

August 01, 2024

CS&G/STX/SQ2024/20

1) National Stock Exchange of India Limited

Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (E),
Mumbai – 400 051

Scrip Symbol: KFINTECH

2) BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001

Scrip Code: 543720

Sub. : Submission of Business Responsibility and Sustainability Report for the Financial Year 2023-24

Ref. : Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“LODR Regulations”)

Dear Sir / Madam,

Pursuant to Regulation 34 and other applicable provisions of the LODR Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24 (“BRSR”).

The BRSR also forms a part of the Annual Report for the Financial Year 2023-24 as submitted *vide* our previous intimation bearing reference no. CS&G/STX/SQ2024/19 dated August 01, 2024.

This is for your information and records.

Thanking you,

Yours faithfully,

For KFin Technologies Limited

Alpana Kundu

Company Secretary and Compliance Officer

ICSI Membership No.: F10191

Encl.: a/a

KFin Technologies Limited

(Formerly known as KFin Technologies Private Limited)

Registered & Corporate Office:

Selenium Building, Tower-B, Plot No- 31 & 32, Financial District, Nanakramguda,
Serilingampally, Hyderabad, Rangareddi, Telangana, India, 500032.

CIN: L72400TG2017PLC117649

compliance.corp@kfintech.com

Business Responsibility Sustainability Report FY 2024

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L72400TG2017PLC117649
2. Name of the Listed Entity	KFin Technologies Limited
3. Year of incorporation	2017
4. Registered office address	Selenium, Tower B, Plot No- 31 & 32, Financial District, Nanakramguda, Serilingampally, Hyderabad, Rangareddi 500032, Telangana, India
5. Corporate address	Selenium, Tower B, Plot No- 31 & 32, Financial District, Nanakramguda, Serilingampally, Hyderabad, Rangareddi - 500032, Telangana, India
6. E-mail	compliance.corp@kfintech.com
7. Telephone	+91 40 7961 5565
8. Website	www.kfintech.com
9. Financial year for which reporting is being done	2023-24
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) & National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 1,709,886,730
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Manju Anand Chief Compliance Officer and Legal Head +91 40 7961 5565 compliance.corp@kfintech.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made in this report are made on a Standalone basis and pertain only to KFin Technologies Limited.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Product/Services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Fund Administrator and Qualified Registrar and Transfer Agent	Technology driven financial services platform providing comprehensive services and solutions to the capital markets ecosystem including asset managers and corporate issuers across asset classes in India and other global locations. We are also a Central Recordkeeping Agency for the National Pension Scheme in India	95.70%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Service (Fund Administrator and Qualified Registrar and Transfer Agent)	62099	95.70%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	NA	193 front offices, 2 middle office, 2 back office	197
International	NA	2	2

19. Markets served by the entity

a. Number of locations

Location	Number
National (No. of States)	27
International (No. of Countries)	13

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

Exports contribute a total of 6.65% of the total turnover

c. A brief on types of customers

KFin Technologies offers a wide range of registrar and transfer agent services, along with other value-added digital solutions, to various financial sectors, ensuring seamless operations and enhanced investor experiences.

Mutual Funds: KFin Technologies provides robust registrar and transfer agent services to mutual fund companies. By outsourcing their investor servicing activities to KFin, mutual fund companies benefit from efficient record-keeping, transaction processing, and customer support, thereby enhancing their operational efficiency and investor satisfaction.

Corporates: KFin Technologies collaborates with corporate clients to offer end-to-end shareholder services. This includes managing the entire lifecycle of shareholders, such as share transfers, dividend payments, and executing corporate actions like buy-backs, open offers, and bonus issues. Additionally, KFin provides platform-based value-added services, including the conduct of electronic Annual General Meetings (e-AGMs) and electronic voting (e-Voting), ensuring seamless corporate governance and shareholder engagement.

Alternative Investment Funds (AIFs): KFin Technologies delivers extensive investor servicing solutions to AIFs. These services encompass investor onboarding, addressing investor inquiries, managing fund distribution, maintaining accurate investor records, administering funds, and facilitating various transactions. This comprehensive suite of services ensures streamlined operations and superior investor management for AIFs.

Pension Subscribers: KFin Technologies is registered as a Central Recordkeeping Agency (CRA) with the Pension Fund Regulatory and Development Authority. The CRA's key activities include issuing and dispatching unique Permanent Retirement Account Numbers, receiving instructions from subscribers through the CRA System/NPSCAN, monitoring subscribers' contributions and instructions, transmitting information to the relevant Pension Fund Managers, and providing various subscriber maintenance services. Furthermore, KFin interacts and coordinates with other National Pension System (NPS) stakeholders, ensuring efficient management and administration of pension accounts.

