



Inclusive Growth

through Responsible Lending

Stories Inside



04 | About the Report

05 | Reference Guidelines

05 | Reporting Boundary

06 | Message from Leadership

08 | Organisational Profile

09 | Our Presence

10 | Performance Metrics

11 | Environmental

11 | Social

11 | Governance

10 | Customer Centricity

10 | Responsible Finance

12 | Strategy: Inclusive Growth Through Responsible Lending

12 | Purpose-Led Vision

14 | Holistic Sustainable Finance Strategy

14 | Responsible Lending

14 | Commitment to Environmental, Social & Governance Excellence





15 | Governance

- 15 | Governing with Responsibility
- 16 | Board and Committee Structure
- 16 | Embedding ESG into Governance and Strategy
- 16 | ESG Policy
- 16 | ESG Governance
- 17 | Ethical Conduct and Business Integrity
- 17 | Regulatory Compliance
- 17 | Risk Management
- 17 | Brand, Reputation and Stakeholder Trust
- 18 | Digital Innovation
- 18 | Data Security and Privacy
- 19 | Anti-Corruption and Anti-Bribery Systems

- 19 | Political Contributions
- 19 | Freedom of Association and Collective Bargaining
- 19 | Approach to Tax
- 20 | Responsible Business Practices
- 21 | Anti-Corruption Safeguards
- 21 | Training on Anti-Bribery, Anti-Corruption, and Anti-Money Laundering
- 21 | Regulatory Compliance
- 21 | Fair Business Practices with Dealers and DSAs
- 21 | Transparent Communication with Investors and Customers
- 22 | Governance Strategy
- 23 | Social

24 | Stakeholder Engagement & Materiality

- 24 | Stakeholder Engagement
- 24 | Materiality Assessment
- 25 | Methodology & Materiality Matrix
- 26 | Progress against ESG Goals

33 | Indirect Economic Impacts

- 33 | Unnati - An Entrepreneurship Development Project
- 35 | Employee Retirement Benefits and Government Financial Assistance
- 36 | Financial Inclusion - Sustainability Perspective
- 37 | Customer Satisfaction Survey
- 38 | Financial Literacy Awareness Programmes
- 39 | Customer Health & Safety
- 39 | Marketing and Labelling
- 39 | Customer Privacy

32 | Economic Performance

Stories Inside

40 | Social

- 40 |** Employee Management
- 42 |** Human Rights
- 43 |** Diversity, Equity, & Inclusion
- 43 |** Employee Diversity at Management Level & by Age Level (2025-26)
- 44 |** Board Diversity
- 44 |** Board Diversity by Gender (FY 2025-26)
- 44 |** Board Diversity by Age Group (FY 2025-26)
- 44 |** Recruitment and Talent Strategy
- 44 |** Local Hiring Practices for Senior Management
- 45 |** Learning & Development
- 45 |** Number of Training Hours
- 46 |** Skill Upgradation Trainings
- 46 |** Performance & Career Development
- 47 |** Employee Recognition & Rewards
- 48 |** Turnover Rate of Permanent Employees
- 49 |** Health & Safety Practices
- 49 |** Health & Safety Training
- 49 |** Health & Safety Incidents
- 50 |** Employee Wellbeing and Benefits
- 51 |** Parental Leaves
- 51 |** Employee Benefits
- 52 |** Human Capital Return on Investment
- 52 |** Ethics Training for Employees
- 52 |** Notice Period for Workforce
- 52 |** Employee Satisfaction Survey
- 54 |** Community Development
- 54 |** Livelihood Creation and Women Empowerment
- 55 |** Health, Well-being, and Dignity
- 56 |** Environmental Sustainability and Community Awareness
- 56 |** Social Infrastructure, Safety, and Digital Resilience
- 56 |** Impact Assessment and Continuous Engagement
- 57 |** Global Happiness Festival
- 57 |** Music & Art for Mental Health
- 58 |** Road Safety and Community Well-Being
- 59 |** Cyber Support Centres – Community Cyber Safety Initiative
- 59 |** Sanitary Pad Vending Machines
- 60 |** Community Welfare
- 61 |** Sports Support and Promotion
- 61 |** Operations with Significant Actual and Potential Negative Impacts on Local Communities
- 61 |** Indirect Economic Impacts
- 63 |** Significant Indirect Economic Impacts
- 63 |** Training and Education
- 63 |** Social Strategy

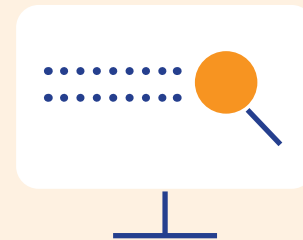


64 | Environmental Stewardship

- 64 | Key Environmental Initiatives
- 65 | Strengthening Environmental Governance and Materiality Alignment
- 65 | Our Environmental Targets & Commitments
- 65 | Waste Management
- 65 | Greenhouse Gas Emissions (Scope 1, Scope 2, Scope 3)
- 66 | Energy Management
- 66 | Sustainable Infrastructure
- 67 | Our Environmental Management Approach
- 68 | Energy Efficiency in Operations
- 69 | Carbon Footprint
- 71 | Climate Responsibility
- 72 | Waste Management and Resource Efficiency
- 73 | Water Stewardship
- 74 | Biodiversity
- 74 | Sustainable Procurement and Vendor Engagement
- 76 | Supplier Screening
- 77 | Supplier Satisfaction Survey (FY 2025-26)

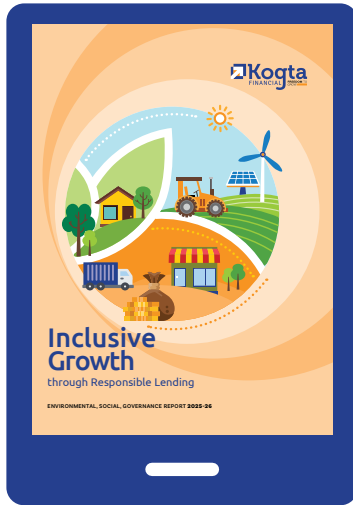
78 | Looking Ahead Sustainability Roadmap

- 78 | Future Inclusion Targets: Deepening Access and Opportunity
- 78 | Digitisation for Better Client Experience: Enhancing Trust Through Technology
- 79 | Risk Management
- 80 | Environmental Responsibility
- 82 | GRI Content Index
- 86 | SASB Content Index
- 87 | UN SDGs Alignment
- 89 | Business Responsibility & Sustainability Reporting (BRSR)



To view this report online & to know more about us, please visit:
<https://www.kogta.in/>

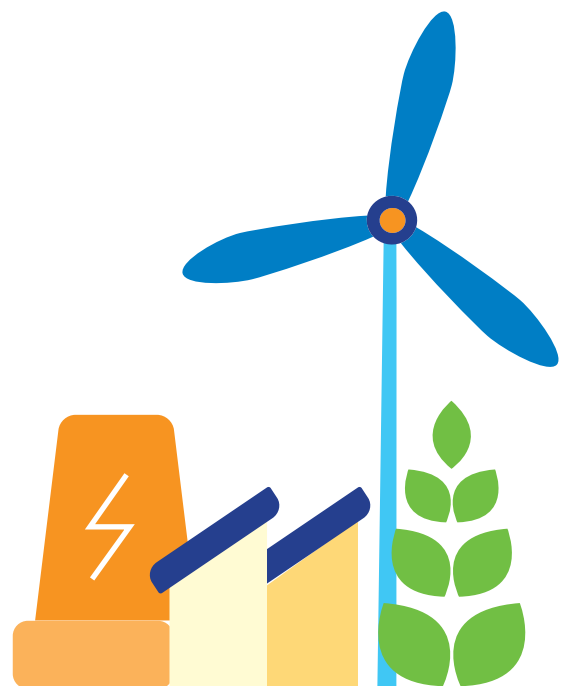




Overview About the Report

This report represents the third year of sustainability reporting by Kogta Financial (India) Limited (“KFL” or “the Company”) and reflects our ongoing efforts to create long-term value through responsible business practices. It highlights our sustainability approach, key initiatives, and progress made during FY 2025-26 across environmental, social, and governance areas, while demonstrating how these priorities continue to support our business growth and stakeholder relationships. Building on insights and learnings from previous editions, this report reflects KFL’s continued commitment to responsible growth, ethical business conduct, and long-term value creation for all stakeholders, while further embedding sustainability into business strategy and decision-making processes.

The report aims to provide transparent, balanced, and meaningful disclosures on ESG topics that are material to the Company and its stakeholders. Disclosure alignment with the international & national frameworks supports consistency, comparability, and clarity in communicating how KFL identifies, manages, and responds to its environmental and social impacts, governance practices, risks, and opportunities. The scope of this report covers Kogta Financial (India) Limited’s operations across India. Disclosures are informed by an updated materiality assessment conducted during FY 2025-26 by international ESG frameworks (SASB, MSCI, S&P Global), incorporating stakeholder engagement, internal evaluations, regulatory developments, and emerging industry trends. Where relevant, the report highlights progress made on earlier commitments and outlines priorities for continuous improvement.





At KFL, sustainability is seen as a continuous journey of learning, improvement, and responsible growth rather than static obligation. This third Sustainability Report reflects the Company's ongoing efforts to strengthen governance, enhance resilience, foster inclusive growth, and build lasting trust with stakeholders.

KFL welcomes feedback on this report to further enhance the quality of its disclosures and sustainability performance in future reporting cycles. Stakeholders are encouraged to share their feedback on esg@kogta.in

Reference Guidelines

This Sustainability Report has been prepared in alignment with leading international and national reporting frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) guidelines, the United Nations Sustainable Development Goals (UN-SDGs) and the Business Responsibility & Sustainability Reporting (BRSR) requirements. Together, these standards help ensure that stakeholders receive a clear, comprehensive, and transparent view of KFL's sustainability performance, priorities, and progress.

By publishing this Sustainability Report as a standalone document, separate from the Annual Report for FY 2025-26, KFL underscores its strong commitment to ESG transparency. This approach reflects the organisation's dedication to meeting evolving stakeholder expectations for detailed ESG disclosures and reaffirms our belief that responsible business practices must be communicated openly and thoughtfully.

Reporting Boundary

This Sustainability Report covers the period from April 1, 2025, to March 31, 2026, and includes all operations and service activities of Kogta Financial (India) Limited (KFL). The scope of reporting represents 100% of the company's revenue for FY 2025-26, ensuring a complete and accurate reflection of KFL's performance during the year.

KFL encourages all stakeholders to engage with its sustainability journey, as their perspectives and feedback play an essential role in shaping the company's continuous improvement efforts. By sharing insights openly, KFL aims to strengthen trust, deepen collaboration, and ensure that its sustainability initiatives remain aligned with stakeholder expectations and evolving societal needs.

KFL is committed to publishing its Sustainability Report annually for communicating our ESG journey to the stakeholders as well as reaffirming its dedication to transparency and accountability. Through consistent reporting, KFL seeks to track progress year-on-year, highlight areas of advancement, and identify opportunities for further enhancement. As KFL moves forward, it remains focussed on elevating its sustainability impact working to create long-lasting value for people, communities, and the environment.

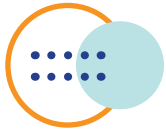


For further details or to provide feedback, stakeholders are encouraged to contact:
esg@kogta.in 



Leadership Message

Message from the MD and CEO



OUR BUSINESS HAS ALWAYS
BEEN DRIVEN BY PURPOSE:
HARMONISING FINANCE AND
SUSTAINABILITY.

AS WE MOVE FORWARD,
SUSTAINABILITY WILL CONTINUE
TO GUIDE OUR STRATEGY AND
OPERATIONS. I AM CONFIDENT
THAT WITH THE COLLECTIVE
COMMITMENT OF OUR TEAM,
STAKEHOLDERS, AND FINANCING
PARTNERS, KFL WILL CONTINUE
TO CREATE LONG-TERM VALUE,
NOT ONLY FOR OUR BUSINESS
BUT FOR SOCIETY AT LARGE.





Dear Stakeholder

It is my privilege to present Kogta Financial (India) Limited's Sustainability Report for FY 2025-26. This report reflects not only our performance during the year but also our continued commitment to building a resilient, ethical, and inclusive financial institution that grows responsibly by enabling opportunity where it is needed most.

At Kogta Financial (India) Limited, growth has always been guided by a larger purpose. We believe that responsible and accessible financial services can create meaningful opportunities, improve livelihoods, and contribute to long-term economic development. Reflecting this belief, our sustainability theme for the year 'Inclusive Growth Through Responsible Lending' highlights our commitment to embedding environmental, social, and governance considerations into our business strategy, operations, and everyday decision-making.

FY 2025-26 was a year of disciplined growth anchored in financial inclusion. A significant portion of our lending continued to support MSMEs, first-time borrowers, and women customers, particularly across rural and semi-urban regions. By extending credit responsibly, with careful risk assessment and transparent practices, we aim to help households and entrepreneurs build assets, generate income, and participate confidently in the formal financial system without increasing financial vulnerability. Our focus on responsible finance is reinforced by robust ESG screening across the credit lifecycle. By aligning lending decisions with globally recognised exclusion lists and social and environmental safeguards, we ensure that growth is not only commercially sound but also ethically grounded.

