Edelweiss
Ideas create, values protect

Nature Knows No Shortcuts

SUSTAINABILITY REPORT
2025-26

Progress Through Persistence

Every ecosystem on earth is a testament to endurance. ESG, at its core, is the same commitment: to the long arc, to the systems that outlive any single quarter, to the understanding that the health of the planet and the health of a portfolio are not in competition. They are in conversation.

This report is framed through the world of natural endurance, the quiet, persistent, purposeful intelligence of living systems. The weaver bird that builds its nest strand by strand. The ant colony that constructs cities beneath the earth. The honeybees are persistent and work tirelessly towards the goal.

Nature does not rush. Nature does not stop. Nature compounds.

At Edelweiss, our ESG commitment is not a disclosure exercise. It is a practice, systematic in its measurement, intentional in its targets, and patient in its execution. Because the world we are investing in is not the world of the next quarter. It is the world our children will inherit, and the one their children will build upon.

Organic Growth | Eco-conscious Practices | Sustainable Development | Ecological Balance

Message from the ESG Council Chairperson

Ideas lay the foundation of an institution, but patience builds it. From technologies that complement human capability to organisations that respond with agility, structures that truly endure are anchored in discipline. As Artificial Intelligence rapidly expands the boundaries of possibility, institutions will be defined by grounded judgment and leadership, qualities that have guided Edelweiss for decades.

Edelweiss' growth, from a young financial firm to a conglomerate with diversified businesses serving an incredible range of people in just 30 years, is a testimony to how patience is central to innovating for long-term sustainability. We embraced speed when it was prudent, we waited when it was necessary, and unfailingly, we always took a pause to consider the legacy our decisions would create. India is the world's sixth-largest economy, projected to rise further in the coming years driven by innovation and sustained growth, and we have built to effectively respond to what this moment deserves.

Rooted in People

At the heart of these institution-building efforts are the company's teams that recognise what it takes to build a financial organisation trusted by thousands of people. And it is the understanding of how people build their own lives, one brick at a time, weathering challenges with hope, embracing changes with curiosity and knowledge, and building systems of care that finally hold them together in times of deep uncertainty.

This knowledge is central to how we invest in our people, trusting their efforts to craft a culture which then becomes capital driving the institution. Much like trees that first grow their roots deep and wide, invisible to the world, we invested in a culture rooted in wisdom and long-term thinking, which has since grown and flowered into initiatives that serve a wide range of stakeholders.

Wellbeing, inclusion, and care form the pillars of our people-focused initiatives. We continue to strengthen our holistic wellbeing approach, supporting physical, mental, and emotional wellbeing across the organisation. Our focus spans preventive healthcare through annual executive health checkups and medical health camps, including eye and dental checkups, strengthened by health talks, expert-led webinars, stress management programmes, counselling and mental health support, and access to digital health platforms.

Wellbeing is further embedded into everyday work life through ongoing engagements such as Wellness Wednesdays, Jumpstart Fridays, Yoga Day activities, Stepathon initiatives, sports and fitness programmes, and community initiatives including blood donation drives, creating a healthier, balanced, and supportive environment for our people.

We continue to enable flexible and inclusive ways of working through our hybrid work model, supported by an open-door culture and structured employee voice platforms that encourage transparency and collaboration. Fostering inclusion remains central to embedding inclusive behaviours and equitable people practices across the organisation.

Alongside this, we have deepened our focus on capability building through future-ready learning initiatives, including Gen AI-enabled learning journeys, leadership development, and managerial effectiveness, strengthening organisational readiness in an evolving environment. Our commitment to building a people-first and inclusive workplace is reflected in external recognition, with our Life Insurance Business being certified as a Great Place to Work™ for the sixth consecutive year and being recognised among the Top 50 Workplaces for Innovation and Top 25 Workplaces in BFSI, underscoring the strength and consistency of our people culture.

Growing the Ecosystem

The natural extension of an institution that centres people was to bring capital, systems thinking, and strategic foresight to ecosystems that power progress in the country. That led to the establishment of EdelGive Foundation in 2008. And in 2025–26, we witnessed how nurturing systems rooted in community needs and strengthened by collaborative intellectual and financial capital can weather uncertainties with resilience.

This year marks a decade since we launched Collaborators for Transforming Education in four districts of Maharashtra. In 2016, it began with a simple hypothesis: we will not create alternate systems but work inside Maharashtra's complex education system that extends free education to millions of children across the state and helps bolster its foundation. The cornerstone of such an initiative is persistence, deep sectoral knowledge, and a collective zeal for better futures for children. 10 years on, the results are heartening:

36
Districts of Maharashtra covered

1.3
Lakh schools reached

7.7
Lakh teachers supported with tools and training to become enablers, rather than implementers

2.2
Crore children are set to experience better learning outcomes

Our connection with the lived realities of India's communities extends to the work in furthering women's safety and economic participation. This year, more than 17,000 girls and women were supported across initiatives advancing gender equality. Programmes supported by us helped form self-help groups, provided women with legal support in cases of sexual violence, and gave them access to rights and entitlements. Thus, creating local systems of knowledge and belonging that help women navigate complex legal, financial, and emotional processes.

We launched 'Stree At The Table', under our StreeLeads programme, a podcast that amplified voices of women leaders and entrepreneurs who have fought challenges with grit and dignity. Watched across the world for over 1,00,000 hours, the podcast is a blueprint for women achievers who navigated a world constantly at odds with their ambitions. We also instituted a leadership training programme for women aspiring to take on senior leadership roles, enabling them to grow with intent. Last year witnessed the launch of GROW+, a climate-intelligent, place-first initiative to strengthen organisations at the forefront of battling climate change alongside vulnerable communities.

GROW, our fund launched in 2021 amid Covid, had aimed to move beyond programme-specific outcomes to invest in the long-term sustainability of 100 grassroots organisations. The investment and trust in their capacities yielded striking results:
52 of the 100 went on to raise an additional ₹14.7 Cr in funding to support their goals and community focused programmes.

GROW+ builds on that learning and addresses one of the most pressing challenges of our time: climate change. Beyond organisational strengthening, the fund equips grassroots non-profits with data-based climate intelligence, networked peer-learning, and place-based approaches so that they are not just strong, but collectively effective, creating a risk-mitigating ecosystem that learns, grows, and functions effectively for our communities.

In a world that often rewards immediacy, we remain committed to the deliberate work of building ecosystems that last. Because the true measure of progress lies not in how quickly we grow, but in how responsibly we sustain what we build.

Warm regards,

Vidya Shah
Chairperson, ESG Council, Edelweiss
Executive Chairperson, EdelGive Foundation

Sustainability Overview

At Edelweiss, we have consistently remained committed to fostering sustainable and inclusive growth for our diverse stakeholders and the wider community. Our governing philosophy is rooted in 13 guiding principles, diligently upheld by our management and employees, shaping the values that drive our operations. Through regular training and continued engagement, these principles are meaningfully integrated into everyday actions and decision-making. This report offers a comprehensive view of these values and our continued commitment to addressing broader societal, environmental, and governance priorities.

Responsible Governance

Contribution to Society

Protecting the Environment

Guided by the SDG framework, as early adopters of the SDGs, we proactively committed to integrating these objectives across our operations. Driven by this commitment, we continue to advance 10 of the 17 Sustainable Development Goals (SDGs), supported by robust mechanisms that help us consistently evaluate our progress and the positive impact we create across multiple priority areas for our diverse stakeholders.