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	5,599	4,135	74%	1,464	26%
2.	Other than Permanent (E)	658	406	62%	252	38%
3.	Total employees (D+E)	6,257	4,541	73%	1,716	27%

*The Company does not employ any workers as it's a service-based company.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	3	3	100%	0	0
2.	Other than Permanent (E)	4	2	50%	2	50%
3.	Total differently abled employees (D+E)	7	5	71.4%	2	28.57%

*The Company does not employ any workers as it's a service-based company.

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23%	29%	25%	33%	42%	35%	39%	48%	41%

*The Company does not employ any workers as it's a service-based company

V. Holding, Subsidiary and Associate companies (including joint ventures)**23. a. Names of holding/ subsidiary/ associate companies/ joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	KFin Services Private Limited	Wholly-owned subsidiary	100%	No
2	Hexagram Fintech Private Limited	Wholly-owned subsidiary	100%	No
3	KFin Global Technologies (IFSC) Limited	Wholly-owned subsidiary	100%	No
4	KFin Technologies (Bahrain) W.L.L	Wholly-owned subsidiary	100%	No
5	KFin Technologies (Malaysia) SDN. BHD.	Wholly-owned subsidiary	100%	No
6	Hexagram FinTech SDN. BHD.	Wholly-owned stepdown subsidiary	100%	No
7	WebileApps (India) Private Limited	Wholly-owned subsidiary	100%	No
8	WebileApps Technology Services Private Limited	Wholly-owned stepdown subsidiary	100%	No
9	Fintech Products and Solutions (India) Private Limited	Associate	20.95%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover (in ₹) 8,108.27 million

(iii) Net worth (in ₹) 11,416.42 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Considering the nature of the business done by the company we do not have any direct or indirect impacts on the communities as such. But as an added responsibility we do undertake CSR projects which brings value to the communities at large.						
Investors (other than shareholders)	Yes; the company's investors can reach out through email at investorrelations@kfintech.com .						
Shareholders	Yes; the Company's shareholders can reach out through email at investorrelations@kfintech.com . For concerns related to registry and share transfers, the shareholders can write to the dedicated agency at investor@bigshareonline.com . Also, name, address and contact numbers of the agent has been provided on the Company's website.						
Employees and workers	Yes	2	0	NA	3	0	NA
Customers	Yes; the Company holds regular meetings with customers to gather insights, feedback, and suggestions at predetermined intervals.						
Value Chain Partners	Yes; the Company regularly interacts with key stakeholders via dedicated digital platforms to understand grievances, gather feedback, and address concerns.						
Other (please specify)	Not Applicable						

