

Corporate Governance Report

Corporate Governance Report

This Corporate Governance Report relating to the financial year ended March 31, 2025, is issued in compliance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations, 2015").

1. COMPANY'S PHILOSOPHY ON CORPORATE GOVERNANCE

360 ONE WAM LIMITED ("Company") follows high standards of governance and disclosure. The Company firmly believes that adherence to business ethics and commitment to corporate governance will help the Company achieve its vision of being the most respected and trusted wealth and asset management company in the financial services space in India. Since inception, the promoters have demonstrated an exemplary track record of governance and integrity. This report gives a comprehensive view of the governance standards adopted by the Company.

2. BOARD OF DIRECTORS

(a) Composition of the Board of Directors

The Board of Directors ("Board") of the Company has an optimum combination of executive and non-executive Directors (including an Independent Woman Director). The Board composition is in conformity with the applicable provisions of Companies Act, 2013 and SEBI Listing Regulations, 2015, as amended from time to time. The Board of the Company represents an optimal mix of expertise, knowledge and experience. As on March 31, 2025, the Board consisted of eight Directors, out of which seven Directors (87.5%) were Non-Executive Directors ("NEDs"). Further, the Independent Directors on the Board of the Company are respected for their professional integrity as well as rich experience and expertise. The Board is well-diverse and meets the criteria prescribed under the Policy on Board Diversity adopted by the Board. The said Policy is available on the website of the Company at https://x-docket.360.one/ir-assets/360_ONE_WAM_Board_Diversity_Policy.pdf.

The Board provides leadership, strategic guidance and discharges its fiduciary duties of safeguarding the interest of the Company and its stakeholders. All the Directors of the Company except the Independent Directors are liable to retire by rotation as per the provisions of the Companies Act, 2013. None of the Independent Directors of the Company have resigned before completion of their respective tenure in the financial year 2024-25.

During the year under review, following changes took place in the Board of the Company:

1. Appointments:

- a. Ms. Revathy Ashok was appointed as a Non-Executive Independent Director of the Company for a term of five consecutive years,

with effect from April 23, 2024, up to April 22, 2029;

- b. Mr. Pierre De Weck was appointed as a Non-Executive Independent Director of the Company for a term of five consecutive years, with effect from October 15, 2024, up to October 14, 2029.
- c. Mr. Sandeep Tandon was appointed as a Non-Executive Independent Director of the Company for a term of five consecutive years, with effect from January 27, 2025, up to January 26, 2030.

2. Cessations:

- a. Dr. Subbaraman Narayan completed his term as an Independent Director of the Company on June 24, 2024 and ceased to be an Independent Director of the Company and a member of the Board with effect from June 25, 2024.
- b. Mr. Nirmal Jain retired by rotation as Non-Executive Director of the Company at the 17th Annual General Meeting held on July 11, 2024.
- c. Mr. Venkataraman Rajamani retired by rotation as Non-Executive Director of the Company at the 17th Annual General Meeting held on July 11, 2024.
- d. Mr. Nilesh Vikamsey completed his term as an Independent Director on August 24, 2024 and ceased to be an Independent Director of the Company and a member of the Board with effect from August 25, 2024. Accordingly, Mr. Nilesh Vikamsey also ceased to be Chairperson of the Board with effect from August 25, 2024 and Mr. Akhil Gupta was appointed as a Chairperson of the Board with effect from August 25, 2024.
- e. Mr. Pankaj Vaish completed his term as an Independent Director on January 21, 2025 and ceased to be an Independent Director of the Company and a member of the Board with effect from January 22, 2025.
- f. Ms. Geeta Mathur completed her term as an Independent Director on March 2, 2025 and ceased to be an Independent Director of the Company and a member of the Board with effect from March 3, 2025.

On June 11, 2025, the shareholders of the Company approved re-appointment of Mr. Karan Bhagat as Managing Director of the Company, for a period of five years commencing from July 27, 2025 to July 26, 2030 (both days inclusive) and payment of remuneration to him.

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The composition of the Board of the Company as on March 31, 2025, is as follows:

Category	Name of the Directors
Independent & Non-Executive Directors	Mr. Akhil Gupta – Chairperson
	Ms. Revathy Ashok
	Mr. Pierre De Weck
	Mr. Sandeep Tandon
Managing Director & Promoter	Mr. Karan Bhagat
Non-Executive Director & Promoter	Mr. Yatin Shah
Non-Executive Directors (Nominee Directors) [#]	Mr. Rishi Mandawat
	Mr. Pavinder Singh

[#] nominated by BC Asia Investments X Limited, equity shareholder of the Company.

(b) Our Directors

Please note the details of the Directors of the Company as on March 31, 2025.

(1) Mr. Akhil Gupta	Independent Director and Chairperson of the Board	
Age	69 years	
Date of appointment	January 18, 2024	
Tenure with the Company	~ 1 year 3 months	
No. of shares and convertible instruments held in the Company	Nil	
Chairpersonship / Membership in Committees of the Company	Membership in Committee: Audit Committee	
Board membership in listed entity(ies)	Equity listed: 360 ONE WAM LIMITED, Independent Director	

Brief Profile

Mr. Akhil Gupta is a chartered accountant and has over 40 years of experience. He has deep knowledge and expertise in the telecom sector and financial services industry with significant experience in fund raising and mergers & acquisitions. Currently, he is the Vice Chairman and Whole-time Director of Bharti Enterprises Limited and Chairman of Bharti AXA Life Insurance Co. Ltd. He has played a pivotal role in the phenomenal growth of Bharti Airtel since inception. He has also been a recipient of numerous awards including ET Telecom Lifetime Achievement Award, Voice & Data Lifetime Contribution Award, EY Entrepreneur of the Year Award as an Entrepreneur CEO, CA Lifetime Achievement Award by ICAI, CA Global Achiever Award by ICAI, Lifetime Achievement Award by Amity University, CEO of the Year award at National Telecom Awards, CA Business Achiever award by ICAI and Asia Corporate Dealmaker award at the Asia Pacific M&A Atlas Awards.

(2) Mr. Karan Bhagat	Managing Director	
Age	48 years	
Date of appointment	September 27, 2010	
Tenure with the Company	~ 14 years 6 months	
No. of shares and convertible instruments held in the Company	96,716 equity shares (0.025% of the paid up share capital of the Company)	
Chairpersonship / Membership in Committees of the Company	Membership in Committee: Risk Management Committee	
Board membership in listed entity(ies)	Equity listed: 360 ONE WAM LIMITED, Managing Director Debt listed: 360 ONE Prime Limited, Non-Executive Director	

Brief Profile


Mr. Karan Bhagat is the Promoter and Managing Director of 360 ONE WAM LIMITED. He holds an MBA in Finance from the Indian Institute of Management, Bangalore and acquired his bachelor's degree in commerce from St. Xavier's College, Kolkata. He has more than 20 years of experience in the financial services sector. He is responsible for providing direction and leadership towards the achievement of the organization's strategic goals and objectives. He was recognised as 'Asia's Promising Business Leaders' by The Economic Times in 2022. He featured in Fortune India's '40 under 40' list in 2016 and 2017 and The Economic Times '40 under 40' list in 2017. He also received the URS Asia One Global Indian of the Year award in 2018.

Corporate Governance Report (Contd.)

(3) Mr. Yatin Shah	Non-Executive Director	
Age	49 years	
Date of appointment	September 27, 2010	
Tenure with the Company	~ 14 years 6 months	
No. of shares and convertible instruments held in the Company	1,34,25,960 equity shares (3.42% of the paid up share capital of the Company)	
Chairpersonship / Membership in Committees of the Company	<u>Chairpersonship in Committee:</u> Corporate Social Responsibility and Environment, Social and Governance Committee <u>Membership in Committee:</u> Stakeholders Relationship Committee Information Technology Strategy Committee	
Board membership in listed entity(ies)	<u>Equity listed:</u> 360 ONE WAM LIMITED, Non-Executive Director <u>Debt listed:</u> 360 ONE Prime Limited, Whole time Director 360 ONE Portfolio Managers Limited, Non-Executive Director	

Brief Profile


Mr. Yatin Shah is the CEO of Wealth Management Business and Promoter and Non-Executive Director on the Board of 360 ONE WAM LIMITED. He acquired his M.Sc. degree in Finance from Cass Business School, London and holds a bachelor's degree in commerce from University of Mumbai. He has more than 20 years of experience in the financial services sector, across equity research and private wealth management. He focuses on the wealth practice besides client services, marketing and client experiences. He is responsible for introducing our proposition to new clients, as well as expanding the relationship with existing clients. Among other awards, he is a recipient of the Outstanding Achievement by CEO of a Wealth Management Institution at the Global Private Banking Innovation Awards, 2025.

(4) Ms. Revathy Ashok		Independent Director
Age	66 years	
Date of appointment	April 23, 2024	
Tenure with the Company	~ 1 year	
No. of shares and convertible instruments held in the Company	Nil	
Chairpersonship / Membership in Committees of the Company	<u>Chairpersonship in Committee:</u> Audit Committee <u>Membership in Committee:</u> Corporate Social Responsibility and Environment, Social and Governance Committee Nomination & Remuneration Committee	
Board membership in listed entity(ies)	<u>Equity listed:</u> Quess Corp Limited, Independent Director Sansera Engineering Limited, Independent Director Astrazeneca Pharma India Limited, Independent Director Barbeque-Nation Hospitality Limited, Independent Director Digitide Solutions Limited, Independent Director 360 ONE WAM LIMITED, Independent Director <u>Debt listed:</u> 360 ONE Prime Limited, Independent Director ManipalCigna Health Insurance Company Limited, Independent Director	

Brief Profile

Ms. Revathy Ashok, is former Managing Director, Tishman Speyer India, has a post graduate diploma in Management and a Distinguished Alumnus from Indian Institute of Management, Bangalore, Co-Founder of Strategy Garage, a strategy and growth consulting firm and an active Angel Investor with investments in several start-ups. She has successful leadership experience of over 30 years spanning variety of industries - Private Equity, Software and IT enabled services, Manufacturing and Infrastructure in senior management positions handling a wide variety of portfolios, namely, capital raising, business development, finance, commercial and other strategic general management functions. She has been on the boards of several leading giants in the country such as Welspun, Quess, Astra Zeneca, ManipalCigna, Sansera, Shell-MRPL, Barbeque Nation, L&T Construction Equipment etc. She was also the first woman from India to be the CFO of Syntel Inc., a NASDAQ listed company.

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(5) Mr. Pierre De Weck	Independent Director	
Age	75 years	
Date of appointment	October 15, 2024	
Tenure with the Company	~6 months	
No. of shares and convertible instruments held in the Company	Nil	
Chairpersonship / Membership in Committees of the Company	Membership in Committee: Risk Management Committee	
Board membership in listed entity(ies)	Equity listed: 360 ONE WAM LIMITED, Independent Director	

Brief Profile

Mr. Pierre De Weck is a Swiss national, with deep knowledge of the global financial services industry. He is an alumnus of MIT, Sloan School of Management, Cambridge, USA with specialization in MSc in management and has a post graduate diploma in nuclear engineering from ETH, Zurich, Switzerland. He is a senior executive with a tenure of more than three decades in global financial services with extensive experience in risk management and has held senior executive positions at Deutsche Bank, Citicorp, UBS including CEO North America, CEO Europe and CEO UBS Capital. Currently, he is on the Board of Bank of America Corporation, USA and in past has also served on the boards of Rhodia SA and Clariant International Inc. He is an independent director and Chair of Merrill Lynch International and BOFA Securities Europe SA.

(6) Mr. Sandeep Tandon	Independent Director	
Age	56 years	
Date of appointment	January 27, 2025	
Tenure with the Company	~2 months	
No. of shares and convertible instruments held in the Company	Nil	
Chairpersonship / Membership in Committees of the Company	Chairpersonship in Committee: Information Technology Strategy Committee Nomination & Remuneration Committee Membership in Committee: Stakeholders Relationship Committee	
Board membership in listed entity(ies)	Equity listed: Syrma SGS Technology Limited, Executive Chairman Aavas Financiers Limited, Independent Director 360 ONE WAM LIMITED, Independent Director	

Brief Profile


Mr. Sandeep Tandon has attended the University of Southern California (USC), receiving his Bachelor degrees in engineering. He has completed the YPO PPM program at Harvard Business School. He is a serial Entrepreneur and has been actively involved in the technology industry for more than 30 years in a career spanning across California and Mumbai. His major contributions include the growth of technology exports from India. He has built and sold numerous companies in the Information Technology space. He is the Founder and Executive Chairman of Syrma SGS Technology, which provides global OEMs with electronic manufacturing services (EMS). He is founder of various entities namely Whiteboard Capital, Infnx Inc., Freecharge.com. He is an active member of the Young Presidents' Organization (Bombay Chapter) and serving as USC Viterbi India Board Member. Also served as a Chairman of the Electronics Computer Software Export Promotion Council (ESC) - Western Region and is passionate about helping entrepreneurs reach their potential.

