

June 29, 2026

CS&G/STX/JQ2026/38

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 2025-26

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 2025-26.

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L72400MH2017PLC444072
2.	Name of the Entity	KFin Technologies Limited (KFin)
3.	Year of Incorporation	2017
4.	Registered office address	301, The Centrium, 3 rd Floor, 57, Lal Bahadur Shastri Road, Nav Pada, Kurla (West), Mumbai – 400070, Maharashtra
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 22 49620337
8.	Website	http://www.kfintech.com/
9.	Financial year for which reporting is being done	April 01, 2025 to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11.	Paid-up Capital	INR 1,725.24 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Anish Kumar, Chief Compliance Officer +91 22 49620337 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 as standalone basis and pertain only to the business operations of KFin Technologies Limited. Please note: The disclosures made under Principle 6 cover data for KFin offices across 5 locations, which collectively account for approximately 73% of the total carpet area.
14.	Name of assurance provider	SGS India Pvt Ltd.
15.	Type of assurance obtained	Reasonable Assurance on core indicators only

Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the Entity (FY 2025-26)
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	99.51%

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

S. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1	Service (Fund Administrator and Qualified Registrar and Transfer Agent)	62099	99.51%

Business Responsibility & Sustainability Report

Operations

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

Location	Number of operational locations	Number of offices	Total
National	0	200	200*
International	0	1	1

***Note:** Includes 2 middle offices (Hyderabad & Mumbai) and 2 back offices (Chennai, Bhubaneshwar)

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23 States and 5 Union Territories
International (No. of Countries)	9

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

Exports contribute a total of 3.31% of the total turnover

c. A brief on types of customers

KFin provides fund administration, registrar and transfer agent services, along with value-added digital solutions, across multiple segments of the financial ecosystem. The Company's offerings are designed to support efficient operations, regulatory compliance, and effective engagement with investors and stakeholders. KFin caters to a diverse clientele across the financial ecosystem, offering specialised services designed to meet their unique operational and regulatory needs such as:

Mutual Funds:

The Company supports mutual fund houses by providing registrar and transfer agent services, including investor record maintenance, transaction processing, and customer servicing. These services enable mutual fund companies to streamline operations and enhance investor experience.

Corporates:

KFin offers shareholder services to corporate clients across the shareholder lifecycle. This includes facilitation of share transfers, dividend processing, and execution of corporate actions such as buybacks, open offers, and bonus issues. In addition, platform-based solutions such as electronic Annual General Meetings (eAGMs) and electronic voting are provided to support transparent governance and shareholder participation.

Alternative Investment Funds (AIFs):

For AIFs, the Company provides fund administration, investor servicing support covering onboarding, query resolution, fund distribution support, record maintenance, and transaction processing, contributing to efficient fund operations and effective investor management.

Pension Subscribers:

KFin Technologies Limited is registered as a Central Recordkeeping Agency (CRA) with the Pension Fund Regulatory and Development Authority. In this capacity, it undertakes activities such as issuance of Permanent Retirement Account Numbers, processing subscriber instructions through the CRA System/NPSCAN, monitoring contributions, interfacing with Pension Fund Managers, and providing subscriber maintenance services. The Company also coordinates with other National Pension System stakeholders to support efficient administration of pension accounts.



20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	6,044	4,335	72%	1,709	28%
2.	Other than Permanent (E)	525	323	62%	202	38%
3.	Total employees (D + E)	6,569	4,658	71%	1,911	29%
Workers*						
4.	Permanent (F)					
5.	Other than Permanent (G)			N. A		
6.	Total employees (F + G)					

Note: * The company does not have any workers as it's a service-based company.

b. Differently Abled Employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	37	31	84%	6	16%
2.	Other than Permanent (E)	1	1	100%	0	0%
3.	Total employees (D + E)	38	32	84%	6	16%

c. Differently abled Workers:

The company does not have any workers as it's a service-based company.

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel (KMP)*	3	1	33%

Note: *Key Management Personnel includes the Managing Director & Chief Executive Officer, the Chief Financial Officer & the Company Secretary

22. Turnover rate for permanent employees and workers

Category	FY25-26			FY24-25			FY23-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	27%	25%	26%	31%	28%	23%	29%	25%

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

Business Responsibility & Sustainability Report

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	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity 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.LL	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	KFin Technologies (Singapore) Pte. Ltd.	Wholly-owned subsidiary	100%	No
10	KFin Technologies (Thailand) Limited	Subsidiary	99.99%	No
11	Ascent Fund Services (Singapore) Pte. Ltd.	Step Down Subsidiary	51%	No
12	Ascent Corporate Solutions Pte. Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
13	Ascent Global Fintech Solutions Pte. Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
14	Ascent GlobalOP Sdn. Bhd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
15	Ascent Fund Services (Hong Kong) Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
16	Ascent Fund Services (Shanghai) Co. Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
17	Ascent Fund Services (Japan) Ltd	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
18	Ascent Fund Services (Australia) Pty Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
19	Ascent Corporate Solutions (Hong Kong) Limited	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
20	Ascent Fund Services (India) Private Limited	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
21	AscentFS (Mauritius) Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
22	AscentFS Management (Mauritius) Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
23	Ascent Fund Services Ltd.	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
24	Ascent FS (India) LLP	Subsidiaries of Step-Down Subsidiary	51%	No
25	Ascent Fund Services (USA) LLC	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
26	Ascent Fund Services (UK) Limited	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
27	Ascent Management Consulting	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
28	Ascent Fund Services (DIFC) Limited	Wholly Owned Subsidiary of Step-Down Subsidiary	51%	No
29	MFC Technologies Private Limited	Joint-Venture	50%	No



CSR Details

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

Yes

Sr No.	Particulars	Details
1	Turnover (in INR)	11,588.10 million
2	Net worth (in INR)	16,455.15 million

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)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities*	Yes	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)**	Yes	Nil	Nil	NA	Nil	Nil	NA
Employees and workers^	Yes	12	1	One grievance received on 31 March 2026 is pending for resolution	Nil	Nil	NA
Shareholders***	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers^^	Yes	25,339	271	NA	15,427	71	NA
Value Chain Partners^^	Yes	Nil	Nil	NA	Nil	Nil	NA

Note: *Given the nature of its business operations, the Company does not have any direct or indirect impact on local communities. However, as part of its broader responsibility, the Company undertakes CSR initiatives that aim to create positive value and support community development. Link- <https://www.kfintech.com/contact-us/>

**The company's investors can reach out through email at Link- <https://www.kfintech.com/contact-us/>

***The shareholders may contact the Company by writing to investorrelations@kfintech.com for investorrelated queries. For matters pertaining to registry and share transfers, shareholders may reach out directly to the Company's registrar and transfer agent at investor@bigshareonline.com. The name, address, and contact details of the agent are also available on the Company's website for easy reference.

