Business Responsibility and Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

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 Office Address	Sigma IT Park, Plot No. R-203, R - 204, T.T.C. Industrial Estate, Rabale, Navi Mumbai, Thane. Maharashtra - 400701. India
6.	Email	investor@aurionpro.com
7.	Telephone	022-40407070
8.	Website	https://www.aurionpro.com/
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	NSE and BSE
11.	Paid-up Capital	55,26,16,640/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	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 standalone basis for Aurionpro Solutions Ltd.
14.	Name of assessment/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 assessment/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	53.33%
2	Information and Communication	Other information & communication service activities	46.67%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Software application development and maintenance, IT consulting	620	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	7	7
International	0	28	28

Note: Although the reporting boundary for the FY 2025–26 BRSR is on a standalone basis, the disclosure relating to the number of plants and offices has been presented on a consolidated basis, encompassing all locations where the Company has operations.

19. Markets served by the entity:

a. Number of locations

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

Note: Although the reporting boundary for the FY 2025–26 BRSR is on a standalone basis, the disclosure relating to the markets served has been presented on a consolidated basis, encompassing all locations where the Company has operations.

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 18.43%.

c. A brief on types of customers

The Company and locations where company has operations, 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 the 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)	2280	1841	81%	439	19%
2.	Other than Permanent (E)	102	100	98%	2	2%
3.	**Total employees (D+E)**	2382	1941	94%	441	19%
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers (F+G)**	-	-	-	-	-

Note: Details of employees are considered as on March 31st, 2026.

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)	2	2	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D+E)**	2	2	100%	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F+G)**	-	-	-	-	-

21. Participation/Inclusion/Representation of women

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

22. Turnover rate for permanent employees and workers:

	FY Apr 2025 - Mar 2026 (Turnover rate in Current Financial Year)			FY Apr 2024- Mar 2025 (Turnover rate in previous Financial Year)			FY Apr 2023 - Mar 2024 (Turnover rate in year prior to previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.43%	22.19%	19.96%	27.15%	20.66%	27.82%	38.66%	15.11%	34.46%
Permanent Workers	NA			NA			NA		

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, Sec 8	Subsidiary	100%	No
2.	Aurionpro Payment Solutions Private Limited	Subsidiary	100%	No
3.	Aurionpro Solutions Pte Limited, Singapore	Subsidiary	100%	No
4.	Aurionpro Toshi Automatic Systems Private Limited	Subsidiary	51%	No
5.	Aurionpro Transit Solutions Private Limited	Subsidiary	86%	No
6.	Aurionpro Transit Technologies Private Limited	Subsidiary	100%	No
7.	Aurofidel Outsourcing Limited	Subsidiary	100%	No
8.	Intellvisions Solutions Private Limited, India	Subsidiary	100%	No
9.	Skanan Hardware Private Limited	Subsidiary	100%	No
10.	Lithasa Technologies Private Limited	Subsidiary	68%	No
11.	AryaXAI Research and Development Labs Inc.	Subsidiary	100%	No
12.	PT Aurionpro Solutions, Indonesia	Subsidiary	80%	No
13.	Intellvisions Software LLC, UAE	Subsidiary	100%	No
14.	Aurionpro Fintech Inc., USA	Subsidiary	100%	No
15.	Aurionpro Holdings PTE Limited, Singapore	Subsidiary	100%	No