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(7) Mr. Rishi Mandawat	Non-Executive Nominee Director	
Age	45 years	
Date of appointment	November 23, 2022	
Tenure with the Company	~2 years 4 months	
No. of shares and convertible instruments held in the Company	Nil	
Chairpersonship / Membership in Committees of the Company	<u>Chairpersonship in Committee:</u> Risk Management Committee Stakeholders Relationship Committee <u>Membership in Committee:</u> Audit Committee Information Technology Strategy Committee	
Board membership in listed entity(ies)	<u>Equity listed:</u> 360 ONE WAM LIMITED, Non-Executive Nominee Director	

Brief Profile

Mr. Rishi Mandawat is a partner in Bain Capital, Mumbai, and leads investment and coverage in the financial services, industrial, energy, technology, media, telecom and pharma sectors. Prior to joining Bain Capital, he worked at McKinsey and Company in Delhi office on a number of strategic and operational issues for clients in the financial services, electric power and energy, construction, and retail and automotive sectors. Prior to joining McKinsey, he worked as a finance controller for two business units in ABB in India. He has received his MBA from the Indian Institute of Management, Ahmedabad and his B.Com (Hons.) from Jodhpur University. He is also a Chartered Accountant from the Institute of Chartered Accountants of India.

(8) Mr. Pavninder Singh	Non-Executive Nominee Director	
Age	48 years	
Date of appointment	November 23, 2022	
Tenure with the Company	~2 years 4 months	
No. of shares and convertible instruments held in the Company	Nil	
Chairpersonship / Membership in Committees of the Company	<u>Membership in Committee:</u> Corporate Social Responsibility and Environment, Social and Governance Committee Nomination & Remuneration Committee	
Board membership in listed entity(ies)	<u>Equity listed:</u> 360 ONE WAM LIMITED, Non-Executive Nominee Director	

Brief Profile

Mr. Pavninder Singh serves as the Partner at Bain Capital Private Equity, LP, as part of the Asia Pacific Private Equity team. He leads their efforts in India and Southeast Asia with a focus on Financial & Business Services and Industrial Verticals. Prior to that he was based in the New York Office as part of the North American Private Equity industrials team. He has been closely involved with a number of Bain Capital's investments in the region, including Axis Bank, Hero MotoCorp, JM Baxi, L&T Financial Services, Quest Engineering, Chindata, Emcure Pharmaceuticals, Brillio and Novopor Advanced Science. He currently serves on the boards of Brillio, Citius Technologies and 360 ONE. Prior to Bain, he served as a Co-Chief Executive Officer of Medrishi.com. He also served as a Consultant at Mercer Management Consulting, where he consulted in the e-commerce, retail and energy industries. He received an M.B.A. from Harvard Business School, where he was a Baker Scholar. He has also received a B.A. degree from Harvard College.

On July 17, 2025, the Board based on the recommendation of the Nomination & Remuneration Committee, approved appointment of Mr. Saahil Murarka (DIN: 06717827) as an Additional, Non-Executive, Non-Independent Director of the Company with effect from Thursday, July 17, 2025. The Board recommended appointment of Mr. Saahil Murarka as a Non-Executive, Non-Independent Director of the Company, to the shareholders of the Company for their approval at the ensuing Annual General Meeting. Details of Mr. Saahil Murarka as on the date of this Report are mentioned below:

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(9) Mr. Saahil Murarka		Additional, Non-Executive Director
Age	34 years	
Date of appointment	July 17, 2025	
No. of shares and convertible instruments held in the Company	Equity Shares - 50,99,982 Convertible Warrants - 33,33,333	
Chairpersonship / Membership in Committees of the Company	Nil	
Board membership in listed entity(ies)	Equity listed: 360 ONE WAM LIMITED, Additional, Non-Executive Director	



Brief Profile

Mr. Saahil Murarka holds a Bachelor of Science degree in Computer Science from Brunel University, Uxbridge, UK. He is a strategic financial services professional with over 12 years of diverse experience spanning equities, debt, and asset management. He currently serves as the Managing Director at Batlivala & Karani Securities India Pvt. Ltd. ("**B&K**"), the wholly owned subsidiary of the Company. B&K is a leading mid-cap brokerage, servicing almost all leading foreign and domestic financial institutions. At B&K, he is responsible for overseeing the firm's operations, driving growth initiatives and leading high-performing teams. Prior to B&K, he was associated with entities like IndusInd Bank & Grant Thornton.

(c) Attendance of Directors at Board Meetings, last Annual General Meeting ("AGM") and number of other Directorship(s) and Chairpersonship(s) / Membership(s) of Committees of each Director in various companies:

During the year under review, eight Board Meetings were held on April 23, 2024, June 12, 2024, July 30, 2024, September 19, 2024, October 21, 2024, December 10, 2024, January 27, 2025 and February 20, 2025.

The Company has received necessary disclosures from all the Directors regarding committee positions held by them in other companies pursuant to Regulation 26(2) of SEBI Listing Regulations, 2015. The below table provides details of the Directors of the Company, category of Directorship, attendance at the Board Meetings and at the last AGM held during the year under review, directorships, committee memberships and chairpersonships in other Indian companies as on March 31, 2025:

Name and DIN	Category of Directorship	Attendance at Board Meetings held during the year	Attendance at last AGM held on July 11, 2024	No. of Directorships (including the Company) #	No. of memberships in Committees of companies (including the Company)^	No. of Chairpersonships in Committees of companies (including the Company)^
Mr. Akhil Gupta (DIN: 00028728)	Chairperson and Independent Director	8 out of 8	Present	10	2	Nil
Ms. Revathy Ashok (DIN: 00057539)	Independent Director	6 out of 8	Present	10	10	5
Mr. Pierre De Weck (DIN: 10771331)	Independent Director	4 out of 4	N.A.	1	Nil	Nil
Mr. Sandeep Tandon (DIN: 00054553)\$	Independent Director	1 out of 2	N.A.	12	3	1
Mr. Karan Bhagat (DIN: 03247753)	Managing Director	6 out of 8	Present	5	Nil	Nil
Mr. Yatin Shah (DIN: 03231090)	Non-Executive Director	7 out of 8	Present	9	3	Nil
Mr. Rishi Mandawat (DIN: 07639602)	Non-Executive Nominee Director	5 out of 8	Absent	5	2	1
Mr. Pavninder Singh (DIN: 03048302)	Non-Executive Nominee Director	5 out of 8	Absent	3	Nil	Nil
Mr. Nirmal Jain (DIN: 00010535)*	Non-Executive Director	2 out of 2	Present	N.A.	N.A.	N.A.

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Name and DIN	Category of Directorship	Attendance at Board Meetings held during the year	Attendance at last AGM held on July 11, 2024	No. of Directorships (including the Company) #	No. of memberships in Committees of companies (including the Company)^	No. of Chairpersonships in Committees of companies (including the Company)^
Mr. Venkataraman Rajamani (DIN: 00011919)*	Non-Executive Director	2 out of 2	Present	N.A.	N.A.	N.A.
Mr. Nilesh Vikamsey (DIN: 00031213)*	Independent Director	3 out of 3	Present	N.A.	N.A.	N.A.
Ms. Geeta Mathur (DIN: 02139552)*	Independent Director	7 out of 8	Present	N.A.	N.A.	N.A.
Dr. Subbaraman Narayan (DIN: 00094081)*	Independent Director	1 out of 2	N.A.	N.A.	N.A.	N.A.
Mr. Pankaj Vaish (DIN 00367424)*	Independent Director	6 out of 6	Absent	N.A.	N.A.	N.A.

Notes:

* Ceased to be director(s) of the Company as on March 31, 2025.

The directorships do not include directorship(s) in foreign companies but includes position in private companies and companies under Section 8 of the Companies Act, 2013.

^ In accordance with Regulation 26 of the SEBI Listing Regulations, 2015, membership(s) and chairpersonship(s) of only audit committee and stakeholders relationship committee in all public limited companies are considered.

\$ Mr. Sandeep Tandon could not attend the meeting in which he was appointed i.e. January 27, 2025.

The average tenure of the Directors in the Company as on March 31, 2025, is 4.56 years.

As on March 31, 2025, the number of Directorship(s), Committee Membership(s), Chairpersonship(s) of all the Directors is within respective limits prescribed under the Companies Act, 2013 and SEBI Listing Regulations, 2015.

The Board has identified the following skills / expertise / competence for the effective functioning of the Company which is currently available with the Board. The below table highlights the key skills / expertise / competence of the Board of Directors in context of the Company's business for effective functioning and as available with the Board.

Skills / expertise / competence#	Mr. Akhil Gupta	Ms. Revathy Ashok	Mr. Pierre De Weck	Mr. Sandeep Tandon	Mr. Yatin Shah	Mr. Karan Bhagat	Mr. Pavninder Singh	Mr. Rishi Mandawat
Strategic Advisor	✓	✓	✓	✓	✓	✓	✓	✓
Monetary Policy	✓	✓	✓	✓	✓	✓	✓	✓
Leadership	✓	✓	✓	✓	✓	✓	✓	✓
Corporate Governance	✓	✓	✓	✓	✓	✓	✓	✓
Risk and Compliance	✓	✓	✓	✓	✓	✓	✓	✓
Financial Expertise	✓	✓	✓	✓	✓	✓	✓	✓
Stakeholder Relationship	✓	✓	✓	✓	✓	✓	✓	✓
Technology led transformation	✓	✓	✓	✓	✓	✓	✓	✓
Growth and New Business Build.	✓	✓	✓	✓	✓	✓	✓	✓

These skills / expertise / competencies are broad-based, encompassing several areas of expertise / experience as shown in the table above. Each Director may possess varied combinations of skills / expertise / competencies within the described set of parameters.

(d) Details of Key Managerial Personnel (KMPs) and Senior Management Personnel (SMPs) of the Company:

During the year under review, there was no change in the Senior Management ("SM") of the Company. As on the date of the report, the following officials are the SMs, pursuant to the provisions of Companies Act, 2013 and SEBI Listing Regulations, 2015:

a) Mr. Anshuman Maheshwary – Chief Operating Officer

- b) Mr. Sanjay Wadhwa – Chief Financial Officer
c) Mr. Rohit Bhase – Company Secretary and Compliance Officer

Mr. Pankaj Fitkariwala, Chief Operating Officer, was included as Senior Management of the Company with effect from July 17, 2025.

As on March 31, 2025, following is the shareholding of the other Key Managerial Personnel ("KMP") of the Company:

Name	No. of shares	Percentage of total paid up capital
Mr. Sanjay Wadhwa, Chief Financial Officer	13,660	0.0035%
Mr. Rohit Bhase, Company Secretary	Nil	Nil

(e) Board Level Performance Evaluation:

In terms of the requirement of the Companies Act, 2013 and SEBI Listing Regulations, 2015, an annual performance evaluation of the Board is undertaken where the Board formally assesses its own performance with the aim to improve the effectiveness of the Board and the Committees.

The Nomination & Remuneration Committee has laid down the criteria for performance evaluation of Chairperson, Managing Director, Non-Executive Directors, Independent Directors, Committees and Board as a whole. The key criteria considered are as under:

For Chairperson:

The criteria for evaluation of Chairperson, inter alia, included his ability to steer the meetings effectively, seeking views of Board members, keeping shareholders' interests in mind during discussions and decisions, understanding governance and regulatory requirements, effective leadership, etc.

For Managing Director:

The criteria for evaluation of Managing Director, inter alia, included his ability to correctly anticipate business trends, opportunities, and priorities affecting the Company's prosperity and operations, ability to facilitate team-building and cohesiveness among the Company's employees, effective leadership for the organisation, setting and maintaining high standards of ethics and integrity, and active initiatives in creating new products and services.

For Non-Executive Directors:

The criteria for evaluation of Non-Executive Directors, inter alia, included their ability to fulfil the functions as assigned by the Board and the law and to act as an effective team member, attendance at the meetings and contribution at the meetings of the Board and Committees.

For Independent Directors:

The criteria for evaluation of the Independent Directors, inter alia, included independence from the Company and other Directors to avoid conflict of interest, ability to exercise their own judgement, ability to arbitrate in the interest of the Company as a whole in situations of conflict of interest and staying abreast of the developments affecting the Company.

For Board as a whole:

The criteria for evaluation of the Board, inter alia, included competency of the Board to conduct the Company's affairs, composition and diversity, cohesiveness of the Board to function as a team, managing current and potential strategic issues, risk management and corporate culture and values.

For Committees of the Board:

The criteria for evaluation of the Committees of the Board, inter alia, included composition and effectiveness of the Committees, frequency of the meetings of the Committees, duration of the meetings and effective recommendation to the Board.

The performance evaluation for the year under the review was conducted through electronic mode with structured questionnaires circulated to the Directors in confidential and anonymous manner. The results of the performance evaluation were assessed and discussed by the Board at its meeting. The suitable feedback was conveyed to the Board members and the management.

(f) Separate Meeting of the Independent Directors:

In compliance with the provisions of the Companies Act, 2013 and Regulation 25 of SEBI Listing Regulations, 2015, a separate meeting of the Independent Directors of the Company, without the presence of any other Non-Executive / Executive Director, was held on March 31, 2025, inter alia, to discuss the following:

- To review the performance of Non-Independent Directors of the Company, Committees and the Board as a whole;
- To review the performance of the Chairperson of the Company, taking into account the views of Executive Director(s) and Non-Executive Directors;
- To assess the quality, quantity and timeliness of flow of information between the management of the Company and the Board that is necessary for the Board to effectively and reasonably perform its duties.