Strong governance is the backbone of sustainable growth. During the year, we continued to enhance oversight, transparency, and accountability through our Board-led ESG governance framework. With independent directors providing effective oversight, zero tolerance toward corruption, strengthened risk management practices, and zero reported data breaches, we remain committed to safeguarding stakeholder trust in an increasingly complex financial landscape. Digitalisation of business processes has further strengthened governance by improving traceability, efficiency, and compliance. As we advance, data security and regulatory discipline will remain non-negotiable priorities.

Our people are central to our success. In FY 2025-26, we invested significantly in training, capability building, health and safety, and employee well-being, ensuring that our workforce is prepared for the evolving needs of responsible finance. High participation in training programmes, strong employee engagement scores, and recognition through internal reward platforms reflect our belief that an empowered workforce builds stronger customer and community outcomes. We remain committed to enhancing diversity, equity, and inclusion and to creating a workplace rooted in dignity, respect, and opportunity.

Sustainability at Kogta Financial (India) Limited extends well beyond our balance sheet. Through the Kogta Foundation, we continued to support community development initiatives focussing on women's economic empowerment, education, health, road safety, cyber awareness, and environmental restoration. Flagship programmes such as Unnati demonstrate how targeted interventions can deliver measurable improvements in household income, confidence, and community resilience.

Environmental stewardship also remains an important part of our responsibility. While our operational footprint is limited, we are taking consistent steps to improve energy efficiency, manage waste responsibly, and support nature-based solutions such as Miyawaki plantations that contribute to long-term ecological value.

Sustainability is a journey – one that requires continuous learning, collaboration, and accountability. As we move forward, we will continue to strengthen our ESG roadmap, deepen financial inclusion through a structured Social Finance Framework, enhance digital customer experiences, and build resilience against emerging risks, including climate-related challenges.

I would like to sincerely thank our employees, customers, partners, investors, and community stakeholders for their continued trust and unwavering support. Together, we are demonstrating that responsible lending is not only good business, it is a powerful vehicle for inclusive and sustainable growth.

Warm regards,

Arun Kogta

MD and CEO



Organisational Profile



- Kogta Financial (India) Limited (KFL), headquartered in Jaipur, Rajasthan, is a well-established Non-Banking Financial Company (NBFC) with a strong reputation in the secured asset-financing sector. Over the years, KFL has built deep expertise in providing a diverse range of lending solutions, including financing for commercial and consumer vehicles, construction equipment, and tractors, along with Loan Against Property (LAP) and secured business loans designed specifically for SME and MSME customers.

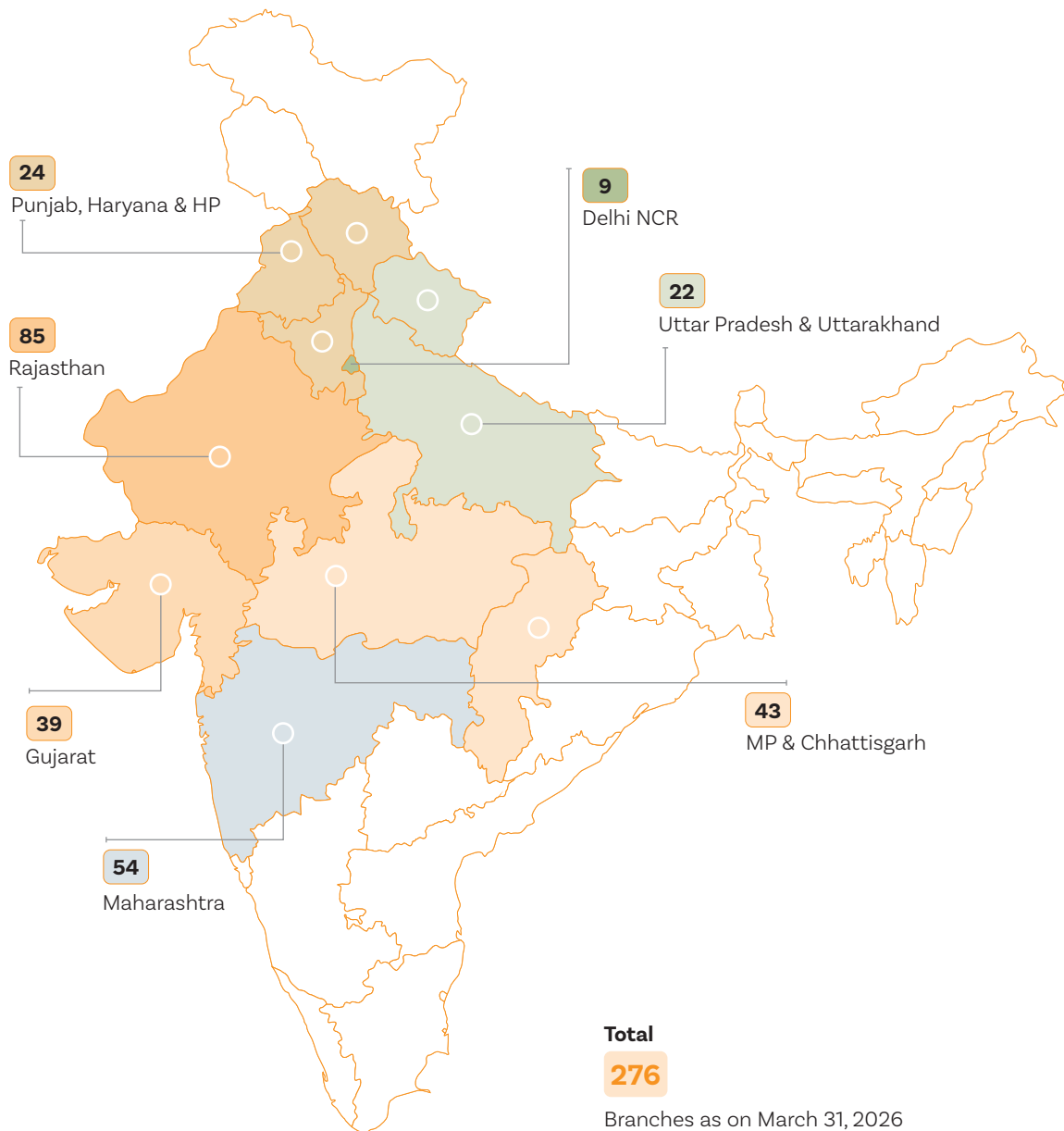
KFL's growth is rooted in several key strengths such as experienced leadership, advanced technology platforms, a broad and inclusive product portfolio, robust credit and risk management practices, and a thoughtful approach to market expansion. Together, these competencies enable the company to serve a wide spectrum of borrowers with confidence and reliability.

Our customer base reflects the diversity and aspirations of India's evolving economy. KFL proudly supports farmers, small road transport operators, taxi owners, first-time borrowers, women borrowers, economically underserved individuals, small-scale industrial entrepreneurs, mining operators, and retail traders. Guided by a commitment to fairness and service excellence, KFL has consistently upheld transparent business practices and secure financial policies, enabling the organisation to extend credit to more than 2,10,000 customers to date.



Our Presence

From its roots in Jaipur, KFL has expanded its presence through a network of 276 branches spread across Rajasthan, Maharashtra, Gujarat, Madhya Pradesh, Punjab, Haryana, Uttar Pradesh, Chhattisgarh, Himachal Pradesh, Uttarakhand, Delhi and Chandigarh. This widespread presence enables the company to reach customers in both urban and underserved regions, ensuring that financial solutions remain accessible to individuals, entrepreneurs, and small businesses alike. Beyond expanding its physical footprint, this reach reflects KFL's commitment to supporting people from diverse backgrounds and strengthening local economic ecosystems. Through its branch network, KFL continues to extend opportunities, empower borrowers, and help create pathways for financial progress across multiple geographies, reinforcing its dedication to fostering meaningful and inclusive development.



Map not to scale. For illustrative purposes only.

Performance

Metrics

FY 2025-26

₹ 82,995.7 Mn
AUM

₹ 22,303.1 Mn
Net Worth

₹ 48,437.0 Mn
Disbursements

₹ 35.1 Mn
CSR Expenditure

Responsible Finance

72.7%
of disbursed loans supported
MSME borrowers

57.8%
of disbursed loans supported
Women borrowers

8.9%
of disbursed loans supported
first time borrowers

36%
of loans disbursed to borrowers
in rural regions

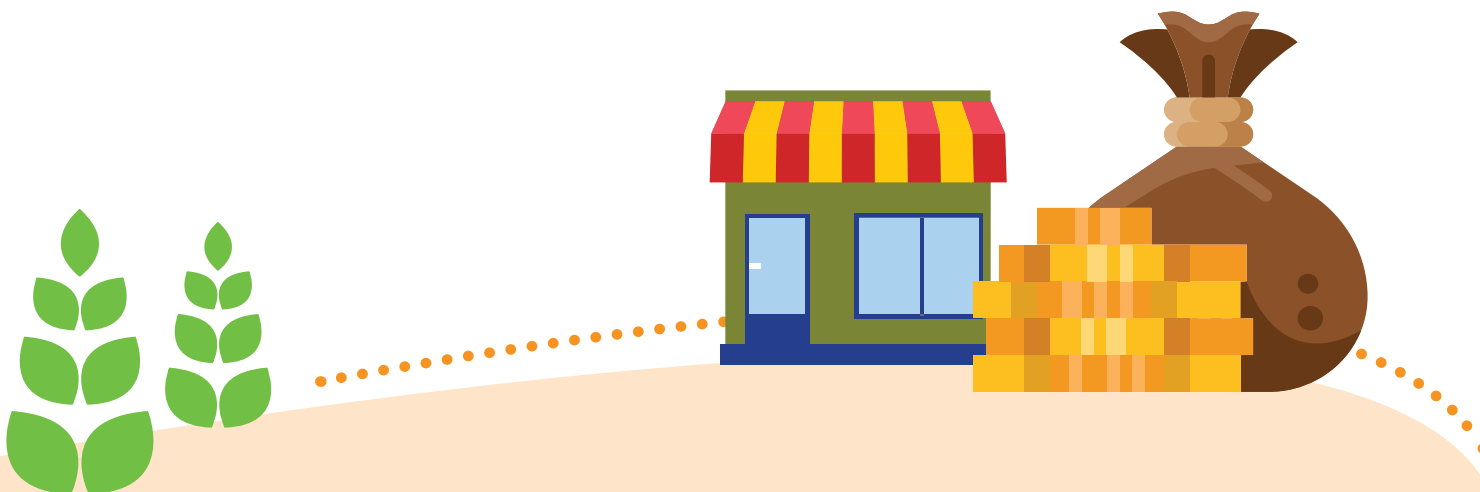
42%
of loans disbursed to borrowers
in semi-urban regions

Customer Centricity

1,72,843
Customer outreach through
Customer Satisfaction Survey

96%
Customer outreach through
CRM team

96%
Customer Complaint
Resolution rate recorded





Environmental

12.5%

Energy Intensity reduction from previous FY 2024-25

9.0%

Scope 2 Emission Intensity reduction from previous FY 2024-25

56.1%

Scope 3 Emission Intensity reduction from previous FY 2024-25

28.8 tCO₂e

Scope 1 Emissions

1,295 tCO₂e

Scope 2 Emissions

3,237.3 tCO₂e

Scope 3 Emissions

100%

E-waste recycled through authorised vendors

Social

4.4%

gender diversity (17.1% in non-field roles)

22.3%

women representation in Board of Directors

647

Employees (599 Males, 48 Females) won KFL's Annual Awards

1,821

Employees (1,691 Males, 130 Females) were acknowledged in KFL's Hall of Fame

12%

Employees received performance and career development opportunities

14.7

Training Hours/Employee

2.2

Human Capital Return on Investment

Zero

POSH Cases

Zero

cases of employee discrimination reported

1,00,000+

CSR Beneficiaries

1,000

hours of volunteering contributed by 400 employees

Zero

instances of any negative impact on local communities

0.9

Lost Time Injury Frequency Rate (LTIFR)

2

incidents of on-job fatalities reported

100%

of employees covered by health & insurance (accidental & life) benefits

63%

CSR spend in Promoting health care & education for communities

Governance

33.3%

Independent Directors in Board of Directors

Zero

Bribery or Corruption charges against any Director/KMP

Zero

incident of conflict of interest

70%

of processes digitalised

63.7%

of loans disbursed with Digital agreements

Zero

incident of data breaches

Strategy

Inclusive Growth Through Responsible Lending

- At Kogta Financial (India) Limited (KFL), sustainability is more than a set of initiatives, it is the foundation of how we empower people, enable livelihoods, and build resilient communities.
- Guided by a purpose-led commitment to Inclusive Growth Through Responsible Lending, KFL is shaping a future where financial services uplift lives, catalyse opportunity, and support a more equitable world. Our Strategy and Roadmap outlines how we embed environmental stewardship, social progress, and governance excellence into every dimension of our business, ensuring that responsible finance becomes a transformative force across our value chain.



PURPOSE-LED VISION

KFL's vision centre on enabling aspirations through ethical, responsible, and transparent financial solutions. We believe that inclusive finance is a catalyst for economic mobility, particularly for first-time borrowers, small businesses, informal sector workers, and underserved communities.