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)
16.	Aurionpro Market Systems PTE Limited, Singapore	Subsidiary	100%	No
17.	Aurionpro Payment Solutions PTE Limited, Singapore	Subsidiary	100%	No
18.	Aurionpro Solutions (Africa) Limited, Kenya	Subsidiary	50%	No
19.	Aurionpro (UK) Limited	Subsidiary	100%	No
20.	Aurionpro Technology Solutions PTE Limited, Asutralia	Subsidiary	100%	No
21.	Aurionpro Transit PTE Limited, Singapore	Subsidiary	100%	No
22.	Aurionpro Transit Technologies Solutions Limited, Turkey	Subsidiary	100%	No
23.	Integro Technologies (Vietnam) Limited Liability Company	Subsidiary	100%	No
24.	Integro Technologies Co. Limited, Thailand	Subsidiary	100%	No
25.	Integro Technologies PTE Limited, Singapore	Subsidiary	100%	No
26.	Integro Technologies SDN BHD, Malaysia	Subsidiary	100%	No
27.	Integrosys Corporation, Philippines	Subsidiary	100%	No
28.	Infrarisk Pty Ltd, Australia	Subsidiary	100%	No
29.	Real Patients Solutions Inc, USA	Subsidiary	100%	No
30.	Aurionpro Transit SDN BHD, Malaysia	Subsidiary	100%	No
31.	InfraiskSG Pte Ltd. Singapore	Subsidiary	100%	No
32.	Aurionpro Transit Inc., USA	Subsidiary	100%	No
33.	Aurionpro Middle East for Information Technology Company (Aurionpro MENA), Saudi Arabia	Subsidiary	100%	No
34.	Fenixys SAS, France	Subsidiary	100%	No
35.	Fenixys UK LTD, UK	Subsidiary	100%	No
36.	Fenixys Consulting, France	Subsidiary	100%	No
37.	Fenixys Middle East, UAE	Subsidiary	100%	No
38.	SC Soft Americas LLC, USA	Subsidiary	100%	No
39.	Fintra Software Private Limited	Subsidiary	100%	No
40.	Infrarisk Ltd, UK	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in Rs.) – Rs. 8,87,51,38,673

(iii) Net worth (in Rs.) – Rs. 13,45,01,07,056

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY Apr 2025 – Mar 2026 Current Financial Year			FY Apr 2024 – Mar 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Company actively engages 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.	**Nil**	**Nil**	**The number of complaints or grievances was not formally recorded during the reporting years. However, the Company is now taking proactive steps to implement a comprehensive tracking system and establish a robust mechanism for monitoring and addressing grievances going forward.**	Nil	Nil	-
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 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/	**6**	**Nil**	**All the complaints received during the year have been resolved. No complaint is pending at the end of the period under review.**	Nil	Nil	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY Apr 2025 – Mar 2026 Current Financial Year			FY Apr 2024 – Mar 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	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 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/	**Nil**	**Nil**	**As no complaints were received during the year, accordingly no complaints are pending at the end of the period under review.**	Nil	Nil	-
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 Employee Grievance Cell in writing to grievance@aurionpro.com.	**Nil**	**Nil**	**As no complaints were received during the year, accordingly no complaints are pending at the end of period under review.**	Nil	Nil	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY Apr 2025 – Mar 2026 Current Financial Year			FY Apr 2024 – Mar 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	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 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.	**Nil**	**Nil**	**During the reporting period company did not receive any complaints or grievances from its customers.**	Nil	Nil	-
Value Chain Partners	Contracts with value chain partners incorporate clear communication channels and a structured grievance redressal mechanism.	**Nil**	**Nil**	**During the reporting period company did not receive any complaints or grievances from its value chain partners.**	Nil	Nil	-
Other (please specify)	-	**Nil**	**Nil**	-	Nil	Nil	-

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

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.	Corporate Governance & Ethical Practices	Risk	Strong governance and ethical practices help maintain stakeholder trust, regulatory compliance, data security, and operational continuity. Weak governance or unethical conduct can result in security incidents, service disruptions, legal consequences, and reputational damage. Therefore, effective governance is essential to protect confidence, minimize disruption, and ensure sustainable growth.	In response to these challenges, the Company established clear policies, processes, and systems to promote ethical conduct and support effective governance. These measures help identify and manage potential risks while reducing their impact on the organization	Negative:- Non-compliance may result in financial penalties, legal costs, and additional expenses to address the resulting issues. It may also lead to reputational damage, loss of business, and potential revenue impact
2.	Privacy and Data Security	Risk & Opportunity	**Risk** - Privacy and data security are becoming increasingly important risks as businesses continue to expand globally and rely more on digital systems. With the rapid growth in the number of digital users and the use of multiple systems across different regions, the risk of data breaches and privacy concerns has also increased. **Opportunity** - As the company operated in the areas of cybersecurity and digital transformation, the growing risks around priavcy and data security also present a significant opportunity to offer relevant solutions and services. The increasing need for organizations to protect their data and digital systems can further drive demand for the company's offerings.	The Company has put in place clear systems, processes, and controls to identify and manage IT and cybersecurity risks. These measures promote responsible data handling, improve employee awareness, and strengthen the overall approach to data protection and cybersecurity.	Negative:- The risk may result in higher costs related to technology investments, hiring, and employee training, along with potential financial losses arising from reputational damage, business impact, or client claims and liabilities. The Company has adequate insurance coverage in place to help manage and mitigate the potential financial impact.