^Employees and workers- <https://www.convercent.com/>

^^The Company engages with key stakeholders through dedicated digital platforms to gather feedback, identify grievances, and address concerns in an effective and timely manner. Link- <https://www.kfintech.com/contact-us/>

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:

A materiality assessment is an essential tool for identifying, evaluating, and addressing the expectations, preferences, and priorities of stakeholders. In FY25, KFin conducted a materiality assessment that included in-depth secondary research, global peer benchmarking, and analysis of recognised reporting frameworks such as SASB. This process enabled the identification of key expectations from both internal and external stakeholders. A summary of the high priority material topics identified is provided below:

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Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
1	Data Privacy & Security	Risk	Considering the nature of its business operations, which involve managing extensive financial and personal data of investors and clients, data privacy and security takes a front seat. The Company's responsibility to protect sensitive information from breaches and unauthorised access is paramount to maintaining stakeholder trust. Additionally, stringent regulatory requirements and evolving cybersecurity threats necessitate robust data protection frameworks.	The Company has implemented comprehensive data protection measures, including advanced encryption protocols and strict access control mechanisms to safeguard sensitive information. Regular employee training programs are conducted to enhance awareness and ensure adherence to data privacy policies. Additionally, ongoing monitoring and security audits help identify and address vulnerabilities proactively.	<p>Negative:</p> <p>Non-compliance or data breaches can result in hefty regulatory fines, legal liabilities, and increased incident response costs. They also erode client trust, causing reduced business opportunities and revenue decline.</p>
2	GHG & Energy Management	Opportunity	As one of the leading providers of financial and investor services, the Company's business relies extensively on data centers, IT infrastructure, and office facilities, all of which contribute to energy consumption and indirect emissions. Effective energy management not only reduces operational costs but also minimises environmental impact. Addressing GHG emissions aligns with global sustainability standards and regulatory expectations	KFin ensures that its outsourced data centers are powered with renewable energy, thereby reducing dependence on fossil fuels. Office spaces are equipped with LED lighting and occupancy sensors to optimise electricity use, while energy-efficient air conditioning systems and Sun Control Films help lower heat intake and improve cooling performance.	<p>Positive:</p> <p>Helps KFin in reducing its operational costs, while strengthening its compliance with environmental regulations and enhancing its corporate reputation. Additionally, these efforts contribute to long-term operational resilience and support the company's commitment to sustainable growth.</p>
3	Employee Well-being & development	Opportunity	KFin operates in a dynamic and knowledge-intensive industry where the performance and well-being of employees are directly linked to business success. Ensuring employee health, safety, and continuous professional development is crucial to maintaining a motivated and skilled workforce capable of meeting evolving client needs. A focus on well-being enhances engagement, reduces turnover, and creates a positive organisational culture that drives innovation and service excellence. Moreover, supporting employee growth and satisfaction aligns with stakeholder expectations and helps the company attract and retain top talent in a competitive market.	Initiatives at KFin include flexible work arrangements and comprehensive mental health support to enhance employee well-being. The company provides various benefits and wellness facilities aimed at promoting work-life balance. Continuous professional development is supported through targeted training programs and career advancement opportunities. These measures create a positive and supportive work environment that drives engagement and productivity.	<p>Positive:</p> <ul style="list-style-type: none"> Improves engagement and boosts productivity. Reduces employee turnover and attracts skilled talent. Contributes to higher service quality.



Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
4	Human Rights & Labour Practices	Risk	Upholding human rights and fair labour practices is critical for KFin as it operates in a diverse and dynamic workforce environment. Ensuring ethical labour standards, non-discrimination, and safe working conditions is essential to maintaining employee trust and compliance with legal and regulatory requirements. Given the company's scale and its role in delivering financial services, promoting respect for human rights supports a positive organisational culture and reinforces its social responsibility commitments.	The Company has undertaken a Human Rights Assessment (HRA) for its own operations to identify and address potential risks. It enforces strict policies on non-discrimination, fair labour practices, and workplace safety to ensure compliance with legal standards. Regular training and awareness programs are conducted to promote ethical behaviour and respect for human rights across all levels. Additionally, grievance mechanisms are in place to address concerns promptly and effectively.	<p>Negative:</p> <p>Non-compliance with human rights and labour standards may expose the company to legal sanctions and damage its reputation among clients and partners. It can also reduce employee morale and increase turnover, disrupting business operations.</p>
5	Business Integrity	Risk	Maintaining high standards of business integrity is essential for KFin, given its role in managing sensitive financial and investor data. Trust and transparency are foundational to the Company's relationships with clients, regulators, and other stakeholders. Adhering to ethical business practices helps mitigate risks related to fraud, corruption, and compliance violations, which can have severe legal and reputational consequences.	The Company has implemented policies and procedures to promote ethical conduct and prevent fraud and corruption. Regular training programs ensure employees understand and adhere to these standards. KFin maintains transparent reporting mechanisms and a whistleblower policy to encourage accountability. Ongoing audits and compliance checks help identify and address potential risks.	<p>Negative:</p> <p>Lapses in business integrity can lead to legal penalties, regulatory sanctions, and loss of client trust. Such breaches may damage the company's reputation and result in financial losses. Additionally, unethical practices can disrupt operations and threaten the company's ability to maintain a competitive position in the market.</p>
6	Occupational Health & Safety	Risk	With a significant number of employees engaged in technology-driven roles across various sites, safeguarding occupational health and safety becomes a strategic priority for KFin. The company operates in an environment where ergonomic risks, workplace stress, and emerging challenges from hybrid work models require careful management. Proactively addressing these concerns helps reduce absenteeism and enhances employee well-being.	We ensure a safe working environment through regular risk assessments, safety training, and strict compliance with health and safety regulations. Additionally, we extend our support by offering employees access to essential non-occupational medical and healthcare services through group accident policies, group Medclaim, and life insurance plans. These measures promote overall well-being and provide financial security.	<p>Negative:</p> <p>Inadequate occupational health and safety measures can lead to increased workplace accidents, employee injuries, and absenteeism, negatively impacting productivity. It may also result in legal penalties and higher insurance costs.</p>

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The Company has put in place structures, policies and processes conforming to below mentioned National Guidelines on Responsible Business Conduct (NGRBC) Principles:

S. No.	Principle Description
1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
3	Businesses should promote the well-being of all employees.
4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable, and marginalised.
5	Businesses should respect and promote human rights.
6	Businesses should respect, protect, and make efforts to restore the environment.
7	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner
8	Businesses should support inclusive growth and equitable development
9	Businesses should engage with and provide value to their customers and consumers in a responsible manner

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	The policies can be accessed at: <ol style="list-style-type: none"> 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 Policy: https://investor.kfintech.com/wp-content/uploads/2024/09/KFintech_CSR-Policy.pdf Board Diversity: https://investor.kfintech.com/wp-content/uploads/2022/07/KFintech_Policy-on-Board-Diversity.pdf Whistle-Blower Vigil Mechanism Policy: https://investor.kfintech.com/wp-content/uploads/2022/07/KFintech_Whistle-Blower-and-Vigil-Mechanism-Policy.pdf Policy on Determination and Disclosure of Materiality of Events and Information: https://investor.kfintech.com/wp-content/uploads/2023/08/KFintech_Policy-on-determining-materiality-of-events-and-information.pdf Remuneration Policy: https://investor.kfintech.com/wp-content/uploads/2022/07/KFintech_Remuneration-Policy.pdf Information Security Policy: https://investor.kfintech.com/wp-content/uploads/2022/11/Information-Security-Policy.pdf Human Rights Policy: https://investor.kfintech.com/wp-content/uploads/2023/08/KFintech_Human-Rights-Policy.pdf Energy Efficient Policy: https://investor.kfintech.com/wp-content/uploads/2023/08/Energy-Efficiency-Policy.pdf GHG Emission Policy: https://investor.kfintech.com/wp-content/uploads/2023/08/GHG-Emission-Policy.pdf 								

