

OUR PEOPLE

People Who Power Possibility

At AFSL, our people are the catalysts of transformation. In FY 2024–25, as we sharpened our identity and expanded our ambitions, we ensured our Human Capital strategy matched pace. Under the theme “Catalysing Potential,” we focused on building a diverse, dynamic, and digitally enabled workforce, aligned with our overarching mission of Expanding Possibilities Beyond Boundaries.

Workforce Insight

Our employee base reflects a strong mix of experienced professionals and next-generation talent. Significant lateral hiring in trading technology and risk reflects our push for specialised capabilities. Our initiatives on gender diversity continue to gain traction across leadership levels.

Strategic Talent Acquisition and Development

Our approach to hiring was intentional and forward-looking. We focused on building capabilities in areas critical to a financial institution of the future — quant, risk, AI, and cross-border trading.

Targeted Hiring

We brought in high-impact professionals across Algorithm Trading, Treasury, AI-led Analytics, Compliance, and Risk Management.

University Partnerships

We forged meaningful collaborations with top B-schools and tech institutes to attract high-potential talent. Our internship and graduate programmes onboarded 12 future leaders, many of whom transitioned into full-time roles.

Compliance Rigour

Our background verification and due diligence process ensured a trusted and risk-compliant workforce.

Learning and Development

- ◆ Delivered 3+ training programmes covering:
 - Trading platforms, analytics, and data modelling
 - Regulatory and risk compliance
 - Communication, leadership, and collaboration
- ◆ Launched a mentorship initiative for early-career employees
- ◆ Employees completed an average of 5 hours of structured training

165

Total Employees

52

New Hires

Median age Distribution (%)

Under 30	32
Between 30–40	38
Above 40	25



Culture and Engagement

Rooted in Values. Built for Growth.

We continue to foster a culture grounded in our values — Integrity, Agility, Collaboration, and Accountability — while enabling continuous engagement and empowerment.

- ◆ Synergy Quest 2024: Our flagship team-based innovation and strategy challenge
- ◆ Cultural Inclusion: Celebrations of regional festivals, wellness weeks, and community events
- ◆ Recognition Circles: Formal programmes celebrating innovation, loyalty, and impact
 - 10 employees recognised for contributions
 - 5 employees celebrated milestone anniversaries
- ◆ Leadership Town Halls: Open, transparent dialogue between CXOs and teams
- ◆ Employee Feedback: Regular surveys, focus groups, and 1:1 sessions with actionable HR outcomes
- ◆ Launched the first edition of Abans Premier League, an inter-department cricket tournament building teamwork and sportsmanship
- ◆ Hosted Fun Friday sessions across quarters to celebrate informal bonding and creative team activities
- ◆ Curated an exclusive IPL match day experience at the stadium for select performers
- ◆ Celebrated individual milestones with birthday recognitions, Synergy Quest team challenges, and continuous peer appreciation.

HR Technology and Operational Excellence

A strong human capital backbone requires scalable systems and data-driven decisions.

HRMS Upgrade

Our enhanced platform now supports:

- ◆ Automated onboarding and recruitment
- ◆ Performance management dashboards
- ◆ Learning and development tracking
- ◆ Workforce analytics for better planning

Digitisation Drive

We began automating core HR workflows to reduce manual dependencies and free bandwidth for strategic engagement

Governance

Maintained 100% compliance with regulatory and audit requirements across all jurisdictions

Looking Ahead: Building the Workforce of Tomorrow

As we continue our evolution into a boundaryless financial institution, HR will remain a strategic enabler of growth.

FY 2025–26 Focus Areas:

Talent:

- ◆ Deepen acquisition of digital and quant talent across geographies
- ◆ Launch an enhanced employer branding campaign

Learning:

- ◆ Deploy AI-powered learning journeys tailored to roles and aspirations
- ◆ Introduce standardised onboarding and SOP frameworks for smooth internal transitions

Leadership:

- ◆ Initiate Leadership Acceleration Programmes (LAPs) and develop succession plans

Technology:

- ◆ Explore predictive people analytics and GenAI for internal HR optimisation

Culture:

- ◆ Institutionalise feedback-led culture loops and innovation pods

“At AFSL, we believe in unlocking human potential with the same conviction we bring to markets. Because sustainable growth always begins with people.”