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)
3.	Human Resource	Risk & Opportunity	**Risk**:- The high demand for skilled talent makes continuous employee development important to ensure the workforce is equipped to meet business needs. At the same time, automation and streamlined processes can improve efficiency and help the Company manage its talent and operational requirements effectively. **Opportunity**:- Human resources is a key strategic priority for the Company, and continued investment in employee growth, development, and alignment with business objectives creates an opportunity to build a skilled and engaged workforce that supports the Company's long-term growth.	The Company promotes a merit-based, transparent, and inclusive work culture, with equal opportunities for growth and development. It invests in critical talent, learning and development, career growth, employee engagement, and diversity and inclusion, while maintaining an open-door approach to address employee concerns and support a positive work environment.	Positive
4.	Social Responsibility	Opportunity	Businesses are increasingly expected to consider their social and environmental impact. In line with this, the Company's paperless solutions help reduce the reliance on physical documents and support its commitment to contributing positively to the environment and the wider community.	The Company focuses on responsible business practices by promoting environmental responsibility and inclusivity. These efforts help address related social and environmental risks while supporting a positive and responsible corporate culture.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

		Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		Policy and management processes									
1.	a.	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)1	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								

Please refer to the table below for the list of policies:

S. No	Name of policy	Link to Policy
1.	Archival Policy	https://www.aurionpro.com/wp-content/uploads/2023/01/ASL-Archival-Policy.pdf
2.	Policy on Related Party Transactions	https://www.aurionpro.com/archive/wp-content/uploads/2025/08/Aurionpro-Solutions-Limited-RPT-Policy.pdf
3.	Code of Conduct- Code of Conduct for Directors and Senior Management	https://www.aurionpro.com/wp-content/uploads/2025/11/code-of-conduct.pdf
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/code-of-fair-disclosure-and-conduct.pdf
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
6.	CSR Policy	https://www.aurionpro.com/wp-content/uploads/2025/11/csr-policy.pdf
7.	Material Subsidiary Policy	https://www.aurionpro.com/wp-content/uploads/2025/12/material-subsidiary-policy.pdf
8.	Policy For Disclosure of Event or Information and Determination of Materiality	https://www.aurionpro.com/wp-content/uploads/2025/11/policy-for-disclosure-of-event-or-information-and-determination-of-materiality.pdf
9.	Whistle blower Vigil Mechanism Policy	https://www.aurionpro.com/wp-content/uploads/2026/03/whistle-blower-vigil-mechanism-policy.pdf
10.	Dividend Distribution Policy	https://www.aurionpro.com/wp-content/uploads/2026/08/ASL_Dividend-Distribution-Policy_.pdf

2.	Whether the entity has translated the policy into procedures. (Yes / No)	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, Trustee) 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

	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	During the reporting period, the Company remained focused on key priorities, including quality customer service, technology and information security, employee development, and operational efficiency.								
6.	Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	The Company made steady progress towards these objectives. Certain priorities and timelines evolved due to changing customer requirements, project needs, technology developments and other business considerations. Wherever required, the Company reviewed the reasons for deviations and took appropriate measures to address them, while continuing to align its efforts with evolving business needs and objectives.								
	Governance, leadership and oversight									
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) As our business continues to grow and expand across geographies, we recognize that integrating Environmental, Social and Governance (ESG) principles into every aspect of our operations is an ongoing journey. Some of the key challenges include strengthening ESG data collection and reporting across our global operations, enhancing stakeholder engagement, further embedding sustainability practices within our business processes, and keeping pace with evolving regulatory expectations and global ESG standards. The Company remains committed to addressing these challenges through continuous improvement, robust governance, technology-driven processes, employee awareness, and collaboration with stakeholders. We will continue to strengthen our ESG framework, enhance transparency in disclosures, and adopt sustainable business practices that support long-term value creation for our stakeholders while contributing positively to society and the environment.									
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 undertaken by Director / Committee of the Board/ Any other Committee**									**Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)**								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes	NA	Yes	Yes	Yes	NA	Yes	Yes					Annually					
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is ensuring complete compliance by strictly following all applicable legal and statutory requirements across its operations.												Quarterly					

		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 the name of the agency.**					No				