Business Responsibility & Sustainability Report

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																																														
<p>Governance</p> <p>Strong governance is fundamental to sustainable value creation at KFin Technologies. As part of this commitment, we have developed an Environment and Social Management System (ESMS) and adopted policies that incorporate global best practices and aligns with key national and international frameworks. Our continual efforts to enhance oversight, transparency, and risk management—with particular emphasis on ethical conduct, cybersecurity, and data privacy—ensure disciplined decision-making supported by clear accountability and robust internal controls.</p> <p>Looking ahead, we remain focused on leading with innovative technology while embedding responsibility and sustainability into every aspect of our operations. By combining innovation with strong governance and stakeholder trust, we aim to contribute to a financial ecosystem that is transparent, inclusive, and resilient.</p> <p>Together, we are building a future that balances growth with purpose and responsibility.</p> <p>Sreekanth Nadella MD & CEO</p>																																																																																							
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Mr. Sreekanth Nadella, Managing Director and CEO DIN 08659728																																																																																						
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 is endeavored to achieve its 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/programs.																																																																																						
<p>10. Details of Review of NGRBCs by the Company:</p> <table border="1"> <thead> <tr> <th rowspan="2">Subject for Review</th> <th colspan="9">Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee</th> </tr> <tr> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td>Performance against above policies and follow up action</td> <td colspan="9">The Company's approved policies are reviewed by the Board and its committees annually or on need basis.</td> </tr> <tr> <td>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</td> <td colspan="9">The Board, through its committees, oversees the Company's compliance with applicable laws and statutory requirements on an annual basis.</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2">Subject for Review</th> <th colspan="9">Frequency (Annually/Half yearly/Quarterly/Any other – please specify)</th> </tr> <tr> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td>Performance against above policies and follow up action</td> <td colspan="9">The Company's approved policies are reviewed by the Board and its committees annually or on need basis.</td> </tr> <tr> <td>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</td> <td colspan="9">The Board, through its committees, oversees the Company's compliance with applicable laws and statutory requirements on an annual basis.</td> </tr> </tbody> </table>										Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									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, oversees the Company's compliance with applicable laws and statutory requirements on an annual basis.									Subject for Review	Frequency (Annually/Half yearly/Quarterly/Any other – please specify)									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, oversees the Company's compliance with applicable laws and statutory requirements on an annual basis.								
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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.	<table border="1"> <thead> <tr> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td colspan="9">The Company undertakes periodic external audits to ensure compliance with applicable regulatory and statutory requirements. However, it has not yet conducted a specific independent audit on the National Guidelines on Responsible Business Conduct (NGRBC) principles.</td> </tr> </tbody> </table>									P1	P2	P3	P4	P5	P6	P7	P8	P9	The Company undertakes periodic external audits to ensure compliance with applicable regulatory and statutory requirements. However, it has not yet conducted a specific independent audit on the National Guidelines on Responsible Business Conduct (NGRBC) principles.																																																																				
P1	P2	P3	P4	P5	P6	P7	P8	P9																																																																															
The Company undertakes periodic external audits to ensure compliance with applicable 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:

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable
Essential Indicators
1. Percentage coverage by training and awareness 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 (BoD)	2	<ul style="list-style-type: none"> All Board members are updated quarterly on key amendments and changes in laws and regulations applicable to the Company. Training on Code of Conduct and affirm annual compliance. The Company conducts familiarisation programs for Board members at regular intervals. These programs cover topics such as Related Party Transactions, Prohibition of Insider Trading Code, business updates, strategies, and regulatory developments. 	100%
Key Managerial Personnel (KMP)	3	<ul style="list-style-type: none"> Updates and awareness sessions on regulatory changes are provided to KMPs (Companies Act, 2013 and applicable SEBI regulations). Training on Code of Conduct and affirm compliance annually POSH training is provided to employees. Soft skills training is conducted for improving communication, collaboration, and interpersonal effectiveness. Leadership programs are offered to build managerial and coaching skills for future leaders. 	100%
Employees other than BoD and KMPs	984	<ul style="list-style-type: none"> Process Training focuses on business workflows and operational procedures. Soft Skills Training enhances communication, collaboration, and interpersonal effectiveness. Domain Training builds industry specific expertise for functional excellence. New Hire Induction supports smooth onboarding through orientation and company familiarisation. 	77%

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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
Workers*		<ul style="list-style-type: none"> POSH Training is conducted for employee awareness and compliance. LEAN Six Sigma (Yellow Belt) Training builds process improvement capability. IT Trainings include Power BI and SQL. Leadership Programmes develop future leaders in managerial and coaching skills. 	
		N.A	

Note: *KFin Technologies does not employ any workers, considering the nature of its business operations.

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):

Nil

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

Case details	Name of the regulatory/enforcement agencies/ judicial institution
	Nil

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.

Yes, KFin follows a Code of Conduct and Business Ethics that sets out standards of ethical behaviour and prohibits bribery and corruption across the organisation. Compliance with the Code is supported through established monitoring mechanisms. The Code also provides clear guidelines on the acceptance and exchange of gifts, including requirements for HR approval for internal gifts and appropriate documentation of gifts received from clients. In addition, it addresses key aspects of ethical conduct such as confidentiality, records management, and the prevention of conflicts of interest and harassment, reflecting the Company’s commitment to professionalism, fairness, and compliance with applicable laws.

This Policy can be accessed at: <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:

Case details	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers*	N.A	N.A

Note: *KFin Technologies Limited does not employ any workers considering the nature of business operations.

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

	FY 2025-26	Remarks	FY 2024-25	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A	Nil	N.A
Number of complaints received in relation to issues Conflict of Interest of the KMP’s	Nil	N.A	Nil	N.A



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 no fines or penalties were imposed during the reporting period.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	0.4	22

Note: KFin settled a significant portion of outstanding trade payable balances before 31st March 2026

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil
Share of Related Party Transactions in	a. Purchases (Purchases with related parties/Total Purchases)	15.46%	8.92%
	b. Sales (Sales to related parties/Total Sales)	1.87%	1.95%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0%	0%
	d. Investments (Investments in related parties/Total Investments made)	45.68%	14.51%

Leadership Indicators

1. Awareness programs 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
KFin values its partnerships and maintains collaborative relationships rooted in transparency and integrity. While formal awareness programs for value chain partners were not conducted during the year, we continue to engage with our stakeholders to promote shared values and responsible business practices.		

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, KFin has implemented a "Code of Conduct for Directors and Senior Management" to promote ethical behaviour and responsible decisionmaking in the best interests of the Company. The Code sets out clear expectations relating to integrity, independence, accountability, and appropriate disclosures, and requires directors and senior management to adhere to high standards of conduct. It also defines roles, responsibilities, and duties, including oversight of performance management and financial integrity. The Code prohibits conflicts of interest and unethical practices and mandates annual confirmation of compliance to ensure adherence to strong governance and ethical standards.

Business Responsibility & Sustainability Report

Principle 2: Businesses should provide goods and services in a manner that is Sustainable and Safe

Essential Indicators

- 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.**

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	Given the nature of business operations, this question is not applicable/material to the Company.		
Capex	Given the nature of its operations, approximately 80% of the Company's capital expenditure is directed towards IT hardware and software to strengthen its digital infrastructure. These technology investments not only support operational requirements but also enable more environmentally responsible practices.		