*Other than complaints from employees and workers, there were no complaints received during the year from the remaining stakeholder groups as mentioned above.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Carbon Footprint and Climate Change	Risk and Opportunity	<p>The Company could face risks from stricter regulations, reputational damage, higher costs, and operational disruptions due to climate change and energy price volatility.</p> <p>As an opportunity, the Company can benefit from market differentiation, cost savings, innovation, attracting ESG investments, and appealing to environmentally conscious customers and employees by embracing sustainable practices and reducing its carbon footprint.</p>	The Company can shift to renewable energy sources for powering data centres and other facilities, reducing carbon emissions and energy consumption. Also, implementing energy-efficient technologies, such as efficient cooling systems and server virtualization, could lead to reduced energy usage.	<p>Negative implications of risk could include potential fines, increased operational and insurance costs, revenue loss from reputational damage, and higher expenses due to supply chain disruptions.</p> <p>Positive implications can include cost savings due to lower energy bills and operational efficiency, increased revenue due to market differentiation, and attracting ESG investments.</p>
2	Electronic Waste	Risk	Stricter disposal and recycling regulations, reporting requirements, reputational damage and increased stakeholder expectations demanding responsible E-waste management practices.	The Company has endorsed a robust and established Waste Management Policy specifically focused on E-waste. Under this policy, we have partnered with approved vendors who specialise in the appropriate disposal of electronic waste.	Non-compliance with E-waste handling rules can result in financial penalties.
3	Data Privacy and Security	Risk and opportunity	As a QRTA, the Company handles sensitive customer data. Ensuring robust data privacy and security measures is crucial to maintaining customer trust and compliance with relevant regulations.	The Company has implemented strong data protection controls including encryption, access control mechanisms, and employee training programs, to mitigate the risk of data breaches and compromise of data privacy.	Increased investment in robust controls can build and maintain trust with customers, leading to increased loyalty and long-term relationships. The identified risk, if not resolved could lead to fines or penalties, loss of customers, reputational damage, etc.
4	Workforce Diversity & Inclusion	Opportunity	A diverse and inclusive workforce can lead to enhanced creativity and innovation, better decision making, increased employee engagement and retention, attracting top talent, positive organisational culture and a socially responsible organisation.	The Company is an equal opportunity employer and does not discriminate its workforce on any grounds.	Improved financial performance on account of broader market reach, improved reputation and brand loyalty.
5	Employee Well-being	Opportunity	A safe and healthy work environment, work-life balance, and employee development opportunities are essential for employee satisfaction, productivity, and overall organizational success.	Prioritise employee well-being through initiatives like flexible work arrangements, mental health support, employee benefits/ facilities and professional development opportunities.	Improving employee well-being and creating an inclusive work environment can enhance productivity, reduce employee turnover, attract top talent leading to increased revenues.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	P1: Code of Conduct for Directors and Senior Management - https://investor.kfintech.com/wp-content/uploads/2022/07/KFintech_Code-of-Conduct-for-Directors-and-Senior-Management.pdf Corporate Social Responsibility (CSR) Policy - https://investor.kfintech.com/wp-content/uploads/2022/11/KFintech_CSR-Policy.pdf Policy on Board Diversity - https://investor.kfintech.com/wp-content/uploads/2022/07/KFintech_Policy-on-Board-Diversity.pdf Whistle Blower and Vigil Mechanism Policy - https://investor.kfintech.com/wp-content/uploads/2022/07/KFintech_Whistle-Blower-and-Vigil-Mechanism-Policy.pdf Information Security Policy - https://investor.kfintech.com/wp-content/uploads/2022/11/Information-Security-Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The name of the national and international codes/certifications/labels/ standards are as follows: ISO/IEC 27001:2013 - Information security management systems ISO 9001:2015 : Quality management systems SOC 1 Type 2 and SOC 2 Type 2 - System and Organization Controls CMMI Level 3 - Capability Maturity Model Integration GPTW - Workplace Culture								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	While the Company is yet to formally set its sustainability commitments, goals and targets, it will be taking conscious efforts to promote sustainability in business in the coming years. The Company is committed to be regulatorily compliant and ensure optimum utilisation of the available resources.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As target setting requires elaborate inputs from various stakeholders, the Company shall be setting and actively monitoring the performance against the commitments once the formal targets are set and disclosed in the future years.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the message of Mr. Sreekanth Nadella, MD and CEO in the Annual Report Pg 25.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sreekanth Nadella, MD and CEO								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company endeavour's to further sustainable development goals in its CSR projects in line with the Corporate Social Responsibility Policy of the Company. The Corporate Social Responsibility Committee inter-alia monitors the implementation of the CSR Policy of the Company, including monitoring the progress of CSR projects / programmes.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company's approved policies are reviewed by the Board and its committees annually or on need basis.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board through its committees ensures that the Company complies with all applicable laws and statutory requirements on an annual basis.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide the name of the agency.

The Company conducts external audits periodically to comply with regulatory and statutory requirements. However, it has not yet conducted a specific independent audit on the National Guidelines on Responsible Business Conduct (NGRBC) principles.

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

Not Applicable

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPAL WISE PERFORMANCE DISCLOSURES

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact *	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	6*	Business and Operational Performance Financial Results and Performance Business Units Walkthrough (Site Visits) Business Outlook and Strategy "FINTRAK" Walkthrough Statutory Environment Impact – Helped in taking more informed decisions.	100%
Employees other than BoD and KMPs	1780	Sensitization and Inclusion, Client success series, TRM crafted for GRMs, Project Management Impact – enhanced employee productivity	65.9%
Workers	NA	NA	NA

*Both for BoD's and KMPs

Note: The Company does not employ any workers as it's a service-based company

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

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				Nil	
Settlement				Nil	
Compounding fee		Reserve Bank of India	1,88,438	The KFin Technologies Limited incorporated in June 2017 and engaged in providing RTA services (deemed as financial sector services). In November 2018, NCLT, Hyderabad ratified a Composite Scheme of Amalgamation between Karvy Consultants Ltd. (KCL), Karvy Computershare Pvt. Ltd. (KCPL) and KFinTech, for demerger of the RTA business vertical of KCL (including the equity investment of KCL in KCPL) and amalgamation of KCPL into	No

KFintech. Consequently, KCPL's existing equity investment in a foreign entity viz. KFin Technologies (Malaysia) Sdn. Bhd., amounting to MYR 400,000 and USD 149,500 (totalling approx. MYR 1,000,000), was transferred to the applicant. However, since KFintech was a newly incorporated entity, it was unable to fulfil the criterion of having posted net profits for three financial years prior to such ODI (acquisition of stake in the foreign entity), under the extant framework governing ODI by Indian Parties in financial services sector. The lapse was taken on record by RBI, subject to compounding and compounding fee was imposed. The compounding fees were duly paid and the matter stands regularized.