OUR PEOPLE

Culture-driven Engagement

Our employee engagement calendar in FY 2024-25 was shaped by culture-rich, inclusive events that brought teams together beyond work. From high-energy sports tournaments to creative bonding sessions and immersive retreats, we reaffirmed our people-first ethos while fostering collaboration, celebration, and alignment across teams.

Abans Premier League

We launched the first edition of the Abans Premier League, an inter-department cricket tournament that encouraged healthy competition, cross-team interaction, and a strong spirit of teamwork and sportsmanship.



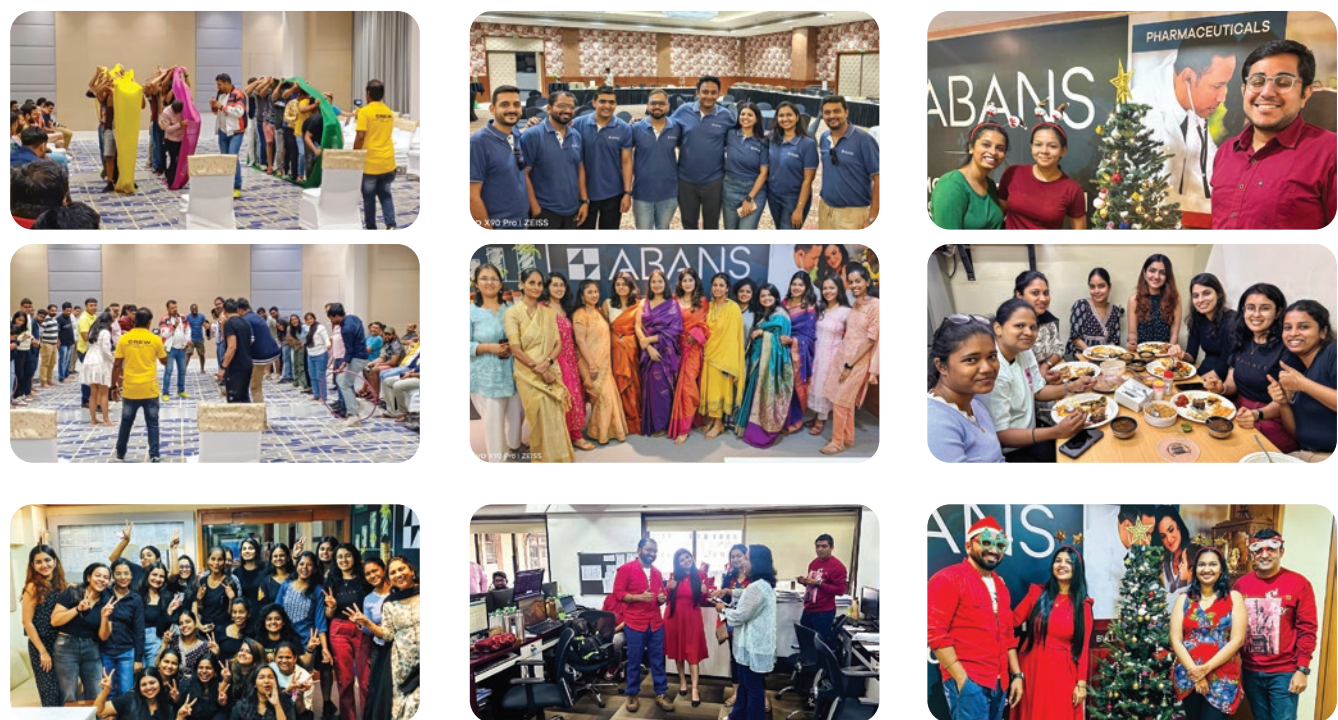
Celebrating ₹ 1,000 Crores AUM Milestone

Abans Confluence was a high-energy celebration of crossing ₹ 1,000 Crores in AUM, uniting teams across locations in a moment of collective pride. The evening featured leadership reflections, awards, and entertainment, marking a milestone of growth, gratitude, and shared ambition.



Offsite Retreat

An offsite company retreat brought teams together in a more relaxed environment, creating space for open dialogue, collaborative workshops, and alignment on long-term goals and vision.



Milestone Celebrations and Peer Recognition

We celebrated individual milestones with birthday shoutouts, team-based Synergy Quest challenges, and an ongoing peer appreciation culture—reinforcing the value of every contribution, big or small.

