, and have established Grievance Redressal mechanisms and Whistle Blower Policy (https://www.aurionpro.com/archive/wp-content/uploads/2025/08/whistle-blower-vigil-mechanism-policy.pdf) to maintain a positive and safe work environment. It has also adopted an Open Door Communication mechanism, to encourage employees to effectively raise their concerns. It affirms its support for fundamental human rights and does not permit child labour, forced labour, servitude, or human trafficking. It neither employs children directly or indirectly nor encourages such practices by others. Any violation of human rights is condemned and is to be reported without hesitation to the HR Managers or Employee Grievance Cell.

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

The Company and its subsidiaries have an internal system for its workforce to raise grievances, with HR Managers empowered to address and report those related to human rights. This mechanism aligns with its commitment to fostering a healthy, fair, and inclusive work culture. It ensures that employees feel acknowledged and enables efficient and effective resolution of concerns. An Employee Grievance Cell has been established and concerns can be raised at grievance@aurionpro.com or the members of the cell can be reached out to as provided in Aurionpro HR Policy Manual which is available on the Company's Intranet.



Further the POSH Policy (Intranet) and Whistle Blower Policy (https://www.aurionpro.com/archive/wp-content/uploads/2025/08/whistle-blower-vigil-mechanism-policy.pdf) also provide adequate mechanisms for redressal to the aggrieved employee. Individuals may report violations of the Code of Conduct by emailing conduct_ethics@aurionpro.com or submitting a written complaint to the Chairman of the Conduct & Ethics Committee. Anonymous complaints are also accepted and handled with strict confidentiality and care.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	The Company and its subsidiaries have not received any such complaints in both the reporting years.					
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:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No cases were reported for the company and its subsidiaries under the Sexual Harassment of Women at Workplace during any of the reporting years.	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

The Company and its subsidiaries have fostered a corporate culture rooted in diversity and inclusion. We are committed to ensuring that no one faces discrimination based on gender, race, socio-economic status, religion, disability - physical or mental or any other grounds. POSH (Prevention of Sexual Harassment) awareness sessions are conducted biannually, and committee member details are displayed across locations. The provision regarding POSH Policy is specified in the HR Policy Manual which established the procedures to be undertaken to file and resolve the complaint. It values gender-inclusive practices and has taken active steps to build an inclusive work environment. The Code of Conduct (Intranet) provides that the company and its subsidiaries work towards creating a conducive work environment where all employees are treated with dignity and respect. It has zero tolerance towards discrimination and harassment of any kind including that of a sexual nature.

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

Yes, the Code of Conduct embeds Human Rights principles, which are also clearly reflected in all Business Agreements and Contracts of the Company and its subsidiaries. This reinforces the expectation that all stakeholders adhere to strong Human Rights standards. Internal mechanisms are in place for continuous monitoring, ensuring compliance with these values and reaffirming the commitment to upholding Human Rights.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The Company and its subsidiaries proactively address relevant issues through its internal procedures, informal processes, and routine checks. While no formal assessments were conducted this year, ongoing monitoring
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	

	ensures timely identification and resolution of concerns as they arise.

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, as assessment has not been conducted in the reporting year.

Leadership Indicators

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

As there have been no human rights grievances or complaints to date, no specific business process has been modified. However, the Company and its subsidiaries have adopted an Open Door Communication policy, outlined in the HR manual accessible via the intranet. This policy promotes open dialogue by encouraging employees to approach their immediate managers or reporting authorities with concerns. It aims to facilitate transparent, two-way communication, strengthen cross-functional collaboration, and cultivate a positive, performance-driven workplace culture.

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

During the reporting period, no formal Human Rights Due Diligence was conducted. However, the Company and its subsidiaries remain committed to upholding human rights across all operations and is actively evaluating the integration of structured due diligence processes in the near future.