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment			No fines/penalties as per SEBI regulations	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

None

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

KFin Technologies upholds a robust Code of Conduct and Business Ethics, ensuring employees refrain from bribery and corruption. Monitoring mechanisms are in place to oversee compliance. The policy also mandates transparent gift exchanges, requiring approval from HR for internal gifts and meticulous documentation of client gifts. This commitment to integrity aligns with the company's emphasis on professionalism, fairness, and legal compliance. The code addresses various aspects of ethical behavior, including confidentiality, records management, and prohibition of conflicts of interest and harassment.

The policy can be accessed here: <https://investor.kfintech.com/wp-content/uploads/2023/10/Code-of-Conduct-and-Business-Ethics.pdf>

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

None

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not applicable as there were no issues related to fines/penalties.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	8	14

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	8.07%	0%
	b. Sales (Sales to related parties/ Total Sales)	1.30%	1.51%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	7.10%
	d. Investments (Investments in related parties/ Total Investments made)	18.24%	22.26%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	NA	NA

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

Yes; KFintech has a “Code of Conduct for Directors and Senior Management” that emphasizes integrity, objectivity, and responsibility in decision-making processes, ensuring the company’s interests are utmost important. Directors and senior management are expected to uphold ethical standards, exercise independent judgment, and disclose relevant information. The code delineates roles, functions, and duties, including responsibilities for performance evaluation and financial integrity. It prohibits conflicts of interest and unethical behavior and mandates an annual affirmation of compliance.

PRINCIPLE 2: Business should provide goods and services in a manner that is sustainable and safe**Essential Indicators**

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

Parameter	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D			
Capex		None	

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

Yes

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

10%

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

This is not relevant to the company's operations as it primarily focuses on IT services rather than manufacturing physical products. As the company delivers services through its office-based operations, it procures off-the-shelf items or products, which are disposed of following sustainable waste management practices once they reach the end of their lifecycle.

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

Not applicable.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
No Life Cycle Assessments were conducted during the financial year.					

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

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or reused input material to total material	
	FY 2023-24	FY 2022-23
	Not Applicable	

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste	3.62			13.52		
Hazardous waste	Not Applicable					
Other waste-paper	40.47			68.13		

Note: As KFin Technologies does not manufacture physical products, the above waste is generated as part of its normal operations.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	4,135	4,135	100%	4,135	100%	NA	-	4,135	100%	4,135	100%
Female	1,464	1,464	100%	1,464	100%	1,464	100%	NA	-	1,464	100%
Total	5,599	5,599	100%	5,599	100%	1,464	26.14%	4,135	73.85%	5,599	100%
Other than Permanent employees											
Male	406	406	100%	406	100%	-	-	0	0%	0	0%
Female	252	252	100%	252	100%	252	100%	0	0%	0	0%
Total	658	658	100%	658	100%	252	38.29%	0	0%	0	0%

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

The Company does not employ any workers

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.57%**	0.51%**

*Group personal accident policy, Group life Insurance plan, Group Medclaim policy, day care facilities, employee wellness are considered for well-being of our employees.

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	40%	NA	Yes	52%	NA	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises/offices of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company adheres to a comprehensive Code of Conduct policy that upholds principles of professional ethics, fairness, and transparency among all employees. The organization remains committed to compliance with the Rights of Persons with Disabilities Act, 2016, ensuring equal opportunities for individuals with disabilities. This policy aims to provide fair and equitable opportunities for all employees, regardless of any disabilities they may have. The aforesaid policy can be accessed here: https://investor.kfintech.com/wp-content/uploads/2023/08/Kfintech_Human-Rights-Policy.pdf

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	98%
Female	99%	95%
Total	100%	97%

*The Company does not have any permanent workers.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes, employees can raise their grievances through email on grievance@kfintech.com . The grievances are addressed by the concerned stakeholders within the stipulated timelines.
Other than Permanent Employees	

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

The Company does not have any employee's association. However, the Company acknowledges and respects the right to freedom of association, and it does not discourage or impede collective bargaining.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	4,135	737	17.8%	3,714	89.8%	3,879	990	25.5%	2,625	67.70%
Female	1,464	492	33.6%	1,336	91.3%	1,248	350	28%	922	73.90%
Total	5,599	1,229	21.95%	5,050	90.19%	5,127	1,340	26.1%	3547	69.20%

*The company does not employ any workers.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4,135	3,019	73%	3,879	3,542	91.31%
Female	1,464	908	62%	1,248	1,120	89.74%
Total	5,599	3,927	70.1%	5,127	4,662	90.9%

*The company does not employ any workers.