Our purpose is reflected in a business model that prioritises trust, fairness, and accountability, ensuring that growth is not only commercially viable, but socially meaningful. Through this vision, we aim to create positive impact by expanding access to credit, fostering financial capability, and supporting livelihoods.



ESG VISION

To ensure our services and operations are sustainable from environmental, social and financial perspective.

Holistic Sustainable Finance Strategy

The ESG strategy developed for KFL acts as a strategic guide that aligns core business goals with measurable sustainability objectives. It integrates global and national frameworks such as GRI, SASB, NGRBC, and BRSR, ensuring that our practices meet the expectations of evolving markets, responsible investors, and regulatory bodies.

This strategy takes a holistic approach:

- Embedding environmental, social & governance considerations into lending decisions
- Strengthening risk management through ESG screening
- Enhancing transparency via robust sustainability data governance
- Driving operational efficiencies through digitisation
- And elevating long-term value creation for customers and communities

With improved decision-making, better risk foresight, and increased access to finance, the strategy positions KFL as a responsible and forward-looking financial partner.

Responsible Lending

At Kogta Financial (India) Limited (KFL), responsible lending is a core element of our commitment to sustainable growth and ethical business practices. We believe that integrating Environmental, Social, and Governance (ESG) considerations into our lending decisions not only strengthens risk management but also enables us to create long-term value for our stakeholders while responsibly supporting economic development.

KFL systematically integrates ESG considerations into its operational and financing decisions to ensure that sustainability principles are embedded across the credit lifecycle. ESG assessment begins at the proposal stage and continues through due diligence, credit appraisal, approval, and monitoring. This approach enables us to identify, assess, and manage material ESG risks and opportunities associated with our lending activities, ensuring sustainability from environmental, social, and financial perspectives. The inclusion of ESG factors within lending decisions supports ethical conduct, promotes borrower accountability, and aligns KFL's financing practices with globally recognised sustainability standards. By embedding ESG considerations into both operational and financing processes, KFL ensures that its growth trajectory remains responsible and resilient.

ESG screening forms a critical pillar of KFL's credit risk management framework. Each lending proposal undergoes an exclusion screening in line with KFL's internal policies and is benchmarked against the best international practices. Following exclusion screening, proposals are evaluated to identify potential material ESG risks. A structured ESG checklist is used to conduct a quantitative assessment of environmental, social, and governance factors. Each proposal must achieve a minimum ESG risk score to progress through the credit approval process. Proposals that do not meet this threshold are escalated for further scrutiny and high-level review by senior management, reinforcing oversight and accountability.

KFL's ESG due diligence process is designed to be consistent, transparent, and action-oriented. Where ESG risks are identified as part of the screening or due diligence process, borrowers are required to provide an ESG declaration confirming their commitment to comply with KFL's ESG requirements. This declaration forms an integral part of the credit documentation.

Through this structured ESG screening, declaration, and due diligence framework, KFL strengthens its ability to proactively manage ESG-related risks, encourage responsible borrower behaviour, and align its lending practices with sustainability and ethical finance principles.

Commitment to Environmental, Social & Governance Excellence

KFL's sustainability approach is grounded in its robust ESG roadmap which outlines continuous improvement through structured targets, review mechanisms, and cross-functional integration. Kogta Financial (India) Limited's ESG Roadmap and Goals for 2030 articulate a clear vision for responsible and resilient growth. Anchored in the Company's material priorities and evolving regulatory expectations, the roadmap outlines focussed actions across governance, risk management, data security, employee well-being, and ethical business practices. The details of the ESG roadmap and associated milestones are disclosed under the section "Looking Ahead – Sustainability Roadmap".

Our environmental commitments include enhancing energy efficiency and advancing robust monitoring and management of greenhouse gas emissions across our operations and value chain to support a more sustainable and low-carbon future. Social commitments span employee wellbeing, diversity, health and safety, and community



engagement through education, livelihood support, women's empowerment, and mental wellbeing initiatives. Governance excellence is driven by strong compliance processes, ethical codes, anti-corruption measures, and transparent reporting aligned with global standards.

KFL's sustainability strategy is a living roadmap one that integrates our purpose, strengthens our governance, amplifies social impact, and enhances environmental responsibility.

Through responsible lending, customer-centric innovation, and inclusive outreach, we aim to empower aspirations and create pathways for long-term prosperity.

As we advance on this journey, we remain committed to transparency, accountability, and continuous improvement ensuring that Inclusive Growth Through Responsible Lending becomes a meaningful reality for every stakeholder we serve.

Governance

Governing with Responsibility

33.33%

Independent Directors
on Board

70%

Process Digitalised

**Zero
Data Breaches**

**No Bribery/Corruption
charges against any
Director/KMPs**

At Kogta Financial (India) Limited (KFL), governance is not viewed as an administrative formality, it is the foundation on which the Company's purpose of Inclusive Growth Through Responsible Lending truly stands. The organisation's governance philosophy emphasises doing what is right, fair, and responsible, even when no one is watching. It is this spirit of ethical leadership and transparent oversight that guides every decision, from how lending products are designed to how customers and communities are served. KFL's governance disclosures highlight how deeply these values are embedded across the Company's structure, culture, and daily operations. While KFL is not mandated to publish BRSR, we voluntarily disclose our BRSR and Sustainability Report as part of our commitment to transparent governance, responsible business practices, and meaningful stakeholder engagement.

Governance at KFL continues to serve as the bedrock upon which ethical conduct, regulatory integrity, risk resilience, and stakeholder confidence are built. Over the past reporting cycles, the organisation's governance framework has steadily evolved from establishing foundational policies and structures to embedding governance deeper into decision-making, operational processes, and leadership oversight. This section presents governance not as a standalone compliance exercise, but as a dynamic system that matures alongside business complexity, regulatory expectations, and stakeholder needs.



Board and Committee Structure

KFL's Board of Directors act as the company's moral and strategic anchor. It brings together a thoughtfully balanced blend of executive and non-executive members who contribute diverse experience in areas such as finance, risk, technology, law, and social impact. This collective leadership not only sets a strategic vision but also ensures that the Company stays rooted in integrity and responsible growth. The Board's mandate includes overseeing internal controls, regulatory compliance, cultural expectations, and long-term sustainability priorities.

To ensure that every key area receives focussed oversight, the Board has established several committees, each with a clearly-defined charter. These include committees overseeing Audit, Risk, Remuneration, Sustainability, Stakeholder Relationships, Information Technology, and Corporate Social Responsibility. Every committee operates under formal Terms of Reference and meets at regular intervals to reflect, review, and recommend. Their work brings depth and discipline to the governance system and ensures that matters of significance ranging from cybersecurity risks to human capital priorities receive well-rounded evaluation before being placed before the Board.

Embedding ESG into Governance and Strategy

Sustainability at KFL is not a separate programme; it is a way of thinking embedded into every major business decision. This philosophy is supported by a structured ESG governance framework that spans the Board, a Sustainability Committee, an ESG Steering Group, and a cross-functional ESG Implementation Team. This multilayered structure ensures that environmental and social considerations are not afterthoughts, but integral components of lending policies, operational decisions, and strategic planning.

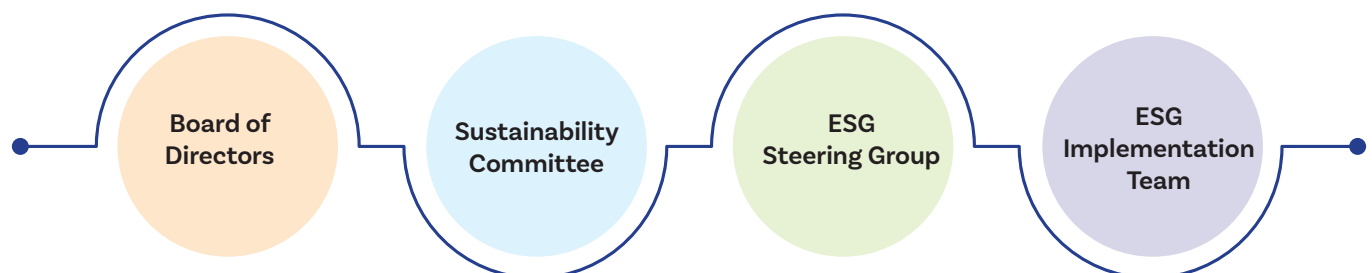
ESG Policy

KFL's Board-approved ESG Policy further reinforces the Company's commitment to sustainable finance, ethical conduct, responsible lending, and proactive stakeholder engagement. It lays out how ESG risks must be evaluated, and how borrowers and vendors must comply with ESG requirements. This policy framework is regularly refined to reflect emerging sustainability expectations and strengthen the Company's long-term resilience.

ESG Governance

Kogta Financial (India) Limited's ESG governance framework is designed to ensure responsible decision-making, strong oversight, and effective execution across the organisation. At the apex, the Board of Directors provides strategic direction and oversight, ensuring ESG considerations are embedded into business priorities and long-term risk management. This oversight is supported by a Sustainability Committee, which guides policy formulation, reviews progress and aligns ESG objectives with regulatory expectations and stakeholder interests.

An ESG Steering Group translates strategic intent into actionable priorities, enabling cross-functional coordination and monitoring performance against defined goals. At the operational level, the ESG Implementation Team is responsible for execution, data tracking, and continuous improvement across environmental, social, and governance initiatives. This structured governance approach, aligned with the principles disclosed in Kogta Financial (India) Limited's ESG reporting, reinforces accountability, transparency, and sustainable value creation across the organisation.





Ethical Conduct and Business Integrity

Ethics at Kogta Financial (India) Limited (KFL) are not confined to written codes, they form the core of the Company's identity and decision-making framework. KFL's Code of Conduct and Ethics clearly outlines the standards of conduct expected from employees, customers, and other stakeholders, emphasising respect, responsible communication, confidentiality, avoidance of conflicts of interest, and fairness in all interactions. This ethical foundation ensures consistency in employee behaviour, particularly in sensitive areas such as credit assessment and collections, where trust and transparency are critical. Reinforcing this commitment, KFL has established a robust Whistle Blower & Vigil Mechanism that enables employees and directors to report concerns without fear, supported by strict confidentiality and protection against retaliation, in alignment with the Code of Conduct and Ethics. The mechanism encourages reporting of suspected fraud, unethical behaviour, regulatory non-compliance, or violations of company policies, ensuring that issues are addressed promptly, responsibly, and with due care. KFL's approach to business ethics has remained firmly anchored in a zero-tolerance stance on corruption and unethical conduct. As governance practices matured, KFL recognised the need to move beyond policy existence towards stronger mechanisms for awareness, monitoring, and accountability. This led to a revision of interim goals to place greater emphasis on regular policy updates aligned with evolving regulations, strengthening ethical guidance for employees, and enhancing confidential reporting mechanisms. These refinements do not signal a shift in ambition; rather, they reflect a deeper operationalisation of the same ethical commitment. KFL's objective to maintain zero incidents of corruption and ethical breaches remains unchanged and continues to guide all related initiatives.

Regulatory Compliance

Regulatory compliance has been a longstanding priority for KFL, with early efforts focussed on ensuring adherence to applicable laws and regulatory requirements. With the regulatory landscape becoming increasingly complex, particularly in relation to ESG disclosures, KFL revisited its earlier goals to ensure they remained fit for purpose. The revised strategy acknowledges that compliance today extends beyond statutory requirements to include voluntary ESG disclosures, rating assessments, and stakeholder scrutiny. Accordingly, near- and medium-term targets now incorporate digitalisation of legal registers, clearer ownership of compliance responsibilities, and preparedness for ESG benchmarking.

Risk Management

KFL's approach to risk management has evolved significantly over the last reporting years, particularly in relation to ESG-related risks. The establishment of an Environment, Social & Governance Management System (ESMS) has enabled more structured identification and management of ESG risks, while alignment with the broader enterprise risk framework has ensured that these risks are considered alongside financial and operational factors.

The revision of risk-related goals was driven by a recognition of emerging physical and transition risks associated with climate change, as well as growing expectations around formal risk assessments. As a result, risk-related goals now emphasise capacity building, structured climate risk assessments, and prioritisation of mitigation measures based on impact and likelihood. These refinements strengthen, rather than alter, KFL's long-term ambition to align with recognised risk management standards and to institutionalise a culture of continuous risk review and improvement.

Brand, Reputation and Stakeholder Trust

KFL's reputation has historically been underpinned by regulatory compliance and responsible business conduct. Over the last reporting years, the organisation has taken steps to more consciously align its external communication and branding with its ESG commitments.

As ESG considerations become increasingly relevant to customers, employees, and partners, KFL revised its branding-related goals to focus on integrating sustainability

and responsible finance narratives into corporate communications. These updates reflect an evolving understanding of stakeholder expectations, rather than a change in strategic direction. The long-term objective of maintaining and strengthening trust remains centred on transparent communication and ethical conduct.