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Attendance at the Meeting of Independent Directors:

Name of the Independent Director	Meeting(s) of Independent Directors attended	No. of Meeting(s) of Independent Directors held during the financial year 2024-25
Mr. Akhil Gupta	1	1
Ms. Revathy Ashok	1	1
Mr. Pierre De Weck	1	1
Mr. Sandeep Tandon	1	1

Upon conclusion of the Meeting, the Independent Directors made certain suggestions to the management. They also took note of the developments in the areas suggested by them in the meeting of Independent Directors held in financial year 2023-24.

(g) Familiarization programme for Independent Directors:

(i) Initial Familiarization:

For the newly appointed Directors, the Company provides an induction kit which includes brief introduction about the Company, its history, corporate structure, subsidiaries, their business, its key policies etc. The Company also arranges orientation programmes i.e. meetings between the Independent Directors and senior management of the Company to discuss the functioning of the Board and Committees, business segments and their performance, risk management frameworks of the Company and its subsidiaries in detail.

(ii) Continuing Education Process:

The Managing Director, senior management and other business heads make presentations to the Board to familiarize the Non-Executive Directors with the strategy of the Company, its plans and budgets, financial and operating performance, risk management frameworks, regulatory updates and overview of business activities on a regular basis and key developments in external business environment which affect the Company, its subsidiaries and the industry as a whole.

The details of such familiarization programmes of the Company may be accessed on the web-site of the Company at https://x-docket.360.one/ir-assets/360_ONE_WAM_Familiarization_Programme_2024-25_ID.pdf.

(h) Board Strategy Meet:

A Strategy Meet for the members of the Board was held on May 15, 2025. All the Directors except one, attended the same and they discussed and deliberated on the strategy of the Company and its subsidiaries, their business segments and key control functions. The Board's inputs were well received by the management to shape up the mid-to-long term strategy of the Company.

(i) Board Learning Day:

During the year under review, a 'Board Learning Day' was organized for the Directors of the Company on September 3, 2024. The topics of the presentations were selected in consultation with the Independent Directors. Majority of the Board members attended the same. The topics covered inter-alia included Generative artificial intelligence (GenAI), Innovation, trends on Alternatives in asset management and branding strategies.

(j) Meetings of the Board:

- **Schedule of Meeting(s):** The schedule of the Meeting(s) of the Board and Committees for the entire financial year are finalised in consultation with the Directors of the Company and the same is communicated to them at the start of the respective financial year.
- **Frequency:** The Board meets at least once a quarter to review the quarterly results and other items of the agenda. Whenever necessary, additional Board Meetings are held. In case of business exigencies, resolutions are passed by circulation as permitted by law, which are noted in the subsequent Board Meetings.
- **Location:** The Meetings were generally held at the Company's Registered & Corporate Office and in accordance with the statutory provisions, exemptions and relaxations provided by Ministry of Corporate Affairs, facility to attend through video-conferencing was provided in all Meetings of the Board held in the financial year 2024-25.
- **Notice and Agenda:** The Board and the Committees are presented with detailed notes, along with the agenda papers to enable Directors to take informed decisions. With a view to leverage technology and reducing paper consumption, the Company has implemented app based e-meeting system, which can be accessed through secured devices.
- **Compliance Monitoring:** The Board periodically reviews compliance reports of laws applicable to the Company, prepared and placed before the Board by the management. The Board is also periodically updated on relevant and important regulatory requirements and the action plan for adherence to the same.
- **Presentations by management:** The Board is given presentations, wherever practicable covering finance, sales, marketing, major business segments and operations of the Company, domestic and global business environment including business opportunities, business strategy, risk management practices and operating performance of the Company while taking on record the financial results of the Company.
- **Briefing by Chairperson of the Committees:** At each quarterly Board meeting, the Chairpersons of the respective Committees brief the Board on key decisions and discussions held by Committees at their respective meetings.

(k) Information placed before Board and Committees:

The information periodically placed before the Board and the Committees inter alia include:

- Report on Internal Audit and Internal Financial Controls;
- Quarterly Financial Results on standalone and consolidated basis;
- Review of Policies and periodic updation;
- Annual budget;
- Performance of the Company and its subsidiaries;
- Risk mitigation measures;
- Remuneration of Directors & senior management;
- Minutes of the Meetings of the Board and all other Committees of the Board;
- Minutes of board meetings of subsidiaries with important updates;
- Update on litigations, if any;
- Compliance status of regulatory requirements.

(l) Minutes of the Meetings:

The draft minutes of the proceedings of the Meetings are circulated amongst the members of the Board and the Committees. Comments and suggestions, if any, received from Directors are incorporated in the minutes, in consultation with the Chairperson of the Board and Committees, respectively. Thereafter, signed minutes of the Meetings are circulated amongst the members of the Board and Committees, in compliance with the applicable secretarial standards issued by Institute of Company Secretaries of India.

(m) Post-Meeting follow-up mechanism:

The Company has a process for effective follow-up, review and reporting for the decisions taken and actions suggested by the Board and the Committees. The important decisions taken at the Board / Committee(s) Meeting(s) which call for actions to be taken by the management, are communicated to the concerned departments, followed up from time to time and are updated to the Board / Committee with an implementation status.

(n) Confirmation of Independence:

Basis the annual declaration provided by the Independent Directors, the Board is of the opinion that all the Independent Directors fulfill the conditions specified in SEBI Listing Regulations, 2015 and the Companies Act, 2013 and are independent of the management.

(o) Succession Planning:

In terms of the SEBI Listing Regulations, 2015, the Board is required to oversee the succession planning and shall satisfy itself that plans are in place for orderly succession for appointments to the Board and to the Senior Management.

In view of the above, the Company has identified critical positions across leadership level and has designated both immediate as well as potential successor against each of these critical positions. The immediate successors are identified and prepared for short-term transition. The potential successors are systematically developed through on job experiences and customized development programs (including coaching / training in collaboration with third party agencies and expert trainers).

The Company recognizes that succession planning is a continuous process rather than a one-time event and hence the same is presented to Nomination & Remuneration Committee on regular basis from time to time. The Nomination & Remuneration Committee makes suitable recommendations to improve the succession planning wherever deemed fit.

(p) Process and criteria for selection of Directors and Senior Management:

The Directors and Senior Management are appointed/ re-appointed by the Board on the recommendation of the Nomination and Remuneration Committee. The appointment of the Directors is subject to approval of shareholders of the Company at the General Meeting(s) or through means of postal ballot. In accordance with the Articles of Association of the Company and provisions of the Companies Act, 2013, all the Directors, except the Independent Directors of the Company, are liable to retire by rotation at the annual general meeting each year and, if eligible, offer their candidature for re-appointment.

The Nomination & Remuneration Policy of the Company serves as a guide for appointing Directors and Senior Management of the Company which prescribes that the candidate should possess adequate qualification, expertise and experience for the position he / she is considered for such appointment. The Nomination and Remuneration Committee also ensures that appointment of Directors is in line with the Board Diversity Policy of the Company.

The Nomination and Remuneration Committee and the Board inter alia consider and assess the following matters during appointment of a director of the Company:

- a) The qualifications, attributes, skills, knowledge, expertise and experience of the proposed candidate in view of the existing Board composition and business of the Company;
- b) Fulfillment of conditions laid down under Companies Act, 2013 and SEBI Listing Regulations, 2015;

Corporate Governance Report (Contd.)

- c) Time commitments of the proposed candidate in view of his / her directorships in other companies and membership / chairpersonship in committees thereof;
- d) The declarations and confirmations submitted by the proposed candidate.

(q) Committees of the Board:

The Committees play an important role in the governance structure of the Company and are constituted to deal with specific matters as prescribed under applicable laws and as may be referred to by the Board. The Committees are constituted by the Board to carry out clearly defined roles and terms of references. The brief terms of reference of the Committees are also available on the website of the Company. The minutes of the meetings of all the Committees are placed before the Board for review and noting. During the year, all recommendation(s) of the Committee(s) were accepted by the Board.

The details of the Committees are in following paragraphs.

3. AUDIT COMMITTEE

As on March 31, 2025, the Audit Committee comprised Ms. Revathy Ashok, Independent Director as Chairperson and Mr. Akhil Gupta and Mr. Rishi Mandawat, as members of the Committee. All the members of the Audit Committee are financially literate and possess knowledge of the financial services industry.

During the year under review, the Board reconstituted the Audit Committee in the following manner:

- a) Mr. Akhil Gupta was appointed as the member of the Committee with effect from April 23, 2024,
- b) Ms. Revathy Ashok was appointed as the Member and Chairperson of the Committee with effect from March 3, 2025, and
- c) Ms. Geeta Mathur and Mr. Pankaj Vaish ceased to be the members of the Committee.

The composition of the Audit Committee is in conformity with the applicable provisions of Companies Act, 2013 and SEBI Listing Regulations, 2015, as amended from time to time.

The Audit Committee invites the Statutory Auditors for one-on-one discussions and such meetings are independent of management participation. The Internal Auditors presents their report and observations to the Company on a quarterly basis.

Mr. Rohit Bhase, the Company Secretary and the Compliance Officer of the Company, acts as the Secretary to the Committee.

The scope of the Audit Committee includes the references made under Regulation 18 read with Part C of Schedule II of SEBI Listing Regulations, 2015, read with Section 177 and other applicable provisions of the Companies Act, 2013, besides the other terms that may be referred by the Board of Directors.

The brief description of terms of reference of the Audit Committee are:

- (i) oversight of the Company's financial reporting process and the disclosure of its financial information to ensure that the financial statements are correct, sufficient and credible;
- (ii) recommendation for appointment, remuneration and terms of appointment of auditors of the Company;
- (iii) approval of payment to statutory auditors for any other services rendered by the statutory auditors;
- (iv) reviewing, with the management, the annual financial statements and auditor's report thereon before submission to the Board for approval, with particular reference to:
 - (a) matters required to be included in the director's responsibility statement to be included in the board's report in terms of clause (c) of sub-section (3) of Section 134 of the Companies Act, 2013;
 - (b) changes, if any, in accounting policies and practices and reasons for the same;
 - (c) major accounting entries involving estimates based on the exercise of judgment by management;
 - (d) significant adjustments made in the financial statements arising out of audit findings;
 - (e) compliance with listing and other legal requirements relating to financial statements;
 - (f) disclosure of any related party transactions;
 - (g) modified opinion(s) in the draft audit report;
- (v) reviewing, with the management, the quarterly financial statements before submission to the Board for approval;
- (vi) reviewing, with the management, the statement of uses / application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilized for purposes other than those stated in the offer document / prospectus / notice and the report submitted by the monitoring agency monitoring the utilization of proceeds of a public issue or rights issue or preferential issue or qualified institutions placement and making appropriate recommendations to the Board to take up steps in this matter;

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- (vii) reviewing and monitoring the auditor's independence and performance and effectiveness of audit process;
- (viii) approval or any subsequent modification of transactions of the Company with related parties;
- (ix) scrutiny of inter-corporate loans and investments;
- (x) valuation of undertakings or assets of the Company, wherever it is necessary;
- (xi) evaluation of internal financial controls and risk management systems;
- (xii) reviewing, with the management, performance of statutory and internal auditors, adequacy of the internal control systems;
- (xiii) reviewing the adequacy of internal audit function, if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;
- (xiv) discussion with internal auditors of any significant findings and follow up there on;
- (xv) reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the Board;
- (xvi) discussion with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern;
- (xvii) to look into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;
- (xviii) to review the functioning of the whistle blower mechanism;
- (xix) approval of appointment of Chief Financial Officer after assessing the qualifications, experience and background, etc. of the candidate;
- (xx) reviewing the utilization of loans and / or advances from / investment by the holding company in the subsidiary exceeding rupees 100 crore or 10% of the asset size of the subsidiary, whichever is lower including existing loans / advances / investments;
- (xxi) consider and comment on rationale, cost-benefits and impact of schemes involving merger, demerger, amalgamation etc., on the Company and its shareholders;
- (xxii) mandatorily review the following:
 - (a) management discussion and analysis of financial condition and results of operations;
 - (b) management letters / letters of internal control weaknesses issued by the statutory auditors;
 - (c) internal audit reports relating to internal control weaknesses;
 - (d) the appointment, removal and terms of remuneration of the chief internal auditor;
 - (e) statement of deviations:
 - quarterly statement of deviation(s) including report of monitoring agency, if applicable, submitted to stock exchanges(s) in terms of Regulation 32(1) of the SEBI Listing Regulations, 2015; and
 - annual statement of funds utilized for purpose other than those stated in the offer document / prospectus in terms of Regulation 32(7) of the SEBI Listing Regulations, 2015; and
- (xxiii) to carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modifications as may be applicable;

During the year under review, the Audit Committee met six times on the following dates. The necessary quorum was present at both original and adjourned Meetings. The gap between any two consecutive original Audit Committee Meetings was not more than 120 days:

Date of Audit Committee Meetings	Date of adjourned Audit Committee Meetings for certain matters
April 23, 2024	-
June 12, 2024	-
July 16, 2024	July 30, 2024
October 21, 2024	-
January 27, 2025	-

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The attendance of each member of the Audit Committee at its Meeting(s) held during financial year 2024-25 is given below:

Name	Designation	Non-Executive / Executive / Independent Director	Committee Meeting(s) attended [^]	No. of Committee Meeting(s) held during the tenure [^]
Ms. Revathy Ashok ¹	Chairperson	Independent Director	0	0
Mr. Akhil Gupta ²	Member	Independent Director	4	5
Mr. Rishi Mandawat	Member	Non-Executive Nominee Director	5	6
Ms. Geeta Mathur ³	Chairperson	Independent Director	6	6
Mr. Nilesh Vikamsey ⁴	Member	Independent Director	4	4
Mr. Pankaj Vaish ⁵	Member	Independent Director	5	5

[^] including both original and adjourned Meeting.