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, KFin recognises the importance of sustainable sourcing as part of responsible business practices. While specific formal procedures for sustainable sourcing are not presently in place, the company emphasises ethical conduct and transparency in its engagements with suppliers and partners.

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

To support sustainable operations, KFin sources about 10% of its inputs from categories where responsible alternatives are available. This includes recycled paper and eco friendly stationery, sustainable printing materials such as envelopes and inks, and select IT hardware like Energy Star-rated laptops and longlife batteries. The Company also ensures responsible disposal of IT and nonIT assets through certified ewaste partners.

- 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**

As a service-based organisation, the Company does not manufacture physical products. Its operations are largely off ice based, and any off the shelf items used are disposed of responsibly in line with sustainable waste management practices at the end of their useful life. For electronic waste (e-waste), the Company follows an established Waste Management Policy and works with authorised vendors to ensure safe and compliant disposal.

- 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.**

Given the nature of our business operations, this question is not applicable/material to the Company.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**

Not Applicable

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

Not Applicable



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

Not Applicable

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

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastic	Not Applicable			Not Applicable		
E waste		2.89			3.20	
Hazardous Waste	Not Applicable			Not Applicable		
Other Waste		46.20			14.69	

Note: Other waste comprises recycled paper waste and biomedical waste.

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

Not Applicable

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Employees											
Male	4,335	4,335	100%	4,335	100%	N.A	N.A	4,335	100%	0	0%
Female	1,709	1,709	100%	1,709	100%	1,709	100%	0	0%	0	0%
Total	6,044	6,044	100%	6,044	100%	1,709	28%	4,335	72%	0	0%
Other than Permanent Employees											
Male	323	323	100%	0	0%	0	0%	323	100%	0	0%
Female	202	202	100%	0	0%	202	100%	0	0%	0	0%
Total	525	525	100%	0	0%	202	38%	323	62%	0	0%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Workers											
Male	The Company operates as a service based entity and therefore does not engage workers.										
Female											
Total											
Other than Permanent Workers											
Male	The Company operates as a service based entity and therefore does not engage workers.										
Female											

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.65%	0.91%

2. Details of retirement benefits.

The Company provides retirement benefits to its employees as following:

- Employees are enrolled under employees' provident fund scheme as per The Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- The Company provides gratuity benefits to its employees as per the provision of the Payment of the Gratuity Act, 1972.

Benefits	FY 2025-26			FY 2024-25		
	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%	N.A	Yes	100%	N.A	Yes
Gratuity	100%	N.A	Yes	100%	N.A	Yes
ESI	30%	N.A	Yes	41%	N.A	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 Company's premises are accessible to persons with disabilities and comply with the requirements of the Rights of Persons with Disabilities Act, 2016. Infrastructure such as ramps and lifts has been provided to ensure barrierfree access for differently abled visitors

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.

KFin is an equal opportunity employer that promotes an inclusive and accessible workplace for all individuals. The Company adheres to a Code of Conduct that sets out standards of ethical behaviour, fairness, and transparency for all employees. In line with its commitment to inclusive practices, the Company complies with the requirements of the Rights of Persons with Disabilities Act, 2016, and endeavors to provide equal opportunities to individuals with disabilities. These principles are reflected in the Company's policies and practices, which aim to ensure fair and equitable treatment across the workforce. The relevant policy is available for reference on the Company's website:- 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		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	99%	100%		
Female	80%	100%		N. A
Total	95%	100%		

Note: The company does not have any workers as it is service based company



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.

Permanent workers	N.A
Other than permanent workers	
Permanent employee	Yes, employees can raise their grievances through the Web Portal www.convercent.com or email ID - grievance@kfintech.com . - The grievances are addressed by the committee member within the stipulated timelines.
Other than permanent employee	Yes, employees may submit grievances through the web portal at www.convercent.com which are reviewed and addressed by the stakeholders concerned within stipulated timelines.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	The Company does not have a formal employees' association in place. However, it recognises and respects employees' right to freedom of association and does not undertake any actions that would hinder or restrict collective bargaining.					
Male						
Female						
Total Permanent Workers*	Not Applicable					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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)
Permanent Employees										
Male	4,335	1,940	45%	3,616	83%	4,325	1,765	41%	3,831	89%
Female	1,709	739	43%	1,558	91%	1,611	828	51%	1,458	91%
Total	6,044	2,679	44%	5,174	86%	5,936	2,593	44%	5,289	89%
Permanent Workers										
Male	N.A									
Female										
Total										

Note: The company does not have any workers as it is service based company

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9. Details of performance and career development reviews of employees and worker

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	4,335	4,335	100%	4,325	4,325	100%
Female	1,709	1,709	100%	1,611	1,611	100%
Total	6,044	6,044	100%	5,936	5,936	100%
Permanent Workers						
Male						
Female			N. A			
Total						

Note: The company does not have any workers as it is service based company

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, what is the coverage of such a system?

Yes, the Company has implemented measures to ensure occupational health and safety within the workplace. Considering the nature of its business operations, employees are generally not exposed to significant occupation-related health risks within office premises. The effectiveness of internal safety measures and controls is reviewed periodically as part of the Company's continued focus on workplace safety.

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 fosters a participative approach by encouraging employees to share feedback on health and safety related matters, supporting the maintenance of a safe and healthy workplace. Periodic fire safety drills are conducted at the premises to assess preparedness and mitigate potential risks. In addition, employees are provided with first aid training to enhance their ability to respond effectively during emergency or critical situations.

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

Considering the nature of the Company's operations, employees are not engaged in activities that involve exposure to occupational or work related hazards. As part of its preventive safety measures, the Company undertakes periodic fire safety drills and conducts training programs to enhance employee preparedness and ensure effective response in the event of emergencies.

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

Yes, KFin Technologies Limited is committed to maintaining a supportive and inclusive work environment that enables employees to effectively balance professional responsibilities with personal wellbeing. This commitment is reflected through a range of leave and employee support measures, including bereavement leave, paternity leave, adoption leave, and a "happy day" leave, in addition to statutory parental leave. Employees are also covered under a comprehensive benefits framework that includes mandatory benefits such as Provident Fund (PF) and Employee State Insurance Corporation (ESIC), along with non occupational healthcare protection through group accident insurance, group Medclaim, and life insurance policies.

Employee wellbeing and engagement are further strengthened through structured sessions focused on physical, mental, and financial wellness, covering areas such as fitness, nutrition, health, positivity, and financial awareness, with activities including yoga and music. Initiatives such as Utsav, the Company's annual cultural event, provide opportunities for employees to connect, participate, and showcase their talents, supporting overall engagement and well-being.



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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	0	0
	Worker	N.A	N.A
Total recordable work-related injuries	Employee	0	0
	Worker	N.A	N.A
No. of fatalities	Employee	0	0
	Worker	N.A	N.A
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Worker	N.A	N.A

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

Employee health and safety remains a key focus area for KFin, with multiple measures in place to manage workplace risks and promote a safe working environment.

1. Safety Policies and Procedures:

The Company follows Environment, Health and Safety (EHS) policies and standard operating procedures that cover workplace security, access control, and emergency preparedness.

2. Risk Assessments:

Periodic risk assessments are conducted to identify potential health and safety risks to employees, aligned with the Company's crisis management and business continuity frameworks.

3. Safety Equipment and Facilities:

Appropriate safety equipment and facilities, including personal protective equipment and firefighting systems, are provided to support employee safety across operations.