10. Health and safety management system:
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

Yes; the Company has implemented a comprehensive occupational health and safety management system to ensure workplace safety for its employees. Due to the nature of business, there are no significant occupation related health risks within the office premises. Nevertheless, the Company periodically reviews the effectiveness of its internal safety systems.

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

The Company encourages employee feedback on safety and health matters, fostering a collaborative effort to uphold a secure and healthy workplace environment. Fire drills are conducted periodically at the premises to assess and minimize risks. Additionally, employees receive comprehensive first aid training to manage critical situations.

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

Given the nature of business operations the company is into, no workers are employed and the employees are typically not exposed to work related hazards.

Nevertheless, as a proactive measure, the company conducts regular fire drills and offers training sessions to empower our employees with the necessary skills to safely mitigate any potential risks.

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

Yes

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

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

To ensure a safe and healthy workplace, KFinTech has implemented the following measures:

1. Safety Policies and Procedures:

The company has established comprehensive EHS policies and SOPs covering areas like security, access control, and emergency response.

2. Risk Assessments:

Regular assessments are conducted to identify potential threats to employee health and safety, as outlined in our crises management and business continuity program.

3. Safety Equipment and Facilities:

Necessary safety equipment and facilities, including personal protective gear and firefighting equipment, are provided to employees.

4. Incident Reporting and Investigation:

Clear procedures, such as root cause analysis (RCA), are in place for employees to report incidents. This proactive approach enables us to investigate root causes, identify trends, and take corrective actions.

Through these measures, KFinTech demonstrates its commitment to fostering a safe and healthy workplace environment, prioritizing employee well-being and risk mitigation.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

There were no significant risks or concerns that were reported from the above assessments. However, any concerns on the above parameters are addressed by the concerned departments in a time bound manner.

Leadership Indicators

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

Yes; the entity extends life insurance or compensatory package in case of death of employees.

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

The company diligently ensures that all pertinent statutory payments related to its partners are accurately deducted and deposited in compliance with regulatory standards. This process is subject to rigorous examination through both internal and statutory audits. Furthermore, the company expects its partners across the value chain to adhere to principles of business responsibility, maintaining the highest levels of transparency and accountability.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil

**The company does not employ any workers.*

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No assessments were conducted during the financial year.
Working Conditions	

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

Not applicable.

PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The process of identifying key stakeholder groups within the entity involves recognizing individuals, groups, or institutions that significantly contribute to the business chain of the Company. This includes employees, shareholders, investors, customers, channel partners and key collaborators, regulatory bodies, financial institutions, research analysts, local communities, and suppliers, among others.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, Newspaper advertisements, Meetings	Annually / Half Yearly / Quarterly / Need Basis	Financial and Business performance
Clients	No	Email, Mobile Apps, Surveys, Websites, Face to face meetings	Annually / Half Yearly / Quarterly / Monthly/ Weekly/ Need basis	Products / Service delivery
Employees	No	Internal communications	Frequently	Team building, Town Halls, career growth, skill development trainings, safe workplace
Society	No	Meeting, Newspaper, Notices	As and when required	Implementation of CSR activities promoting education, preventive health care and sanitation, and Ecological balance and animal welfare
Government and regulatory authorities	No	Meeting, Newspaper, Notices	As and when required	Industry representations, and meetings

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

Our Company strongly values maintaining ongoing engagement with its primary stakeholders to enhance communication regarding its performance and strategy. As part of this commitment, our Company actively seeks opportunities to interact with key stakeholders to gain insights into their perspectives, concerns, grievances, and suggestions regarding the environmental, social, and governance (ESG) material issues. The exchange of ideas and information between stakeholders, company management, and board members, as well as interactions with officials, occurs through a diverse range of engagement channels.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the Company identifies the environmental and social activities in active engagement with the key stakeholder groups.

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

Project 1: The company actively engages with the communities through its CSR committee and understands the concerns of the vulnerable or marginalized groups. The CSR committee through its CSR initiatives has been instrumental in providing the needed encouragement to students belonging to the tribal communities. With this endeavour, the company distributed 21 laptops to deserving students of Jinnaram Tribal Welfare Boys' School and honored their achievements.

Project 2: To foster a sense of inclusion and the required exposure, a group of 91 food science students from TTWRDC Women's college were taken to the National Institute of Nutrition at Hyderabad. The participants were provided with an enthralling session on the significance of maintaining optimal hemoglobin levels in adults, shedding light on critical aspects of nutrition and health.