Responsible Governance

Sustainable Development Goals	Stakeholders Impacted/ Operating Environment	Key Areas of Focus
Peace, Justice, and Strong Institutions	• Regulators • Investors • Customers • Employees	• Developing effective, accountable, and transparent institutions • Responsive, inclusive, participatory, and representative decision-making • Promote a culture of compliance with the highest standards of integrity

Contribution to Society

Sustainable Development Goals	Stakeholders Impacted/ Operating Environment	Key Areas of Focus
Gender Equality	• Society	• Ending discrimination and violence against women • Promoting women's empowerment • Equal access to economic resources and equal opportunities for leadership
Decent Work and Economic Growth	• Employees • Society • Economy	• Creating a safe and healthy working environment and enhancing efficiency and productivity • Supporting job creation • Promoting entrepreneurship and encouraging growth of SMEs • Contribution to economy by financing real estate infrastructure and affordable housing

Sustainable Development Goals	Stakeholders Impacted/ Operating Environment	Key Areas of Focus
Good Health and Wellbeing	• Employees	• Providing healthcare facilities to employees • Encouraging healthy lifestyles • Supporting reproductive rights
Quality Education	• Society	• Ensuring access to quality early childhood and primary education • Supporting development of education infrastructure and teaching capabilities
Reduced Inequalities	• Society	• Supporting women to get access to rights and entitlements • Ensuring equal opportunities and reduce inequalities
Industry, Innovation, and Infrastructure	• Society • Investors	• Improve access to financial services, including affordable credit for small-scale industrial and other MSMEs • Facilitating investments in quality, reliable, sustainable, and resilient infrastructure to support economic growth and increase quality of life

Protecting the Environment

Sustainable Development Goals	Stakeholders Impacted/ Operating Environment	Key Areas of Focus
Climate Action	• Environment • Society	• Aiding the development of resilience and adaptability to climate-related changes • Enhancing awareness, education, and capacity of climate change mitigation and adaptation
Affordable and Clean Energy	• Environment	• Increasing the share of renewable energy in power consumption • Improving energy efficiency
Responsible Consumption and Production	• Environment	• Using natural resources efficiently • Environmentally sound management of waste and limiting waste generation • Reducing release of emissions and GHGs

"Our values and dedication not only result in our own growth but also tackling broader societal, environmental, and governance issues."

Our Stakeholders and Operating Environment

At Edelweiss, sustainability remains deeply integrated into our operational framework, ensuring that responsible practices are embedded across every aspect of our business. We actively engage with a diverse group of stakeholders to understand their evolving priorities and key concerns. Through effective systems, streamlined processes, and strategic approaches implemented organisation-wide, we aim to address these expectations while creating meaningful and enduring value.

Key Stakeholder/ Areas of Impact	Material Topics	Objectives	SDG Mapping	Link to the Detailed Report
Regulators	• Corporate • Governance • Compliance • Ethical and transparent practices	Adhere to the highest standards of corporate governance practices and ethical behaviour Create a safe and reliable financial services ecosystem through policy advocacy	Peace, Justice, and Strong Institutions	Read More… Responsible Governance
Customers	• Satisfactory services • Multiple channels • Responsiveness • Data privacy and security	Ensure consistent, high-quality customer experience by creating a customer-centric culture focused on their needs	Peace, Justice, and Strong Institutions	Read More… Enhancing Customer Experience
Investors	• Shareholder value • Financial performance • Corporate governance • Compliance • Risk management • Disclosures and transparency	Protect and increase shareholder value and focus on sustainable growth and profitability	Peace, Justice, and Strong Institutions	Read More… Catering to Our Shareholders
Employees	• Enriching career • Learning, development, and training • Health and wellness benefits	Enable employees to thrive, be respected, and valued, and thereby achieve their full potential Provide a safe and enabling environment with a focus on employee wellbeing	Good Health and Wellbeing Gender Equality Decent Work and Economic Growth	Read More… Our People
Society	• Women's empowerment • Gender equality • Education • Livelihoods • Rural development	Enable sustainable and equitable development	Quality education Reduced inequalities Gender Equality	Read More… Contribution to Society
Economy	• Promotion of SMEs • Civic infrastructure and housing	Contribute to the national agenda by supporting small businesses, financially empower enterprises and individuals, and develop housing infrastructure	Industry, Innovation and Infrastructure Sustainable Cities and Communities	Read More… Contribution to Economy
Environment	• Responsible consumption • Waste and emissions • Efficient use of natural resources	Minimise adverse environmental impacts	Climate Action Affordable and Clean Energy Responsible Consumption and Production	Read More… Protecting the Environment

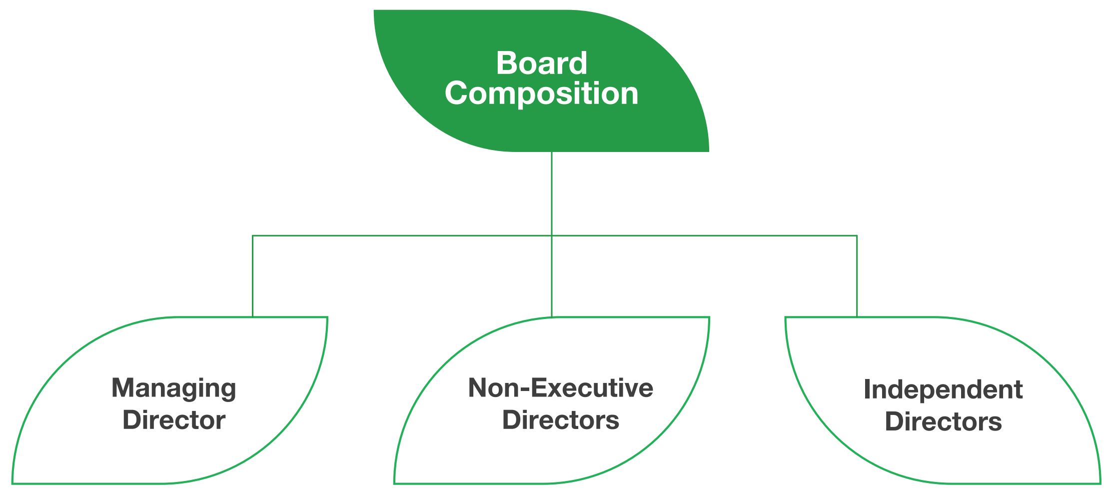
Responsible Governance

At Edelweiss, governance continues to be at the core of our operations. It enables us to serve our stakeholders responsibly while fostering a strong and resilient foundation for long-term growth and organisational purpose. Our policies and procedures comply rigorously with relevant national and global laws and regulations, offering transparent directives for expected standards of professionalism and conduct.

Governance Structure

7-member Board with 2 women directors.