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

Yes, the premises and offices of the Company are accessible to differently-abled visitors, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. It has ensured the availability of ramps and other necessary facilities to accommodate the needs of all individuals. Furthermore, the Company is continuously evaluating and improving its infrastructure to enhance accessibility and inclusivity within the workplace.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company and its subsidiaries are committed to promoting ethical practices and safeguarding human rights across our value chain. While formal assessments of value chain partners on these topics were not conducted during the reporting period, it is actively working towards establishing evaluation processes to reinforce its commitment.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	

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

Not Applicable, as assessment has not been conducted in the reporting year.



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PRINCIPLE 6

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

[16] The data in Principle 6 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Sigma and Synergia), Trivandram, , Noida, Chennai and Ghaziabad (AuroToshi).
- Global entities in Malaysia, Singapore and Dubai.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

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

Businesses are obligated to respect and undertake activities to protect and restore the environment. They must implement sustainable practices to reduce their ecological footprint, conserve resources and mitigate climate change. They must prioritize environmental stewardship in order to preserve biodiversity, build resilience and secure a healthier future for all.









Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:[17]**

Parameter	FY 2024-25 (In Megajoules)	FY 2023-24 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total Energy consumption from renewable sources (A+B+C)	0.00	0.00
From non-renewable sources		
Total electricity consumption (D)*	45,56,279.70	33,39,113.08
Total fuel consumption (E)^	79,710.22	56,176.73
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	46,35,989.92	33,95,289.80
Total energy consumed (A+B+C+D+E+F)	46,35,989.92	33,95,289.80
Energy intensity per rupee of turnover *(Total energy consumption/ Revenue from Operations) MJ/Rupee*	0.00040	0.00038

[17] The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (*Total energy consumed / Revenue from operations adjusted for PPP*)[18] *MJ/USD*	0.0082	0.0086
Energy intensity in terms of physical output[19] - *MJ/FTE*	1,696.92	1,577.00
Energy intensity *(optional)* – *MJ/Employee*	1,725.98	1,614.50

*Data of Sigma, Synergia, Malaysia, Singapore , Dubai and Trivandram used for FY 23-24.
For FY 23-24, electricity consumption data was collected from Sigma, Synergia, Malaysia, Singapore, Dubai, and Trivandrum. For FY 24-25, additional units, Noida, Chennai and AuroToshi, have been introduced, along with the earlier locations. As a result, an increase in electricity consumption can be observed.
^ For FY 23-24, fuel consumption in operations was accounted for from Sigma and Synergia. In FY 24-25, Noida has been introduced as an additional unit, contributing to the overall reported fuel consumption.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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, the facilities at the Company do not fall under the scope of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

3. **Provide details of the following disclosures related to water, in the following format: [20]**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water*	6,294.18	3,967.81

[18] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[19] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[20] The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,294.18	3,967.81
Total volume of water consumption (*in kilolitres*) ^	1,258.84	793.56
Water intensity per rupee of turnover *(Water consumed / Revenue from operations) –KL/Rupees*	0.00000011	0.00000009
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) *(Total water consumption / Revenue from operations adjusted for PPP)*[21]- *KL/USD*	0.0000022	0.0000020
Water intensity in terms of physical output[22]**- *KL/FTE***	0.46	0.37
Water intensity *(optional)* – *KL/Employee*	0.47	0.38

*For FY 23-24, water withdrawal and consumption data pertains to Singapore, Dubai, Synergia and Sigma. In FY 24-25, additional units, Trivandrum, Chennai, Noida and AuroToshi, have been included, contributing to the overall reported water usage.
^Water consumption is assumed to be 20% of the total water withdrawal, in accordance with the Manual on Sewage and Sewerage Treatment (*2nd Edition*), Central Public Health and Environmental Engineering Organisation.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

4. Provide the following details related to water discharged[$]

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- **No treatment**	0.00	0.00

[21] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[22] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	5,035.34	3,174.25
- With treatment – please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	5,035.34	3,174.25

*For FY 23-24, water discharge data pertains to Singapore, Dubai, Synergia, and Sigma. In FY 24-25, additional units, Trivandrum, Chennai, Noida and AuroToshi, have been included, contributing to the overall reported water usage.