¹ Ms. Revathy Ashok was appointed as a Member and Chairperson of the Committee w.e.f. March 3, 2025.

² Mr. Akhil Gupta was appointed as a Member of the Committee w.e.f. April 23, 2024.

³ Ms. Geeta Mathur ceased to be a Director of the Company and member of the Committee w.e.f. March 3, 2025.

⁴ Mr. Nilesh Vikamsey ceased to be a Director of the Company and member of the Committee w.e.f. August 25, 2024.

⁵ Mr. Pankaj Vaish ceased to be a Director of the Company and member of the Committee w.e.f. January 22, 2025.

The Chairperson of the Audit Committee was present at the last Annual General Meeting of the Company held during the year under review.

4. NOMINATION & REMUNERATION COMMITTEE

As on March 31, 2025, the Nomination & Remuneration Committee comprised Mr. Sandeep Tandon, Independent Director as Chairperson, Ms. Revathy Ashok and Mr. Pavninder Singh, as members of the Committee.

During the year under review, the Board reconstituted the Nomination & Remuneration Committee in the following manner:

- Ms. Revathy Ashok was appointed as the Member of the Committee with effect from August 25, 2024,
- Mr. Sandeep Tandon was appointed as the Member and Chairperson of the Committee with effect from March 3, 2025, and
- Ms. Geeta Mathur and Mr. Nilesh Vikamsey ceased to be the members of the Committee.

The composition of the Nomination and Remuneration Committee is in conformity with the applicable provisions of Companies Act, 2013 and SEBI Listing Regulations, 2015, as amended from time to time.

Mr. Rohit Bhase, the Company Secretary and the Compliance Officer of the Company, acts as the Secretary to the Committee.

The scope of the Nomination and Remuneration Committee is as set out in Regulation 19 of SEBI Listing Regulations, 2015, read with Section 178 of the Companies Act, 2013 and rules framed thereunder and other applicable provisions of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and the Nomination and Remuneration Policy of the Company, besides the other terms that may be referred by the Board of Directors.

The brief description of the terms of reference of the Nomination and Remuneration Committee are:

- formulation of the criteria for determining qualifications, positive attributes and independence of Directors, and recommend to the Board a policy, relating to the remuneration of the Directors, Key Managerial Personnel and other employees;
- for every appointment of an independent director, the Committee shall evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person recommended to the Board for appointment as an independent director shall have the capabilities identified in such description. For the purpose of identifying suitable candidates, the Committee may:
 - use the services of an external agencies, if required;
 - consider candidates from a wide range of backgrounds, having due regard to diversity; and
 - consider the time commitments of the candidates;
- formulation of the criteria for evaluation of performance of Independent Directors and the Board and Committees;
- evaluate the balance of skills, knowledge and experience on the Board, for every appointment of an independent director, and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director;

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- (v) devising a policy on Board diversity;
- (vi) identifying persons who are qualified to become Directors and who may be appointed in senior management in accordance with the criteria laid down and to recommend to the Board their appointment and / or removal;
- (vii) consider extension or continuation of the term of appointment of the Independent Directors on the basis of the report of performance evaluation of Independent Directors;
- (viii) recommendation to the Board, all remuneration, in whatever form, payable to senior management;
- (ix) specifying the manner for effective evaluation of performance of Board, its Committees and Directors and review its implementation and compliance;
- (x) recommend / review remuneration of the Managing Director(s) and Whole-Time Director(s) based on their performance and defined assessment criteria;
- (xi) recommend commission payable, if any, to the Non-Executive Director(s), to the Board;
- (xii) administer, monitor and formulate detailed terms and conditions of the employee stock option schemes of the Company; and
- (xiii) to carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modification as may be applicable.

During the year under review, the Nomination and Remuneration Committee met four times on April 23, 2024, June 10, 2024, October 21, 2024 and January 27, 2025. The necessary quorum was present at the Meetings.

The attendance of each member of the Nomination and Remuneration Committee at its Meeting(s) held during financial year 2024-25 is given below:

Name	Designation	Non-Executive / Executive / Independent Director	Committee Meeting(s) attended	No. of Committee Meeting(s) held during the tenure
Mr. Sandeep Tandon ¹	Chairperson	Independent Director	0	0
Ms. Revathy Ashok ²	Member	Independent Director	2	2
Mr. Pavninder Singh	Member	Non-Executive Nominee Director	2	4
Ms. Geeta Mathur ³	Chairperson	Independent Director	4	4
Mr. Nilesh Vikamsey ⁴	Member	Independent Director	2	2

¹ Mr. Sandeep Tandon was appointed as the Member and Chairperson of the Committee w.e.f. March 3, 2025.

² Ms. Revathy Ashok was appointed as a member of the Committee w.e.f. August 25, 2024.

³ Ms. Geeta Mathur ceased to be a Director of the Company and Chairperson & member of the Committee w.e.f. March 3, 2025.

⁴ Mr. Nilesh Vikamsey ceased to be a Director of the Company and member of the Committee w.e.f. August 25, 2024.

The Chairperson of the Nomination and Remuneration Committee was present at the last Annual General Meeting of the Company held during the year under review.

(a) Details of remuneration paid to the Directors during the year under review, is as under:

Name	Designation	Salary and perquisites (In Rs.)	Commission (In Rs.)	Sitting Fees (In Rs.)	Contribution to Provident Fund, Employee Pension Fund and other funds (In Rs.)	Stock Options (In Quantity)
Mr. Akhil Gupta	Chairperson and Independent Director	Nil	*40,00,000	12,50,000	Nil	Nil
Ms. Revathy Ashok	Independent Director	Nil	*31,59,589	7,50,000	Nil	Nil
Mr. Pierre De Weck	Independent Director	Nil	*11,50,685	5,00,000	Nil	Nil
Mr. Sandeep Tandon	Independent Director	Nil	*4,78,082	1,50,000	Nil	Nil
Mr. Karan Bhagat	Managing Director	#7,50,18,000	^7,15,00,000	Nil	~1,71,600	Nil
Ms. Geeta Mathur ^{\$}	Independent Director	Nil	*37,08,904	16,50,000	Nil	Nil
Mr. Nilesh Vikamsey ^{\$}	Independent Director	Nil	*20,00,000	9,00,000	Nil	Nil
Dr. Subbaraman Narayan ^{\$}	Independent Director	Nil	*9,31,507	1,00,000	Nil	Nil
Mr. Pankaj Vaish ^{\$}	Independent Director	Nil	*22,30,137	14,00,000	Nil	Nil

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Name	Designation	Salary and perquisites (In Rs.)	Commission (In Rs.)	Sitting Fees (In Rs.)	Contribution to Provident Fund, Employee Pension Fund and other funds (In Rs.)	Stock Options (In Quantity)
Mr. Yatin Shah	Non-Executive Director	Nil	Nil	Nil	Nil	Nil
Mr. Pavninder Singh	Non-Executive Nominee Director	Nil	Nil	Nil	Nil	Nil
Mr. Rishi Mandawat	Non-Executive Nominee Director	Nil	Nil	Nil	Nil	Nil
Mr. Nirmal Jain ^{\$}	Non - Executive Director	Nil	Nil	Nil	Nil	Nil
Mr. Venkataraman Rajamani ^{\$}	Non-Executive Director	Nil	Nil	Nil	Nil	Nil

* Commission in respect of the financial year 2024-25, paid in financial year 2025-26.

^ Commission in respect of the financial year 2023-24, paid in financial year 2024-25, basis the criteria laid down by the Nomination and Remuneration Committee pursuant to the Nomination and Remuneration Policy of the Company available on the website of the Company at https://x-docket.360.one/ir-assets/Nomination_and_RemunerationPolicy_final.pdf.

~ Includes administrative charges.

\$ Ceased to be Directors of the Company as on March 31, 2025.

The details of salary and perquisites are as follows:

Particulars	Amount (in Rs.)
Salary	3,00,00,000
Housing / HRA	1,50,00,000
Other benefits	3,00,18,000
Total	7,50,18,000

Further, appointment of Managing Director is by virtue of his employment with the Company and therefore, his terms of employment are governed by the personnel policies of the Company read with the approval of the shareholder of the Company.

(b) Remuneration to Managing Director and criteria thereof:

The remuneration to the Managing Director is broadly divided into fixed and incentive pay, reflecting short and long term performance objectives appropriate to the working of the Company. Pursuant to the Nomination and Remuneration Policy of the Company, in determining the remuneration (including the fixed increment, performance bonus and commission), the Nomination and Remuneration Committee considers several criteria such as relationship of remuneration and performance benchmark, balance of fixed and incentive pay, industry benchmarks and current trends, Company's performance vis-à-vis annual budget achievement and individual performance etc.

(c) Remuneration to Non-Executive/ Independent Directors and criteria thereof:

Independent Directors were paid Rs. 1,00,000/- (Rupees One Lakh Only) towards sitting fees for attending each of the Board and Audit Committee Meeting and Rs. 50,000/- (Rupees Fifty Thousand Only) towards sitting fees for attending each of the other Committee Meetings and Meeting of Independent Directors, alongwith the reimbursement of the actual travel, hotel or other related expenditure, if any, incurred by them while performing their role as Independent Directors, in accordance with the provisions of Companies Act, 2013 and as approved by the Board of Directors of the Company.

The Independent Directors are also eligible for commission (in addition to the sitting fees) as approved by the Board of Directors, not exceeding the limits prescribed under the Companies Act, 2013 and as approved by the shareholders of the Company. Further, the commission payable to Independent Directors is determined in accordance with the Nomination and Remuneration Policy of the Company inter-alia considering the responsibilities shouldered by them.

(d) Remuneration to KMP / Senior Management personnel and criteria thereof:

The remuneration to the KMP / Senior Management personnel of the Company comprises of a fixed and incentive pay based on the extent of achievement of individual performance vis-a-vis overall performance of the Company. The Company endeavours to maintain balance between fixed and incentive pay reflecting short and long term performance objectives appropriate to the working of the Company, such that it is reasonable and sufficient to attract, retain and motivate KMP / Senior Managerial personnel of the Company. The said remuneration is also considered in form of long term incentive plans based on their contribution, position and length of service.

The Company has not granted any employee stock options to any of the Directors. There are no pecuniary relationships or transaction of the Non-Executive

Directors vis-à-vis the Company apart from dividend, sitting fees and commission as mentioned above and except certain related party transactions undertaken in the ordinary course of business and on arm's length basis as disclosed in note no. 37 of the standalone financial statements of the Company for financial year ended March 31, 2025.

The Company has obtained Directors & Officers insurance covering all the Directors and the Officers of the Company in respect of any legal action that may be initiated against any Director or Officer of the Company for the matters covered thereunder.

5. STAKEHOLDERS RELATIONSHIP COMMITTEE

As on March 31, 2025, the Stakeholders Relationship Committee comprised Mr. Rishi Mandawat, Non-Executive Nominee Director as Chairperson, Mr. Yatin Shah and Mr. Sandeep Tandon as Members of the Committee.

During the year under review, the Board reconstituted the Stakeholders Relationship Committee in the following manner:

- a) Mr. Rishi Mandawat was appointed as the Chairperson of the Committee with effect from July 11, 2024;
- b) Ms. Revathy Ashok was appointed as Member of the Committee with effect from January 17, 2025 and stepped down as Member of the Committee with effect from March 3, 2025;
- c) Mr. Sandeep Tandon was appointed as a Member of the Committee with effect from March 3, 2025; and
- d) Mr. Venkataraman Rajamani and Mr. Pankaj Vaish ceased to be the members of the Committee.

The composition of the Stakeholders Relationship Committee is in conformity with the applicable provisions of Companies Act, 2013 and SEBI Listing Regulations, 2015, as amended from time to time.

Mr. Rohit Bhase, the Company Secretary and the Compliance Officer of the Company, acts as the Secretary to the Committee.

The scope of the Stakeholders Relationship Committee includes the references made under Regulation 20 read with Para B of Part C of Schedule II of SEBI Listing Regulations, 2015, read with Section 178 and other applicable provisions of the Companies Act, 2013, besides the other terms that may be referred by the Board of Directors.

The brief description of the terms of reference of the Stakeholders Relationship Committee are:

- (i) resolving the grievances of the security holders of the Company including complaints related to transfer/transmission of shares, non-receipt of annual report, non-receipt of declared dividends,

issue of new/duplicate certificates, general meetings etc.;

- (ii) review of measures taken for effective exercise of voting rights by shareholders;
- (iii) review of adherence to the service standards adopted by the Company in respect of various services being rendered by the Registrar & Share Transfer Agent;
- (iv) review of the various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants / annual reports / statutory notices by the shareholders of the Company;
- (v) all other matters incidental or related to shares, debentures and other securities of the Company.

During the year under review, the Board had authorised the Stakeholders Relationship Committee for allotment of shares / warrants and other ancillary matters in relation to the qualified institutions placement and preferential issues.