Project 3: With a view to narrowing down the gap between theoretical knowledge and real world application, visit to CSIR-IICT, Hyderabad was arranged by the CSR committee. With these interactions, the company played a pivotal role by providing the needed exposure to 83 students from the marginalised communities and encouraged them to be successful in their professional careers.

Project 4: A visit to T – Hub - India's largest start up incubator and a leading innovation ecosystem builder headquartered in Hyderabad, was arranged for 63 students from Mahabubabad Degree college for Women along with 04 faculty and 06 volunteers. T Hub serves as a catalyst for entrepreneurship and technological innovation, providing start-ups with access to resources, mentorship, and networking opportunities.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	5,599	5,599	100%	5,127	5,127	100%
Other than permanent	658	0	0%	513	0	0%
Total Employees	6,257	5,599	89.48%	5,640	5,127	91%

**The company does not employ any workers.*

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	4,135	197	4.76%	3,938	95.24%	3,879	164	4.23%	3,715	95.74%
Female	1,464	123	8.40%	1,341	91.60%	1,248	81	6.49%	1,167	93.39%
Other than Permanent										
Male	406	156	38.42%	250	61.58%	339	209	61.65%	130	38.35%
Female	252	132	52.38%	120	47.62%	174	116	66.67%	58	33.33%

*The company does not employ any workers.

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	2,550,000	1	1,410,000
Key Managerial Personnel	1	21,690,000	1	3,100,000
Employees other than BoD and KMP	4,133	330,000	1,463	275,004
Workers	NA	NA	NA	NA

**Non-executive directors not drawing any remuneration and directors who left during the financial year have been excluded from the median calculation.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	26.38%	23.50%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes; the Human Resource department is responsible for addressing human rights issues caused or contributed by the business.

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

Employees can report human rights grievances directly to the grievance committee at grievance@kfintech.com. Other stakeholders can report their grievances under the Company's Whistle Blower policy. The committee reviews the grievances and appropriate action is taken within stipulated timelines.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	NA	-	1	Nil	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/ Involuntary Labour	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other Human Rights related issues	Nil	NA	-	Nil	NA	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	1
Complaints on POSH as a % of female employees / workers	0%	0.07%
Complaints on POSH upheld	Nil	Nil

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

The company has a reporting mechanism in place where employees can report any incidents regarding discrimination and harassment at grievance@kfintech.com

There is a robust POSH policy in place to prevent cases of sexual harassment.

The policy stands by the company's commitment to providing a safe, secure, and compatible work environment free from sexual harassment. The policy is framed in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and the rules framed thereunder.

The policy emphasizes confidentiality, fair inquiry procedures, and disciplinary actions against perpetrators while providing support to aggrieved persons. Aggrieved employee may file a written complaint of harassment to an Internal committee to address the issues of harassment. The policy can be accessed here https://investor.kfintech.com/wp-content/uploads/2023/10/Kfintech_Policy-on-Prevention-of-Sexual-Harassment-at-workplace.pdf

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

No

10. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others-please specify	Nil

11. Provide details of any corrective actions taken or underway to address significant risks/ concerning arising from the assessments at Question 10 above.

Not Applicable

Leadership Indicators

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

The Company has not received any complaints or grievances pertaining to human rights violations during the financial year.

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

KFintech maintains a zero-tolerance policy towards human rights issues. The company adheres to all government regulations and regulatory policies, ensuring compliance with applicable local and national laws, including collective bargaining agreements, through its established policies and standards

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

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others-please specify	Nil

**The Company has not formally assessed its value chain partners on the above parameters, however it internally monitors compliance with relevant policy requirements.*

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

Not applicable.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A)	GJ	Nil	Nil
Total fuel consumption (B)	GJ	Nil	Nil
Energy consumption through other sources (C)	GJ	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	GJ	Nil	Nil
From non-renewable sources			
Total electricity consumption (D)	GJ	14,416.34	12,577.39
Total fuel consumption (E)	GJ	64.27	100.35
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	14,480.61	12,677.74
Total energy consumed (A+B+C+D+E+F)	GJ	14,480.61	12,677.74
Energy intensity per million rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/ million INR	1.78	1.79
Energy intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)*	GJ/ million INR	40.8	41.65
Energy intensity in terms of physical output		NA	NA
Energy intensity (In terms of full time employees) - the relevant metric may be selected by the entity		2.31	2.25

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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

No.