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)					NA				
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective categories covered by the awareness Programs
Board of Directors	-	1. Orientation (Engineering Trainees) 2. Banking Domain Training 3. Functional Training Program 3.1 PMP 3.2 MPP 3.3 PowerBi 3.4 GST Training 3.5 CDCP 3.6 PMI-SP 3.7 Consulting Mindset 3.8 AuroPay + GP product walkthrough 4. Data Center Domain 5. Leadership Training - FTM 6. Soft Skills 6.1 Art of Giving Feedback 6.2 Art of Receiving Feedback 6.3 Stress Management 6.4 Conflict Manegement 6.5 Unconscious Bias 6.6 Communication Skills 6.7 Email Etiquettes 6.8 Presentation Skills 6.9 Active Listening Skills 7. Technology Training 7.1 Ionic 7.2 DevOps 7.3 Dot Net 7.4 Java Full Stack 8. Engg Campus Hire 9. MT & BA Skills Upgradation 10. Summer Internship Onboarding	-
Key Managerial Personnel	1		100%
Employees other than Board of Directors and KMPs	130		100%
Workers	Not Applicable	Not Applicable	Not Applicable

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

Monetary

	NGRBC Principle	Name of the regulatory / enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 4	BSE AND NSE	Fine 1:Rs. 11,800 by both exchanges & Fine 2: Rs 11,800 by both the Stock exchanges	Fine 1:The company was unable to submit the voting results within the time limit specified under applicable regulations Fine 2: The company inadvertently failed to submit prior intimation regarding the Board Meeting	No
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
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
Not Applicable	

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

The Company is 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 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.

https://www.aurionpro.com/wp-content/uploads/2025/11/code-of-conduct.pdf

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

	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	Not applicable	Not applicable

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

	FY Apr 2025 – Mar 2026 (Current Financial Year)		FY Apr 2024 – Mar 2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMP	-	-	-	-

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

   Not Applicable

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

Particulars	Apr 2025 – Mar 2026 (Current Financial Year)	Apr 2024 – Mar 2025 (Previous Financial Year)
Number of days of accounts payables	75.1	131.01

9. **Open-ness of business**

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

Parameter	Metrics	Apr 2025 – Mar 2026 (Current Financial Year)	Apr 2024 –Mar 2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from the top 10 trading houses as % of total purchases from trading houses.	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/ total Purchases)	14.70%	4.30%
	b. Sales (Sales to related parties/ total Sales)	9.83%	14.06%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances	100%	100%
	d. Investments (Investments in related parties/ Total Investments made)	100%	99.90%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
No awareness programs have been conducted, in the financial year, for the value chain partners of the Company		

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

   Yes, the Code of Conduct for Directors and Senior Managerial Personnel 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.

   (https://www.Aurionpro.com/wp-content/uploads/2022/02/code-of-conduct.pdf)

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



Essential Indicators

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

	Current Financial Year FY Apr 2025 – Mar 2026	Previous Financial Year FY Apr 2024 – Mar 2025	Details of Improvements in environmental and social impacts
R&D	The Company aspires 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? (No).

   The Company is 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 and adherence to ethical standards. 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 Applicable

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

   Not Applicable

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.

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?**

   The company has not undertaken any LCA during the period under review.

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.**

   Not Applicable

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

   Not Applicable.

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

   Not Applicable

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

   Not applicable.

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



Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1841	1841	100%	1841	100%	-	-	1841	93%	-	-
Female	439	439	100%	439	100%	439	100%	-	-	-	-
Total	2280	2280	100%	2280	100%	439	19.25%	1841	80.75%	-	-
Other than Permanent employees											
Male	100	100	100%	100	100%	-	-	100	100%	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	**102**	**102**	**100%**	**102**	**100%**	**2**	**1.96%**	**100**	**98.04%**	**-**	**-**

Note: For the purpose of this disclosure, the number of employees for whom well-being measures were undertaken during FY 2025–26 has been considered.

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

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

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

	FY Apr 2025 - Mar 2026 Current Financial Year	FY Apr 2024 – Mar 2025 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	**38.35%**	58%

Note: The reporting boundary for FY 2025–26 has been revised from the consolidated basis adopted for FY 2024–25 to a standalone basis.