Digital Innovation

Digitalisation has emerged as a critical enabler of effective governance at KFL. With 70% of business processes digitised during the reporting year, the organisation has improved data accuracy, traceability, and operational efficiency. Recognising the momentum achieved, KFL revised its interim digitisation targets to accelerate progress and integrate ESG considerations into digital platforms. 63.7% of loan agreements were signed digitally in the reporting year. The long-term aspiration envisioned for KFL's highly efficient, largely paperless operations supported by continuous system upgrades remains intact, with revised milestones reflecting realistic scaling based on demonstrated progress. Digital onboarding and paperless lending to data-driven risk assessment and customer support, technology improves efficiency,

enhances customer experience, strengthens transparency, and enables wider financial inclusion, especially in underserved markets.

Data Security and Privacy

Data security and privacy have become increasingly critical governance priorities. As cyber risks and regulatory expectations continue to evolve, KFL refined its interim goals to move beyond policy coverage towards proactive vulnerability assessments, employee training, and resilience testing. These adjustments enhance preparedness without altering the long-term commitment. The objective of ensuring zero breaches of customer data continues to guide investments in systems, controls, and awareness.

KFL's governance journey over the past reporting years reflects deliberate continuity balanced with thoughtful evolution. While interim goals have been revised to reflect learning, maturity, and external change, the underlying principles and long-term ambitions have remained consistent. Governance at KFL is not viewed as a static framework, but as a living system one that strengthens over time through disciplined execution, reflection, and improvement.





Anti-Corruption and Anti-Bribery Systems

KFL follows a zero-tolerance policy toward bribery, corruption, and facilitation payments. The Company's governance framework includes strict rules on accepting gifts, interacting with third parties, and managing vendor relationships. Anti-corruption expectations are woven into employee training, operational guidelines, and internal audits. The ESG Policy and related governance policies outline specific requirements for ethical conduct, prohibited activities, escalation procedures, and monitoring mechanisms.

This unwavering stance protects KFL's long-standing reputation and strengthens public confidence in its lending practices. It also ensures that the value KFL creates economic, social, and environmentalism is rooted in uncompromised integrity.

Political Contributions

Kogta Financial (India) Limited (KFL) maintains a strict policy of refraining from making any political contributions, whether direct or indirect, to political parties, candidates, or affiliated organisations. This commitment is formally embedded in the Company's Anti-Bribery and Anti-Corruption Policy, which explicitly prohibits political funding and reinforces ethical conduct across all operations. KFL remains focussed on conducting its business with integrity, transparency, and compliance with applicable laws and governance standards.

Freedom of Association and Collective Bargaining

Kogta Financial (India) Limited (KFL) operates primarily through office-based financial services and does not engage in activities or sourcing arrangements where the right to freedom of association or collective bargaining is at risk. Accordingly, no risks related to restrictions on

freedom of association or collective bargaining have been identified within KFL's operations. KFL remains committed to fair employment practices, respectful workplace relations, and compliance with applicable labour laws and regulatory standards.

Approach to Tax

Kogta Financial (India) Limited (KFL) follows a transparent, compliant, and responsible approach to taxation that is aligned with applicable laws and regulations in the jurisdictions in which it operates. The Company views tax payments as an integral contribution to economic development and public welfare. KFL's tax position reflects its underlying business activities and financial performance, and tax liabilities are determined in accordance with prevailing tax legislation, using enacted or substantively enacted tax rates. The Company does not engage in aggressive tax planning practices and ensures that tax outcomes are consistent with its commercial substance and ethical standards.

Tax governance at KFL is embedded within its broader financial control and governance framework. Responsibility for tax compliance and reporting rests with the finance function, which operates under defined internal controls, review mechanisms, and reporting processes. The Company regularly assesses tax-related risks, including those arising from changes in tax laws, interpretations, and regulatory expectations. Current and deferred tax positions are reviewed periodically to ensure accuracy, appropriateness, and recoverability, with prudent judgement applied in recognising tax assets and liabilities. KFL undertakes ongoing monitoring and reassessment to manage uncertainties and ensure timely and accurate tax compliance.

KFL maintains constructive and transparent relationships with tax authorities and other relevant stakeholders. The Company responds to tax-related queries in a timely and cooperative manner and ensures appropriate documentation and disclosures are maintained.

Responsible Business Practices

- Kogta Financial (India) Limited upholds responsible business conduct as a fundamental part of its governance and operational ethos. The organisation commits to acting with integrity, fairness, and transparency in all aspects of its business, ensuring trust and long-term value for customers, investors, partners, and regulators.



3,096

Number of Trainings
hours on Anti-Bribery
and Anti-Corruption



Anti-Corruption Safeguards

KFL has established robust anti-corruption measures through its Anti-Bribery and Anti-Corruption Policy, which prohibits offering, soliciting, or accepting bribes, gifts, or anything of value that could influence business decisions. The policy outlines processes for managing gifts and entertainment, pre-clearance requirements, record-keeping expectations, due diligence for third-party engagements, and strict controls against facilitation payments. These measures strengthen internal systems and reinforce ethical business conduct across all operations.

In addition, the company's Anti-Money Laundering (AML) Policy mandates strong safeguards to prevent financial misconduct. These include customer due diligence, identity verification, monitoring of transactions, reporting of suspicious activities, and maintaining records as per regulatory requirements. Dedicated compliance officers oversee adherence to the policy, supported by employee training and continuous monitoring mechanisms.

Training on Anti-Bribery, Anti-Corruption, and Anti-Money Laundering

As part of its commitment to ethical conduct, KFL ensures that employees are regularly trained on anti-bribery, anti-corruption, and AML obligations. The KYC and AML Policy specifically highlight the importance of employee training programmes that enhance awareness of money laundering risks, internal controls, and reporting responsibilities. Such training ensures that staff members understand evolving regulatory expectations and act diligently in their roles.

The Anti-Bribery and Anti-Corruption Policy also reinforce employee responsibility and accountability, further supporting the need for awareness-driven training and compliance behaviour. No anti-competitive and anti-bribery cases have been observed for FY 2025-26.

Regulatory Compliance

KFL adheres to all applicable regulatory frameworks governing NBFCs. Its Fair Practices Code provides guidelines for transparent communication, fair evaluation of loan applications, clear disclosure of terms and conditions, responsible loan disbursement, and accessible grievance redressal mechanisms. These practices ensure that customers receive fair treatment and that the company maintains high standards of regulatory discipline and transparency in its operations.

Fair Business Practices with Dealers and DSAs

The Fair Practices Code also governs interactions with dealers, direct selling agents (DSAs), and other intermediaries, ensuring ethical behaviour and fairness across all customer-facing processes. Employees and authorised representatives are required to follow consistent, non-discriminatory practices while offering services, handling customer concerns, or facilitating transactions. This approach ensures that all partners uphold the integrity and values that KFL represents.

Transparent Communication with Investors and Customers

Clear, transparent, and timely communication is a cornerstone of KFL's engagement philosophy. The Fair Practices Code mandates that all customer communications be provided in a language the customer understands, with full disclosure of loan terms, interest rates, and applicable fees to enable informed decision-making. Customer grievance mechanisms are also readily accessible. These commitments reinforce investor confidence through consistent transparency and responsible financial reporting.

During the financial year 2025-26, no legal actions were initiated or pending against Kogta Financial (India) Limited for anti-competitive behaviour, anti-trust violations, or monopoly practices. This reflects the company's adherence to ethical market conduct and fair competition norms.

Incidents of Corruption

Confirmed incidents of corruption and actions taken

Particulars	FY 2025-26 Number
Total number and nature of confirmed incidents of corruption	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	0

Legal Actions Related to Anti-Competitive Behaviour

Particulars	FY 2025-26 Number
Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant	0
Main outcomes of completed legal actions, including any decisions or judgements.	NA

Governance Strategy

Kogta Financial (India) Limited's governance strategy is anchored in ethical leadership, transparent oversight, and a strong commitment to responsible lending. The Company prioritises maintaining a robust governance framework guided by global standards to ensure that every decision aligns with its purpose of fostering inclusive financial growth.

KFL strengthens ethical conduct through comprehensive policies on anti-corruption, anti-bribery, data privacy, and regulatory compliance, supported by regular reviews, updated codes of conduct, and clear escalation pathways.

Governance bodies such as the ESG Steering Group and sustainability committee oversee sustainability data, risk management, and compliance, ensuring accountability across business operations.

The strategy emphasises digital governance, climate-aligned risk assessment, transparent stakeholder engagement, and continuous improvement of ESG performance. By embedding governance principles into daily practices, KFL ensures fairness, safeguards customer trust, and reinforces responsible lending. Ultimately, this governance approach supports a resilient, transparent, and inclusive financial ecosystem for all stakeholders.



List of Policies Supporting Sustainable and Ethical Business Practices at Kogta Financial (India) Limited

Environmental

ESG Policy

Environment Policy
(part of ESG Policy)Waste Management
Policy (part of ESG Policy)Procurement Policy
(part of ESG Policy)

Social

Human Rights Policy
(part of ESG Policy)

CSR Policy

On-Site Emergency Plan
(Part of ESG Policy)Grievance Redressal
PolicyEmployee Health &
Safety Policy
(Part of ESG Policy)Prevention of Sexual
Harassment at Workplace
PolicyDiversity, Equity and
Inclusion Policy

Equal Opportunity Policy

Governance

Stakeholder
Engagement Plan
(part of ESG Policy)Anti-Bribery and Anti-
Corruption PolicyWhistle Blower and Vigil
Mechanism Policy

Fair Practices Code

Code of Conduct and
EthicsNomination and
Remuneration PolicyKYC and AML (Anti-Money
Laundering Policy)Code of Responsible
Investing
(Part of ESG Policy)Privacy Policy for website
use (Part of IT Policy)Information Technology
PolicyRelated Party
Transactions PolicyBusiness Continuity
Policy (Disaster Recovery
Policy is part of Business
Continuity Policy)

Risk Management Policy

*Other policies of KFL can be accessed through the link: www.kogta.in/investor/policy/

Stakeholder Engagement & Materiality



Stakeholder Engagement

Kogta Financial (India) Limited (KFL) recognises that meaningful stakeholder engagement is essential for responsible growth and long-term value creation. In line with GRI 3, KFL engages regularly with its diverse stakeholder groups including customers, investors, shareholders, employees, communities, and value chain partners to understand their expectations and incorporate their feedback into strategic decision-making. These engagements enable KFL to refine its offerings, enhance service quality, and proactively respond to emerging market, social and regulatory developments.

KFL has established structured communication channels, periodic reviews and a dedicated Stakeholder Relationship Committee to ensure timely and transparent dialogue. Internally, a strong focus on employee well being, capability building and inclusive growth reinforces collaboration

and strengthens organisational culture. Externally, KFL's outreach to regulators, customers and communities supports responsible lending, customer protection and social development.

Through consistent interactions, KFL strengthens trust, builds long-term relationships, and ensures that its sustainability initiatives remain aligned with stakeholder priorities and broader societal expectations supporting its ongoing commitment to fostering equitable access, responsible business conduct, and shared value creation.

Materiality Assessment

Kogta Financial (India) Limited (KFL) undertook its first structured materiality assessment in FY 2023-24, establishing a foundation for identifying the Environmental, Social and Governance (ESG) topics most relevant to its business and stakeholders. In response to the changing



business landscape, evolving stakeholder expectations, and dynamic economic environment, a strengthened and more comprehensive assessment was carried out in FY 2025-26, incorporating broader inputs from both internal and external stakeholders. This enhanced process helped KFL understand the ESG issues that significantly influence its operational performance, long-term resilience, reputation, and stakeholder expectations supporting strategic decision-making and responsible resource allocation, ensuring that KFL's sustainability efforts remain aligned with its commitment to advancing equitable access, strengthening customer trust, and supporting a growth model that benefits people, communities and the broader financial ecosystem.