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

No

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	5,815.57	4,475.8
(iii) Third Party Water	628.67	2,983.8
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,444.24	7,459.60
Total volume of water consumption (in kilolitres)	6,444.24	7,459.60

Parameter	FY 2023-24	FY 2022-23
Water intensity per million rupee of turnover (Total Water consumption / Revenue from operations) (KL per Million INR)	0.79	1.03
Water intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)*	18.18	24.51
Water intensity in terms of physical output	NA	
Water intensity (In terms of full time employees) – the relevant metric may be selected by the entity	1.02	1.32

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

No

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

4. Provide the following details related to water discharged:

Not Applicable

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
Total water discharge (in kilolitres)	Nil	Nil

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

No

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

Considering the nature of business and the sector, the Company does not release any untreated effluents.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/Nm3	177	-
SOx	mg/Nm3	32.2	-
Particulate matter (PM)	mg/Nm3	42.1	-
Persistent organic compounds (POP)	mg/Nm3	-	-
Volatile organic compounds (VOC)	mg/Nm3	1.2	-
Hazardous air pollutants (HAP)	mg/Nm3	-	-
Others-please specify-CO	mg/Nm3	21	-

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

Yes, by Startech Labs Pvt. Ltd from FY 2024 onwards.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	15.88	24.80
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2,867.25	2,829.80
Total Scope 1 and Scope 2 emission intensity per million rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Mt/million INR	0.35	0.40
Total Scope 1 and Scope 2 emission intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*	Mt/million INR	8.13	9.37
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (in terms of full time employees) – the relevant metric may be selected by the entity		0.46	0.50

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

No.

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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

None

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	3.62	10.8
Bio-medical waste (C)		
Construction and demolition waste (D)	NA	35.16
Battery waste (E)	NA	2.72
Radioactive waste (F)	NA	NA

Parameter	FY 2023-24	FY 2022-23
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Paper	40.47	68.13
Total (A+B + C + D + E + F + G + H)	44.09	116.81
Waste intensity per million rupee of turnover (Total waste generated / Revenue from operations)	0.005	0.018
Waste intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.12	0.42
Waste intensity in terms of physical output	NA	NA
Waste intensity (in terms of full time employees) – the relevant metric may be selected by the entity	0.007	0.02
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	44.09	81.65
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	44.09	81.65
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	35.16
Total	NA	35.16

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

No.

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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

Due to the nature of our business, no hazardous or toxic chemicals are produced. However, the Company has efficient systems in place to ensure the proper and effective disposal of waste.

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

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)
---------	--------------------------------	--------------------	--

None of the offices/premises are located in/around ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not applicable, as no impact assessments were undertaken in FY 2024.

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

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

Not Applicable

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility/ plant located in areas of water stress, provide the following information:

- i) Name of the area
- ii) Nature of operations
- iii) Water withdrawal, consumption and discharge in the following format:

Not Applicable, as none of the facilities/premises are located in water stress/intensive areas.

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

No

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	222.67**	Not Available
Total Scope 3 emissions per million rupee of turnover	Mt/million INR	0.027**	Not Available
Total Scope 3 emission intensity (in terms of full time employees) – the relevant metric may be selected by the entity	-	0.035	Not Available

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

No.

***KFinTech started undertaking the assessment on Scope 3 GHG inventory from FY 2024 onwards.*

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

Not Applicable; as none of the premises/offices are located in/ around ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Usage of Electric Vehicles (EVs) for official visits.	As part of this sustainability initiative, KFin is effectively incorporating EVs into their potential official visits, averaging 20 bookings per month.	Helps in reducing the company's Scope 3 Emissions. 5,965.163 miles have been covered so far through this initiative.
2	Sustainability Program for Employees	This is a 30 days program, wherein all employees get engaged in creative task and are provided educational materials fostering knowledge on sustainability.	Motivated by this program, employees have begun adopting sustainable practices in both their personal and work spaces.
3	STP functional initiative	The initiative focuses on treating and reducing the generated used water within the premises itself.	This has led to the accomplishment of zero liquid discharge outside the building.
4	Implementation of Sun control films	Energy efficiency initiative	This initiative has proven effective in reducing heat from the sun, thereby enhancing energy efficiency and comfort levels within the premises.

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

Yes, the company has a business continuity and disaster management plan in place. The Company has a disaster recovery site at Bengaluru, Karnataka, built to ensure business continuity across all the entity's critical functions in the event of a disaster. This site is connected on a real time basis, ensuring continuous availability, data replication and redundancy.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant adverse impact to the environment were identified arising from the value chain of the entity.

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

None

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/associations.**
One affiliation
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Registrar Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
None		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
None					

KFintech collaborates with industry associations such as the Registrar Association of India to advocate for policies relevant to its sector. Designated representatives within the company are tasked with engaging with these associations and managing governmental relations. Through these partnerships, the company actively works to promote equitable and beneficial policies that support the advancement of the entire industry.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year**
None
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
Not Applicable
3. **Describe the mechanisms to receive and redress grievances of the community.**

The Company does not create any direct impacts on the communities owing to its nature of business. However, it actively monitors the CSR projects through which the concerns of the communities are heard and considered.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	40%	40%
Directly from within India (Sourced directly from within the district and neighbouring districts)	20%	20%

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

Parameter	FY 2023-24	FY 2022-23
Rural	-	-
Semi-urban	-	-
Urban	7.3%	4.9%
Metropolitan	92.7%	95.1%

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

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Nil			

**The company has not engaged in CSR activities in the designated aspirational districts endorsed by Niti Ayog, particularly in the Telangana Region.