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

Benefits	FY Apr 2025 - Mar 2026 Current Financial Year			FY Apr 2024 – Mar 2025 Previous Financial Year		
	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	**99.65%**	**-**	**Yes**	92.18%	-	Yes
Gratuity	**100%**	**-**	**Yes**	88.04%	-	N/A
ESI	**6%**	**-**	**Yes**	9.47%	-	Yes
NPS	**5%**	**-**	**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 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 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.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	86.66%	-	-
Female	97.43%	60.60%	-	-
Total			**-**	**-**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees Other than Permanent Employees	"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 ofConduct 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 workers in association(s) or Unions recognized by the listed entity:

Category	FY Apr 2025 – Mar 2026 (Current Financial Year)			FY Apr 2024 – Mar 2025 (Previous Financial Year)		
	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	2208	0	0	2501	0	0
- Male	1841	0	0	1992	0	0
- Female	439	0	0	509	0	0
Total Permanent Workers	NA					
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY Apr 2025 – Mar 2026					FY Apr 2024 – Mar 2025				
	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	1,941	359	18.50%	1,800	92.74%	2,166	2,123	98%	2,125	98%
Female	441	118	26.76%	415	94.10%	520	506	97%	505	97%
Total	2,382	477	20.03%	2,215	92.99%	2,686	2,629	98%	2,630	98%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY Apr 2025 – Mar 2026 Current Financial Year			FY Apr 2024 – Mar 2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1941	1595	100%	2166	2166	100%
Female	441	392	100%	520	520	100%
Total	2382	1987	100%	2686	2686	100%
Workers						
Male	-	-	-	46	46	100%
Female	-	-	-	0	0	0%
Total	-	-	-	**46**	**46**	**100%**

Note: Performance review is conducted for all the permanent employees in the organization. Employees who are not included in this count were not eligible for performance review or they were fresh joiners.

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.**

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/ workers of the entity have access to non-occupational medical and healthcare services?

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 Apr 2025 – Mar 2026	FY Apr 2024 – Mar 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	**0**	0
	Workers	**0**	0
Total recordable work-related injuries	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

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

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 Apr 2025 – Mar 2026			FY Apr 2024 – Mar 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
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	100%
Working Conditions	100%

Note:

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 (B) Workers.**

    A. Employees: Yes, the Company 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.

    B. Workers: The Company does not have any workers.

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

    The Company ensures 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:**

    Not Applicable

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 currently does 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	-
Working Conditions	-

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

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

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



Essential Indicators

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

   The stakeholder identification process of the Company is founded on a structured assessment framework that evaluates and prioritizes stakeholders against five key parameters. Stakeholders are identified as individuals, groups, or entities that meet one or more of the following criteria:

   a. Have the ability to influence, grant, or withdraw the Company's social licence to operate;

   b. Have the capacity to influence the decisions, actions, or perceptions of other internal stakeholders;

   c. Have a direct financial dependence on the Company's operations, products, or services;

   d. Have an indirect financial dependence on the Company's operations, products, or services; and/or

   e. Are exposed to or impacted by the non-financial risks, impacts, or impairments arising from the Company's operations, activities, or value chain.

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

Stakeholder Groups	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	Emails and Meetings	Regularly	Discussion on offerings and focus on customer satisfaction.
Government/ Competent Authorities	No	Emails and Meetings	Regularly	Discussion on regulatory compliances.
Employees	No	Emails and Meetings	Regularly	Focused on employee performance motivation, healthy work environment and discussion on complaints and grievances.
Suppliers/ Service providers	No	Emails and Meetings	Annually	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.

Stakeholder Groups	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
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 is 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 input received from stakeholders on these topics was incorporated into policies and activities of the entity.**

   The Company recognizes 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.

PRINCIPLE 5: Businesses should respect and promote Human Rights



Essential Indicators

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

Category	FY Apr 2025 – Mar 2026			FY Apr 2024 – Mar 2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2280	2280	100%	2501	2365	94.56%
Other than permanent	102	102	100%	185	175	94.59%
Total Employees	2382	2382	100%	2686	2540	94.56%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent				-	-	-
Total Workers	-	-	-	-	-	-