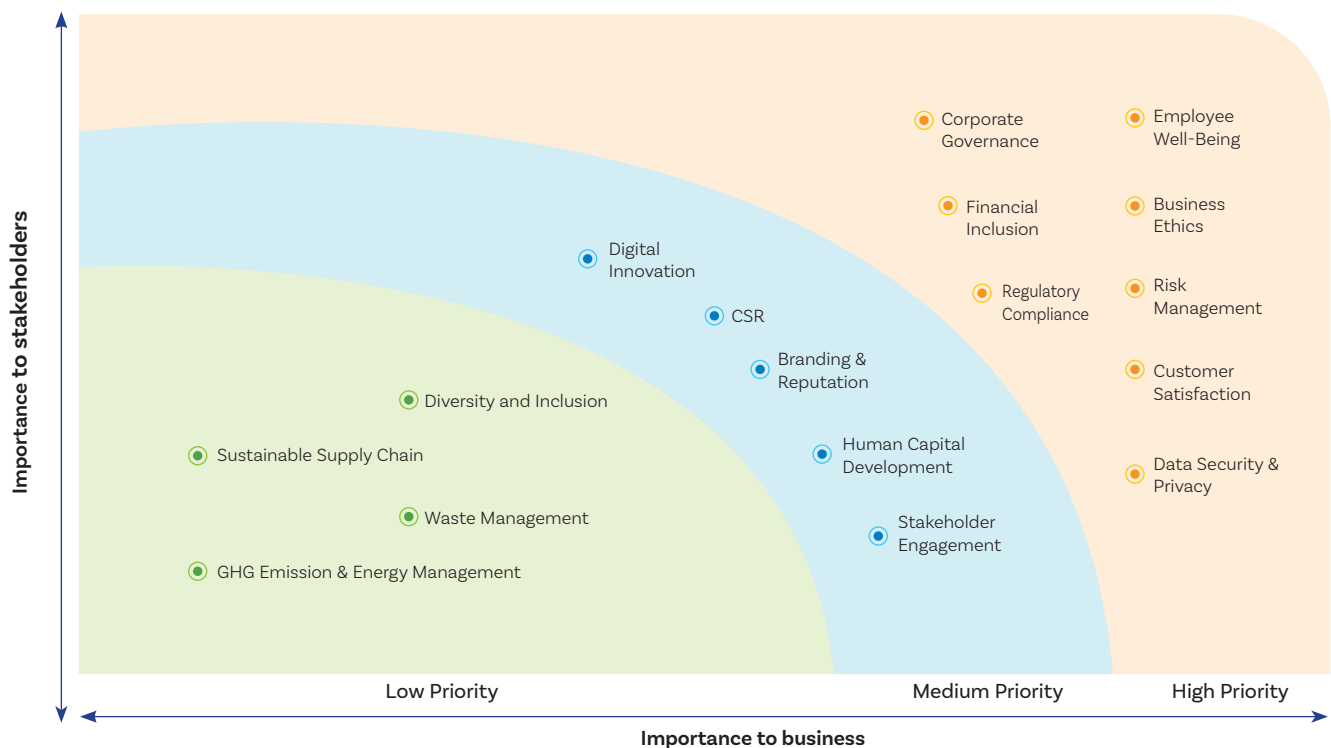
Methodology & Materiality Matrix

Kogta Financial (India) Limited (KFL) undertook a comprehensive materiality assessment to identify the Environmental, Social and Governance (ESG) issues most significant to its business and stakeholders, in line with GRI 3. The process began with an in-depth peer and industry analysis, drawing upon global reporting frameworks such as SASB, MSCI and S&P Global, as well as benchmarking practices observed across the financial services sector.

Building on insights from its earlier assessment, KFL created a consolidated list of ESG topics reflecting environmental stewardship, social responsibility, governance ethics, customer-centricity and responsible finance.

To ensure a balanced and inclusive evaluation, KFL undertook extensive stakeholder engagement through structured consultations, surveys and discussions with employees, customers, investors, regulators, suppliers and community partners. Stakeholder inputs were analysed and assigned weighted scores to reflect both business relevance and stakeholder significance, consistent with the systematic approach.

Based on this analysis, a 2x2 materiality matrix was developed to categorise issues into low, medium and high priority, plotting business importance on the X-axis and stakeholder importance on the Y-axis. High-priority topics such as data security and privacy, customer satisfaction, employee well-being, corporate governance, business ethics, risk management, regulatory compliance and financial inclusion now guide KFL's strategic decisions. This rigorous process strengthens risk management, enhances long-term resilience, and ensures KFL's sustainability initiatives remain aligned with evolving stakeholder expectations.



The outcome of the materiality assessment carried out in FY 2025-26 indicates that KFL's material topics have largely remained consistent with those identified during the earlier assessment undertaken in FY 2023-24. This consistency underscores the enduring relevance of the ESG issues previously identified and reflects the stability of KFL's business model, operating environment, and stakeholder priorities. It also reaffirms that the Company's ESG strategy, focus areas, and long-term goals continue to be well-aligned with stakeholder expectations and the risks and opportunities most material to the business. The continuity in material topics provides confidence that KFL's ongoing sustainability initiatives remain targeted, effective, and responsive to stakeholder needs. Notably, during the latest assessment, a set of topics that were previously assessed as medium priority, namely Data Security & Privacy, Employee Well-Being, and Risk Management have been elevated to

high priority. This shift reflects heightened stakeholder expectations, a changing regulatory and risk landscape, and the growing recognition of these areas as critical enablers of operational resilience, workforce productivity, stakeholder trust, and long-term value creation. The reprioritisation highlights the Company's responsiveness to emerging risks and societal expectations, while reinforcing the importance of strengthening governance, safeguarding sensitive information, and fostering a healthy and engaged workforce. Also in our latest assessment cycle, Branding and Reputation emerged as a newly identified material topic of medium priority. This reflects an increasing emphasis placed by stakeholders on trust, transparency, ethical conduct, and brand credibility, particularly within the financial services sector. The inclusion of this topic acknowledges the growing interlinkages between responsible business practices, customer confidence, and long-term value creation.

Progress against ESG Goals

GHG Emissions & Energy Management	Focus Area Scope 1 Emissions	Goals for 2030 Expand Scope 1 inventorisation for the coverage of maximum Scope 1 emission sources	Progress FY 2025-26 Scope 1 inventorisation to map direct emissions from ACs & Fire Extinguishers carried out
	Focus Area Scope 2 Emissions	Goals for 2030 25% reduction in carbon emission intensity – Scope 2 (tonnes per rupee of turnover) from baseline year FY 2024-25	Progress FY 2025-26 16.6% reduction in Scope 2 emission intensity from baseline year FY 2024-25
	Focus Area Scope 3 Emissions	Goals for 2030 Set up monitoring mechanisms to expand Scope 3 Inventorisation; Achieve a 5% reduction from baseline year FY 2024-25 in Scope 3 emissions	Progress FY 2025-26 Scope 3 inventorisation carried out to map direct emissions from Waste Disposal & Fuel & Energy related emissions (total 6 categories covered in current year); 56.1 % reduction in Scope 3 emission intensity from baseline year FY 2024-25



GHG Emissions & Energy Management

Focus Area

Energy efficiency

Goals for 2030

Implement energy efficiency measures & monitor reduction in energy consumption.

Progress FY 2025-26

12.5% reduction in Energy Intensity from previous FY 2024-25.

Waste Management

Focus Area

Disposal & Monitoring

Goals for 2030

Waste Inventorisation & Development of Waste Management Plan;

Reduce waste to landfill ensuring 100% E-waste disposal through authorised recyclers

Progress FY 2025-26

Mapping and category-wise inventory prepared for all types of waste generated across operations; Monitoring of quantity of Non-hazardous waste generation started; 100% E-waste disposed through authorised recyclers

Responsible Finance

Focus Area

Financial Inclusion

Goals for 2030

Expand financing to First-time borrowers, MSME enterprises, focussing on women-led, and rural businesses;

Digitalise loan applications to make access faster, transparent, and more inclusive for underserved communities;

Develop Social Finance Framework & review and revise on a periodic basis

Progress FY 2025-26

72.7% of disbursed loans supported MSME borrowers;

57.8% of disbursed loans supported Women borrowers;

8.9% of disbursed loans supported first-time borrowers;

36% of loans disbursed to borrowers in rural regions;

42% of loans disbursed to borrowers in semi-urban regions

Customer Relationship Management

Focus Area

Customer Satisfaction

Goals for 2030

Increase customer outreach, Collect and analyse feedback from customer satisfaction surveys;

Develop financial literacy programme to raise awareness among customers;

Continuing customer data encryption services to maintain customer data privacy

Progress FY 2025-26

1,72,843 Customer outreach through Customer Satisfaction Survey; 71% customers responded satisfied; 96% Customer outreach through CRM team;

Approximately, 1,00,000 individuals benefited through digital outreach via social media posts and educational blogs promoting financial inclusion, awareness, and economic resilience;

Customer data stored only on secured and encrypted systems, encrypted at rest and in transit & prohibited from being stored on personal devices or personal accounts.

Employee Well-Being

Focus Area

Well-Being Programmes

Goals for 2030

Continue employee satisfaction surveys, Analyse survey results to identify priority areas for improvement; Continue and expand wellness programmes for all employees, focussing on mental health, physical fitness, and financial wellbeing; Aim for third-party certifications under Employee Wellbeing category

Progress FY 2025-26

70% employee participation in employee satisfaction survey with 91% of respondents reporting "Very Satisfied". Around the year, wellness programmes carried out, focussing on mental health, physical fitness, and financial wellbeing

KFL was honoured in two prestigious categories in AmbitionBox Employee Choice Awards (ABCA) 2025:

Top Rated Financial Services Company

Top Rated Mid-Sized Company

Diversity and Inclusion

Focus Area

DEI Initiatives and Targets

Goals for 2030

By 2030, increase gender ratio to 6% overall & 20% in non-field roles, with a strong emphasis on woman hiring

Progress FY 2025-26

4.4% Overall gender diversity & 17.1% in non-field roles.

A month-long campaign exclusively for Women's Hiring 'Empower Her 2025' was carried out. The total count of women hired through this campaign is 15.

Regular sensitisation programmes and leadership engagement sessions supporting behavioural inclusion were carried out.

Corporate Social Responsibility

Focus Area

CSR Initiatives

Goals for 2030

Expand the reach of successful CSR programmes to other areas as well;

Develop Impact Assessment Report with focus on education support, helping underprivileged and vulnerable populations

Progress FY 2025-26

Successful CSR programmes like "Unnati" & "Cyber support centre" expanded to other areas. Impact assessment report for key CSR programme being monitored.



Sustainable Supply Chain

Focus Area

Supplier Assessment

Goals for 2030

Review and update procurement policy to align with sustainability goals;

Integrate ESG criteria into supplier assessments; Supply chain sustainability with emphasis on procurement from local producers/MSMEs

Progress FY 2025-26

During FY 2025-26, 100% newly onboarded suppliers assessed on ESG parameters;

2% of procurement directly sourced from MSMEs suppliers;

100% of procurement directly sourced from local suppliers

Stakeholder Engagement

Focus Area

Stakeholder Relationship

Goals for 2030

Review the Stakeholder Engagement Plan to ensure it reflects current ESG priorities; Continuous Feedback from Stakeholders (Internal & External), Use surveys, and digital platforms to make feedback collection accessible & share its findings; Regularly update with Stakeholder Relationship Committee on feedbacks incorporated

Progress FY 2025-26

A strengthened and more comprehensive Materiality assessment was carried out in FY 2025-26, incorporating broader inputs from both internal and external stakeholders. Satisfaction surveys carried out for all vendors, customers & employees to gauge stakeholder insights

Human Capital Development

Focus Area

Talent attraction & retention, employee performance and development

Goals for 2030

Focus on Leadership Development programmes and increase its ambit every year to cover 20% of eligible area manager's pool;

Increase the number of employees with career progression opportunity to 15%

Progress FY 2025-26

External Skill development trainings conducted that included Management Development programmes, RBI trainings, Digitalisation, Cybersecurity trainings

Employees received internal training on emerging regulatory requirements, data protection, cyber security, customer engagement, ethical conduct, operational excellence and training in customer-facing interactions, risk assessment, and responsible finance

12% of employees received career progression opportunity

Business Ethics

Focus Area

Anti-Corruption & Anti-Bribery and Code of Conduct

Goals for 2030

Maintain zero incident of corruption, penalties, fines and non-compliances;

Conduct regular audits and risk assessments to ensure continued compliance

Progress FY 2025-26

Zero incident of corruption, penalties, fines and non-compliances in FY 2025-26. Regular internal audits & risk assessments carried out.

Regulatory Compliance

Focus Area

Compliance Management & Beyond Compliance (ESG Disclosures)

Goals for 2030

Maintain & update a comprehensive digital legal register capturing all applicable laws, regulations, and compliance requirements;

Pursue ESG ratings from recognised agencies to benchmark performance and address the gaps identified during ESG ratings

Progress FY 2025-26

Digital Compliance Management Tool, offering a comprehensive view of compliance status with features like live dashboards for delayed and overdue tasks, compliance calendar, and proof of compliances being used. Internal assessments carried out with respect to . ESG ratings from recognised agencies to identify and close gaps

Corporate Governance

Focus Area

ESG Governance

Goals for 2030

Continuous improvement on KPIs on ESG goals

Progress FY 2025-26

Continuous improvement of ESG Roadmap & KPIs by refining processes, policies, and revising ESG goals based on latest materiality assessment outcomes

Risk Management

Focus Area

Risk Management

Goals for 2030

Strengthen the existing risk management framework by updating policies, processes, and governance structures; Aligning KFLs risk management practices with ISO 31000 Risk Management standards

Progress FY 2025-26

Enterprise Risk Management reviewed & processes updated to integrate ESG risks.