4. Incident Reporting and Investigation:

Defined processes are in place for reporting and investigating workplace incidents. Root cause analysis is undertaken to identify underlying issues, monitor trends, and implement corrective actions, as required.

These measures collectively support KFin's efforts to maintain a safe and healthy workplace, with continued emphasis on employee wellbeing and effective risk mitigation.

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

Category	FY 2025-26		Remarks	FY 2024-25		Remarks
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
Working Conditions	0	N.A	N.A	0	N.A	N.A
Health & Safety	0	N.A	N.A	0	N.A	N.A

14. Assessments for the year:

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

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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.

No corrective measures were required.

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 Company provides life insurance coverage or a compensatory benefit to support employees' families in the event of an employee's death.

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 follows defined processes to ensure compliance with statutory obligations associated with its partners, including the accurate calculation and timely remittance of applicable statutory dues. These processes are monitored through internal control mechanisms and are subject to review under internal and statutory audit procedures. In addition, the Company communicates its expectations to valuechain partners to operate in line with responsible business practices, emphasising adherence to compliance requirements, transparency, and ethical conduct.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employee	0	0	0	0
Worker	N.A	N.A	N.A	N.A

Note: The company does not have any workers as it is service based company.

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)

Yes, The Company supports employees through internal mobility practices aimed at enhancing continued employability. In instances where employees may not be performing well in their current roles, efforts are made to assess their skill sets and provide opportunities for role realignment or domain changes, enabling them to transition into positions where they can perform more effectively.

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No assessments were carried out 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: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

KFin recognises stakeholders as individuals and groups whose interests are connected to, or impacted by, the Company's operations and business activities. This includes employees, shareholders, investors, customers, channel partners and key collaborators, regulatory bodies, financial institution, research analysts, local communities, and suppliers, among others. The Company adopts a structured approach to stakeholder engagement, guided by the relevance of interactions, statutory and regulatory considerations, geographic presence, and alignment with its business operations and service offerings. This approach enables the Company to understand stakeholder expectations, address concerns in a timely manner, and support transparent and responsible business practices across its operations.

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 & Marginalised 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	Yes	Meeting, Newspaper, Notices, Social Media	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 feedback from such consultations is provided to the Board.

The Company prioritises regular and meaningful engagement with its key stakeholders to promote transparency around its performance and strategic priorities. These interactions enable the Company to gain valuable insights into stakeholder perspectives, concerns, grievances, and suggestions on material environmental, social, and governance (ESG) matters. Engagement occurs through multiple channels, fostering continuous dialogue among stakeholders, management, the Board, and relevant authorities, thereby supporting informed decision-making and responsible business practices.

To further enhance stakeholder engagement, the Company has established a Stakeholders' Relationship Committee in accordance with the Companies Act, 2013 and SEBI (LODR) Regulations. This Committee oversees investor grievance redressal, monitors the transfer and transmission of securities, facilitates shareholder voting rights, and reviews the service standards of the Registrar and Transfer Agent, ensuring a transparent and effective shareholder interface.

Business Responsibility & Sustainability Report

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

Yes, the Company identifies environmental and social initiatives through ongoing and active engagement with its key stakeholder groups.

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

The Company engages with vulnerable and marginalised groups primarily through focused CSR programs addressing education, livelihoods, environmental conservation, and access to basic resources. These programs are designed to deliver measurable social impact, with a significant majority of beneficiaries belonging to vulnerable and marginalised communities.

Key initiatives undertaken during the year include:

- Tribal Education Programmes at Ibrahimpatnam and Warangal, supporting access to education within tribal communities
- Project Prerna and Project Sukanya, focused on education and empowerment of children and women
- Scholarships and other educational support for students from underprivileged backgrounds
- Open wells and clean energy initiatives to improve access to water and sustainable energy
- Wildlife conservation programs supporting environmental sustainability

Across these initiatives, a high proportion of beneficiaries belonged to vulnerable and marginalised groups, reflecting the Company’s focused approach towards inclusive community development.

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 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (B)	% (D/C)
Employees						
Permanent	6,044	6,044	100%	5,936	5,936	100%
Other than permanent	525	525	100%	617	0	0%
Total Employees	6,569	6,569	100%	6,553	5,936	91%
Workers						
Permanent						
Other than permanent						
Total Workers						

Note: The company does not have any workers as it is service based company



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

Category	FY2025-26					FY2024-25				
	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	6,044	383	6.34%	5,661	93.66%	5,936	468	7.89%	5,468	92.11%
Male	4,335	223	5.14%	4,112	94.86%	4,325	288	6.66%	4,037	93.34%
Female	1,709	160	9.36%	1,549	90.64%	1,611	180	11.17%	1,431	88.83%
Other than Permanent	525	258	49.14%	267	50.86%	617	264	42.78%	353	57.22%
Male	323	119	36.84%	204	63.16%	363	173	47.66%	190	52.34%
Female	202	139	68.81%	63	31.19%	254	91	35.83%	163	64.17%
Workers										
Permanent										
Male										
Female										N. A
Other than Permanent										

Note: The company does not have any workers as it is service based company

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

Median remuneration/wages

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	9	28,50,000	1	26,83,870
Key Managerial Personnel (KMP)	1	2,33,00,004	1	42,99,996
Employees other than BoD and KMP	4,333	3,80,004	1,708	3,10,896
Workers				N.A

Note: Remuneration does not include share based payments

** 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 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	22.89%	22.03%

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 Resources department is responsible for overseeing and addressing human rights related issues arising from or associated with the Company's business operations.

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

Human rights related grievances can be raised through defined and accessible reporting channels. Employees may submit concerns through the web portal (www.convercent.com) or via grievance@kfintech.com, while

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other stakeholders may raise concerns through the Company's Whistle Blower mechanism. All grievances are reviewed by the designated committee members and addressed within the stipulated timelines in line with established processes.

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

Aspect	FY 2025-26			FY 2024-25		
	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	6	0	Six cases were concluded during the year, of which one was found to be malicious.	Nil	N.A	N.A
Discrimination at workplace	Nil	N.A	N.A	Nil	N.A	N.A
Child Labour	Nil	N.A	N.A	Nil	N.A	N.A
Forced Labour/ Involuntary Labour	Nil	N.A	N.A	Nil	N.A	N.A
Wages	Nil	N.A	N.A	Nil	N.A	N.A
Other human rights related issues	Nil	N.A	N.A	Nil	N.A	N.A

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	Nil
Complaints on POSH as a % of female employees/workers	0.32%	0%
Complaints on POSH upheld	Six cases were concluded during the year, of which one was found to be malicious.	Nil

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

The Company has established a formal grievance reporting mechanism that enables employees to report incidents related to discrimination or harassment by writing to grievance@kfintech.com. To prevent and address sexual harassment at the workplace, a Prevention of Sexual Harassment (POSH) Policy is in place, reflecting the Company's commitment to providing a safe, secure, and respectful work environment.

The POSH Policy is framed in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and the rules made thereunder. It provides for confidentiality, fair and impartial inquiry procedures, appropriate disciplinary action against perpetrators, and support for aggrieved employees. Complaints may be submitted in writing to the Internal Committee for redressal, and the policy is accessible for reference on the Company's website:- 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. Assessments of the year

Aspects	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our offices were assessed as part of Human Rights Assessment
Forced labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

Leadership Indicators

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

The Company recorded no instances of complaints or grievances related to human rights issues during the reporting period.