[$]Water discharge is assumed to be 80% of the withdrawal, in accordance with the Manual on Sewage and Sewerage Treatment (*2nd Edition*), Central Public Health and Environmental Engineering Organisation.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.



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

   The Company has not adopted a Zero Liquid Discharge (ZLD) system at this stage. While the importance of ZLD in minimizing environmental impact is acknowledged, it aims to adopt and operationalize such systems over the next 3–4 years.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx			
SOx			
Particulate matter (PM)			

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Persistent organic pollutants (POP)	Given the nature of the Company's operations, the specified air pollutants are not generated, and therefore, an evaluation of such emissions is not applicable.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:** [23]



Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) *	***Metric tonnes of CO2 equivalent***	96.35	4.16
Total Scope 2 emissions [24] (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) **	***Metric tonnes of CO2 equivalent***	920.12	663.50
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	***Metric tonnes of CO2 equivalent/Rupee***	0.000000087	0.000000075
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)[25]	***Metric tonnes of CO2 equivalent/USD***	0.0000018	0.0000017

[23] The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[24] The above calculations as per the updated emission factors provided in the CO_2 Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

[25] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emissions intensity in terms of physical output[26]	***Metric tonnes of CO2 equivalent/FTE***	0.37	0.31
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity	***Metric tonnes of CO2 equivalent/Employee***	0.38	0.32

*For FY 23-24, Scope 1 emissions have been reported based on fuel used in operations at Sigma and Synergia. In FY 24-25, Scope 1 emissions include fuel consumption from Sigma, Synergia and Noida, as well as fire suppression emissions from AuroToshi and fugitive emissions from refrigerants at Synergia.
**For Scope 2 emissions, only electricity consumption has been considered. *Please refer to the "Total Energy Consumption from Electricity (Essential Indicator 1)" for the list of units/locations included in the calculation.*

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Currently, the Company does not have any standalone projects focused exclusively on reducing greenhouse gas (GHG) emissions, as we are in the early phase of our ESG disclosures. Nonetheless, measures have been adopted to enhance energy efficiency and sustainability, including LED lighting across all facilities, use of high-efficiency air conditioning systems, and encouragement of e-bike usage among employees to lower emissions. Over the next 3–4 years, the Company intends to introduce additional initiatives, such as rooftop solar installations and other energy-saving measures, to further reduce its carbon footprint and strengthen environmental performance.



9. Provide details related to waste management by the entity, in the following format: [27]

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste *(A)*	0.00	0.00
E-waste *(B)*	0.00	0.00

[26] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[27] The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

Parameter	FY 2024-25	FY 2023-24
Bio-medical waste *(C)*	0.00	0.00
Construction and demolition waste *(D)*	0.00	0.00
Battery waste *(E)*	0.00	0.00
Radioactive waste *(F)*	0.00	0.00
Other Hazardous waste. Please Specify, if any. *(G)*	0.00	0.00
Other Non-hazardous waste generated *(H)* - *Municipal Solid waste*	246.43	156.92
Total (A+B + C + D + E + F + G + H)^	246.43	156.92
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) - *Metric tonne/Rupee*	0.000000021	0.000000018
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)[28]-*Metric tonne/USD*	0.00000043	0.00000040
Waste intensity in terms of physical output[29] - *Metric tonne/FTE*	0.090	0.073
Waste intensity (optional) - *Metric tonne/Employee*	0.092	0.075
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) - *Non-Hazardous waste*		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling - *Municipal Solid waste*	246.43	156.92
(iii) Other disposal operations	0.00	0.00

[28] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[29] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

Parameter	FY 2024-25	FY 2023-24
Total	246.43	156.92

^For FY 23-24, municipal solid waste has been reported from Sigma and Synergia. In FY 24-25, the reporting has been expanded to include Sigma, Synergia, Trivandrum, Noida and Chennai. Hence, there is an increase in total waste quantity generated.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

    The Company primarily generates Municipal Solid Waste at its establishments and is exploring initiatives to implement more sustainable waste management practices. Since it does not currently produce or handle hazardous or toxic chemicals, specialized waste management measures are not required; however, the Company remains committed to monitoring its processes to minimize any potential use of such materials and will adopt appropriate measures if they are introduced in the future.