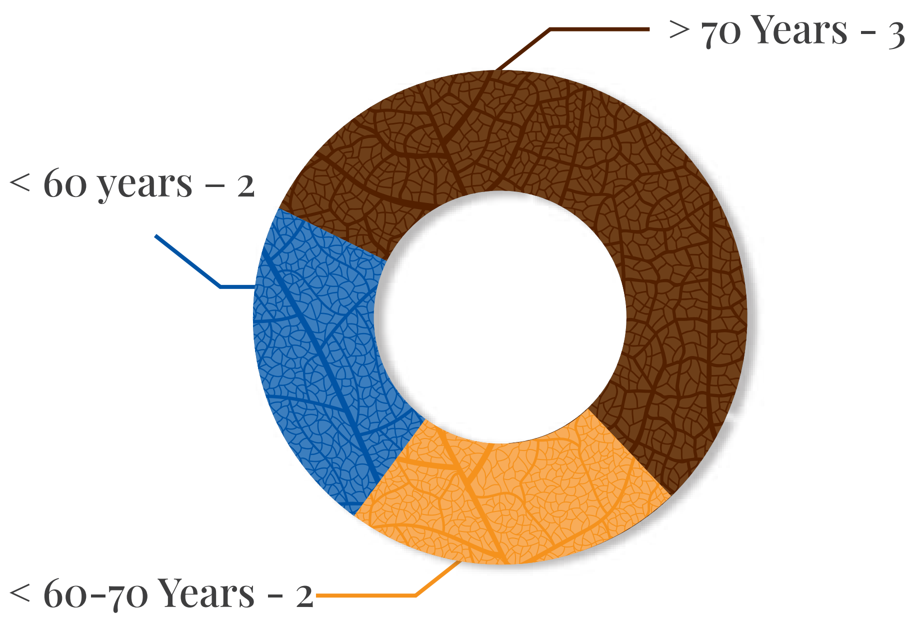
- Balanced Board composition with ~265 man-years of experience.
- Board members strive for 100% attendance and active participation in all Board and Committee meetings.



Managing Director:
- Rashesh Shah (Chairman)

Non-Executive Directors:
- Venkatchalam Ramaswamy (Non-Executive Director)
- Vidya Shah (Non-Executive Director & Chairperson, Edelweiss ESG Council)

Independent Directors:
- Dr. Ashima Goyal
- Shiva Kumar
- C. Balagopal
- Rajiv Jalota

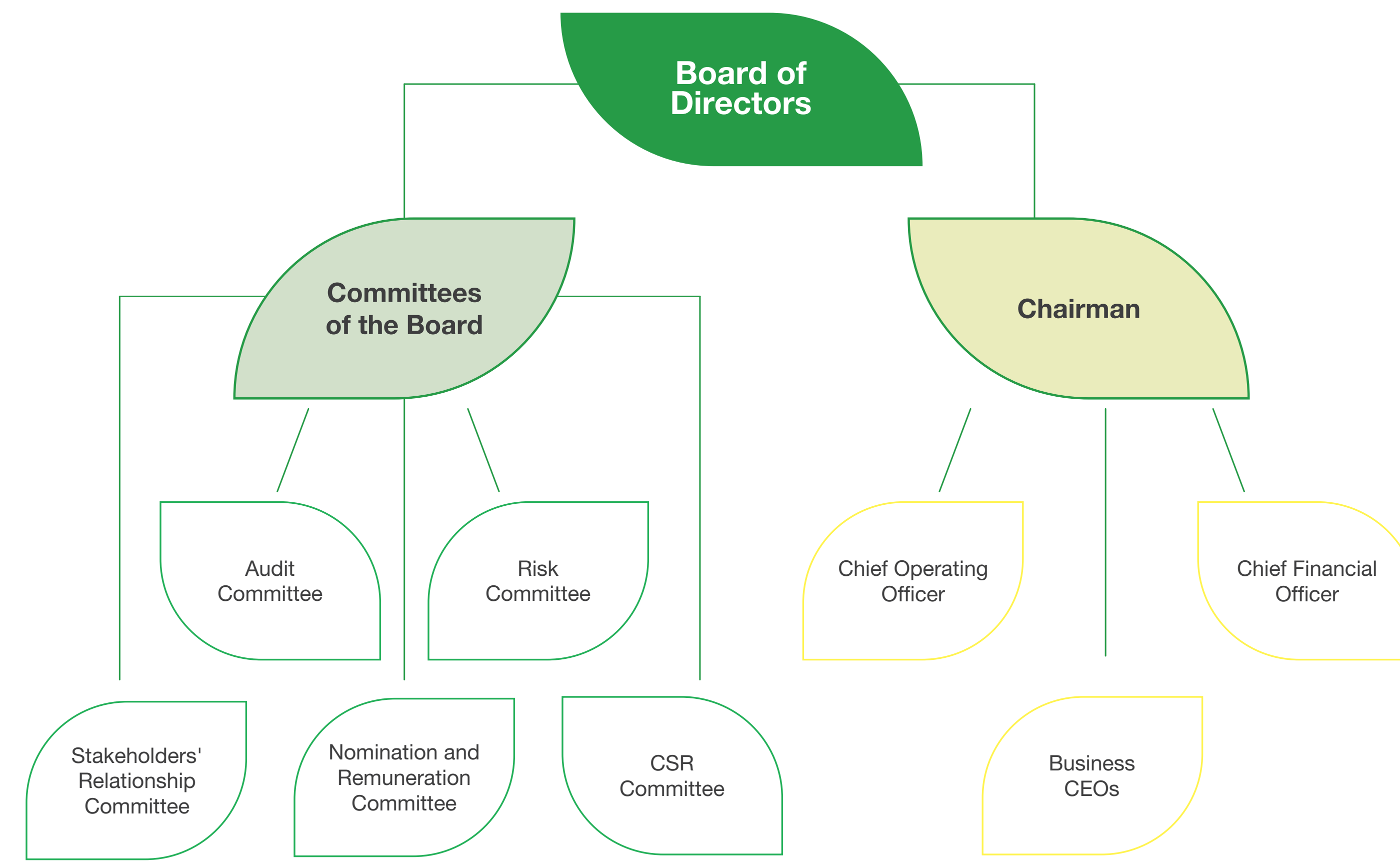


Two Board Members are below 60 years of age and three above 70 years.

7 Board Members.

Detailed profile of our directors and details of the composition of the Board Committees and their terms of reference are available on our website.

Board Committees and Organisation



> "Governance remains integral to the way we operate. It shapes how we create value for our stakeholders, while reinforcing a strong foundation for sustainable growth and our broader organisational purpose."

ESG Governance at Edelweiss

The ESG Council has been in place since FY20 to provide effective governance for addressing ESG parameters.

As a women-led majority body, the ESG Council comprises heads of various enterprise units including HR, admin, compliance and governance, marketing, and investor relations

The ESG Council brings together rich and varied experience of managing key stakeholder relationships

Edelweiss' ESG agenda is further augmented by the CSR Committee and EdelGive Foundation.

Legal and Regulatory Compliance

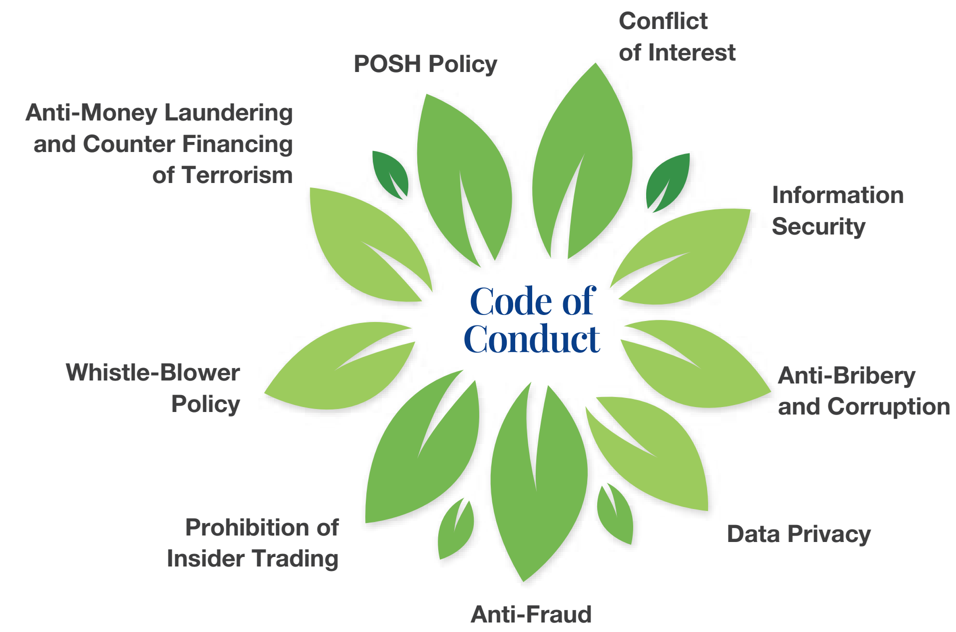
All businesses at Edelweiss operate with a strong culture of compliance, regulatory standards, and remediation of escalations.