During the year under review, the Company received nine grievances from the shareholders, all of which were resolved within the stipulated timeline to the satisfaction of the respective shareholders.

Further, the circulars issued by SEBI from time to time with respect to investors grievances, updation of KYC and nomination etc. are available on the website of the Company.

During the year under review, the Stakeholders Relationship Committee met six times, once on October 3, 2024, twice on October 24, 2024 and October 29, 2024, each and then once on November 5, 2024. The necessary quorum was present during the Meetings.

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The attendance of each member of the Stakeholders Relationship Committee at its Meetings held during financial year 2024-25 is given below:

Name	Designation	Non-Executive / Executive / Independent Director	Committee Meeting(s) attended	No. of Committee Meeting(s) held during the tenure
Mr. Rishi Mandawat ¹	Chairperson	Non-Executive Nominee Director	6	6
Mr. Yatin Shah	Member	Non-Executive Director	3	6
Mr. Sandeep Tandon ²	Member	Independent Director	0	0
Mr. Venkataraman Rajamani ³	Chairperson	Non-Executive Director	0	0
Mr. Pankaj Vaish ⁴	Member	Independent Director	6	6

¹ Mr. Rishi Mandawat was appointed as Chairperson of the Committee w.e.f. the conclusion of annual general meeting on July 11, 2024.

² Mr. Sandeep Tandon was appointed as a Member of the Committee of the w.e.f. March 3, 2025.

³ Mr. Venkataraman Rajamani ceased to be a Director of the Company and Chairperson & Member of the Committee w.e.f. the conclusion of annual general meeting on July 11, 2024.

⁴ Mr. Pankaj Vaish ceased to be a Director of the Company and Member of the Committee w.e.f. January 22, 2025

The Chairperson of the Stakeholders Relationship Committee was present at the last Annual General Meeting of the Company held during the year under review.

6. CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENT, SOCIAL AND GOVERNANCE COMMITTEE

As on March 31, 2025, the Corporate Social Responsibility and Environment, Social and Governance ("CSR & ESG") Committee comprised Mr. Yatin Shah, Non- Executive Director as Chairperson, Ms. Revathy Ashok and Ms. Pavninder Singh, as members of the Committee.

During the year under review, the Board reconstituted the CSR & ESG Committee in the following manner:

- Ms. Revathy Ashok was appointed as the Member of the Committee with effect from August 25, 2024,
- Mr. Yatin Shah was appointed as a Member and Chairperson of the Committee with effect from August 25, 2024,
- Mr. Karan Bhagat stepped down as a member and Chairperson of the Committee with effect from August 25, 2024, and
- Mr. Nirmal Jain and Mr. Nilesh Vikamsey ceased to be the members of the Committee.

The composition of CSR & ESG Committee is in conformity with the applicable provisions of Companies Act, 2013, as amended from time to time.

Mr. Rohit Bhase, the Company Secretary and the Compliance Officer of the Company, acts as the Secretary to the Committee.

The scope of the CSR & ESG Committee includes the references made under Section 135 and other applicable provisions of the Companies Act, 2013, the Corporate Social Responsibility Policy and Environment, Social and Governance Policy of the Company, besides the other terms that may be referred by the Board of Directors. The said Policies are available

on the website of the Company at https://x-docket.360.one/ir-assets/360ONE_CSR_Policy.pdf and https://x-docket.360.one/ir-assets/360_ONE_ESG_Policy.pdf, respectively.

The brief description of the terms of reference of the CSR & ESG Committee are:

- formulating and recommending the CSR Policy to the Board in compliance with applicable provisions of Companies Act, 2013;
- recommending annual action plan and the CSR Activities (as defined under the CSR Policy) to be undertaken as per the applicable provisions of Companies Act, 2013;
- recommending to the Board the CSR Expenditure (as defined under the CSR Policy) to be incurred as per the applicable provisions of Companies Act, 2013;
- periodic monitoring of the implementation of the CSR Policy and annual action plan;
- reporting to the Board on the progress of the various CSR Activities on a regular basis;
- recommending to the Board, modifications to the CSR policy or annual action plan, as and when required;
- reviewing and monitoring the ESG related Goal(s), set the initiatives to achieve said Goals and the measurement of the Key Performance Indicators on a periodic basis;
- suggesting improvements, enhancements or changes in ESG related Goals so set or the initiatives to achieve said Goals for better performance; and
- to carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modifications as may be applicable.

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During the year under review, the CSR & ESG Committee met once on April 23, 2024. The necessary quorum was present during the Meeting.

The attendance of each member of the CSR & ESG Committee at its Meeting held during financial year 2024-25 is given below:

Name	Designation	Non-Executive / Executive / Independent Director	Committee Meeting(s) attended	No. of Committee Meeting(s) held during the tenure
Mr. Yatin Shah ¹	Chairperson	Non-Executive Director	0	0
Mr. Pavninder Singh	Member	Non-Executive Nominee Director	1	1
Ms. Revathy Ashok ²	Member	Independent Director	0	0
Mr. Karan Bhagat ³	Chairperson	Managing Director	0	1
Mr. Nilesh Vikamsey ⁴	Member	Independent Director	1	1
Mr. Nirmal Jain ⁵	Member	Non-Executive Director	0	1

¹ Mr. Yatin Shah was appointed as a Member and Chairperson of the Committee w.e.f. August 25, 2024.

² Ms. Revathy Ashok was appointed as a Member of the Committee w.e.f. August 25, 2024.

³ Mr. Karan Bhagat ceased to be Chairperson and Member of the Committee w.e.f. August 25, 2024.

⁴ Mr. Nilesh Vikamsey ceased to be a Director of the Company and Member of the Committee w.e.f. August 25, 2024.

⁵ Mr. Nirmal Jain ceased to be a Director of the Company and Member of the Committee w.e.f. the conclusion of annual general meeting on July 11, 2024.

7. RISK MANAGEMENT COMMITTEE

As on March 31, 2025, the Risk Management Committee comprised Mr. Rishi Mandawat, Non-Executive Nominee Director as Chairperson, Mr. Karan Bhagat and Mr. Pierre De Weck, as Members of the Committee.

During the year under review, the Board reconstituted the Risk Management Committee in the following manner:

- Mr. Pierre De Weck was appointed as the Member of the Committee with effect from December 10, 2024 and
- Mr. Venkataraman Rajamani, Mr. Nilesh Vikamsey and Ms. Geeta Mathur ceased to be the members of the Committee.

The composition of the Risk Management Committee is in conformity with the applicable provisions of SEBI Listing Regulations, 2015, as amended from time to time.

Mr. Rohit Bhase, the Company Secretary and the Compliance Officer of the Company, acts as the Secretary to the Committee.

The scope of the Risk Management Committee includes the references made under Regulation 21 read with Para C of Part D of Schedule II of SEBI Listing Regulations, 2015 and Risk Management Policy of the Company, besides the other terms that may be referred by the Board of Directors. The said Policy is available on the website of the Company at https://x-docket.360.one/ir-assets/360ONE_Risk_Management_Policy.pdf.

The brief description of terms of reference of the Risk Management Committee are:

- reviewing risks including cyber security and evaluating the treatment including initiating mitigation actions;

- monitor and review the risk management plan of the Company;
- oversee risk management process, systems and measures implemented to mitigate the same;
- to formulate a detailed risk management policy which shall include:
 - A framework for identification of internal and external risks specifically faced by the listed entity, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk as may be determined by the Committee.
 - Measures for risk mitigation including systems and processes for internal control of identified risks.
 - Business continuity plan;
- to ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company;
- to monitor and oversee implementation of the risk management policy, including evaluating the adequacy of risk management systems;
- to periodically review the risk management policy, at least once in two years, including by considering the changing industry dynamics and evolving complexity;
- to keep the board of directors informed about the nature and content of its discussions, recommendations and actions to be taken;
- the appointment, removal and terms of remuneration of the Chief Risk Officer (if any) shall be subject to review by the Risk Management Committee;

Corporate Governance Report (Contd.)

(x) any other matter as may be mandated/referred by the Board.

During the year under review, the Risk Management Committee of the Company met five times on April 5, 2024, July 5, 2024, July 29, 2024, October 19, 2024, and January 9, 2025. The gap between any two consecutive Risk Management Committee Meetings was not more than 210 days. The necessary quorum was present at the Meetings.

The attendance of each member of the Risk Management Committee at its Meetings held during financial year 2024-25 is given below:

Name	Designation	Non-Executive / Executive / Independent Director	Committee Meeting(s) Attended	No. of Committee Meeting(s) held during the tenure
Mr. Rishi Mandawat	Chairperson	Non-Executive Nominee Director	5	5
Mr. Karan Bhagat	Member	Managing Director	2	5
Mr. Pierre De Weck ¹	Member	Independent Director	1	1
Mr. Nilesh Vikamsey ²	Member	Independent Director	3	3
Ms. Geeta Mathur ³	Member	Independent Director	4	5
Mr. Venkataraman Rajamani ⁴	Member	Non-Executive Director	1	2

¹ Mr. Pierre De Weck was appointed as a Member of the Committee w.e.f. December 10, 2024.

² Mr. Nilesh Vikamsey ceased to be a Director of the Company and Member of the Committee w.e.f. August 25, 2024.

³ Ms. Geeta Mathur ceased to be a Director of the Company and Member of the Committee w.e.f. March 3, 2025.

⁴ Mr. Venkataraman Rajamani ceased to be a Director of the Company and Member of the Committee w.e.f. conclusion of annual general meeting on July 11, 2024.

8. INFORMATION TECHNOLOGY STRATEGY COMMITTEE

As on March 31, 2025, the Information Technology Strategy Committee comprised Mr. Sandeep Tandon, Independent Director as Chairperson, Mr. Rishi Mandawat and Mr. Yatin Shah as Members of the Committee.

During the year under review, the Board reconstituted the Information Technology Strategy Committee in the following manner:

- a) Mr. Sandeep Tandon was appointed as the Member and Chairperson of the Committee with effect from March 3, 2025, and
- b) Mr. Venkataraman Rajamani, Ms. Geeta Mathur and Mr. Pankaj Vaish ceased to be the members of the Committee.

Mr. Rohit Bhase, the Company Secretary and the Compliance Officer of the Company, acts as the Secretary to the Committee.

The brief description of terms of reference of the Information Technology Strategy Committee are to review the strategy and initiatives in relation to the following matters and provide guidance to the management of the Company thereon:

- (i) approving IT strategy and policy documents and providing guidance to the management for putting an effective strategic planning process in place;
- (ii) reviewing that management has implemented processes and practices that ensure that IT delivers value to the business;
- (iii) reviewing that IT investments represent a balance of risks and benefits and that budgets are acceptable;
- (iv) providing guidance to the management on IT resources needed to achieve strategic goals and providing high-level direction for sourcing and use of IT resources;
- (v) ensuring proper balance of IT investments for sustaining business growth and becoming aware about exposure towards IT risks and controls; and
- (vi) review the governance mechanism and risk management process for all IT outsourced operations.

Corporate Governance Report (Contd.)

During the year under review, the Information Technology Strategy Committee of the Company met two times on July 5, 2024 and October 3, 2024. The necessary quorum was present at the Meetings.

The attendance of each member of the Information Technology Strategy Committee at its Meetings held during financial year 2024-25 is given below:

Name	Designation	Non-Executive / Executive / Independent Director	Committee Meeting(s) attended	No. of Committee Meeting(s) held during the tenure
Mr. Sandeep Tandon ¹	Chairperson	Independent Director	0	0
Mr. Rishi Mandawat	Member	Non-Executive Nominee Director	1	2
Mr. Yatin Shah	Member	Non-Executive Director	0	2
Mr. Venkataraman Rajamani ²	Member	Non-Executive Director	1	1
Mr. Pankaj Vaish ³	Chairperson	Independent Director	2	2
Ms. Geeta Mathur ⁴	Member	Independent Director	1	2

¹ Mr. Sandeep Tandon was appointed as the Member and Chairperson of the Committee w.e.f. March 3, 2025.

² Mr. Venkataraman Rajamani ceased to be a Director of the Company and Member of the Committee w.e.f. conclusion of annual general meeting on July 11, 2024.

³ Mr. Pankaj Vaish ceased to be a Director of the Company and Chairperson and Member of the Committee w.e.f. January 22, 2025.

⁴ Ms. Geeta Mathur ceased to be a Director of the Company and Member of the Committee w.e.f. March 3, 2025.

9. PERIODIC REVIEW OF COMPLIANCES OF ALL APPLICABLE LAWS

The Company follows a system whereby all the acts, rules and regulations applicable to the Company are identified and compliance with such acts, rules and regulations is monitored by respective dedicated teams on a regular basis. Verification of the compliances with the major acts / regulations is carried out by internal auditors and / or secretarial auditors and their reports with implementation of their observations, if any, are reported to the Board / Audit Committee from time to time. A compliance certificate based on the compliance status received in respect of various laws, rules and regulations applicable to the Company from respective dedicated teams, is placed before the Board on a quarterly basis and reviewed by the Board. Necessary reports are submitted to the various regulatory authorities as per the requirements from time to time.