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

S. No.	Location of operations/offices	Types 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.
Not applicable, as none of the Company's operations are located near ecologically sensitive areas.			

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
No Environmental Impact Assessment (EIA), in accordance with the Ministry of Environment, Forest and Climate Change (MoEFCC) guidelines, was conducted by the Company during the reporting year.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Serial Number	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 taken, if any action
Yes, there were no material non-compliances reported in the financial year. The Company confirms compliance with all applicable laws and regulations.				

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
   For each facility / plant located in areas of water stress, provide the following information:
   (i) **Name of the area -** Not Applicable
   (ii) **Nature of operations -** Not Applicable
   (i) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(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	Not Applicable	
- 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		

Parameter	FY 2024-25	FY 2023-24
- 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 external review or independent assessment has been undertaken to evaluate various facets of our operations, performance, or adherence to applicable standards and regulatory requirements.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	***Metric tonnes of CO2 equivalent***	128.22	81.65
Total Scope 3 emissions per rupee of turnover	**Metric tonnes of CO2 equivalent/Rupee**	0.000000011	0.0000000092
Total Scope 3 emission intensity *(optional)* – the relevant metric may be selected by the entity	**Metric tonnes of CO2 equivalent/Employee**	0.048	0.039

*For Scope 3 emissions, only waste generated and disposed in operations has been considered. *Please refer to the "Quantity of Municipal Solid Waste Generated (Essential Indicator 9)" for the locations/units included in the Scope 3 calculations.*

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 external review or independent assessment has been undertaken to evaluate various facets of our operations, performance, or adherence to applicable standards and regulatory requirements.

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.

Not Applicable

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
The Company is continuously evaluating opportunities to enhance resource efficiency and minimize environmental impact. Over the next 3–4 years, it plans to explore and implement innovative technologies and sustainable practices aimed at reducing emissions, effluent discharge, and waste generation across its operations. These initiatives are expected to strengthen operational efficiency, lower the Company's environmental footprint, and contribute to long-term sustainability goals.			

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

   Yes, The Company and its subsidiaries have in place a comprehensive Business Continuity Plan (BCP) designed to ensure uninterrupted operations and safeguard stakeholder interests. The BCP addresses risk mitigation strategies, protocols for secure data handling and storage, back-up and recovery systems in the event of IT disruptions, and measures for timely restoration of critical business functions.

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?**

   The Company has not identified any significant adverse environmental impacts within its value chain so far.

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

   The Company has not undertaken a formal assessment of environmental impacts across its value chain partners.

8. **How many Green Credits have been generated or procured?**[30]

   a. **By the listed entity**
      NIL

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners**
      NIL
      Note: The above is applicable to Aurionpro Solutions limited (Standalone Entity).

[30] The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.



NGRBC

PRINCIPLE 7

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

[31] The data in Principle 7 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).

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

Businesses must act responsibly and transparently when engaging to influence public and regulatory policy. Further to ensure fair representation of interests, fostering public trust and promote democratic governance, highest ethical standards must be maintained.



Essential Indicators

1.

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

The Company has affiliated with one state chamber and one national association.