- Business compliance officers and decentralisation of ownership.
- Periodic review of regulatory compliances, directives of sectoral regulators, and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015 by the Board and its Committees.
- Automation of regulatory compliance through technology-based application.
- E-learning modules and expert sessions by law firms and experienced relevant consultant firms to keep updated on governance practices.

Frameworks and Policies

The Edelweiss Code of Conduct adopted at an organisational level outlines our commitment and sets out a roadmap for employees, senior management, and Directors, covering critical areas such as professional integrity, honesty, and ethical conduct.

These policies are available for reference on our website, www.edelweissfin.com. Additionally, our detailed report on responsible governance summarises the key highlights and details on implementation of these policies.



Periodic communication on awareness and training on POSH provided for all relevant stakeholders:

109 members of the Internal Complaints Committee (ICC) across businesses trained on Prevention of Sexual Harassment (POSH) policy investing over 219 training-hours

Employees at the time of joining Edelweiss and thereafter on an annual basis, complete trainings on Anti-Money Laundering and Counter Financing of Terrorism (AML/CFT), POSH, Prohibition of Insider Trading, and Whistle-Blower policy through the SHIELD module

- No POSH cases in EFSL in FY26.
- 6 POSH cases across businesses in FY26.

Risk Management

- Risk Committee constituted to devise and adopt risk management frameworks and plans for identification, evaluation, and assessment of risks.
- Incident/Exception reporting mechanism adopted to ensure timely reporting on any deviation from policies and processes.
- Risk management training programme facilitated for employees.
- 11-Risk Framework adopted to identify, quantify, and monitor risk events in a comprehensive risk register across Edelweiss.
- We have formulated a Risk Management Policy. It is included in our 13 guiding principles and is a crucial element of our philosophy.
- Independent assurance on the effectiveness of the Risk Framework provided by Internal Audit.

Data Privacy

- The organisation adopted a structured, multi-phase approach to comply with India's Digital Personal Data Protection Act, covering assessment, remediation, and enterprise-wide capability building. Focus was placed on strengthening data governance, privacy controls, and accountability frameworks across systems and processes.
- Targeted investments were made to enhance data protection capabilities, including improved tooling for data security, privacy management, and monitoring. As part of innovation initiatives, a secure enterprise-grade AI Lab was established with robust data privacy and access controls, enabling responsible experimentation with Generative AI while ensuring compliance with regulatory and risk standards.

Security and IT Governance

- The cybersecurity programme remained risk-driven and threat-led, with continuous monitoring across cloud, endpoint, network, and application environments. Investments focused on optimising existing controls and selectively enhancing capabilities for improved threat detection, prevention, and response, aligned to evolving risk priorities.
- IT governance and security maturity were continuously improved through defined benchmarks and KPIs, with an emphasis on zero critical incidents, high availability, and operational stability. Key initiatives such as Cognito tokenisation optimisation for Azure Entra migration and centralised monitoring capabilities ensured secure, scalable, and future-ready IT operations aligned with industry best practices.
- Cyber resilience was further strengthened through Breach and Attack Simulation (BAS) and Red Teaming exercises across businesses, enabling proactive identification of vulnerabilities and validation of incident response readiness. Additional initiatives included DNSSEC implementation across 250+ domains to secure internet-facing services and a comprehensive Disaster Recovery setup in AWS Hyderabad, enhancing business continuity and resilience.

Suppliers and Vendor Relationship Management

- Framed Comprehensive Enterprise Procurement Guidelines in accordance with the Edelweiss ESG policy.
- Know Your Vendor (KYV) norms adopted by Edelweiss, covering all stages of the vendor lifecycle.
- Rolled out and adopted the framework across business groups within Edelweiss.
- Mandatory vendor sign-off on a supplier code of conduct initiated, specifically enumerating vendor compliance with applicable environmental laws, regulations, and other ESG parameters.

Investor Relationship Management

We recognise our shareholders and investors as important stakeholders and strive to create and protect value for them. We engage proactively with our shareholders and have developed effective mechanisms and relationship management systems to enable us to effectively plan, execute, and keep track of investor outreach initiatives.

- The Company had over 3,75,000 shareholders as of March 2026. Necessary regulatory disclosures were made to the Exchanges.
- Continued focus on enhancing the quality of disclosures to investors and analysts through benchmarking with peers.
- Proactively gathered investor feedback that was channelised to the Company management after analysis for potential actionable inputs.
- User-friendly interface for contact through web query/request form on service and information requirements.

- Adoption of robust investor grievance redressal systems. No grievances were received from the shareholders. 386 grievances were received from bondholders, which were suitably responded to.
- Multiple modes of communication with investors.
  - Investor collaterals
  - Stock exchange filings
  - Analyst calls
  - Website
  - Investor letters
  - E-mails
  - AGM
- Proactive engagement with shareholders.
- Adoption of effective mechanisms and information systems to enable planning, execution, and tracking investor outreach initiatives.

Customer Experience

At Edelweiss, customer centricity is the bedrock of all that we do. We serve a diversified client base that includes corporations, institutions, and individuals.

- We address customer concerns through physical, digital, ATL and BTL engagement, across customer journey, from pre-sales to servicing.
- 14 million customer base as of FY26.
- Customer experience officers forum initiated to share best practices and drive learning across customer representatives.
- The customer council and retail forum comprise senior business leaders for improved synergies and collaboration.
- Sophisticated complaint management systems adopted.
- Robust customer-experience framework adopted, based on the C-WOW assured guidelines.
- Robust measurement of customer experience through a combination of metrics:
  - Digital net promoter score.
  - Individual business-led performance measures.

Contribution to Society

At Edelweiss, our purpose is rooted in creating lasting value for both our stakeholders and the society. We believe that a truly inclusive and progressive society is shaped through educated children, empowered women, and resilient communities.

Through our strategic business initiatives and philanthropic programmes, we continue working towards building a more equitable and sustainable future where communities are supported with opportunities to flourish and thrive.

Gender Equality

Decent Work and Economic Growth

Good Health and Wellbeing

Quality Education

Reduced Inequalities

> "We believe that communities truly thrive when education, opportunity, and support are accessible to every individual."