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

KFin Technologies Limited follows a zero tolerance approach towards human rights violations and is committed to conducting its operations in a responsible and ethical manner. The Company ensures compliance with all applicable government and regulatory requirements, including local and national laws and collective bargaining obligations, through established policies, procedures, and internal standards. In alignment with this commitment, human rights assessments have been conducted for the Company's own operations to identify, assess, and mitigate potential risks. This approach forms an integral part of KFin's framework for responsible business conduct across its operations.

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?

The Company's premises are accessible to persons with disabilities and comply with the requirements of the Rights of Persons with Disabilities Act, 2016. Infrastructure such as ramps and lifts has been provided to ensure barrier free access for differently abled visitors.

4 Details on assessment of value chain partners:

Human rights	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company has not formally assessed its value chain partners on the above parameters, however it internally monitors compliance with relevant policy requirements.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

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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:

Parameter	Unit	FY 2025-26	FY 2024-25
From renewable sources (in gigajoules)			
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 consumption from renewable sources (A+B+C) (GJ)	GJ	Nil	Nil
From non - renewable sources (in gigajoules)			
Total electricity consumption (D)	GJ	14,289.59	16,134.32
Total fuel consumption (E)	GJ	635.42	75.56
Energy consumption through other sources (F)	GJ	0	0
Total energy consumption from non - renewable sources (D+E+F) (GJ)	GJ	14,925.02	16,209.88
Total energy consumption (A+B+C+D+E+F) (GJ)	GJ	14,925.02	16,209.88
Energy intensity per rupee of turnover (Total energy consumption in GJ/ turnover in rupees in Crores)	GJ/million (INR)	1.29	1.54
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/mn (INR)/PPP	26.20	31.40
Energy intensity in terms of physical output		N. A	N. A
Energy intensity (optional) – the relevant metric may be selected by the entity	GJ/Full Time equivalent (FTE)	3.26	2.73

Note: Fuel consumption for FY26 has increased due to addition of Chennai and Kurla Phase II office locations.

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. SGS India Pvt Ltd has carried out reasonable assurance of the selected non-financial disclosures presented in the Business Responsibility & Sustainability Report (BRSR) for FY 2025-26.

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.

Given the nature of KFin Technologies Limited business, this question is not applicable

3. Provide details of the following disclosures related to water

Parameter	Unit	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	15,200.00	6,891.08
(iii) Third party water	KL	8,432.00	733.88
(iv) Seawater/desalinated water	KL	0	0
(v) Others	KL	870.89	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	24,502.89	7,624.96
Total volume of water consumption (in kilolitres)	KL	24,502.89	7,624.96



Parameter	Unit	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover (Water consumed/turnover)	KL/Cr (INR)	2.11	0.72
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	KL/ mn (INR)/PPP	43.00	14.77
Water intensity in terms of physical output		N.A	N.A
Water intensity (optional)– the relevant metric may be selected by the entity	KL/ Full Time equivalent (FTE) -	5.36	1.28

Note: In FY 25-26, Two additional locations (JBS, Kurla Phase II office space) are included within the reporting boundary. For office locations, Chennai and Bhubaneswar, Water withdrawn is estimated based on the document by the Central Ground Water Authority (CGWA), which specifies that an office employee consumes 45 litres per day per head. This amount is recorded as water withdrawn from third party source.

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. SGS India Pvt Ltd has carried out reasonable assurance of the selected non-financial disclosures presented in the Business Responsibility & Sustainability Report (BRSR) for FY 2025-26

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)			
(i) Surface water	KL	Nil	Nil
No treatment	KL	Nil	Nil
With treatment – please specify the level of treatment	KL	Nil	Nil
(ii) Ground water	KL	Nil	Nil
No treatment	KL	Nil	Nil
With treatment – please specify the level of treatment	KL	Nil	Nil
(iii) Sea water	KL	Nil	Nil
No treatment	KL	Nil	Nil
With treatment – please specify the level of treatment	KL	Nil	Nil
(iv) Sent to third parties	KL	Nil	Nil
No treatment	KL	Nil	Nil
With treatment – please specify the level of treatment	KL	Nil	Nil
(v) Others	KL	Nil	Nil
No treatment	KL	Nil	Nil
With treatment – please specify the level of treatment	KL	Nil	Nil
Total water discharged (in kilolitres)	KL	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.

Yes. SGS India Pvt Ltd has carried out reasonable assurance of the selected non-financial disclosures presented in the Business Responsibility & Sustainability Report (BRSR) for FY 2025-26

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

No

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	µg/m ³	183	183
Sox	µg/m ³	31.2	31.2
Particulate matter (PM 10)	µg/m ³	45.8	45.8
Persistent organic pollutants (POP)	tones/annum	-	-
Volatile organic compounds (VOC)	tones/annum	0.8	0.8
Hazardous air pollutants (HAP)	tones/annum	-	-
Others – Process Emission (HCL)	mg/Nm ³	21	21
Acid Mist	mg/Nm ³	-	-

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Scope 1	Metric tons of CO2 equivalent	40.80	16.80
Scope 2	Metric tons of CO2 equivalent	2,818.22	3,182.04
Total	Metric tons of CO2 equivalent	2,859.02	3,198.84
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 eq/ crore(Rs)	0.27	0.30
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO2 eq/ Mn (INR)/PPP	5.02	6.20
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tc02/(INR)/FTE	N.A	N.A
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tc02/Full Time equivalent)	0.62	0.54

Note: In FY 25-26, Two additional locations (JBS, Kurla Phase II office space) are included within the reporting boundary.

The increase in scope 1 consumption is attributable to increase in fuel consumptions.

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. SGS India Pvt Ltd has carried out reasonable assurance of the selected non-financial disclosures presented in the Business Responsibility & Sustainability Report (BRSR) for FY 2025-26.

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

KFin has undertaken a range of initiatives to reduce emissions and minimise the environmental impact of its operations. The adoption of electric vehicles supported by on site EV charging infrastructure, and implementation of energy efficient measures such as LED lighting, energy efficient air conditioning systems, server virtualisation, and sun control films to reduce energy consumption and cooling requirements. In parallel, the Company continues to strengthen digital first operations, significantly reducing reliance on physical paperwork and logistics through digital transactions, automation, and cloud based work flows.

Collectively, these initiatives support lower energy intensity, reduced indirect emissions, improved resource efficiency, and a progressive transition towards a low carbon and environmentally responsible operating model.



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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tons)		
Plastic waste (A)	Nil	Nil
E-waste (B)	2.89	3.20
Bio-medical waste (C)	0.165	Nil
Construction and demolition waste (D)	0	Nil
Battery waste (E)	0	Nil
Radioactive waste (F)	0	Nil
Other Hazardous waste. Please specify, if any. (G)	0	Nil
Other Non-hazardous waste generated (H).	46.04	14.69
Total (A+B + C + D + E + F + G + H)	49.10	17.89
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.004	0.002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.09	0.03
Waste intensity in terms of physical output	N.A	N.A
Waste intensity (optional) – the relevant metric may be selected by the entity	0.011	0.003
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category		
(i) Recycled	49.10	17.89
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	49.10	17.89
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
(i) Incineration:	N.A	N.A
(ii) Landfilling	N.A	N.A
(iii) Other disposal operations	N.A	N.A
Total	N.A	N.A

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. SGS India Pvt Ltd has carried out reasonable assurance of the selected non-financial disclosures presented in the Business Responsibility & Sustainability Report (BRSR) for FY 2025-26.