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.	Bombay Chamber of Commerce	State
2.	NASSCOM	National



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

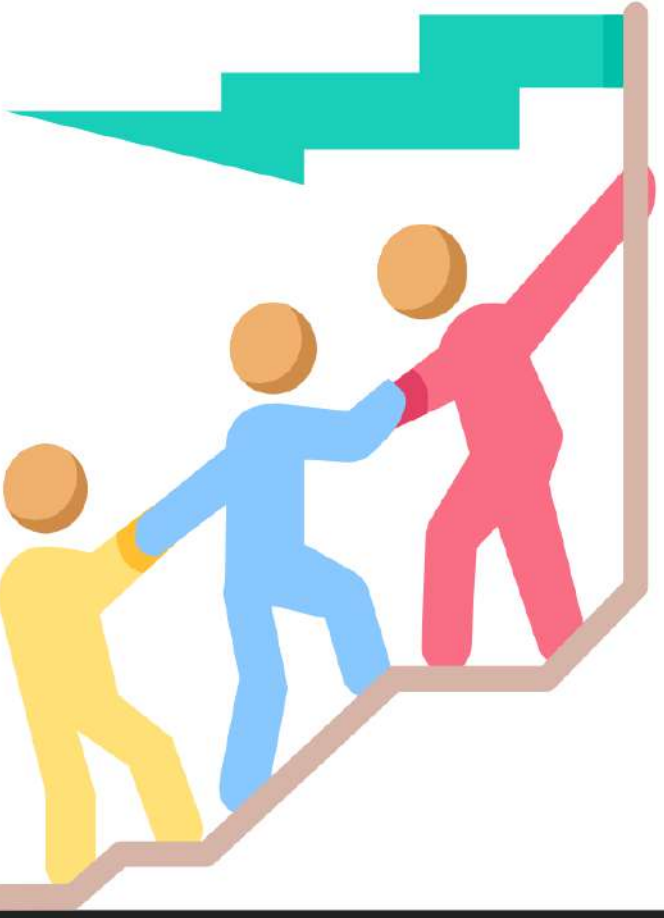
Name of authority	Brief of the case	Corrective active taken
No issues related to anti-competitive conduct have occurred, and therefore, no corrective actions were required.		

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company does not currently have a public advocacy policy. However, it engages with industry bodies and associations on matters that support sectoral progress and public interest. Such participation is guided by the Company's Code of Conduct (Intranet), which sets the framework for ethical engagement and responsible representation. Through these channels, the Company contributes to policy discussions and initiatives aligned with its business values, while ensuring transparency, compliance, and integrity in all external interactions.					

[32]



NGRBC

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

[32] The data in Principle 8 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in Mumbai (Aurionpro Solutions Limited, Lithasa Technologies Limited and Aurionpro Payment Solution Private Limited) and Ghaziabad (Aurionpro Toshi Automatic System Private Limited).

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Businesses are crucial for advancing inclusive growth and equitable development. By actively supporting local communities, prioritizing fair development activities and encouraging diversity, companies help achieve shared prosperity. Adopting an inclusive approach guarantees that the advantages of economic advancement are available to all, ultimately creating a more just and sustainable society.



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
The Company has not conducted any Social Impact Assessments during the current financial year.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	No. of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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



The Company actively engages with diverse communities and social groups through one-on-one interactions, group discussions, and participation in various local forums in its areas of operation. While there is no dedicated formal mechanism for receiving and addressing community grievances, the Company leverages its Corporate Social Responsibility (CSR) initiatives as an effective channel to understand community needs, address concerns, and contribute to their overall well-being. Additionally, a designated email address (info@aurionpro.com) is available for general communication and for addressing any community grievances that may arise.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers**: [33]

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	93.00	48.00
Directly from within India	100.00	52.00

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[34]**

Location	FY 2024-25	FY 2023-24
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	100.00	100.00

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No	State	Aspirational District	Amount spent (In INR)
The Company does not provide funding for CSR activities in any of the districts listed as aspirational.			

[33] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[34] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

There is no Preferential Procurement Policy in place to prioritize suppliers from marginalized or vulnerable groups. The Company's procurement strategy focuses on fair and equitable practices. It is committed to fostering an inclusive supply chain by ensuring all suppliers have equal opportunities to compete.