Gender Equality

Women Empowerment and Gender Equality

Our philanthropic initiative, EdelGive Foundation, is committed to addressing the social and economic inequalities that prevent women and girls from achieving their full potential, with a focus on the following five priority areas:

- Freedom from Violence and Discrimination
- Access to Rights and Entitlements
- Access to Legal Justice
- Freedom from Economic Dependence
- Grassroots Leadership

EdelGive has supported 18 projects with 14 NGO partners across 9 states in India in FY26. Over the years, through our NGO partners, we have been able to create a significant impact:

- **2.87 Lakh** (17,502 in FY26) women and girls supported in the fight for Gender Equality related issues.
- **79,371** (8,221 in FY26) women supported in getting access to rights and entitlements.
- **43,351** (8,245 in FY26) grassroot leaders developed and supported.
- **36,261** (4,231 in FY26) women and girls supported under financial inclusion programmes.
- **51,622** (5,543 in FY26) survivors of domestic violence and/or sexual violence supported in the legal journey.
- Formed **6,312** (139 in FY26) SHGs/JLGs.

The Coalition for Women Empowerment

Driven by its conviction in the systems-thinking approach, The Coalition for Women Empowerment was initiated by EdelGive in 2019, bringing together funding organisations and grassroots organisations as stakeholders, united by a common mission of facilitating social and economic empowerment of women and girls in India. The coalition was supported by Ford Foundation, Chintu Gudiya Foundation, Forbes Marshall, and David and Lucile Packard Foundation. The Coalition's work focuses on strengthening women's

leadership, addressing gender-based violence, and building organisational resilience in a resource-constrained environment. Key learning highlights the importance of collaborative philanthropy, context-specific capacity building, and strong local ownership. The approach also emphasises inclusive engagement, working with women, youth, and men to drive sustained social change. Insights and learnings from the interventions supported through CWE have also informed EdelGive's other initiatives for enabling women's empowerment, including the UdyamStree campaign for promoting women entrepreneurship in India.

Stree-Leads: Women in Leadership

Stree-Leads is dedicated to accelerating women's leadership in BFSI, Tech, and Social Enterprise /Philanthropy by dismantling social barriers hindering women's career growth and championing women's advancement across industries.

Through modern media and broad outreach, Stree-Leads seeks to empower early-career professionals, mid-career aspirants, established leaders inclined to mentor, and women re-entering the workforce. The programme prioritises mentorship, networking, and role modelling, delivering practical leadership strategies while advocating for gender equity and inclusion. It also supports women navigating challenges such as bias, imposter syndrome, and work-life balance, with a focus on BFSI, Tech, and Social Impact sectors.

The approach adopted by Stree-Leads included the following strategies:

- **Stakeholder Engagement:** Active engagement through a dedicated LinkedIn page to foster conversations and connections.
- **Social Media Showcase:** Highlighting role models and leadership journeys on LinkedIn and Instagram.
- **Capacity Building:** Offering resources and training programmes to enhance women's leadership skills.
- **PR Activities:** Conducting public relations campaigns to increase awareness and drive engagement around women in leadership.
- **Mentorship:** Providing one-on-one guidance and support to women leaders at various stages of their careers.
- **Strategic Collaborations:** Building partnerships through networking events to create a supportive community.
- **Knowledge Products and Thought Leadership:** Sharing insights through leadership journeys and expert perspectives.

Stree-Leads Leadership Development Programme

Stree-Leads Leadership Development Programme was designed and implemented in partnership with Kautilya Leadership Centre to enable women professionals in the corporate sector to strengthen their leadership skills.

The programme was designed for women in middle-management leadership roles in organisations, typically in the age group of 34–45 years, who are in the CXO pipeline, preparing to transition into senior leadership positions. 27 women representing 19 organisations

(Bank of Baroda, Coca-Cola, ICICI Prudential, IIFL, Jeevitam, Krayontek Solutions, Mahindra Finance, NCCL, Quality Kiosk, SBI Life, SVC, TAFE, Tata AIG, and Utkarsh Bank) participated in the programme.

These women brought strong professional capability and aspiration while navigating multiple roles, expectations, and power dynamics at the workplace. The sessions included a 'Focus on Self', 'Self in the Context of Institution', and 'Leadership Development'. The training programme consisted of 4 different levels: foundational and advanced levels. The organisations that nominated the participants shared that they found the participants enthusiastic, energised, experimenting with their behaviour, and visibly applying their learning, which created a positive impact on how they engaged with their roles in the workplace.

Workforce Distribution

We have one of the higher female workforce participation rates in the financial services industry in India.

26% female employees
in total workforce as of March 31, 2026.

21% of the total 701 contract staff
is female.

Proportion of female employees by Management level as against total employees, new hires, exits;

Female Employees
as on March 31, 2026

30% Junior

20% Mid

13% Senior

New Hires

27% Junior

14% Mid

19.5% Senior

Exits

28.5% Junior

16.5% Mid

18.5% Senior

Decent Work and Economic Growth

Inclusion and Workplace Diversity

At Edelweiss, inclusion and workplace diversity are deeply embedded in our culture, driving better decision-making, fostering innovation, and strengthening a sense of belonging. Through our AllIn. inclusion initiative, we champion shared responsibility in building an environment where every individual is valued for their unique skills, experiences, and perspectives, enabling diverse teams to collaborate effectively and leverage their collective strengths. Our approach is anchored in creating a workplace where diverse perspectives are valued, opportunities are equitable, and every individual feels respected and heard, supported by inclusive policies and flexible work practices, fair and transparent people processes, leadership commitment to inclusive behaviours, and ongoing sensitisation initiatives.
We actively enable employee voice through structured platforms, foster cross-functional collaboration, and ensure robust grievance mechanisms, embedding inclusion into everyday work experience.

Here's how our commitment takes shape:

- **Strengthening Gender Representation:**
  The organisation continues to make measurable progress in advancing gender diversity, with women representing 26% of the overall workforce and up to 34.5% representation across certain business segments. Focused hiring initiatives in one of the key businesses resulted in women comprising 31% of new hires during the year. This progress was further reinforced by one business surpassing the milestone of 100 women employees, reflecting sustained momentum towards building a more balanced workforce.

- **Flagship Inclusion Platforms and Engagement:**
  Initiatives such as Writing Her Story continued to provide a platform for accomplished women leaders to share perspectives on resilience, purpose, and leadership.

- **Awareness, Sensitisation and Inclusive Behaviours:**
  We reinforced inclusive behaviours through structured sensitisation programmes and engagement initiatives, improving awareness and embedding respect, openness, and inclusion into everyday work practices. Regular training under the POSH Act and other awareness programmes equip employees to maintain a safe and respectful workplace.

- **Building Women Leadership Pipelines:**
  We strengthened our focus on developing women leaders through targeted initiatives and structured platforms such as the Women Leadership Circle, enabling peer learning, leadership engagement, and wellness-focused interventions.

- **Inclusive Hiring and Diverse Talent Pipelines:**
  We strengthened inclusive hiring practices through recruiter sensitisation sessions, expanded sourcing across diverse channels, and continued focus on building balanced talent pipelines across experience levels and backgrounds.

- **Strengthening Inclusive Culture and Collaboration:**
  Cross-functional collaboration, leadership interactions, and structured engagement platforms continued to promote openness and diverse perspectives.

Talent Acquisition

At Edelweiss, our people strategy is centred on building and sustaining a high-quality talent pool aligned with our values, business priorities, and long-term growth aspirations. During the year, we strengthened capabilities across key functions, including Investment, Compliance, Research, Strategy, and Emerging Business Areas. As part of our expansion journey, we onboarded talent across multiple geographies, deepened our presence in existing and new markets, and grew our headcount to 6,194.