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

Category	FY Apr 2025 – Mar 2026					FY Apr 2024 – Mar 2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/ A)	No. (C)	% (C/A)		No. (E)	% (E/ D)	No. (F)	% (F/D)
Employees										
Permanent	2280	-	-	2280	100%	2501	-	-	2501	100%
Male	1841	-	-	1841	100%	1992	-	-	1992	100%
Female	439	-	-	439	100%	509	-	-	509	100%
Other than Permanent	102	-	-	102	100%	185	-	-	185	100%
Male	100	-	-	100	100%	174	-	-	174	100%
Female	2	-	-	2	100%	11	-	-	11	100%
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

a. Median remuneration / wages

	Male		Female	
	Number	**Median remuneration/ salary/ wages of respective category**	**Number**	**Median remuneration/ salary/ wages of respective category**
Board of Directors (BoD)	-	-	-	-
Key Managerial Personnel	2	78,25,000	-	-
Employees other than BoD and KMP	2178	10,00,000	536	8,70,998
Permanent Workers	Not Applicable			

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

	FY Apr 2025 – Mar 2026	**FY Apr 2024 – Mar 2025**
Gross wages paid to females as % of total wages	**16.05%**	18.6%

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 recognizes 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 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.

https://www.aurionpro.com/archive/wp-content/uploads/2025/08/whistle-blower-vigil-mechanism-policy.pdf

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

The Company have an internal system for its workforce to raise grievances, with HR Managers empowered to address and report on 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) 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.

https://www.aurionpro.com/archive/wp-content/uploads/2025/08/whistle-blower-vigil-mechanism-policy.pdf

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

Category	**FY Apr 2025 – Mar 2026 Current Financial Year**			**FY Apr 2024 – Mar 2025 Previous Financial Year**		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Sexual Harassment	**Nil**	**Nil**	**-**	Nil	Nil	-
Discrimination at workplace	**Nil**	**Nil**	**-**	Nil	Nil	-
Child Labour	**Nil**	**Nil**	**-**	Nil	Nil	-
Forced Labour / Involuntary Labour	**Nil**	**Nil**	**-**	Nil	Nil	-
Wages	**Nil**	**Nil**	**-**	Nil	Nil	-
Other human rights related issues	**Nil**	**Nil**	**-**	Nil	Nil	-

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

	FY Apr 2025 – Mar 2026 Current Financial Year	FY Apr 2024 – Mar 2025 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	**Nil**	Nil
Complaints on POSH as a % of female employees / workers	**Nil**	Nil
Complaints on POSH upheld	**Nil**	Nil

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

The Company has 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 proactively addresses relevant issues through its internal procedures, informal processes, and routine checks. While no formal assessments were conducted this year, ongoing monitoring ensures timely identification and resolution of concerns as they arise.
Forced Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others	

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 is 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	
Others – please specify	

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

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

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



Essential Indicators

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

Parameter	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
From renewable sources (in Giga Joules (GJ))		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources (in Giga Joules (GJ))		
Total electricity consumption (D)	**3577.74**	45,56,279.70
Total fuel consumption (E)	**46.87**	79,710.22
Energy consumption through other sources (F)	**0**	-
Total energy consumed from non-renewable sources (D+E+F)	**3624.61**	46,35,989.92
Total energy consumed (A+B+C+D+E+F)	**3624.61**	46,35,989.92
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/₹	**0.0000004084 GJ per rupee of turnover**	0.00040
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	**0.000008307**	0.0082
Energy intensity in terms of physical output	-	1,696.92
Energy intensity (optional) – the relevant metric may be selected by the entity	-	1,725.98

Note[1]: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

Note[2]: The reporting boundary for FY 2025–26 has been revised from the consolidated basis adopted for FY 2024–25 to a standalone basis.

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

No

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

   No. None of the Company's facilities are identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	**6670.74**	6,294.18
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**6670.74**	6,294.18
Total volume of water consumption (in kilolitres)	**6670.74**	1,258.84
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	**0.0000007516 KL per Rupee of turnover**	0.00000011
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	**0.00001530**	0.0000022
Water intensity in terms of physical output	-	0.46
Water intensity (optional) – the relevant metric may be selected by the entity	-	0.47

Note[1]: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

Note[2]: The reporting boundary for FY 2025–26 has been revised from the consolidated basis adopted for FY 2024–25 to a standalone basis.

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

No

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	**5,336.59**	5,035.34
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**5,336.59**	5,035.34

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

No

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.** - Not applicable

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

   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.

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

   No

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

Parameter	Unit	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	**3.34**	96.35
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	**722.5**	920.12
Total Scope 1 and Scope 2 emissions per rupee of Turnover		**0.00000008178 MT CO_2e per Rupee of Turnover**	0.000000087
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		**0.00000166349**	0.0000018
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	0.37
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	0.38

Note[1]: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

Note[2]: The reporting boundary for FY 2025–26 has been revised from the consolidated basis adopted for FY 2024–25 to a standalone basis.