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

Although there is no Preferential Procurement Policy for a particular marginalized /vulnerable groups, the Company's procurement strategy focuses on fair and equitable practices.

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

Nil

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:

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

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

Name of authority	Brief of the case	Corrective Action taken
Not Applicable		



6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Rotary Club of Powai Charitable Trust	934	100.00
2	Yugrishi Shriram Sharma Acharya Charitable Trust	400	70.00
3	Fandry Foundation – Project Hope	1500	100.00
4	Sri Aurobindo Society	1427	100.00

5	Anjuman I – Islam's Saif Tyabji Girl's High School	300	100.00
6	Astitva Trust	100	100.00



NGRBC

PRINCIPLE 9

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

[35] The data in Principle 9 is for the following entities of Aurionpro –

- Listed standalone entity
- The Indian entities in
- Global entities in Thailand, France, Malaysia, Philippines, Singapore and Vietnam.

Aurionpro is in its endeavor to extend BRSR Principles across its global entities in a phased manner.

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

Businesses must engage with their customers ethically by delivering value ethically and focusing on their well-being. Transparent communication, product safety and fair pricing build strong trust and loyalty. When companies address customer needs while simultaneously considering societal and environmental impacts, they foster long lasting relationships, enhance brand reputation and contribute to sustainable growth.



Essential Indicators

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

   The Company and its subsidiaries operate in the B2B sector, ensuring consistent engagement with all customers through project managers and management-level meetings. Contracts with customers include formal mechanisms for handling complaints and feedback, alongside an institutional framework, i.e. the Steering Committee, composed of representatives from both the Company and customers, to address and resolve any grievances. Customer feedback is regularly reviewed by the respective business heads and the CEO.

   The customers can contact in case of grievances at: info@aurionpro.com.

   The Company is also ISO 9001:2015 certified in Quality Management System (Aurionpro Synergia IT Park, Rabale). It emphasizes customer satisfaction, continuous improvement, and efficient handling of feedback/complaints.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Considering the nature of the Company's and its subsidiaries operations, these parameters are not applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	The Company and its subsidiaries received no consumer complaints in both the reporting years. The Company is certified in Information Technology Service Management System standards - SO/IEC 20000-1:2018, ISO/IEC 27001:2013, and CMMI Level 5 standards (Aurionpro Synergia IT Park, Rabale). 					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	Considering the Company's and its subsidiaries business operations, there were no instances of product recalls on account of safety issues.	
Forced recalls		

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

   Yes, the Company has implemented a comprehensive framework and policy addressing Cyber Security and Data Privacy Risks (available on the Company's Intranet). This policy outlines protocols and measures to safeguard sensitive information and effectively mitigate cyber threats. It highlights the importance of data protection, regulatory compliance, and the adoption of best practices to maintain the integrity and confidentiality of data assets.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services**.

   No such incidents occurred during the reporting Financial Year.

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).**

   Detailed information about the products and services offered by the Company and its subsidiaries can be accessed through the official website: https://www.aurionpro.com/

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

   The Company and its subsidiaries offer products and services that do not pose any hazardous impact. Accordingly, no specific steps are required to inform and educate consumers about safe and responsible usage.

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

   The Company and its subsidiaries communicate any potential risks related to service disruption or discontinuation to consumers through consistent engagement via physical or virtual meetings.

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

   Not applicable.

UN SUSTAINABLE DEVELOPMENT GOALS





1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

*SDG Logo, the SDG Wheel and any of the 17 UNSDGTM icons are Intellectual Property of United Nations

CORPORATE SUSTAINABILITY INITIATIVES



SPREADING THE JOY OF CHRISTMAS - GIFTS TO CHILDREN WITH NEEDS

The team in India visited the Ayushman Foundation's After School Study Centre in Airoli, Navi Mumbai. Through generous donations from associates, the team shared gifts with children from underprivileged backgrounds, highlighting the importance of giving back to society.