Performance Management

At Edelweiss, we continue to strengthen a performance management approach that enables our people to identify their strengths and development areas while aligning individual goals with organisational priorities. The process focuses on continuous improvement through regular feedback, structured reviews, and transparent evaluations, fostering open communication and stronger alignment between employees and managers across the organisation.

Learning and Development

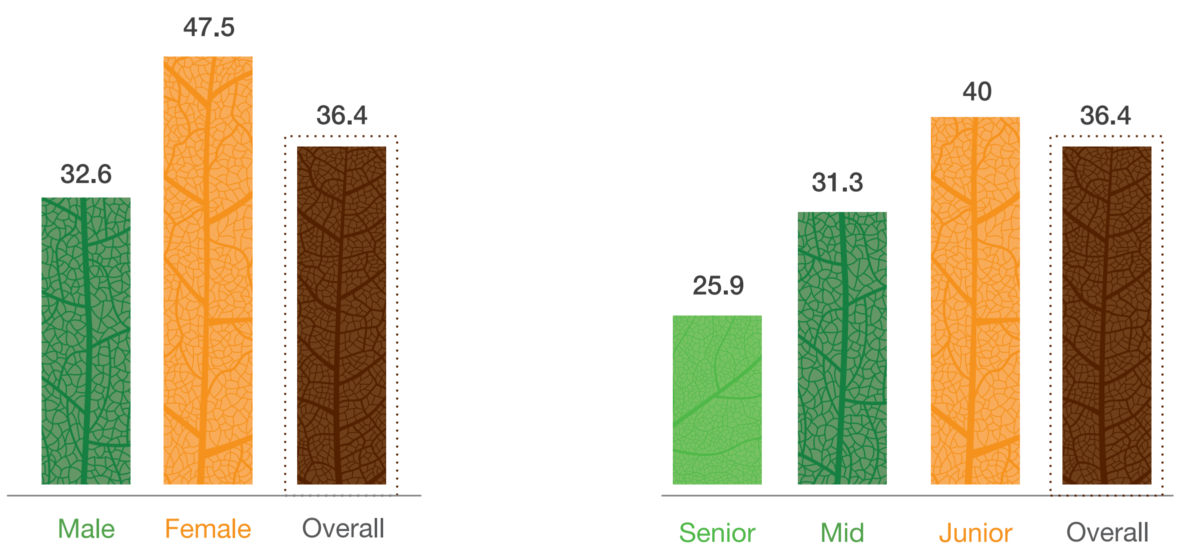
Our training and development initiatives enable employees to enhance technical and behavioural skills required for their professional and personal growth.

2,07,548
hours of training undertaken in FY26

5,698
learners covered over FY26

6.8%
of employees belong to a leadership group at Edelweiss

Average number of hours of training per employee by gender and by management level (FY26)



A key design principle embraced in leadership programme design is interlinkages between leadership groups at various levels.

GOC

The Group Operating Council comprises business CEOs and key executives across the Group. In addition to managing their respective businesses, they play a critical role in shaping the Group's strategic direction.

ManCO

This group consists of senior leaders across businesses. While they manage their respective functions, the forum enables collaboration, knowledge exchange, and stronger alignment across teams.

Besides ManCo, other leadership development initiatives across businesses include:

Strengthening Leadership at Every Level:
Across the organisation, we continued to invest in structured leadership development through executive coaching, leadership forums, cohort-based programmes, and targeted development journeys. Our approach is anchored in building a strong leadership pipeline through interlinked programmes across levels, enabling continuity, collaboration, and long-term organisational resilience.

Some of the key initiatives are:

- **Leadership Alignment and Strategic Collaboration:** We strengthened leadership alignment through structured forums and organisation-wide platforms, including a Leadership Summit that brought senior leaders together to align on future vision and drive collaboration.

- **High-Potential Talent Development:** We continued to invest in structured High Potential Programmes and leadership development journeys, enabling targeted talent to build future readiness.

- **Emerging Leaders and Mid-Level Leadership Development:** We strengthened our next generation of leaders through structured programmes such as the Advancing Leaders Programme and focused mid-level development interventions.

- **Leadership Forums, Think Tanks and Capability Building:** Structured leadership forums, think tanks, and governance platforms continued to enable strategic discussions, innovation, and alignment.

- **Senior Leadership Development and Exposure:** Senior leaders were supported through experiential and capability-building interventions, including exposure to technology-led environments. Workshops on executive presence, AI (prompt engineering), and cybersecurity strengthened leadership effectiveness. Structured Senior Leadership Team (SLT) forums, comprising leaders reporting to the Executive Committee, enabled strategic alignment, peer learning, and knowledge exchange.

- **Strengthening Managerial Effectiveness:** Manager capability was strengthened through structured programs such as the Great Manager Certification Programme, focusing on building high-performing teams through psychological safety, innovation, and reflective leadership.

- **Succession Planning and Future-Ready Leadership:** We strengthened our focus on succession planning, leadership continuity, and capability assessment through structured pipelines and contingency planning frameworks.

Employee Welfare

Fostering a supportive working environment and enabling work-life balance through employee-friendly policies.

- Open-door Policy
- Bereavement Leave
- Flexi Working Hours
- Parental Leave Policy availed by approximately 2.5% of employees in FY26
- Sabbatical Leave
- Hybrid Working Model

Contribution to Economy

At Edelweiss, our objective is to maximise returns for stakeholders while positively impacting society and the economy. Our strength lies in our diverse business model, offering customers a range of financial products and services to help them achieve their economic goals.

Employment by Edelweiss

6,194

diverse workforce as of March 31, 2026

26.5%

of the workforce is less than 30 years of age

Responsible Investment

Responsible investing is integral to how we operate. We are among the few Indian alternative asset managers to have signed the United Nations-supported Principles for Responsible Investment, with our commitment dating back to January 2023; our first mandatory UNPRI report for FY24-25 is completed with the report and assessment score available on the UN PRI website. Our ESG Policy is aligned with the PRI and guided by the ten principles of the UN Global Compact. Vintage Special Situations Funds are classified as Article 8 funds under the EU Sustainable Finance Disclosure Regulation, with periodic reporting on the environmental and social characteristics they promote.

ESG governance is anchored by an ESG Governing Council comprising senior leaders from Edelweiss and EAAA Alternatives, which provides strategic direction and ensures effective monitoring and stakeholder reporting.

- EAAA Alternatives became a signatory to the United Nations-Supported Principles for Responsible Investment (PRI) in January 2023.

- In FY26, the Energy and Highways assets held through our infrastructure yield funds received multiple recognitions for safety, sustainability, CSR, and road safety excellence, including International Safety Awards with Distinction and Merit from the British Safety Council, a Best in Region Award (North), the National Highways Excellence Award in the Green Highways category, Road Safety Awards, OHSSAI HSE Excellence & ESG Global Awards, the Excellence in Public Safety Awareness and Engagement Award, and CSR recognitions for Women Empowerment and Skilling & Employability.

- We have been publishing comprehensive Sustainability Reports since FY20 which showcase our performance against adopted benchmarks and are aligned with globally accepted reporting standards. Our latest ESG report for FY24-25 was aligned with GRI, ILO Declaration on Fundamental Principles and Rights at Work, UNGC, International Bill of Human Rights, UNSDG, SASB, UNPRI, OECD, Equators Principles, International Finance Corporation, and Social Accountability International.

- Invested ~₹2,000 crore in renewable energy assets till 31st March 2026, thereby contributing to India's clean energy transition.