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

No

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

   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:**

Parameter	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	**0.047**	-
E-waste (B)	**0.69**	-
Bio-medical waste (C)	**-**	-
Construction and demolition waste (D)	**-**	-
Battery waste (E)	**-**	-
Radioactive waste (F)	**-**	-
Other Hazardous waste. Please specify, if any. (G)	**-**	-
Other non-hazardous waste generated (H). Please specify, if any. Municipal Solid Waste	**24.12**	246.43
Total (A+B + C + D + E + F + G + H)	**24.12**	246.43
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.000000002802 MT per Rupee of turnover**	0.000000021
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.00000005698**	0.00000043
Waste intensity in terms of physical output	**-**	0.090
Waste intensity (optional) – the relevant metric may be selected by the entity	**-**	0.092

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
(i) Recycled	**0.69**	
(ii) Re-used	**-**	
(iii) Other recovery operations	**-**	
Total	**0.69**	

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
(i) Incineration	**-**	
(ii) Landfilling	**24.71**	
(iii) Other disposal operations Disposed e-waste through third party	**-**	
Total	**24.71**	

Note: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India.

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

No

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

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	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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
Not Applicable					

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

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

   (iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

Parameter	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter		FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
(ii)	Into Groundwater	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(iii)	Into Seawater	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(iv)	Sent to third-parties	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(v)	Others	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)		-	-

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

No

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

Parameter	Unit	FY Apr 2025 – Mar 2026 (Current Financial Year)	FY Apr 2024 – Mar 2025 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

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.**

The Company is in process of updating the Business Continuity Plan (BCP) to ensure uninterrupted operations and safeguard stakeholder interests. The BCP will be focused on addressing risks by developing 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 granted or procured:**

   a. By the listed entity

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

   Not Applicable

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



Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations** - 2

   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 anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.**

   Not Applicable

Name of the entity	Brief of the case	Corrective Action 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:**

   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.

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

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development



Essential Indicator

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

   The Company has not conducted any Social Impact Assessments during 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
Not Applicable					

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

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

	FY Apr 2025 – Mar 2026 Current Financial Year	FY Apr 2024 – Mar 2025 Previous Financial Year
Directly Sourced through MSME/small producers	**16.50%**	93%
Directly from within India	**100%**	100%

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

Location	FY Apr 2025 – Mar 2026 Current Financial Year	FY Apr 2024 – Mar 2025 Previous Financial Year
Rural	**-**	-
Semi-urban	**-**	-
Urban	**-**	-
Metropolitan	**100%**	100%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

   The Company does not provide funding for CSR activities in any of the districts listed as aspirational.

S. No.	State	Aspirational District	Amount Spent (In INR)
-	-	-	-

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? -** Not Applicable

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

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 people benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
-	-	-	-

Note: The Company has undertaken CSR activities during the reporting period. However, the bifurcation of beneficiaries into vulnerable and marginalised groups was not tracked during FY 2025–26.

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



Essential Indicators

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

   The Company operates 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. 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 percentage to turnover
Environmental and Social parameters relevant to products	Considering the nature of the Company's 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:**

   The Company has not received any 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)

	FY Apr 2025 – Mar 2026		Remarks	FY Apr 2024 – Mar 2025		Remarks
	Received during the year	Pending Resolution at the end of year		Received during the year	Pending Resolution at the end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive trade practices	-	-	-	-	-	-
Unfair trade practices	-	-	-	-	-	-
Others	-	-	-	-	-	-

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

	Number	Reason for recall
Voluntary recall	None	
Forced recall		

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** - None
   b. **Percentage of data breaches involving personally identifiable information of customers:** Not Applicable
   c. **Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators

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

   Information relating to the Company's products and services can be accessed through the Company's official website, including the respective product and solution pages. Stakeholders can also access the Company's contact and enquiry channels through the website.: https://www.aurionpro.com/

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

   Considering the nature of the Company's business and its primarily B2B technology solutions, the Company does not have a separate consumer education programme. Necessary guidance and support regarding the appropriate and responsible use of its products and services are provided to customers through product documentation, implementation support, training and customer support, as applicable.

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

   The Company communicates 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. Aurionpro is primarily a B2B technology/software and services company, and its offerings are not conventional consumer products requiring product labels/packaging information.