Branding and Reputation

Focus Area

Stakeholder
Trust and Brand
Perception

Goals for 2030

Review the current branding mechanisms and structure;
Map how KFL's brand is currently perceived by customers, partners, employees, and the wider community;
Continue branding activities that strengthen KFL's reputation

Progress FY 2025-26

Newly identified material topic in assessment carried out in FY 2025-26. Progress will be tracked & reported in upcoming years

Digital Innovation

Focus Area

Digital Platforms
and Practices

Goals for 2030

Identify opportunities where digital solutions can improve customer experience, operational efficiency; 90% digitalisation in business processes

Progress FY 2025-26

63.7% digital loan agreements; 70% business processes digitalised

Data Security & Privacy

Focus Area

Data Privacy
Practices

Goals for 2030

Roll out cybersecurity vulnerability assessments to test system resilience against potential threats; Training employees on data privacy and security; Ensure 0% data breaches in customer data protection

Progress FY 2025-26

Our proactive approach includes regularly conducting Controlled Phishing Simulations. These exercises are designed to boost employee awareness and provide targeted training, effectively mitigating potential cyber risks. Zero data breaches in FY 2025-26

Economic Performance

Particulars	FY 2025-26 (Mn ₹)	FY 2024-25 (Mn ₹)
1. Economic Value Generated		
a. Revenue	12,941	10,021
	12,941	10,021
2. Economic Value Distributed		
a. Operating costs	633	678
b. Employee wages and benefits	3,221	2,607
c. Payment to providers of capital	5,005	3,588
d. Payments to government by country	1,063	826
e. Community investments	35	25
Total	9,957	7,724
3. Economic Value Retained	2,984	2,297

Kogta Financial (India) Limited (KFL) delivered resilient economic performance during the period, underpinned by disciplined growth, prudent risk management, and a steadfast commitment to inclusive finance. Our approach is focussed on creating long-term value for our stakeholders while widening access to formal credit for customer segments especially micro-entrepreneurs, first-time borrowers, and women. This approach embodies our theme of Inclusive Growth Through Responsible Lending, where financial results and social outcomes reinforce one another.

KFL's lending portfolio is deliberately oriented towards economic inclusion and livelihood enhancement. In current reporting year, we supported MSME loans, representing ~73% of total disbursements, underscoring our role as a growth partner for small businesses that form the backbone of India's economy. In the same period, 9% loans were extended to first-time borrowers, facilitating formal credit onboarding and credit history creation. Recognising the pivotal role of women entrepreneurs and income earners in driving resilient communities, 58% were disbursed to women borrowers. These indicators reflect our operating philosophy: responsible lending that is oriented to income generation, asset creation, and household stability.

KFL continues to invest in digital transformation and Customer Relationship Management-enabled service models to improve turnaround times, enhance transparency,

and personalise support across the loan lifecycle. Streamlined processes and responsible credit assessments help customers succeed, reduce over-indebtedness risks, and reinforce repayment discipline.

Beyond direct financial outputs, KFL's model catalyses positive indirect economic impacts. By tailoring financing solutions to underserved segments, we help micro and small entrepreneurs acquire productive assets, smooth cash flows, and expand their enterprises. This stimulates local supply chains, supports neighbourhood service ecosystems, and contributes to incremental job creation at the community level. Our financial literacy initiative includes awareness content via social media and blogs equip borrowers with practical knowledge on borrowing prudently, managing working capital, and navigating repayments, thereby strengthening long-term financial resilience.

Kogta Financial (India) Limited recognises that climate-related challenges are becoming increasingly relevant for businesses and the communities they serve. While the Company's current operations are not directly impacted in a material way, KFL acknowledges that climate risks may gradually influence customer livelihoods and operational continuity in the years ahead. With this awareness, the Company intends to progressively build its internal capacity to assess such risks more systematically.



Indirect Economic Impacts

UNNATI

An Entrepreneurship Development Project

Kogta Financial (India) Limited recognises that inclusive economic growth extends beyond direct financial services and plays a critical role in strengthening community resilience and livelihoods. Through its Unnati Women Empowerment initiative, the Company contributes to generating positive indirect economic impacts by enabling women to become self-reliant micro-entrepreneurs.

Under Unnati, Kogta Financial (India) Limited supports access to basic economic infrastructure by facilitating skill development, entrepreneurship training, and access to livelihood-enabling assets. These interventions strengthen local micro-economies by enabling women entrepreneurs to establish and sustain small businesses across diverse trades. During the reporting period, 89 entrepreneurs from 55 villages were supported across 2 districts, contributing to improved household incomes and enhanced economic participation.

The programme generates measurable indirect economic benefits by increasing income stability, enhancing local supply chains, and promoting women's financial inclusion. During the reporting period, the 89 no. of supported

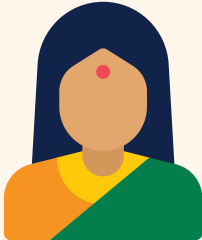
entrepreneurs collectively generated revenues of approx. ₹ 48 lakhs and profits of approx. ₹ 22 lakhs, leading to improved living standards, increased local consumption, and greater economic support for women. In addition to this, the 36 entrepreneurs supported during previous FY have till date generated a total revenue of approx. ₹ 45 lakhs and profits of approx. ₹ 24 lakhs. Beyond financial outcomes, Unnati has contributed to social empowerment by strengthening confidence, decision-making capacity, and community role models for aspiring women entrepreneurs.

Through Unnati, Kogta Financial (India) Limited continues to drive sustainable, inclusive growth by fostering entrepreneurship-led development and long-term socio-economic impact.

	2025-26
Total Business Launched	89 nos.
Enterprenurship Development Programme EDP training provided	89 nos.
Villages covered	55 nos.
Vulnerable Group - Gender based	84% Female
Vulnerable Group - PwD Status based	33% PwD
Vulnerable Group - Social category based	88% vulnerable
Overall Revenue earned	₹ 47,70,230
Overall Profit earned	₹ 21,66,109



Case Study



Lali devi



The Unnati Women Empowerment Initiative reflects Kogta Financial (India) Limited's commitment to creating sustainable indirect economic impacts in underserved communities. A notable example is Ms. Lali Devi from Muhana village, Jaipur, Rajasthan was a homemaker with big dreams. Her husband works as a labourer and earns around ₹ 8,000 per month, making it difficult to manage household expenses and their children's education. Determined to improve her family's financial condition, Lali started a vegetable & fruits selling business. With the support of PURE India Trust and Kogta Foundation, she received training and guidance. Initially, she faced challenges like fewer customers and lack of confidence, but she stayed consistent and hardworking. Today, she earns around ₹ 6,000 – ₹ 7,000 per month. Her income has improved her family's stability and is helping her provide better education and a brighter future for her children, inspiring other women in her village.

Employee Retirement Benefits and Government Financial Assistance

KFL provides statutory retirement and social security benefits to all eligible employees in accordance with applicable laws and regulations. These include employer contributions towards the Employees' Provident Fund (EPF), Employees' State Insurance (ESI) where applicable, and gratuity benefits. The Company maintains all such

obligations through legally compliant mechanisms, ensuring timely contributions and transparent record maintenance.

During the reporting period, Kogta Financial (India) Limited did not receive any direct financial assistance from government entities in the form of grants, subsidies, tax reliefs, incentives, or concessional financing. The Company operates on a commercially sustainable model, drawing strength from robust financial discipline, diversified funding sources, and strong governance.

Financial Inclusion

Sustainability Perspective

Financial inclusion remains at the heart of Kogta Financial (India) Limited's purpose-driven business model. As a responsible NBFC, the Company continues to expand equitable access to credit for individuals and enterprises traditionally underserved by the formal financial system. KFL's efforts are grounded in the belief that accessible finance enables livelihood creation, supports household resilience, and contributes to sustainable economic development in communities across India.

A substantial share of KFL's lending portfolio is directed toward rural and semi-urban borrowers, reflecting its strong presence in geographies where access to formal credit remains limited. These customer segments include small business owners, transport operators, micro entrepreneurs, and informal-sector earners, many of whom rely on KFL for their first structured financial relationship. During the reporting period, the Company continued to strengthen outreach in these locations, enabling meaningful financial participation and supporting income-generating activities.

First-time borrower enablement is a critical pillar of KFL's inclusive approach. By extending opportunities to customers with limited or no credit history, the Company helps them enter the formal financial ecosystem and gradually build credit discipline. A growing proportion of KFL's disbursements continue to support first-time borrowers, demonstrating the Company's commitment to onboarding new-to-credit individuals responsibly.

KFL also serves a diverse base of MSME borrowers, who form the backbone of local economies. Access to timely credit helps these enterprises grow, invest in productive capacity, and create employment opportunities. Similarly, women

borrowers represent a significant portion of the overall portfolio, reinforcing the Company's dedication to gender-inclusive finance and the empowerment of women-led household and entrepreneurial activities.

Technology continues to play a pivotal role in strengthening inclusion. KFL's digital onboarding solutions enable faster and simplified access to credit, particularly for thin-file and rural customers who may lack extensive documentation. Digital journeys are complemented by physical touchpoints, ensuring that customers regardless of digital literacy receive trusted and accessible service. The Company continues to measure customer experience through its Customer Satisfaction surveys, striving for continuous improvement across both digital and physical channels.

Transparency is a guiding principle of KFL's customer engagement. The Company provides clear information about products, pricing, and repayment expectations, helping borrowers make informed decisions. Customer awareness initiatives, including social media content, blogs, and financial literacy posts, further reinforce basic concepts such as responsible borrowing, repayment discipline, and financial planning. These efforts aim to build long-term resilience and improve borrower outcomes.

KFL maintains robust systems for complaint resolution, ensuring timely redressal and a customer-first approach. In parallel, data privacy and cybersecurity frameworks safeguard customer information through secure digital platforms and strong internal controls. The Company also follows responsible debt collection practices, ensuring that engagement with customers is conducted respectfully, transparently, and in accordance with regulatory guidelines.

Key Performance Indicators (KPIs)	Performance
Percentage of loans disbursed in rural regions	36%
Percentage of loans disbursed in semi-urban regions	42%
Percentage of first-time borrowers	8.9%
Percentage of MSME borrowers	72.7%
Percentage of Women borrowers	57.8%
Customer Satisfaction Survey	71% responded satisfied
New customers added in FY 2025-26	37,194
No. of active customers	2,14,566
Customer Complaint Resolution Rate	96%



Customer Satisfaction Survey

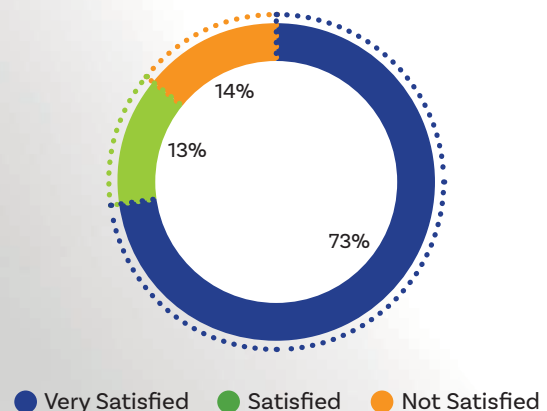
Customer trust and long-term relationships are fundamental to the Company's approach to responsible growth. During FY 2025-26, we undertook a structured Customer Satisfaction Survey (CSS) to better understand customer perceptions across key service touchpoints and identify areas where we can further improve the overall customer experience. The survey reached 1,72,843 customers, providing a robust and representative view of customer experiences across diverse geographies and customer segments. The assessment focussed on critical aspects such as onboarding, service interaction, operational efficiency, grievance handling, responsiveness, and intent to continue using our products and services. Customer feedback reflects a strong and positive onboarding experience. A significant majority of respondents expressed high satisfaction with the onboarding process, indicating that customers find the initial engagement to be well-structured, transparent, and supportive. This reinforces the effectiveness of simplified documentation, clearer communication, and guided assistance provided during the early stages of the relationship. Customer interactions with company representatives were viewed favourably, with most respondents appreciating the clarity, professionalism, and helpfulness demonstrated while explaining products and

services. This suggests that continued emphasis on staff training and customer communication is translating into meaningful customer engagement and trust. Customers reported positive experiences with respect to loan processing timelines and efficiency. The findings indicate that process streamlining and digitisation initiatives undertaken in recent years are delivering tangible benefits. Faster turnaround times and reduced complexity have contributed to greater customer confidence and satisfaction.

Customers reported positive experiences with respect to loan processing timelines and efficiency. The findings indicate that process streamlining and digitisation initiatives undertaken in recent years are delivering tangible benefits. Customer service responsiveness continues to be a key driver of satisfaction. More than half of the respondents rated the responsiveness of customer service representatives very positively, while others noted adequate responsiveness.

The FY 2025-26 Customer Satisfaction Survey highlights strong customer confidence in onboarding, service interactions, and operational efficiency. At the same time, it provides valuable insights into areas where we can further enhance responsiveness, grievance redressal process awareness, and complaint resolution effectiveness.

Overall Customer Satisfaction in Percentage (%)





Financial Literacy Awareness Programmes

Kogta Financial (India) Limited actively promotes financial literacy awareness through curated social media posts and educational blogs, aimed at empowering customers and the wider public to make informed financial decisions. During the reporting period, content covered key themes such as loan management, interest rate awareness, income enhancement, digital safety, taxation, and emerging financing trends.

Content supporting responsible borrowing and income enhancement were high-impact e.g. Loans, EMI & Savings (31,600 views), CERSAI Meaning, Process & Benefits (21,977 views), Importance of NOC After Loan Closure (14,030 views), and Ways to Build Income from Your Commercial Vehicle (18,121 views). Blogs on enhanced financial caution and tax awareness also were high engaging content e.g. Tax Saving Investments Options in India (14,656 views), Understanding TDS & ITR filings (10,516 views) and Digital Arrest Scams (3,152 views).

Overall, the initiative benefited approximately 1,10,094 individuals, promoting financial inclusion, awareness, and economic resilience through scalable digital outreach.

Together, these initiatives reflect Kogta Financial (India) Limited's broader sustainability vision where responsible lending, technological innovation, customer empowerment, and ethical conduct collectively advance financial inclusion. By supporting underserved communities, enabling first-time borrowers, and strengthening customer trust, KFL continues to contribute to inclusive economic growth and long-term societal wellbeing.