- Our transmission infrastructure consists of transmission lines spanning ~1,835 circuit kilometres, supported by a network of 2,399 towers. These assets facilitate reliable and efficient power distribution across the operational regions.
- Invested ~$2.4 billion (as on Sep 2025) in special situations since inception that has helped free up capital of banks/non-banks and/or in the revival of companies.
- Our renewable energy portfolio includes solar power assets with an effective operational capacity of 1,724 DC MWp, contributing significantly to clean energy generation and supporting our commitment towards sustainability and environmental stewardship.
- Our highway portfolio spans 4,581.9 lane kilometres across various regions in India, supporting critical transportation infrastructure and enhancing regional connectivity.
- Our infrastructure assets contributed to the abatement of 1,808,588 tCO_2e of carbon emissions. In addition, 1,641.47 kl of water was conserved through rainwater harvesting, and 239 million liters were saved through robotic cleaning initiatives.
- Our India Energy Transition/Green Energy Fund contributes to India's climate objectives through investing in sectors such as renewable power, power transmission, battery energy storage solutions, energy efficiency, and industrial decarbonisation.

Supporting Small Enterprises

Scaled a secured-first MSME portfolio, with Loan Against Property as the flagship product

Executed a strategic transition to on-balance-sheet MSME lending, improving economics, and governance

Launched Small Business Loan Against Property (SBLAP) to address the secured credit needs of under-penetrated micro enterprises in emerging markets

Expanded physical presence with 40 exclusive branches offering Small Business LAP in Tamil Nadu and Gujarat, strengthening direct sourcing and customer engagement

Affordable Housing

Approximately 50% (by value) and 71% (by count) of the housing loans financed in FY26 were in the affordable housing segment, with an average ticket size of ₹1.6 million.

- **20%** (count) of the retail customers are first-time credit customers.
- **53%** of the retail disbursals are for self-employed customers.

Asset Reconstruction

- Exited 30 assets during the year with total recoveries of **~₹8,600 Cr**
- Protected over **35,000** jobs through revival of sick companies since inception.

Insurance

- Covered **~5,15,459** lives as on March 31, 2026.
- Covered **66,50,086** individuals under our health insurance policies as on March 31, 2026.

"...our objective is to drive sustainable value for stakeholders while creating a positive impact on society and the economy."

Good Health and Wellbeing

Employee Health and Safety

At Edelweiss, the wellbeing and safety of our people remain central to our employee care philosophy. We recognise that our people are our greatest strength and we continue to strengthen our focus on holistic wellness, especially as we adapt to evolving and hybrid work environments. Through #FitWithEdelweiss, we aim to support the overall wellbeing of our employees across mind, body, and emotional health.

Mediclaim (self and family)

We remain committed to safeguarding the health and wellbeing of our employees and their families. Our comprehensive health insurance programme provides coverage not only for employees but also for their immediate family members, including spouses, children, and parents/parents-in-law. Overall 20% of employees claimed Mediclaim benefit in FY26.

Annual Executive Health Check-Up Programme: We continue to prioritise preventive healthcare through our annual health check-up programme, offering comprehensive assessments for employees and their spouses across our network hospitals and diagnostic centres.

Some of the key initiatives are as below:

- **Employee Wellness Initiatives:** We continue to prioritise mental and physical wellbeing through a comprehensive set of initiatives, including annual health check-ups, hospitalisation coverage, wellness webinars, medical camps, and stress management programmes.
- **Structured Wellness Programmes and Campaigns:** Our wellness framework continues to focus on physical, mental, lifestyle, and financial wellbeing through structured interventions across businesses.
- **Medical Camps and Preventive Healthcare:** We continue to organise on-site medical camps, including dental, eye check-ups, bone density screenings, and full-body health assessments.
- **Leadership Wellness Initiatives:** For senior leaders, we continue to focus on personal wellbeing and leadership effectiveness through curated wellness workshops and awareness sessions.
- **Social Responsibility and Community Wellness:** Blood donation drives and community wellness programmes continue to reflect our commitment to social responsibility.
- **Continuous Enhancement of Wellness Ecosystem:** We continue to strengthen our wellness ecosystem through partnerships with health and wellness providers. Employees have access to 24/7 consultations, mental health support, and digital wellness platforms.
- **Health and Safety:** We are committed to maintaining a safe, secure, and healthy work environment through proactive safety practices, regular training, and wellness initiatives.
- **Drug-Free Workplace:** At Edelweiss, creating a safe, healthy, and responsible workplace remains a key priority for us. As part of this commitment, we maintain a strict Drug-Free Workplace policy.
- **Holistic Employee Wellness Support:** We offer 24/7 helpline, access to counselling services, mental health support, and preventive healthcare support through platforms such as Ekin Care. We strengthened access to digital health services, consultations, and wellness resources, ensuring employees have easy and timely access to care.
- **Health Talks and Webinars:** Regular health talks and expert-led webinars continue to cover topics such as heart health, stress management, immunity, nutrition, mental health, and financial wellbeing.
- **Mental Health and Emotional Wellbeing:** We strengthened our focus on mental wellbeing through counselling services, stress management programmes, mindfulness sessions, and dedicated helplines.
- **Fitness, Sports, and Lifestyle Initiatives:** We actively promote physical fitness and healthy lifestyles through a range of initiatives.
- **Recognition and Achievements:** Our continued focus on employee wellbeing has contributed to strong engagement and a culture of care across the organisation. This is reflected in recognitions such as our Life Insurance business being certified as a Great Place to Work™ for the sixth consecutive year, along with rankings among the Top 50 Workplaces for Innovation and Top 25 Workplaces in BFSI.
- **Wellness Weeks and Wellbeing Initiatives:** Wellness-focused engagement initiatives, including mental, physical, and financial wellbeing programmes, supported holistic employee wellbeing. Focused initiatives such as wellness camps, financial literacy sessions, and wellbeing programmes supported holistic employee wellbeing.
- **Fire and Safety:** At Edelweiss, safeguarding our people and infrastructure remains integral to our operations. All office premises are equipped with fire alarm systems and CCTV surveillance, monitored through a 24/7 command centre.

Quality Education

EdelGive aspires to provide all children equal access to quality education, irrespective of background, gender, and socioeconomic standing. We work in collaboration with government systems to achieve widespread, long-term change and empower communities to make this change sustainable. EdelGive Foundation broadly categorised its work around four priority areas:

- Enhancing Learning Outcomes and School Transformation
- Early Childhood Education
- Innovation & Experimentation
- Research and Advocacy

In FY26, EdelGive worked with 9 NGO partners while supporting 11 projects across 5 states of India. Over the years, through our NGO partners, we have been able to create a significant impact:

- Reached out to **2.2 Cr** children through our learning enhancement programmes, surpassing our own target this year.
- Supported **1,26,514** schools through the Quality Education programme.
- Worked closely with and supported over **7.7 Lakh** teachers and Government officials for delivery of quality education.

In 2016, EdelGive launched an initiative in partnership with the Government of Maharashtra to address learning disparities among children in government schools. What began as a focused intervention across 4 of the state's 36 districts has now progressed into its third phase, **State Transformation,** which engages directly with senior state education bodies to catalyse systemic capacity enhancement and institutional reform. The initiative, now known as **The Collaborators for Transforming Education,** has emerged as one of Maharashtra's most exemplary public-private partnerships (PPP), earning commendation from the Government of India as a national best practice in CSR, following its formal presentation by the state government. Furthermore, the **World Bank** and **UNICEF** collaborated with the Maharashtra State Education Department to convene a **Leadership Dialogue** featuring distinguished industry leaders. This platform was designed to cultivate entrepreneurial mindsets among school children, particularly young girls, by positioning entrepreneurship as an empowering and viable career trajectory.