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.

Given the nature of its operations, the Company does not generate any hazardous or toxic chemicals. The Company has put in place appropriate systems to ensure the safe, effective, and compliant management of waste generated across its operations. As part of its environmental management approach, KFin has adopted a Waste Management Policy with specific focus on responsible electronic waste disposal and recycling. The Company engages authorised and certified vendors to ensure that electronic waste is handled and processed in compliance with applicable legal and environmental requirements.

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:

Not Applicable as KFin Technologies Limited does not have offices in the ecologically sensitive areas.

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

Not Applicable

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

Serial Number	Specify the law/ regulation/guidelines which was not complied with	Provide details of the noncompliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
KFin Technologies Limited is in compliance with all applicable environmental norms.				

Leadership Indicators

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

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

- (i) Name of the area: Not Applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY2025-26	FY024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Given the nature of KFin Technologies Limited business, this question is not applicable/material to the Company	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Given the nature of KFin Technologies Limited business, this question is not applicable/material to the Company	
• No treatment		
• With treatment – please specify level of treatment		
(ii) To Groundwater		
• No treatment		
(iii) To Sea Water		
• With treatment – please specify level of treatment		
• No treatment		
• With treatment – please specify level of treatment		
(iv) Sent to third parties		
• No treatment		
• With treatment – please specify level of treatment		
(v) Others		
• No treatment		
• With treatment		
Total water discharged (in kiloliters)		

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.

Not Applicable



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

Parameter	Unit	FY 2025-26	FY 2024-25
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 tons of CO ₂ equivalent	1,209.00	265.05
Total Scope 3 emissions per rupee of turnover	Metric tons of CO ₂ equivalent	0.10	0.025
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tons of CO ₂ equivalent	2.20	0.045

Note- Categories included Category 3- Fuel and Energy related activities, Category 5- Waste Generated in Operations and Scope 3, Category 6- Business Travel

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. – Not Applicable

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 KFin Technologies limited does not have offices in the 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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water Efficiency and Responsible Water Use	KFin implemented water efficiency measures at its head office, including the installation of zero water urinals, efficient water fixtures, and workplace water filtration systems. These measures also supported the discontinuation of single use plastic water bottles. In addition, the Company has implemented systems to treat and reduce generated used water within the premises.	Supported responsible freshwater consumption, reduced water wastage, and contributed to a reduction in single use plastic bottle usage, and enabled achievement of zero liquid discharge outside the building.
2	Responsible Electronic Waste Management	Electronic waste is managed exclusively through certified recycling partners to ensure appropriate recovery and responsible disposal.	Enabled safe recovery and disposal of e-waste, thereby reducing environmental impact.
3	Adoption of Electric Vehicles within Premises for employees	The Company facilitated the use of electric vehicles for employee mobility within office premises, promoting cleaner and more sustainable modes of transport.	Enabled approximately 13,130 kilometers of travel through EVs and contributed to an estimated reduction of around 1,850 kg of CO ₂ emissions compared to petrol or diesel vehicles.
4	Development of EV Charging Infrastructure	EV charging stations were installed at the Company premises to support low carbon mobility. During the reporting year, EV charging consumed approximately 2,910 electricity units.	Resulted in an estimated reduction of 765 kg CO ₂ emissions that would have occurred in case of use of conventional internal combustion engine vehicles.
5	Energy Efficiency and LowCarbon Operations	KFin implemented energy efficient infrastructure measures, including LED lighting, energy efficient air conditioning systems, occupancy sensors, low emission refrigerants, and virtualisation of 1,316 out of 1,458 servers and installation of sun control films across select areas of its premises to reduce solar heat gain.	Reduced electricity consumption and power demand, lowered physical hardware requirements, supported lower energy intensity, mitigated solar heat gain, enhanced indoor comfort levels, and contributed to a reduction in indirect emissions.
6	DigitalFirst Operations to Reduce Environmental Footprint	KFin continued to strengthen digital operations, with 81.4% of mutual fund transactions processed digitally. Initiatives such as eKYC, e-voting, digital onboarding, Albased document processing, automation, and cloud based work flows reduced reliance on physical paperwork and courier logistics.	Reduced material usage and manual intervention, improved accuracy and turnaround times, and supported a progressive shift towards a paperlight and environmentally efficient operating model.

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

KFin Technologies Limited has established a Business Continuity Plan (BCP) and Disaster Recovery (DR) framework to ensure continuity of operations and uninterrupted service delivery across business units. The framework is aligned with ISO 27001:2022 requirements and is supported by documented policies, including the BCP, DR Policy, Crisis Management Plan, and Business Impact Analysis covering critical functions. Roles and responsibilities are clearly defined across the Crisis Management Team, BCP coordinators, and technical recovery teams.

The framework is actively tested and maintained through periodic disaster recovery drills conducted in line with regulatory requirements and client service level agreements, along with scenario based BCP simulations and user acceptance testing for critical applications. The BCP and DR framework is reviewed annually and updated, as required, to reflect changes in infrastructure, applications, or regulatory directions. To further strengthen resilience, the Company operates real time connected disaster recovery sites in Bengaluru, Karnataka and Mumbai, Maharashtra, ensuring continuous system availability, data replication, and redundancy in the event of disruptions.

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 environmental impacts were identified across the entity's value chain.

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

Not assessed

8. How many green credits have been generated or procured:

- a By the listed entity: KFin has not procured nor generated any green credit during the year.
- b By the top ten (in terms of value of purchases and sales, respectively) value chain partners: 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 (1) 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.

Sl. 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.

In the current reporting period, the entity did not face any proven cases of anti-competitive conduct or adverse regulatory orders.

Leadership Indicators

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

The Company engages with relevant industry associations, including the Registrar Association of India, to participate in discussions on matters impacting the sector. Designated representatives are responsible for



managing these engagements and coordinating interactions with government authorities, as required. Through such participation, the Company contributes to policy dialogue and supports the development of balanced and constructive policy frameworks that are in the interest of the industry's overall growth.

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.

Not Applicable

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

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

Given the nature of its operations, the Company remains responsive to community needs through its CSR initiatives, which provide a structured approach to identify, monitor, and address concerns in a meaningful manner. These initiatives enable continuous engagement with communities and ensure that their priorities are appropriately considered. In addition, stakeholders and community members are provided with a dedicated channel to raise concerns, including through the email ID sankalp.csr@kfintech.com.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	48.21%	19.79%
Sourced directly within India	95.88%	96.97%

Note- The figures for FY24-25 have been reinstated and impact of which is immaterial.

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

Location	FY 2025-26	FY 2024-25
Rural	0%	0%
Semi-urban	0%	0%
Urban	8.48%	7.27%
Metropolitan	91.52%	92.73%

(Categorised 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):

No project was required to be assessed for their impact during the year under the regulatory requirement.

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

S. No	State	Aspirational District	Amount spent (in INR)
1	Telangana	Asifabad	2,500,000

Business Responsibility & Sustainability Report

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

The Company does not have a preferential procurement policy that prioritises suppliers from marginalised or vulnerable groups. As a publicly listed entity, procurement decisions are primarily guided by service quality, reliability, and the need to meet the expectations of clients and investors. While supplier selection is not based on social criteria, the Company remains committed to supporting MSMEs in accordance with applicable legal and regulatory requirements. Through adherence to these obligations, the Company seeks to maintain a fair, transparent, and inclusive procurement process that offers equal opportunity to all vendors.