Customer Health & Safety

Kogta Financial (India) Limited (KFL) operates as a financial services organisation providing lending and related advisory services, which do not involve the design, manufacture, distribution, or physical delivery of products that could pose direct health or safety risks to customers. Accordingly, the assessment of health and safety impacts of product and service categories and disclosures related to incidents of non-compliance concerning customer health and safety are not applicable to KFL. Nevertheless, the Company remains committed to responsible service delivery, customer protection, and regulatory compliance through robust governance and ethical business practices.

Marketing and Labelling

Kogta Financial (India) Limited (KFL) operates as a financial services organisation and does not manufacture, package, or distribute physical products that require labelling or safety-related product information. Accordingly, requirements relating to product and service information and labelling, as well as incidents of non-compliance concerning labelling or marketing communications, are not applicable to KFL's business operations. KFL remains committed to ethical marketing practices, transparent communication, and full compliance with applicable regulatory guidelines.

Customer Privacy

Kogta Financial (India) Limited (KFL) places a strong emphasis on safeguarding customer data and maintaining the confidentiality, integrity, and security of information entrusted to the Company. During the reporting period, there were zero substantiated complaints regarding breaches of customer privacy or losses of customer data. KFL's robust data protection practices, supported by internal controls, secure systems, and adherence to applicable regulatory requirements, reflect its ongoing commitment to customer trust and responsible data governance.

KFL has a robust information security framework to address risks associated with cyber threats and data breaches. This includes periodic vulnerability assessments, strengthened access governance mechanisms, and advanced authentication controls. In addition, a structured incident management protocol is in place to ensure timely detection, response, and resolution, thereby enhancing the protection of sensitive data and digital systems.



Social

Care Beyond Business

Employee Management

Kogta Financial (India) Limited (KFL) recognises its workforce as a key enabler of long-term value creation and organisational resilience. During FY 2025-26, the Company continued to strengthen its people practices by focussing on collaboration, capability building, and employee engagement. Human capital initiatives were guided by structured governance mechanisms, data-driven feedback, and continuous dialogue between employees and leadership.

KFL's workforce strategies are designed to support productivity while nurturing a culture of dignity, respect, and professional growth. Emphasis was placed on fostering clarity in roles, encouraging participation in decision-making, and enabling employees to develop future-ready skills aligned with evolving business needs.



Kogta Financial (India) Limited (KFL) takes pride

in being recognised at the AmbitionBox Employee Choice Awards (ABECA) 2025, India's largest employee-driven workplace awards platform. The Company was honoured in two prestigious categories:



Top Rated Financial Services Company



Top Rated Mid-Sized Company

The ABECA awards are uniquely determined by real-time employee feedback, making this recognition a credible reflection of employee trust, engagement, and satisfaction. Winning these accolades underscores KFL's commitment to fostering an inclusive, transparent, and value-driven workplace where employees feel heard, respected, and empowered.

This achievement highlights the strength of KFL's people-centric culture built on continuous learning, ethical leadership, merit-based growth opportunities, and a strong sense of purpose.

Human Rights

Kogta Financial (India) Limited (KFL) is committed to upholding and promoting human rights across its operations, relationships, and areas of influence. Guided by its Board-approved Human Rights Policy, the Company integrates respect for human dignity, fairness, and ethical conduct into its organisational values and day-to-day practices. KFL's approach to human rights contributes to building a safe, inclusive, and responsible workplace, while reinforcing trust with employees, customers, and business partners. The Company recognises human rights as a fundamental responsibility and aligns its practices with applicable national laws and internationally recognised principles. This commitment extends across employment practices, workplace conduct, stakeholder interactions, and business operations. KFL maintains zero tolerance towards any form of discrimination, harassment, forced labour, child labour, or unfair treatment, ensuring that all individuals are treated with dignity and respect. To embed these principles in operations, KFL implements structured policies, including frameworks addressing workplace ethics, grievance redressal, and responsible conduct. Employees are provided

with accessible and confidential channels to raise concerns, ensuring issues related to human rights or ethical breaches are addressed in a timely and transparent manner. Oversight mechanisms enable management to monitor compliance and take corrective action where required. Human rights considerations are also incorporated into KFL's broader environmental and social risk management processes. Periodic internal assessments support the identification and mitigation of potential risks, not only within Company operations but also in engagements with vendors, service providers, and other third-party partners. Training and awareness initiatives further strengthen understanding of human rights obligations among employees, with particular emphasis on ethical behaviour, workplace sensitivity, and compliance with regulatory requirement. Respect for human rights is embedded in KFL's operational principles. The Company maintains zero tolerance for harassment, discrimination, and coercive practices, supported by policy enforcement and regular training. Due diligence measures extend across internal operations and expectations communicated to business partners, reinforcing ethical standards throughout the value chain. As of FY 2025-26, no cases of incidents of discrimination were reported.

Human rights training

Category	FY 2025-26			FY 2024-25		
	Total	Covered	FY 2025-26%	Total	Covered	FY 2024-25%
Total Employees	6,571	6,451	98%	6,139	4,963	80%





Diversity, Equity, & Inclusion

KFL remains committed to cultivating an equitable workplace where opportunities are shaped by merit, capability, and potential. During FY 2025-26, focussed efforts were undertaken to strengthen inclusive hiring, equitable development pathways, and unbiased performance evaluation frameworks achieving Gender diversity at 4.4% (17% in non-field roles). The overall gender diversity ratio for non-field roles reflects a significant increase in the hiring of women for Corporate Office positions and non-field roles such as Finance, Accounts, Compliance, Tax, Credit, CMS, Banking, HR, CRM, Operations, IT, Payment Support.

DEI considerations are embedded across recruitment, training, leadership development, and succession planning processes. A month-long campaign 'EmpowerHer 2025' was carried out exclusively for Women's Hiring. Regular sensitisation programmes and leadership engagement sessions support behavioural inclusion and reinforce shared accountability across the organisation.

S. No.	Particular	Number
1	Total Employees	6,571
2	Male	6,281
3	Female	290

Differently Abled Employees (Males)	5
-------------------------------------	---

Employee Diversity at Management Level & by Age Level (2025-26)

Employee Level	Age >50		Age 31-50		Age 18-30	
	Male	Female	Male	Female	Male	Female
Senior Management (General Manager & above)	19	0	66	1	1	1
Middle Management (Senior Manager to Deputy General Manager)	20	0	434	17	17	3
Junior Management (Associate Manager, Deputy Manager & Manager)	18	1	1,896	36	638	32
Staff (All Executives, Assistants & Trainees)	15	1	1,349	50	1,808	148

Employee Diversity at Region Level (2025-26)

Region	Age >50		Age 31-50		Age 18-30	
	Male	Female	Male	Female	Male	Female
Rajasthan	32	2	1253	49	966	116
Maharashtra	15	0	720	30	293	18
Gujarat	11	0	495	11	353	13
Delhi	2	0	53	0	19	2
Chandigarh	0	0	24	1	10	0
Madhya Pradesh	5	0	477	7	324	10
Punjab	2	0	135	1	84	1
Himachal Pradesh	0	0	11	0	8	0
Haryana	2	0	263	1	186	17
Chhattisgarh	1	0	35	0	17	0
Uttarakhand	0	0	28	0	22	1
Uttar Pradesh	2	0	251	4	182	6

Board Diversity

Kogta Financial (India) Limited recognises Board diversity as a critical enabler of effective governance, balanced decision-making, and long-term value creation. The Board comprises professionals with varied experience, skills, and perspectives drawn from finance, risk management, strategy, regulatory oversight, and business leadership. This diversity of thought strengthens oversight, enhances deliberations, and supports informed decision-making aligned with evolving stakeholder expectations. KFL remains committed to fostering inclusivity at the Board-level by encouraging representation across backgrounds and competencies, thereby promoting objectivity, independence, and accountability.

Board Diversity by Gender (FY 2025-26)

Particulars	Total (A)	Male No. (B)	Male % (B/A)	Female No. (C)	Female % (C/A)
Board of Directors	9	7	77.7	2	22.3
Key Management Personnel	5	5	100	0	0

Board Diversity by Age group (FY 2025-26)

Particulars	Age >50		Age 31-50		Age <30	
	Male	Female	Male	Female	Male	Female
Board Diversity	2	2	5	0	0	0

Recruitment and Talent Strategy

New employee hires (gender-wise)

S.No.	Gender	FY 2025-26	FY 2024-25	FY 2023-24
1.	Male	3,712	4,236	3,171
2.	Female	161	149	121

New employee hires (age-wise)

S.No.	Age	FY 2025-26	FY 2024-25	FY 2023-24
1.	<30	2,179	2,432	1,956
2.	30-50	1,691	1,949	1,331
3.	>50	3	4	5

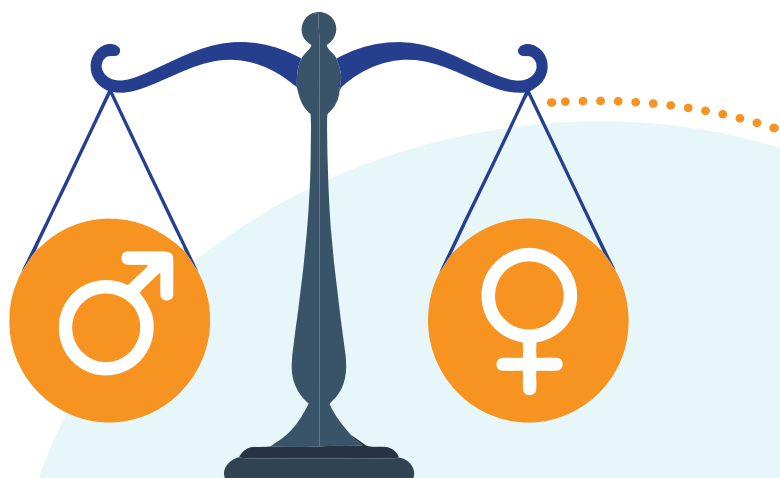
KFL's talent strategy is built on purposeful hiring seeking individuals who resonate with the Company's values, understand the aspirations of underserved customer segments, and bring a problem-solving mindset to a rapidly evolving financial ecosystem. The organisation adopts structured and transparent hiring processes, supported by digital platforms that streamline screening, assessment, and onboarding.

The Company places emphasis on building a workforce that reflects the diversity of its customer base, recruiting people with rich local knowledge and a deep understanding of rural and semi-urban markets. KFL's past disclosures highlight a culture shaped by fairness, ethics, and the aim to integrate new employees seamlessly into the organisational fabric.

Employee-management dialogue is encouraged through regular communication forums, grievance mechanisms, and leadership connects. This ensures employees feel heard and included in shaping the workplace environment.

Local Hiring Practices for Senior Management

Senior management at significant locations of operation of Kogta Financial (India) Limited (KFL) are hired from the local community, contributing to local economic development and employment opportunities at the highest levels.





Learning & Development

KFL continues to strengthen the learning ecosystem that supports long-term capability building. Its development approach includes structured role-based learning, digital modules, functional capability tracks, and leadership development programmes. Employees receive ongoing training on emerging regulatory requirements, data protection, cyber security, customer engagement, ethical conduct, and operational excellence.

Field employees undergo extensive training in customer-facing interactions, risk assessment, and responsible finance aligning with KFL's focus on protecting borrower interests and enhancing customer experience.

This investment in learning reflects KFL's belief that empowered employees lead to informed customers and stronger communities. According to the employee satisfaction survey conducted by KFL, 96% of employees stated that the training and awareness programmes provided by the company are relevant and useful.



Number of Training Hours

Type of Training	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Induction	Training Hours	15,969	18,605	19,752
Refresher	Training Hours	77,389	60,352	32,040
Total	Training Hours	93,358	78,957	51,792
Average hours of Training	Hours/Employee	14.7	14.5	12

Training hours by gender: Male - 89,275 hours, Female - 4,083 hours

Skill Upgradation Trainings

Type	FY 2025-26		FY 2024-25	
	Employee Count	Training Hours	Employee Count	Training Hours
Internal Courses	6,005	25,399	4,494	17,189
External Courses	158	2,607	Nil	Nil

Performance & Career Development

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	6,281	703	11	5,875	557	9
Female	290	59	20	264	34	13
Total	6,571	762	12	6,139	591	10

At Kogta Financial (India) Limited, employee performance and career development are nurtured through a structured and inclusive talent management approach. The organisation remains committed to recognising capability, fostering merit-based progression, and creating equal opportunities for growth across roles and levels. Career movement within the Company reflects a culture that values consistent

performance, skill enhancement, and leadership potential. Focussed development programmes, continuous feedback, and transparent assessment processes enable employees to advance in alignment with their aspirations and organisational needs. By encouraging learning, internal mobility, and professional growth, KFL reinforces employee motivation while building a resilient and future-ready workforce.