10. GENERAL BODY MEETINGS

The following table gives the details of the last three Annual General Meetings ("AGM") of the Company:

Date of AGM	Location	Time (IST)	Whether any special resolutions passed	Nature of special resolutions
July 11, 2024	Through Video Conferencing / Other Audio Visual Means	4:00 p.m.	Yes. Three Special Resolutions were passed.	1. Approval for issue of equity shares of the Company on preferential basis for consideration other than cash, 2. Alteration of the Articles of Association of the Company to offer Mr. Karan Bhagat the right to nominate himself as a director on the Board of Directors of the Company, and 3. Alteration of the Articles of Association of the Company to offer Mr. Yatin Shah the right to nominate himself as a director on the Board of Directors of the Company.
August 21, 2023	Through Video Conferencing / Other Audio Visual Means	3:00 p.m.	Yes. Two Special Resolutions were passed.	1. Approval for formation of 360 ONE Employee Stock Option Scheme 2023 for the employees of the Company, and 2. Approval for formation of 360 ONE Employee Stock Option Scheme 2023 for the employees of the subsidiary company(ies) of the Company.
September 30, 2022	Through Video Conferencing / Other Audio Visual Means	4:00 p.m.	Yes. Two Special Resolutions were passed.	1. Approval for formation of IIFL Wealth Employee Stock Options Scheme 2022 for the employees of the Company, and 2. Approval for formation of IIFL Wealth Employee Stock Options Scheme 2022 for the employees of the associate company, subsidiary company or holding company of the Company.

Corporate Governance Report (Contd.)

The following table gives the details of the Extraordinary General Meeting ("EGM") of the Company held during the year under review:

Date of EGM	Location	Time (IST)	Whether any special resolutions passed	Nature of special resolutions
February 25, 2025	Through Video Conferencing / Other Audio Visual Means	2:00 p.m.	Yes. Three Special Resolutions were passed.	<ol style="list-style-type: none"> 1. Appointment of Mr. Sandeep Tandon (DIN: 00054553) as a Non-Executive, Independent Director of the Company, 2. Approval for issue of equity shares of the Company on preferential basis for consideration other than cash, and 3. Approval for issue of warrants of the Company on preferential basis.

Details of special resolutions passed through postal ballot ("PB") during the year under review and details of the voting pattern:

During the year under review, three resolutions were passed by the shareholders of the Company through three separate postal ballots through electronic mode. Nilesh Shah and Associates, Practicing Company Secretaries, were appointed as the Scrutinizer to scrutinize the postal ballots and remote e-voting process in a fair and transparent manner.

Nature of resolution(s)	PB Notice Date	Date of approval of PB notice	Date of Declaration of Result	Voting Period	Date of approval of resolution	Details of voting pattern	
Appointment of Ms. Revathy Ashok (DIN: 00057539) as a Non-Executive, Independent Director of the Company	May 9, 2024	April 23, 2024	June 10, 2024	May 11, 2024 to June 9, 2024	June 9, 2024	No. of Votes Polled	31,07,32,645
						No. and % of Votes cast in favour	30,66,84,612 (98.70%)
						No. and % of Votes cast against	40,48,033 (1.30%)
Issue of equity shares through Qualified Institutions Placement(s) on a private placement basis	September 19, 2024	September 19, 2024	October 20, 2024	September 21, 2024 to October 20, 2024	October 20, 2024	No. of Votes Polled	31,98,00,573
						No. and % of Votes cast in favour	31,91,16,786 (99.79%)
						No. and % of Votes cast against	6,83,787 (0.21%)
Appointment of Mr. Pierre De Weck (DIN: 10771331) as a Non-Executive, Independent Director of the Company	November 6, 2024	October 21, 2024	December 9, 2024	November 9, 2024 to December 8, 2024	December 8, 2024	No. of Votes Polled	32,88,80,963
						No. and % of Votes cast in favour	32,84,04,938 (99.86%)
						No. and % of Votes cast against	4,76,025 (0.14%)

Details of resolutions passed through postal ballot from April 1, 2025, till the date of this Report, along with the details of the voting pattern:

Nature of resolution(s)	PB Notice date	Date of approval of PB notice	Date of Declaration of Result	Voting Period	Date of approval of resolution	Details of voting pattern	
To approve request received from Part of Promoter Group Entities for reclassification from 'Promoter & Promoter Group' category to 'Public' category	April 4, 2025	April 3, 2025	May 5, 2025	April 5, 2025 to May 4, 2025	May 4, 2025	No. of Votes Polled	30,60,11,888
						No. and % of Votes cast in favour	30,43,72,966 (99.46%)
						No. and % of Votes cast against	16,38,922 (0.54%)
To consider and approve re-appointment of Mr. Karan Bhagat as the Managing Director of the Company and payment of remuneration to him	May 12, 2025	April 23, 2025	June 12, 2025	May 13, 2025 to June 11, 2025	June 11, 2025	No. of Votes Polled	34,54,98,439
						No. and % of Votes cast in favour	33,39,77,996 (96.67%)
						No. and % of Votes cast against	1,15,20,443 (3.33%)

Procedure for Postal Ballot

In compliance with Sections 108 and 110 and other applicable provisions of the Companies Act, 2013, read with the related rules, General Circular No. 9/2023 dated September 25, 2023, General Circular 09/2024 dated September 19, 2024 and other relevant and applicable circulars issued by the Ministry of Corporate Affairs, the Company provided electronic voting (e-voting) facility, to all its Members. For this purpose, the Company had engaged the services of Central Depository Services (India) Limited.

The Notices of Postal Ballot were sent in electronic mode only to all those Members who had registered their e-mail addresses with the Company or Depository Participant/ Depository/MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited). Further, the Members had the option to vote only through remote e-voting. Voting through physical ballot papers was not provided. The Company had also published notices in the newspaper declaring the details and requirements for postal ballot as mandated by the Companies Act, 2013 and applicable rules post circulation of postal ballot notices to all the shareholders.

Voting right was reckoned on the paid-up value of shares registered in the name of the Members as on the respective cut-off dates. The scrutinizer completed their scrutiny and submitted the report to the Chairperson and the results of the voting were announced by the Chairperson/Authorised Officer. The results of the respective Postal Ballots were also displayed on the Company's website besides being communicated to the Stock Exchanges, Depositories and Registrar and Share Transfer Agent.

11. DISCLOSURES**(i) Disclosure on materially significant related party transactions that may have potential conflict with the interest of the Company at large:**

The Company has put in place the Policy on Related Party Transactions. The Policy provides for identification of related party transactions, necessary approvals by the Audit Committee / Board / Shareholders, reporting and disclosure requirements, as applicable, in compliance with the Companies Act, 2013 and SEBI Listing Regulations, 2015, as amended from time to time. The said Policy is available on the website of the Company at https://x-docket.360.one/ir-assets/360_ONE_WAM_RPT_Policy.pdf.

During the year under review, the Company had not entered into any contract / arrangement / transaction with related parties which could be considered material in accordance with the Policy on Related Party Transactions of the Company.

All related party transactions entered during the year under review and any modification(s) thereto, were placed before the Audit Committee for approval and review.

(ii) Details of non-compliance by the Company during the last three years:

There has been no non-compliance and no strictures / penalties were imposed on the Company by Stock Exchanges or by SEBI or by any statutory authority on any matter related to the capital markets during the financial year 2022-23, 2023-24 and 2024-25.

Corporate Governance Report (Contd.)

(iii) Details of establishment of Whistle Blower Policy / Vigil Mechanism:

The Company has adopted a Policy on Vigil Mechanism and Whistle Blower Mechanism and has established the necessary vigil mechanism for employees, directors, suppliers, service providers and contractual staff to raise genuine concerns about unethical behavior, actual or suspected fraud or violation of the policies. The Policy on Vigil Mechanism and Whistle Blower Mechanism provides for nature of issues covered, available reporting channels to report an incident, steps alongwith expected timelines for resolving concerns reported and measures available to safeguard against victimization of the whistle blower who avails of such mechanism. As per the said Policy, direct access to the Chairperson of the Audit Committee will be provided to the Whistle Blower, should the Whistle Blower so require, in appropriate or exceptional cases. The said Policy is available on the website of the Company at https://x-docket.360.one/ir-assets/360ONE_Policy_on_vigil_mechanism_and_whistle_blower_mechanism.pdf.

To facilitate reporting of any concerns without any hesitation, and maintaining of anonymity, the Company has engaged an external independent agency for managing ethics helpline under the whistle blower mechanism.

None of the whistle blowers are denied access to the Audit Committee. No whistle blower complaint was received by the Company during the year under review.

(iv) Prevention of Insider Trading:

Pursuant to Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015, as amended, the Company being a listed entity and market intermediary has formulated and adopted Code of Conduct for Employees and Insiders of 360 ONE WAM

(vi) Details of utilization of funds raised through preferential allotment or qualified institutional placement as specified under Regulation 32(7A) of SEBI Listing Regulations, 2015, during the year:

During the year under review, the Company raised funds through a qualified institutions placement. The details of utilisation thereof, as on March 31, 2025, are as mentioned below.

Particulars of issue	Shares issued and Allotted	Amount raised (Gross proceed in Rs. crores)	Amount utilised (Rs. crores)	Deviation(s) or variation(s) in the use of proceeds of issue, if any
Allotment under Qualified Institutions Placement	Allotment of 2,22,11,253 equity shares of face value of Re. 1/- each at a price of Rs. 1,013/- per equity share (including premium of Rs. 1,012/- per equity share) to 55 qualified institutional buyers aggregating to Rs. 2249,99,99,289/- under the provisions of Chapter VI of SEBI (Issue of Capital and Disclosure Requirements) Regulations, 2018, and Sections 42 and 62 of the Companies Act, 2013 and the rules made thereunder.	2,249.99	2,204.71	No deviation(s) or variation(s) in the utilization of proceeds of qualified institutional placement as mentioned in the objects of placement document.

During the year under review, the Company had also allotted equity shares on preferential basis on February 6, 2025, for consideration other than cash. Accordingly, the aforesaid disclosure is not applicable in respect of the said allotment.

LIMITED and its Subsidiary & Associate Companies under SEBI (Prohibition of Insider Trading) Regulations, 2015, for prevention of the insider trading, incorporating the requirements in accordance with the regulations, clarifications and circulars and the same is updated from time to time.

(v) Compliance with mandatory and non-mandatory provisions:

The Company has adhered to all the mandatory requirements of Corporate Governance norms as prescribed under SEBI Listing Regulations, 2015, to the extent applicable to the Company.

The Company has also implemented the non-mandatory items such as:

- Mr. Akhil Gupta is the Chairperson of the Board and Mr. Karan Bhagat is the Managing Director of the Company. Accordingly, the posts of Chairperson of the Board and the Managing Director of the Company are separate. Further, Mr. Akhil Gupta, Chairperson, is an Independent Director and not related to Mr. Karan Bhagat, Managing Director, as per the definition of the term "relative" defined under the Companies Act, 2013.
- Mr. Akhil Gupta, the Chairperson of the Board has not sought maintenance of 'chairperson's office' at the Company's expense. He does not receive any remuneration other than sitting fees and commission from the Company and the same is disclosed in this Report.
- The financial statements of the Company for the financial year 2024-25 contain unmodified audit opinion / reporting.
- Internal auditor reports directly to the Audit Committee.

(vii) Disclosure of accounting treatment:

There was no deviation in following the treatments prescribed in any of Accounting Standards (AS) in the preparation of the financial statements of the Company.

(viii) Policy on material subsidiary:

The Company has adopted the Policy for Determining Material Subsidiary in line with the requirements of the SEBI Listing Regulations, 2015. The said Policy is available on the website of the Company at https://x-docket.360.one/ir-assets/360ONE_Policy_For_Determining_Material_Subsiary.pdf.

During the year under review, following companies were the material subsidiaries of the Company:

Name of the material subsidiary company	Date and place of Incorporation	Name of the statutory auditor	Date of appointment of statutory auditor
360 ONE Prime Limited	August 31, 1994 Mumbai, Maharashtra	Kalyaniwalla & Mistry LLP	June 24, 2024
360 ONE Asset Management Limited	March 22, 2010 Mumbai, Maharashtra	Deloitte Haskins & Sells LLP	September 9, 2020
360 ONE Distribution Services Limited	January 30, 1995 Mumbai, Maharashtra	Deloitte Haskins & Sells LLP	September 8, 2020
360 ONE Portfolio Managers Limited	July 19, 2011 Mumbai, Maharashtra	Deloitte Haskins & Sells LLP	September 8, 2020

(ix) Relationship with other Directors

None of the Directors of the Company are related to any other Director of the Company.

(x) Details of Unclaimed Dividend / Shares of the Company during the year

- a) As on April 1, 2022, 3,669 unclaimed equity shares of the Company of face value Rs. 2/- each, were lying in Investor Education Protection Fund ("IEPF"), which were allotted by the Company pursuant to composite scheme of arrangement inter-alia amongst IIFL Holdings Limited and the Company. During financial year 2022-23, the Company subdivided its shares of face value Rs. 2/- each, to face value of Re. 1/- each and allotted bonus shares in the ratio of 1:1, due to which the aforesaid 3,669 shares increased to 14,676 shares.

As on April 1, 2024, 14,676 unclaimed equity shares of face value Re. 1/- each were lying in IEPF. During the year under review, there was no change in the said number of unclaimed equity shares.

Accordingly, as on March 31, 2025, 14,676 unclaimed equity shares of face value Re. 1/- each were lying in IEPF, details of which are available on the website of the Company.