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

No, we do not have a preferential procurement policy that prioritizes suppliers from marginalized or vulnerable groups. As a publicly listed company, our main goal is to provide top-notch services to our clients and investors without compromising on quality to maintain the trust and confidence of all stakeholders.

While we do not offer preferential treatment based on social criteria, we are dedicated to supporting MSMEs in accordance with all legal obligations. Ensuring compliance with legal requirements, we strive to foster an inclusive and fair procurement environment that benefits all vendors.

b. From which marginalized /vulnerable groups do you procure?

We maintain an inclusive approach in our procurement practices, collaborating with vendors who demonstrate a commitment to delivering best in class services and products.

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

Not applicable.

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Solar farm, Skill Development, KFinTech Scholarships	3,127	100%
2	Skill Development, KFinTech Scholarships	1,950	62.36%
3	Hygiene needs (Sanitary dispensing and disposal machines)	1,177	37.63%
4	Satpura Tiger Reserve	819	100%
5	Healthcare and Underprivileged Children Education	78	100%

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

Essential indicators

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

The company provides services to its clients' investors and has implemented mechanisms to address consumer complaints and feedback. Dedicated resources monitor investor complaints to prevent delays in ATR posting. A Quality & Surveillance Audit ensures proper resolution, and an internal TAT for complaint redressal is established. Daily Inflow/Outflow MIS Reports are sent to unit managers, with internal governance calls held twice daily to monitor TAT.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, Safe and responsible usage and Recycling and/or safe disposal.

Not Applicable

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

Category	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	NA	-	Nil	NA	-
Advertising	Nil	NA	-	Nil	NA	-
Cyber-security	Nil	NA	-	Nil	NA	-
Delivery of essential services	13	0	-	16	0	-
Restrictive Trade Practices	Nil	NA	-	Nil	NA	-
Unfair Trade Practices	Nil	NA	-	Nil	NA	-
Other -	11,061	151	Refer Note	11,170	67	Refer Note

Note: The complaints are primarily related to the service requests received from end users of the Companies or Mutual Funds serviced by the Company.

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Yes, KFinTech has implemented a comprehensive security framework for Information & Cyber Security, adhering to industry standards such as ISO 27001:2013 for Information Security Management Systems. The framework includes well-defined Policies and Procedures, which are regularly reviewed and updated to ensure alignment with evolving standards and best practices. The management approves these documents, and version is maintained to track any changes made. Additionally, KFinTech has successfully completed SOC 1 Type 2 and SOC 2 type 2 assessment. This significant milestone demonstrates unwavering commitment to data security, privacy, and transparency. The evaluation was performed by Deloitte for FY 23-24.

SOC 2 Type 2 certification comprises a detailed evaluation, conducted by an independent auditor, of our internal control policies and practices over a defined time frame of one year. This rigorous review confirms that we comply with the strict requirements outlined by the American Institute of Certified Public Accountants (AICPA).

Beyond mere compliance, SOC 2 Type 2 certification serves as a symbol of trust and transparency in our constantly changing digital landscape. The resulting report demonstrates that our security and confidentiality controls meet or exceed AICPA-established requirements.

Our commitment to safeguarding sensitive data is now backed by an independent assessment by Deloitte. Customers and prospects can trust that we have the necessary security controls in place to protect their information and we can quickly detect and respond to anomalies, security incidents, and potential risks if any. The aforesaid policy on information security can be accessed here:

<https://investor.kfintech.com/wp-content/uploads/2022/11/Information-Security-Policy.pdf>

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

Not Applicable

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

Nil

b. Percentage of data breaches involving personally identifiable information of customers

0%

c. Impact, if any, of the data breaches

Not Applicable

Leadership Indicators

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

Information on products and services can be accessed at <https://www.kfintech.com/>

Additionally, the company utilizes various social media and digital platforms to raise awareness of its services.

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

Regular reminders are sent to investors for updating KYC information in compliance with the SEBI Circular, as well as for completing the dematerialization process.

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

The company informs the customers in event of any disruption/discontinuation of essential services via Emails and SMS.

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

The company provides information about services as mandated by legal requirements. Distributors and Investors are encouraged to rate the Company's services on satisfaction levels.