Reduced Inequalities

Through contextual and targeted interventions developed by EdelGive Foundation's NGO partners, we are working to develop sustainable livelihood options for some of the most vulnerable communities, through systemic transformation in four focus areas:

- Water for Livelihood
- Financial Inclusion
- Skill and Institutional Building
- Employability Skill Building

In FY26, EdelGive has supported 14 projects of 10 NGO partners, working with the most vulnerable communities across 9 states in India. Over the years, through our NGO partners, we have been able to create significant impact, achieving our targets in a few critical areas:

- **68%** average enhancement in annual income of farmers (Q4FY26).
- Trained **2,65,199** (5,818 in FY26) for sustainable agriculture.
- Strengthened **8** Farmer Producer Companies (FPCs).

EdelGive became strategic partners to the Migrants Resilience collaborative, a multi-stakeholder coalition, focused on ensuring safe and responsible recovery of migrant families and their livelihoods in India post-COVID-19.

The Collaborative will support 10 million workers and their families in 100 districts and cities (across source and destination) over the next 5 years.

Through their initiatives, EdelGive has provided support to 125 NGOs during the last financial year through various training, workshops, intensive support, etc. EdelGive offers non-financial support to NGOs, by providing capacity building across four key areas: finance and sustainability, human resources and communication, strategy and leadership, and processes and technology. EdelGive strategised capacity building for organisational strengthening by focussing on long-term sustainable problem solving, and willingness to adopt new technologies.

Protecting the Environment

Building and supporting sustainable practices form the foundation of our stewardship towards protecting our environment. Edelweiss is committed to adopting and supporting responsible usage of natural resources and safeguarding our environment and climate through varied initiatives across the businesses.

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- Climate Action
- Affordable and Clean Energy
- Responsible Consumption and Production

"Strengthening sustainable practices continues to guide our commitment towards environmental responsibility."

Climate Action

Watersheds and Livelihoods

Our training and development initiatives enable employees to enhance technical and behavioural skills required for their professional and personal growth.

Supported (construction or repairs) **14,887** (6,331 in FY26) watershed structures for water conservation

Brought **4,192** (330 in FY26) hectares of land under irrigation, for enhanced agricultural yield

Funded and influenced **₹1,033 Cr** (₹185 crore in FY26) including advisory towards sustainable livelihood programmes, over the past 9 years (2017-2026)

Supported **38,320** farmers (6,436 in FY26) for climate-smart agriculture/organic farming

Affordable and Clean Energy

We are committed to improving energy efficiency and increasing the proportion of renewable energy usage across our operations, through investments in sustainable energy solutions.

Energy Consumption and Savings

Current energy Intensity has decreased to 152KWh/sq.mt. p.a. as against 171KWh/sq.mt. p.a.

Total electricity consumed in FY26 stood at 8,325 MWh

Renewable Energy Capacity

Solar Roof-Top Generation:
Solar power installation of 0.06 MW capacity at Alibag, Maharashtra for Fountainhead. This plant generated electricity of ~37MWh during the year which led to carbon emission savings of 28 tonnes.

Solar Power Captive Generation:
Solar power installation of 1.2 MW capacity established at Solapur, Maharashtra for Edelweiss House.

Energy-saving Initiatives

- Automatic Monitoring & Control drive on Treated Fresh Air (TFA) is saving 15MWh/p.a. units and reducing 11 kt of CO_2/ p.a.
- Across all offices and premises, Edelweiss has converted 100% of fixtures from conventional lighting to LED.
- Sleep mode and Night mode lighting automation has been enabled to conserve electricity.
- HVAC schedule running operation has been modified, helping us to reduce the unnecessary operation of ACs.
- We have integrated the Air Handling Unit (AHU) variable frequency drive with AHU room sensors, which modulates the Variable Frequency Drive (VFD) on sensing the return air temperature resulting in better optimisation.
- Automatic Temperature Control drive on Outdoor Unit Ventilation system is saving 11MWh/p.a. units and reducing 8 kt of CO_2/p.a.
- Automatic switches and sensors have been installed in unmanned areas to reduce energy consumption.
- Default ambient temperature of all public areas and meeting rooms has been set at 24°- 26°C as per Bureau of Energy Efficiency (BEE) and government regulations.
- At our Alibag Leadership Centre - Fountainhead, the swimming pool pump operation has been revised as per chemical and load demand. Introduction of the flood conventional sediment filter process has served to reduce pump operation.
- Old ACs (R22 Refrigerant) replaced by Globally ecofriendly Refrigerant - R32.

Responsible Consumption and Production

"We strive to enhance resource efficiency within our operations by adopting responsible waste management practices and reducing GHG emissions wherever possible."

Water Consumption

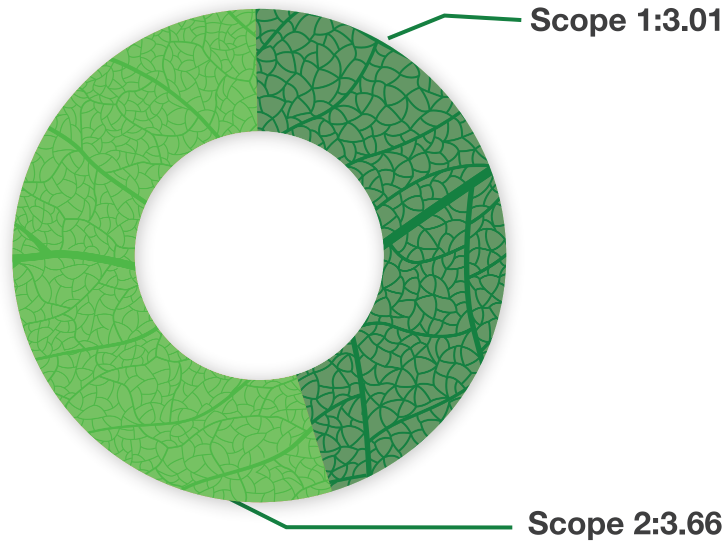
This year, cafeteria services were introduced in office premises for the benefit of all employees. Despite that, **07%** water consumption successfully reduced in comparison to pre-pandemic level of FY20.

Total Water Consumption (megalitres)

Water Conservation Initiatives

- Recycled 35.647 megalitres of waste and sewage water through a sewage treatment plant and supplied to the garden.
- Operation of alternate washbasin/outlet fixtures due to low occupancy.
- Installation of a borewell with tube settler mechanism which collects water flowing from the canal during the monsoon and transports it to the bore casing through a sediment filter.
- Reduction of water consumption through use of fine aerator and regulation of water flow.
- Water conservation by installing waterless pots at all urinals.

Emissions



GHG Emissions (Kilotonnes)

- Our GHG intensity decreased by 33% in FY26, as compared to previous year
- Scope 3 emissions were NIL during the year

Waste Management

- 3 Rs of Waste Management, viz. Reduce, Re-use and Recycle have been organically incorporated in our day-to-day routines.
- Recycling of sewage water increased by 34% in FY26 to 35.647 megalitres.
- Compost production from food waste increased to 37 tonnes.

Initiatives for Paper Conservation and Waste Management

37 Tonnes
of Food Waste Converted into Compost by Composting Machine

2.39 Tonnes
of Paper Waste Converted into Green Edelweiss Writing Pads with the Help of Associated NGOs

250 Kilograms
of E-Waste