- b) The Company transferred Rs. 81,118/- being interim dividends (net of taxes) on the aforesaid shares to IEPF, details of which are available on the website of the Company.
- c) The Company has transferred the unclaimed dividends declared by the Company during the year under review to the respective unclaimed dividend accounts pursuant to the provisions of Companies Act, 2013.

- d) Other than as referred above, the Company was not required to transfer any unclaimed dividend amounts/corresponding shares on which the dividends were unclaimed pursuant to the provisions of the Companies Act, 2013, read with the IEPF Authority (Accounting, Audit, Transfer and Refund) Rules, 2016.

Further, during the year under review, the Company had voluntarily sent emails/inland letters to those shareholders who had not claimed their dividend/fractional share entitlements reminding them about the same with the process to claim the same.

For ease of reference, the procedure to claim the unclaimed dividend/fractional share entitlement amount by the shareholders is reproduced below:

- (I) The concerned shareholder shall state the following details in his/her application for claiming the unclaimed dividend/fractional share entitlements amount:
- Name of the Company
 - Folio No. or DP Id and Client Id
 - Name of the Shareholder
 - Contact Number of the shareholder
 - E-mail ID and self-attested KYC documents of the shareholder like PAN, cancelled cheque leaf in original alongwith latest utility bill as address proof which shall not be more than three months old.
- (II) Concerned shareholders are requested to ensure linking of their PAN with Aadhar number.
- (III) The aforesaid application and the documents shall be sent to MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited), Registrar and Share Transfer Agent of the Company.

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The shareholders are requested to register/update their complete bank accounts details with their depository participant in order to enable the Company to remit future dividends, if any, directly to respective bank accounts.

(xi) Certificate from Company Secretary in practice

The Company has obtained a certificate from J U Poojari & Associates, Company Secretaries in practice, confirming that none of the Directors of the Company have been debarred or disqualified from being appointed or continuing as directors of companies by Securities and Exchange Board of India / Ministry of Corporate Affairs or any such statutory authority and is enclosed with this report as "Annexure A".

(xii) Disclosures in relation to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The disclosures required under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in relation to the complaints received by the Company for the year under review on sexual harassment are provided below:

Particulars	No. of complaints
No. of complaints filed/received during the financial year	Nil
No. of complaints disposed of/resolved during the financial year	Nil
No. of complaints pending as on end of the financial year/for more than ninety days	Nil

The Company has adopted a Policy on Prevention of Sexual Harassment and Complaint Procedure which enlists details on the reporting, redressal and enquiry process. The said Policy is available on the website of the Company at https://x-docket.360.one/ir-assets/360ONE_Prevention_of_Sexual_Harassment_and_Complaint_Procedure_Policy.pdf.

Further, details on the same are provided in the Business Responsibility and Sustainability Report which forms part of the Annual Report.

(xiii) Statutory Auditor and Audit Fees

Total fees for all services paid to the statutory auditor and all entities in the network firm / network entity of which the statutory auditor is a part of, by the Company and its subsidiaries, on a consolidated basis, for the financial year 2024-25, are as follows:

Type of Service	Amount (Rs. in crores)
Audit Fees	2.78
Tax Audit Fees	Nil
Others*	0.35
Total	3.13

*Includes non-audit-related services and other certifications on consolidated basis.

(xiv) Disclosure of certain types of agreements binding the Company:

During the year under review, the Company has not made any disclosure to stock exchanges under clause 5A of paragraph A of Part A of Schedule III of SEBI Listing Regulations, 2015.

12. MEANS OF COMMUNICATION TO THE STAKEHOLDERS

a) **Website:** The Annual Report, shareholding pattern, material events, corporate actions, copies of press releases, schedule of analysts / investor meets, among others, are regularly submitted to Stock Exchanges, for dissemination on their respective websites and are also uploaded on the website of the Company at <https://www.360.one/> in compliance with the SEBI Listing Regulations, 2015 and Policy for determination of materiality of information or events.

b) **Quarterly Results:** The quarterly / half yearly / annual financial results are duly submitted to the Stock Exchanges in accordance with the SEBI Listing Regulations, 2015. The quarterly, half yearly and annual results of the Company were published in the Free Press Journal / Financial Express and Navshakti which are widely circulated.

c) **Earnings Calls:** During the year under review, after the announcement of each quarterly results, the Company organized earnings calls to present and discuss the results & performance of the Company. The schedule of the quarterly earnings call and the weblink to join the same (which was free for any participants) were disseminated to the stock exchanges in advance. After the earnings call, the audio and/or video recordings and transcripts were uploaded on the website of the Company with an intimation to the Stock Exchanges.

Further, the schedule of any other analyst meets / Institutional Investors meets were also informed to the public through the Stock Exchanges. All our official news releases are also hosted on the website of the Company

d) **Policy and Framework:** The Board of Directors has approved a policy for determining materiality of events for the purpose of making disclosure to the Stock Exchange viz. Policy for determination of materiality of information or events. The said Policy is available on the website of the Company at https://x-docket.360.one/ir-assets/360ONE_Policy_on_determination_of_materiality_of_information_and_events.pdf.

The Company believes in adhering to ethical standards to ensure integrity, transparency and accountability in dealing with all the stakeholders. Accordingly, the Company has adopted various codes and policies for Directors and employees to carry out their duties in ethical manner. The said codes and policies are available on the website of the Company.

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The Company has also established an investor grievance redressal framework available on the website of the Company at https://x-docket.360.one/ir-assets/360ONE_IGR_Framework.pdf, in order to ensure that all investors are always treated fairly and without bias, all issues raised by investors are dealt with courtesy and resolved promptly and investors should be made aware of their rights so that they can opt for alternative remedies, if they are not fully satisfied with the Company's response or resolution to their complaint. The said framework broadly covers the processes for receipt, resolution and escalation of grievances as may be raised by the investors of the Company.

13. GENERAL SHAREHOLDERS' INFORMATION (AS ON MARCH 31, 2025):

1.	Annual General Meeting	To be held on Friday, September 5, 2025 at 4:00 p.m. IST through Video Conferencing / Other Audio Visual Means, without the physical presence of the shareholders at a common venue.
2.	Financial calendar (2024-25)	<p>April 1, 2024 to March 31, 2025.</p> <p>Results for the quarter ended June 30, 2024, were approved on July 30, 2024.</p> <p>Results for the quarter and half year ended September 30, 2024, were approved on October 21, 2024.</p> <p>Results for the quarter and nine months ended December 31, 2024, were approved on January 27, 2025.</p> <p>Results for the quarter and financial year ended March 31, 2025, were approved on April 23, 2025.</p>
3.	Dividend payment dates	<p>During the year under review, the Company:</p> <ol style="list-style-type: none"> declared first interim dividend of Rs. 3.5/- per equity share of face value Re. 1/-, on April 23, 2024, which was paid on May 14, 2024. declared second interim dividend of Rs. 2.5/- per equity share of face value Re. 1/-, on July 30, 2024, which was paid on August 23, 2024. <p>The total dividend for the financial year ended March 31, 2025, amounted to Rs. 6/- per equity share of face value Re. 1/- each, with total outlay of Rs. 216,68,72,943.50/-.</p>
4.	Name and address of each stock exchanges at which the securities of the Company are listed	<ol style="list-style-type: none"> National Stock Exchange of India Limited (Equity Shares) Exchange Plaza, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E) Mumbai-400 051 BSE Limited (Equity Shares) Phiroze Jeejeebhoy Towers Dalal Street, Mumbai-400001 <p>As on March 31, 2025, the Non-Convertible Debentures of the Company were listed on BSE Limited. The said Non-Convertible Debentures were fully redeemed on May 15, 2025.</p> <p>Requisite annual listing fees have been paid to the aforesaid Stock Exchanges.</p>
5.	Stock code	<p>National Stock Exchange of India Limited - 360ONE</p> <p>BSE Limited - 542772</p>
6.	ISIN numbers in National Securities Depository Limited ("NSDL") and Central Depository Services (India) Limited ("CDSL") for equity shares	INE466L01038
7.	Registrar & Transfer Agent	<p>MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited)</p> <p>C 101, 247 Park, L. B. S. Marg, Vikhroli West, Mumbai - 400 083</p> <p>To raise an email query following is the link:</p> <p>https://web.in.mpms.mufg.com/helpdesk/Service_Request.html</p>

Corporate Governance Report (Contd.)

8.	Share transfer system	<p>In terms of amended Regulation 40 of SEBI Listing Regulations, 2015 w.e.f. April 1, 2019, transfer of securities in physical form shall not be processed unless the securities are held in the demat mode with a Depository Participant. Accordingly, shareholders holding equity shares in physical form are urged to have their shares dematerialized to be freely transferable.</p> <p>Further, with effect from January 25, 2022, SEBI has made it mandatory for listed companies to issue securities in demat mode only, while processing any investor service requests viz. issue of duplicate share certificates, exchange / sub-division / splitting / consolidation of securities, transmission / transposition of securities. Vide its Circular dated January 25, 2022, SEBI has clarified that listed entities / RTAs shall issue a Letter of Confirmation in lieu of the share certificate while processing any of the aforesaid investor service request.</p> <p>Simplified Norms for processing Investor Service Request</p> <p>SEBI has made it mandatory for holders of physical securities to furnish PAN, KYC and nomination details to avail any investor service. The concerned shareholders are therefore requested to furnish PAN, KYC and nomination details by submitting the prescribed forms duly filled by email from their registered email id to rnt.helpdesk@in.mpms.mufig.com or by sending a physical copy of the prescribed forms duly filled and signed by the registered holders to MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited) at C 101, 247 Park, L.B.S. Marg, Vikhroli (West), Mumbai - 400083 or by uploading the documents on https://in.mpms.mufig.com/.</p> <p>The circulars issued by SEBI from time to time in this regard and the relevant forms required by the concerned shareholders are uploaded on the website of the Company.</p> <p>The shareholders of the Company holding shares in physical mode and who have not-updated the PAN or Choice of Nomination or Contact Details or Mobile Number or Bank Account Details or Specimen Signature in respect of their respective folios, are requested to furnish the necessary documents and details to the Registrar and Share Transfer Agent of the Company at earliest.</p>
9.	Dematerialization of shares and liquidity	<p>As on March 31, 2025, 99.96% of the total paid-up share capital of the Company was held in dematerialized form. Trading in equity shares of the Company is permitted only in dematerialized form through CDSL and NSDL as per notifications issued by the Securities and Exchange Board of India.</p>
10.	List of all credit ratings obtained by the entity along with any revisions thereto during the relevant financial year, for all debt instruments of such entity or any fixed deposit programme or any scheme or proposal of the listed entity involving mobilization of funds, whether in India or abroad	<p>As on March 31, 2025, the credit ratings obtained by the Company are as follows:</p> <ol style="list-style-type: none"> Principal Protected Market Linked Debenture: "PP-MLD[ICRA] AA"(Pronounced as Principal Debenture Protected Market Linked Debenture ICRA double A) rating with stable outlook Non-Convertible Debenture: "[ICRA]AA"(Pronounced as ICRA double A) rating with a stable outlook Commercial Paper: "[ICRA]A1+" (Pronounced as ICRA A one plus) and "CARE A1+" IPO financing - ICRA - A1+ (A one Plus) - CRISIL - A1+ (A one Plus) <p>There has been no revision in the aforesaid credit rating during the year under review.</p>
11.	Outstanding GDRs / ADRs / Warrants or any convertible instruments, conversion date and likely impact on equity	<p>The Company does not have any outstanding GDRs / ADRs / Warrants as on March 31, 2025.</p>
12.	Introduction of 'SWAYAM' by Registrar and Share Transfer Agent i.e. MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited)	<p>'SWAYAM' is a secure, user-friendly web-based application, developed by "MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited).", our Registrar and Share Transfer Agent, that empowers shareholders to effortlessly access various services. We request you to get registered and have first-hand experience of the portal.</p> <p>This application can be accessed at https://swayam.in.mpms.mufig.com/ and it offers following features:</p> <ul style="list-style-type: none"> Effective Resolution of Service Request - Generate and Track Service Requests/Complaints through SWAYAM. A user-friendly GUI. Track Corporate Actions like Dividend/Interest/Bonus/split. PAN-based investments - Provides access to linked PAN accounts, Company wise holdings and security valuations. Effortlessly Raise request for Unpaid Amounts. Self-service portal - for securities held in demat mode and physical securities, whose folios are KYC compliant. Statements - View entire holdings and status of corporate benefits. Two-factor authentication (2FA) at Login - Enhances security for investors.