CSR INITIATIVE BY SINGAPORE OFFICE

In September 2024, Aurionpro's Singapore team dedicated their time and effort to preparing meals for those in need. From chopping vegetables to cleaning, team members worked together, demonstrating the power of collaboration and compassion beyond the workplace.



"BRING YOUR KIDS TO WORK" DAY

In June 2024, the Company hosted a "Bring Your Kids to Work" day at its Mumbai and Pune offices, creating a vibrant and joyful atmosphere filled with games, workshops, and a fun lunch. This initiative provided a unique opportunity for employees to share their work environment with their children, fostering a sense of curiosity and connection between work and family.

CORPORATE SUSTAINABILITY INITIATIVES

ONAM CELEBRATION

Aurionpro's Trivandrum office came together to celebrate Onam. The festivities began with the creation of vibrant Pookalams, showcasing creativity and cultural pride. The celebration continued with bringing everyone together for a shared culinary experience.

TARGETED TRAINING PROGRAM FOR SEASONED PROFESSIONALS IN TRANSACTION BANKING



The Company successfully conducted a targeted training program designed for seasoned professionals in Transaction Banking. The sessions, led by Abin Daya, a globally recognized international trade expert, regulatory compliance advisor, author, and speaker, provided participants with valuable industry insights and enhanced banking expertise. This initiative showcases its dedication to nurturing talent and fostering industry leadership.

MOTHERS DAY CELEBRATION



Aurionpro Singapore celebrated Mother's Day by honoring the incredible mothers in the workplace who balance parenthood and professional excellence with unwavering dedication. The team took the opportunity to recognize and thank these inspiring women for their contributions both at work and at home. The Company remains committed to fostering an inclusive and supportive work culture, ensuring that every employee feels valued and celebrated.

CORPORATE SUSTAINABILITY INITIATIVES

RECOGNITION AT GATE 2025

8 DECENT WORK AND ECONOMIC GROWTH



In March 2025, the Company actively participated in a key industry event, where Shreyansh Durgesh led impactful sessions on overcoming cash flow inefficiencies. It was recognized as one of the Top Two Emerging Vendors of the Year at the Gala Dinner Awards.

SCV500 ONBOARD VALIDATOR IS NOW ITSO CERTIFIED

11 SUSTAINABLE CITIES AND COMMUNITIES



In January 2025, the Company reached a significant milestone with its SCV500 onboard validator receiving ITSO certification. This achievement strengthens the company's commitment to delivering cutting-edge, end-to-end solutions for transport operators and authorities, ensuring seamless and secure transit experiences.

AUTOMATED FARE COLLECTION (AFC) SOLUTION

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



The Company successfully showcased its Automated Fare Collection (AFC) solution at The 6th Rail and Metro Technology Conclave India – 2025, reinforcing its commitment to the Make in India initiative.

The Company is actively supporting the Government of India's vision for domestically manufactured technology solutions. It also holds the distinction of being the first in India to have its own contactless payment reader certified for RuPay QSPARC, along with its issuance and acquiring platform.

CORPORATE SUSTAINABILITY INITIATIVES

INDEPENDENCE DAY CELEBRATION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



The Company celebrated India's Independence Day with great enthusiasm across its offices nationwide, embracing the spirit of freedom and unity. The day was marked by engaging activities, including badge-making contests in Mumbai and Trivandrum and a spirited flashmob in the Pune office, bringing employees together in a display of patriotic pride and camaraderie.

ACQUISITION OF FENIXYS

17 PARTNERSHIPS FOR THE GOALS



In January 2025, the Company took a significant step in its global expansion strategy with the acquisition of Fenixys, a Paris-based consulting firm specializing in capital markets services for banks and financial institutions across Europe and the Middle East. This acquisition strengthens its global footprint while enhancing its capabilities in delivering top-tier financial technology solutions.