(b) From which marginalised /vulnerable groups do you procure?

The Company adopts an inclusive approach to procurement and engages with vendors who demonstrate a commitment to delivering high quality products and services.

(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:

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Tribal Education Programme-Ibrahimpattanam	180	100%
2	Tribal Education Programme-Warangal	620	100%
3	Project Prerna-Karimnagar	105	95%
4	Project Sukanya-Solapur	100	100%
5	Scholarships	18	100%
6	Wildlife Conservation	1,072	98%
7	Open Wells	276	100%
8	Clean Energy Initiative	750	100%
9	Other Educational Support	645	84%

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 investor servicing support on behalf of its clients and has established structured mechanisms to receive, monitor, and address investor complaints and feedback. Dedicated teams oversee the complaint management process to ensure timely resolution and avoid delays in updating Action Taken Reports. Complaint handling is reviewed through Quality and Surveillance Audits and guided by defined internal



turnaround timelines. To strengthen oversight, daily MIS reports on complaint inflows and outflows are shared with unit managers, and internal governance calls are conducted twice daily to monitor resolution timelines and ensure adherence to service standards.

2. Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Recycling and/or Safe Disposal	

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

Aspect	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	N.A	N.A	Nil	N.A	N.A
Advertising	Nil	N.A		Nil	N.A	
Cyber-security	Nil	N.A		Nil	N.A	
Delivery of essential services	94	1		13	0	
Restrictive Trade Practices	Nil	N.A		Nil	N.A	
Unfair Trade Practices	Nil	N.A		Nil	N.A	
Others	25,339	271		15,427	71	

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

Aspect	Number	Reason for Recall
Voluntary recall /Mock recall	N.A	N.A
Forced recall	N.A	N.A

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.

KFin has established a Cyber Security Framework, supported by relevant policies, to safeguard its information assets, customer data, and technology infrastructure in compliance with applicable regulatory and industry standards. The Company is SOC I & SOC II (Type 2) certified (System and Organisation Controls I and II). The framework encompasses key security controls, including access and privileged user management, network and perimeter security, application security supported by secure development practices, endpoint protection, patch management, and periodic vulnerability assessments, including penetration testing.

To enable timely detection and response to potential threats, the Company has implemented continuous log monitoring and SIEM based threat detection mechanisms. These are supported by defined incident response and cyber resilience processes to effectively manage and mitigate cybersecurity risks.

In addition, the Company follows a Data Privacy and Protection Policy to safeguard personal and sensitive information. The policy is aligned with applicable regulatory requirements issued by SEBI, PFRDA, and AMFI, incorporates relevant ISO 27001:2022 controls, and is guided by principles of privacy by design and confidentiality across business operations. The information security policy referred to above is available for reference on the Company's website:- <https://investor.kfintech.com/wp-content/uploads/2022/11/Information-Security-Policy.pdf>

Business Responsibility & Sustainability Report

- 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** - None
- b. Percentage of data breaches involving personally identifiable information of customers** - None
- c. Impact, if any, of the data breaches** - None

Leadership Indicators

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

Information about the Company's products and services is shared on its website at <https://www.kfintech.com/>. The Company also uses social media and other digital channels to keep stakeholders informed and build awareness of its offerings.

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

Given the nature of its business operations, this indicator has limited applicability to the Company. However, the Company ensures compliance with all relevant disclosure requirements for its products and services, in line with SEBI guidelines on product labelling across applicable risk and disclosure categories.

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

KFin has a formal communication mechanism to proactively inform consumers/clients of any risk of disruption or planned/unplanned discontinuation of essential services. Communication is governed by the Crisis Management Plan (CMP), BCP/DR Policy, and Client Communication

- 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.**

The Company discloses product and service information in compliance with applicable legal and regulatory requirements. Currently, no information beyond what is mandated under local laws is disclosed.

- 5. 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 seeks feedback on service quality by encouraging distributors and investors to rate its services. This feedback is used to assess customer satisfaction levels and support continuous improvement in service delivery.



INDEPENDENT REASONABLE ASSURANCE STATEMENT

Independent Assurance Statement to KFin Technologies Ltd on its BRSR Core Indicators for FY 2025-26

The Board of Directors,

KFin Technologies Ltd,
Kurla Mumbai,
Maharashtra – 400 070.

NATURE OF ASSURANCE

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by KFin Technologies Ltd (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

REPORTING FRAMEWORK

The Report has been prepared following

1. BRSR Core and Non-Core Framework for Assurance and ESG Disclosures for Value Chain (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026), dated January 30, 2026 circular.
2. Greenhouse Gas Protocol Standard.
3. ISO 14064-1:2018 Standard.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all KFin Technologies Ltd internal and external Stakeholders.

RESPONSIBILITIES

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

ASSURANCE STANDARD

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, including all essential indicators as specified under BRSR standards and amendments made as on date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information).

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from KFin Technologies Ltd, being free from bias and conflicts of interest with the organisation, its subsidiaries, and stakeholders.

Independent Reasonable Assurance Statement

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

SCOPE OF ASSURANCE

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators (KPIs) within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries Offices - 196 front offices, 2 middle offices, 2 back offices. However, for Principle 6, the data is collected for 5 locations which covers 90% of our business operations spread across different states in India.

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and essential indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

LIMITATIONS

SGS India did come across limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.
- Battery Waste, Bio Medical Waste, Plastic Waste & E Waste were excluded from the boundary of assurance as it is not tracked by KFin Technologies for some of the office locations.

FINDINGS AND CONCLUSIONS

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.



The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

Sr. No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> ≈ Total scope 1 emissions ≈ Total scope 2 emissions ≈ GHG emission intensity (scope 1 +2)
2	Water footprint	<ul style="list-style-type: none"> ≈ Total water consumption ≈ Water consumption intensity ≈ Water discharge by destination and levels of treatment
3	Energy footprint	<ul style="list-style-type: none"> ≈ Total energy consumed ≈ % of energy consumed from renewable sources ≈ Energy intensity
4	Embracing circularity	<ul style="list-style-type: none"> ≈ Plastic waste ≈ E-waste ≈ Bio medical waste ≈ Construction and demolition waste ≈ Battery waste ≈ Radioactive waste ≈ Other hazardous waste ≈ Other non-hazardous waste ≈ Total waste generated ≈ Waste intensity ≈ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ≈ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	<ul style="list-style-type: none"> ≈ Spending on measures towards the well-being of employees as a % of the total revenue of the Company ≈ Details of safety-related incidents for employees
6	Enabling gender diversity in business	<ul style="list-style-type: none"> ≈ Gross wages paid to females as % of wages paid. ≈ Complaints on POSH
7	Enabling inclusive development	<ul style="list-style-type: none"> ≈ Input material sourced from MSMES/ small producers as % of total purchases. ≈ Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> ≈ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. ≈ Number of days of accounts payable
9	Openness of business	<ul style="list-style-type: none"> ≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties

For and on behalf of SGS India Private Limited

Kalpesh Thombare

Technical Reviewer
National Manager – ESG & Sustainability
Services, SGS India.

21st May 2026

Muskan Gupta

Verifier, Technical Associate – ESG &
Sustainability Services, SGS India
Team Member: Namrata Kamble, Nakshatra Shinde

21st May 2026