14. SHAREHOLDING PATTERN**A) Categories of Equity Shareholders as on March 31, 2025:**

Category	No. of equity shares held	Percentage
Promoter and Promoter Group Shareholders		
Promoters and Promoter Group*	5,58,04,358	14.20
Total (A)	5,58,04,358	14.20
Public Shareholders		
Foreign Direct Investments	13,47,01,363	34.27
Foreign Portfolio Investors Category I	12,56,28,080	31.96
Foreign Portfolio Investors Category II	38,78,844	0.99
Key Managerial Personnel	13,660	0.00
Relatives of Promoters (Other than immediate relatives of Promoters disclosed in Promoters Category)	8,54,941	0.22
Resident Individuals holding Nominal Capital upto Rs. 2 Lacs	2,25,19,008	5.73
Resident Individuals holding Nominal Capital in excess of Rs. 2 Lacs	74,15,382	1.89
Mutual Funds	2,52,13,843	6.41
Non Resident Indians	11,12,668	0.28
Trusts	11,558	0.00
Hindu Undivided Family	3,82,453	0.10
Bodies Corporate and Limited Liability Partnership	4,03,160	0.10
Clearing Members	904	0.00
Alternate Investment Funds	40,63,627	1.03
Insurance Companies	40,95,410	1.04
Body Corporates	69,15,837	1.76
Investor Education and Protection Fund	14,676	0.00
NBFCs registered with RBI	568	0.00
Central Government/ State Government(s)/ President of India	43,599	0.01
Total (B)	33,72,69,581	85.80
TOTAL (A) + (B)	39,30,73,939	100.00

*On May 5, 2025, Part of Promoter Group Entities of the Company were reclassified from 'Promoter & Promoter Group' category to 'Public' category shareholders, details of the same are provided in the Board's Report that forms part of the Annual Report, which resulted in Promoters and Promoter Group shareholding reducing from 14.20% as on March 31, 2025 to 7.27% as on May 5, 2025.

B) Top 10 Equity Shareholders of the Company:

S.N.	Name of the shareholder(s)	No. of shares	Percentage of total equity shares
1	BC Asia Investments X Limited	8,86,20,000	22.55
2	Smallcap World Fund, Inc	3,09,40,949	7.87
3	Mr. Nirmal Bhanwarlal Jain	1,64,15,424	4.18
4	Capital Income Builder	1,58,80,000	4.04
5	Mr. Yatin Shah	1,34,25,960	3.42
6	Government Pension Fund Global	95,68,460	2.43
7	Fidelity Investment Trust : Fidelity Emerging Markets Fund	80,48,561	2.05
8	Rimco (Mauritius) Limited	79,76,000	2.03
9	The Regents Of The University Of California - State Street Global Advisors	76,01,776	1.93
10	Bank Muscat India Fund	71,98,984	1.83
Total		20,56,76,114	52.33

Corporate Governance Report (Contd.)

15. DISTRIBUTION OF SHAREHOLDING AS ON MARCH 31, 2025

The distribution of shareholders as on March 31, 2025, is as follows:

Sr. No.	Shares Range	No. of Shareholders	% of total shareholders	Total shares for the range	% of issued capital
1	1 to 500	70210	91.928	4943085	1.26
2	501 to 1000	2809	3.6779	1980474	0.50
3	1001 to 2000	1344	1.7597	1898035	0.48
4	2001 to 3000	457	0.5984	1133275	0.29
5	3001 to 4000	266	0.3483	945668	0.24
6	4001 to 5000	155	0.2029	708998	0.18
7	5001 to 10000	324	0.4242	2318637	0.59
8	10001 to *****	810	1.0606	379145767	96.46
Total		76,375	100	39,30,73,939	100

The details of the shareholders holding more than 1% of the paid-up capital of the Company and the promoter and promoter group is disclosed and submitted to the stock exchanges as a part of quarterly shareholding pattern and is available on the website of the Company and the stock exchanges.

16. MARKET PRICE DATA

The below table gives the monthly high and low quotations of shares traded at BSE Limited ("BSE") and National Stock Exchange of India Limited ("NSE") during the financial year 2024-25:

Month	BSE			NSE		
	High (in Rs.)	Low (in Rs.)	Volume (No. of shares traded)	High (in Rs.)	Low (in Rs.)	Volume (No. of shares traded)
April 2024	901.10	677.80	64,72,209	900.95	677.30	2,34,47,315
May 2024	833.20	718.80	4,07,723	829.90	716.25	91,17,546
June 2024	1,065.00	695.00	6,92,331	1,065.00	691.40	2,19,77,033
July 2024	1,138.30	920.50	5,92,893	1,139.10	920.20	1,41,18,453
August 2024	1,215.80	983.15	3,93,353	1,215.00	982.40	1,62,27,403
September 2024	1,132.10	1,017.10	3,15,948	1,134.80	1,016.95	1,02,04,236
October 2024	1,141.60	940.70	5,40,827	1,143.65	940.00	2,10,15,583
November 2024	1,149.00	1,005.05	4,27,524	1,148.85	1,001.05	89,77,106
December 2024	1,309.00	1,095.15	4,49,310	1,312.10	1,094.00	1,42,58,135
January 2025	1,317.25	939.65	4,88,886	1,318.00	936.90	1,73,89,625
February 2025	1,065.65	850.05	7,65,693	1,067.25	865.85	1,87,14,933
March 2025	1,004.55	827.00	20,47,391	1,005.05	825.00	2,67,57,858

(Source: This information is compiled from the data available on the websites of BSE and NSE)

STOCK PERFORMANCE vs BSE SENSEX AND NIFTY 50

Performance of the share price of the equity shares of the Company in comparison to broad based indices such as BSE Sensex and Nifty 50 is given below:

Month	Closing Price of Equity Shares at BSE (in Rs.)	BSE SENSEX Closing	Closing Price of Equity Shares at NSE (in Rs.)	NIFTY 50 Closing
April 2024	783.45	74,482.78	784.05	22,604.85
May 2024	776.50	73,961.31	776.15	22,530.70
June 2024	980.00	79,032.73	980.15	24,010.60
July 2024	1,131.55	81,741.34	1,132.30	24,951.15
August 2024	1,074.45	82,365.77	1,073.00	25,235.90
September 2024	1,039.35	84,299.78	1,039.60	25,810.85
October 2024	1,088.80	79,389.06	1,090.50	24,205.35
November 2024	1,113.60	79,802.79	1,115.05	24,131.10
December 2024	1,253.85	78,139.01	1,254.80	23,644.80
January 2025	1,006.00	77,500.57	1,007.75	23,508.40
February 2025	997.80	73,198.10	998.30	22,124.70
March 2025	942.85	77,414.92	942.65	23,519.35

(Source: This information is compiled from the data available on the websites of BSE and NSE)

17. SUBSIDIARY COMPANIES

For details about the subsidiaries of the Company, please refer to the Board's Report which forms part of the Annual Report.

18. LOANS AND ADVANCES BY THE COMPANY AND ITS SUBSIDIARIES

Details of loans and advances form part of the Related Party Disclosures in the Notes to the financial statements for the financial year ended March 31, 2025.

19. CEO / CFO CERTIFICATE

The certificate as required under SEBI Listing Regulations, 2015, duly signed by the Managing Director and Chief Financial Officer of the Company is enclosed herewith as "Annexure B".

20. CODE OF CONDUCT

The confirmation from the Managing Director regarding compliance with the Code of Conduct by all the Directors and senior management is enclosed herewith as "Annexure C". The Code of Conduct is displayed on the website of the Company at https://x-docket.360.one/ir-assets/360_ONE_WAM_IR_Code_of_Conduct_Sr_Mgmt_Personnel.pdf.

21. COMMODITY PRICE RISK OR FOREIGN EXCHANGE RISK AND HEDGING ACTIVITIES:

The Company monitors the foreign exchange movements and takes forward / options covers as appropriate to reduce the risks associated with transactions in foreign currencies.

The Company has not taken any exposure in commodity hedging activities.

22. PLANT LOCATIONS

The Company does not have any plant as the Company belongs to the service industry. The details relating to the branch offices of the Company are mentioned in the Annual Report under 'Domestic and Global Presence' and are also included in Business Responsibility and Sustainability Report which forms part of this Annual Report. The said details are also available on the website of the Company.

23. COMPLIANCES UNDER SEBI LISTING REGULATIONS, 2015

The Company complies with the applicable provisions of the SEBI Listing Regulations, 2015. Information, reports, certificates and returns as required under the applicable provisions of SEBI Listing Regulations, 2015, are submitted to the stock exchanges within the prescribed time.

The Company has obtained a compliance certificate from Mehta & Mehta, Company Secretaries in practice, regarding compliance of conditions of corporate governance required under SEBI Listing Regulations, 2015 and the same forms part of the Board's Report which forms part of the Annual Report.

24. DISCLOSURE OF COMPLIANCE WITH CORPORATE GOVERNANCE REQUIREMENTS SPECIFIED IN REGULATION 17 TO 27 AND REGULATION 46 OF SEBI LISTING REGULATIONS, 2015

The Company has complied with the applicable provisions of SEBI Listing Regulations, 2015 including Regulation 17 to 27 and Regulation 46 of SEBI Listing Regulations, 2015. The Company submits a quarterly compliance report on Corporate Governance signed by Compliance Officer to the Stock Exchanges within the prescribed timeline. Such quarterly compliance reports on Corporate Governance are also posted on the website of the Company.

25. ADDRESS FOR CORRESPONDENCE:

All shareholder correspondence should be forwarded to MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited), the Registrar and Share Transfer Agent of the Company, or to the Company at the addresses mentioned below:

Registrar and Share Transfer Agent	Company Secretary and Compliance Officer
Name: MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited) Address: C 101, 247 Park, L. B. S. Marg, Vikhroli West, Mumbai - 400 083 Tel. : 810 811 6767 To raise an email query following is the link: https://swayam.in.mpms.mufg.com/ Website: https://in.mpms.mufg.com/	Name: Mr. Rohit Bhase Designation: Company Secretary & Compliance Officer Address: 360 ONE Centre, Kamala City Senapati Bapat Marg, Lower Parel, Mumbai - 400013 Tel. : +91-22-48765600 Fax : + 91-22-4341 1895 Email: secretarial@360.one Website: https://www.360.one

For and on behalf of the Board

Karan Bhagat
Managing Director
DIN: 03247753

Yatin Shah
Director
DIN: 03231090

Place: Mumbai
Date: July 17, 2025

Certificate from Practicing Company Secretary

TO WHOMSOEVER IT MAY CONCERN

We have examined the relevant disclosure provided by the Directors (as enlisted in Table A given hereunder) to **360 ONE WAM LIMITED**, bearing CIN: **L74140MH2008PLC177884** and having its registered office at 360 ONE Centre, Kamala City Senapati Bapat Marg, Lower Parel, Mumbai – 400013 ("**Company**"), provided by the Company to us for the purpose of issuing this certificate, in accordance with provisions of Schedule V of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

In our opinion and to the best of our information / knowledge and based on the verification of Directors Identification Number (DIN) status on the website of Ministry of Corporate Affairs and debarment list of the BSE Limited & National Stock Exchange of India Ltd. and the disclosures provided by the below mentioned Directors of the Company, we hereby certify that none of the directors of the Company as on financial year ended 31st March, 2025, have been debarred or disqualified from being appointed or continuing as directors of the Company by Securities and Exchange Board of India / Ministry of Corporate Affairs or any such statutory authority:

Table A:

Sr. No.	Name of Director	DIN	Date of Appointment*
1	Yatin Shah	03231090	27/09/2010
2	Rishi Mandawat	07639602	23/11/2022
3	Pavninder Singh	03048302	23/11/2022
4	Karan Bhagat	03247753	27/09/2010
5	Sandeep Tandon	00054553	27/01/2025
6	Pierre De Weck	10771331	15/10/2024
7	Akhil Gupta	00028728	18/01/2024
8	Revathy Ashok	00057539	23/04/2024

*the date of appointment is as per the MCA Portal.

Ensuring the eligibility for the appointment/continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

For J U Poojari & Associates

Practising Company Secretaries

JAYARAM U. POOJARI

FCS: 8102 CP: 8187

Peer Review No.: 6595/2025

Mumbai, June 13, 2025

UDIN: F008102G000595249

**Chief Executive Officer (CEO) and Chief Financial Officer (CFO) Certification under Securities and Exchange
Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015**

COMPLIANCE CERTIFICATE

To,
The Board of Directors
360 ONE WAM LIMITED ("Company"),
Mumbai

Compliance Certificate by Managing Director and Chief Financial Officer

In compliance with Regulation 17(8) and Regulation 33(2)(a) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we certify that -

- A. We have reviewed financial statements and the cash flow statement for the financial year ended March 31, 2025 and that to the best of our knowledge and belief:
 - (1) these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;
 - (2) these statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- B. There are, to the best of our knowledge and belief, no transactions entered into by the Company during the year which are fraudulent, illegal or violative of the Company's code of conduct.
- C. We accept responsibility for establishing and maintaining internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we have disclosed to the auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.
- D. We have indicated to the auditors and the Audit Committee
 - (1) significant changes in internal control over financial reporting during the year, if any;
 - (2) significant changes in accounting policies during the year, if any and that the same have been disclosed in the notes to the financial statements; and
 - (3) instances of significant fraud of which we have become aware and the involvement therein, if any, of the management or an employee having a significant role in the Company's internal control system over financial reporting.

Karan Bhagat
Managing Director

Sanjay Wadhwa
Chief Financial Officer

Date: April 22, 2025
Place: Mumbai

Declaration on compliance with the Code of Conduct

This is to certify that the Company has adopted a Code of Conduct for its board members and the senior management and the same is available on the website of the Company at www.360.one. I confirm that the Company has, in respect of financial year ended March 31, 2025, received from the senior management personnel of the Company and all the Directors, a declaration of compliance with the Code of Conduct as applicable to them.

For 360 ONE WAM LIMITED

Karan Bhagat
Managing Director
DIN: 03247753

Place: Mumbai

Date: April 23, 2025