Employee Recognition & Rewards

At Kogta Financial India Ltd.(KFL),recognising and celebrating employee contributions is integral to building an engaged, motivated, and high-performing workforce. The Company firmly believes that acknowledging consistent effort and excellence not only reinforces desired behaviour but also strengthens a culture of trust, pride, and shared purpose. During FY 2025-26, KFL honoured the achievements of its people through its Annual Employee Awards, recognising a total of 647 employees, including 599 male and 48 female employees, for their outstanding performance and commitment. These awards celebrated excellence across roles and functions, highlighting the collective contribution of employees in advancing the organisation’s strategic objectives and values. Complementing the annual awards, KFL continues to nurture a culture of everyday appreciation through its monthly recognition programme, “Hall of Fame”. Designed to encourage recognition at all levels, this initiative acknowledges employees for demonstrating exceptional performance, teamwork, accountability, and alignment with the Company’s core values. Over the year, 1,821 employees, comprising 1,691 male and 130 female employees, were recognised under the Hall of Fame programme.

Together, these recognition and reward initiatives reinforce KFL’s commitment to employee well-being, merit-based growth, and inclusive workplace practices. By celebrating achievements both big and small, KFL aims to foster a culture where employees feel valued, motivated, and empowered strengthening long-term organisational sustainability through people-led growth.



Turnover rate of permanent employees

Employee turnover rate by age

Age Group	FY 2025-26		FY 2024-25		FY 2023-24	
	Number	Rate	Number	Rate	Number	Rate
<30	1,748	26.6%	1,546	28.5%	1,329	28.10%
30-50	1,686	25.6%	1,422	26.2%	1,223	25.86%
>50	8	0.1%	7	0.1%	3	0.06%

Employee turnover by gender

Age Group	FY 2025-26		FY 2024-25		FY 2023-24	
	Number	Rate	Number	Rate	Number	Rate
Male	3,307	50.3%	2,887	53.1%	2,459	51.99%
Female	135	2%	88	1.6%	96	2.03%
Total	3,442	52.3%	2,975	54.7%	2,555	54.02%

Minimum wages

Category	FY 2025-26		FY 2024-25	
	Equal Min Wage %	More than Min %	Equal Min Wage %	More than Min %
Male	5.32	94.68	1.45	98.55
Female	6.51	93.49	0.76	99.24

Average remuneration

Employee Category	Avg Remuneration Men (₹ lakhs)	Avg Remuneration Women (₹ lakhs)	Ratio Women/Men
Board of Directors	272 lakhs	-	-
Key Managerial Personnel	132 lakhs	-	-
Employees other than BoD & KMP	3.2 lakhs	2.9 lakhs	0.9

BoD - Total count is 9 which includes 2 executive directors. The remuneration of 2 executive directors is considered for the calculation of average.

KMP - Total count is 5 which includes 2 executive directors as well. Remuneration data is considered for KMPs other than 2 executive directors.



Health & Safety Practices

Employee safety is a central pillar of KFL's social strategy, especially given the operational realities of its field workforce. Health and safety programmes include road safety guidance for field personnel, fire safety and first aid sessions for all employees, emergency response protocols within offices.

The Company follows a structured Health and Safety Policy supported by defined procedures for risk identification, assessment, and mitigation across all operations. KFL proactively identifies workplace health and safety risks

through regular internal assessments and implements preventive and corrective measures, including office safety evaluations, emergency evacuation procedures, and an on site Emergency Plan. The HR and Administration teams oversee the implementation of safety measures and ensure compliance with internal policies and applicable requirements. A formal SOP for accident and incident handling guides the reporting, investigation, and resolution of work-related incidents, including those occurring during employee commutes. To promote employee well-being, KFL provides health insurance coverage such as group mediclaim, personal accident insurance, and term plans, extended to employees' families where applicable.

Health & Safety Training

KFL also conducts regular training and awareness sessions on fire safety, road safety, first aid, emergency preparedness, and mental-health awareness to enhance employee preparedness and safety culture.

Parameter	FY 2025-26
Total training hours	2,665
Employees trained	4,327
Average hours of training	0.42

Health & Safety Incidents

Incident Type	FY 2025-26	FY 2024-25
LTIFR (per one Mn-person hours worked)	0.9	2.5
Recordable Injuries (Road Accidents)	10	29
Fatalities	2	0
High consequence work related injuries or ill-health (excluding fatalities)	NA	NA



Employee Wellbeing and Benefits

At Kogta Financial (India) Limited (KFL), employee well-being is viewed as a comprehensive and continuous commitment that goes beyond workplace safety to encompass physical health, mental wellness, emotional balance, professional growth, financial literacy, and social connectedness. The Company adopts a holistic approach to well-being, recognising that a supportive and inclusive environment enables employees to perform at their best while maintaining long-term personal and professional fulfilment.

Physical well-being is promoted through preventive healthcare initiatives such as regular medical and eye check-up camps, yoga and meditation sessions, and safety preparedness programmes, including road safety, fire safety training and evacuation mock drills. These initiatives are designed to encourage proactive health awareness, build resilience, and foster a culture of care and preparedness across the organisation. Complementing this focus, wellness communication initiatives share practical tips on nutrition, hydration, mental self-care, sleep hygiene, and digital balance, helping employees integrate healthy habits into their daily routines.

Mental and emotional well-being is a key pillar of KFL's people strategy. Awareness programmes, including DEI awareness, mental health sensitisation initiatives and participation in broader community-focussed well-being movements, reinforce the importance of stress management, mindfulness, and emotional expression. Creative and cultural engagements such as music, art, and reading initiatives offer employees opportunities for reflection, creativity, and intellectual enrichment, contributing to overall emotional balance.

KFL also emphasises psychological safety, dignity, and inclusion in the workplace. Regular training on topics such as prevention of sexual harassment, diversity, equity and inclusion, and ethical conduct strengthens mutual respect and builds awareness of individual rights and responsibilities. Open feedback mechanisms, leadership encouragement, and confidential grievance redressal processes further reinforce trust and transparency within the organisation.

Social connection and work-life integration are nurtured through employee engagement initiatives that celebrate togetherness, including family-centric events and opportunities for volunteering. These experiences strengthen interpersonal bonds, cultivate organisational pride, and reinforce a sense of belonging that extends beyond professional roles.

Together, these integrated initiatives reflect KFL's belief that employee well-being is fundamental to sustainable growth, organisational resilience, and a positive workplace culture grounded in respect, care, and shared purpose.





Parental Leaves

Metric	Male	Female	Total
Leave Taken FY (A)	49	10	59
Returned After Leave (B)	49	4	53
Return to Work Rate in percentage % (A/B*100)	100	40	90
Total number of people returned from parental leave in previous FY (C)	22	3	25
Total number of people retained for 12 months after returning from parental leave (D)	22	2	24
Retention rate (%) (D/C*100)	100	66	96

Employee Benefits

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%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	100%	NA	Y	100%	NA	Y

Human Capital Return on Investment

At Kogta Financial (India) Limited, people are central to our ability to grow responsibly and deliver sustained value. Human Capital Return on Investment (HCROI) is an important metric used by the Company to understand how effectively investments in our workforce translate into operating value. It reflects the contribution of our employees to business performance and supports informed decision-making on talent development, organisational capability, and long-term workforce strategy.

HCROI is calculated by assessing the operating value generated after accounting for non-people operating costs and relating this value to employee-related expenditure. This

approach enables a clear view of the returns attributable to investments in human capital, independent of other operating inputs.

During FY 2025-26, KFL's HCROI for the year stood at 2.2. An HCROI of 2.2 indicates that for every ₹ 1 invested in employees, Kogta Financial (India) Limited generated ₹ 2.2 of operating value. This outcome reflects strong productivity in the workforce, disciplined cost management, and the positive impact of sustained investment in our people.

Human capital is a core driver of Kogta Financial (India) Limited's long-term value creation, with continued focus on capability building, engagement, and employee well-being strengthening productivity, service quality, and organisational resilience to support responsible and sustainable growth.

	FY 2025-26	
a) Total Revenue	₹ lakh	1,29,411.57
b) Total Operating Expenses	₹ lakh	90,707.65
c) Total Employee-related Expenses (salaries + benefits)	₹ lakh	32,213.45
Resulting HC ROI = (a - (b-c))/c	-	2.2
Total Employees	Count	6,571

Ethics Training for Employees

KFL's Code of Conduct and Ethics sets expectations around dignity, transparency, compliance, and customer protection. Training ensures that field teams uphold these principles consistently. Prior disclosures indicate no tolerance for unethical practices and highlight the Company's focus on maintaining trust at every customer touchpoint.

Notice Period for Workforce

Kogta Financial (India) Limited follows a structured notice-period framework to ensure smooth workforce transitions. Employees and workers are required to serve a minimum notice period ranging from 30 - 90 days depending upon roles & responsibilities, exceptionally with cases where people may be relieved on same day based on circumstances (case-to-case basis), or provide equivalent notice, supporting continuity, knowledge transfer, and mutual respect during exits.

Employee Satisfaction Survey

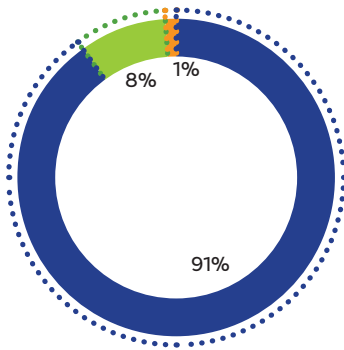
During FY 2025-26, Kogta Financial (India) Limited (KFL) undertook its Annual Employee Satisfaction Survey to assess workforce sentiment, identify opportunities for improvement, and track progress against prior-year outcomes. The survey was administered through a secure internal digital platform to ensure confidentiality and enable employees to share feedback openly across the organisation.

The survey recorded participation from approximately 70% of the total workforce, reflecting a strong response rate and continued confidence in the feedback mechanism. Employees provided inputs across a broad set of themes, including role clarity, leadership support, team collaboration, workplace safety, inclusion and fairness, learning opportunities, career progression, compensation, work-life integration, grievance handling, and sustainability-related practices.



The consolidated survey results demonstrate clear year-on-year improvement in employee sentiment. In FY 2025-26, around 91% of respondents reported “Very Satisfied” compared to 88% in the previous year, indicating a positive upward shift in overall employee experience.

Employee Satisfaction Survey



● Very Satisfied ● Satisfied ● Not Satisfied

The distribution of responses shows a strong concentration in the highest satisfaction categories, supported by a relatively small proportion of lower satisfaction responses. This improvement reflects the tangible impact of initiatives implemented over the year, including enhanced managerial engagement, sustained focus on workplace safety and wellbeing, clearer communication of policies, and increased emphasis on inclusion and equal opportunity.

Elevated awareness levels relating to organisational policies, sustainability initiatives, and grievance redressal processes further highlight improved internal communication and accessibility of support systems.

KFL views employee feedback as a critical enabler of continuous improvement. By closely monitoring trends, benchmarking progress against prior years, and translating insights into focussed actions, the Company remains committed to fostering a supportive, inclusive, and high-engagement workplace that underpins long-term organisational sustainability.



Community Development

Creating Impact Beyond Business

Key Impact Metrics (FY 2025-26)

1,00,000+

Total beneficiaries reached (direct & indirect)

10,000+

Cybercrime victims supported

10,000+

Students supported

20,000+

Individuals covered under health & wellness programmes

50,000+

Road safety outreach

500+

Women/youth supported under livelihood programmes

Across multiple states

Schools supported (infrastructure & materials)

200+ athletes

Sports Support programmes

KFL, through the Kogta Foundation, actively engages with local communities across its areas of operation. All major CSR initiatives are designed with a focus on inclusive development, stakeholder engagement, and measurable social impact.

Livelihood Creation and Women Empowerment

A flagship CSR intervention under KFL's community development efforts is the Unnati women empowerment programme, implemented in partnership with PURE India Trust. The programme focusses on enabling women from underserved communities to achieve financial independence through entrepreneurship. It adopts a structured end-to-end model that includes community mobilisation, applicant screening, entrepreneurship development training, skill enhancement, business planning, mentoring, and continuous post-launch monitoring. Beneficiaries are supported in establishing small enterprises across diverse livelihood segments such as tailoring, grocery retail, beauty services, food stalls, pottery, and other locally viable trades. The impact of this programme extends beyond income generation, strengthening confidence, decision-making ability, and social standing of women within their families and communities. Regular monitoring and income tracking allow KFL to assess progress, address challenges, and refine implementation to ensure sustainability. positive workplace culture grounded in respect, care, and shared purpose.





Health, Well-being, and Dignity

KFL's CSR initiatives place strong emphasis on physical, mental, and emotional well-being. Community-oriented health interventions include medical and eye-care camps, blood donation drives, and mental health awareness programmes conducted in collaboration with expert organisations. Large-scale initiatives such as yoga, meditation, and mind-awakening programmes promote holistic health by combining traditional wellness practices with modern approaches to mental resilience. These programmes contribute to improved health awareness, preventive care, and reduced stigma around mental health, fostering healthier and more informed communities.



Environmental Sustainability and Community Awareness

Environmental responsibility is integrated into KFL's CSR activities through plantation drives, plastic-use reduction campaigns, and sustainability awareness initiatives. High-density plantation projects using native species contribute to long-term ecological restoration, improved air quality, and community engagement with nature. Awareness programmes encourage citizens to adopt environmentally responsible practices in daily life, reinforcing a sense of collective responsibility toward natural resources.



Social Infrastructure, Safety, and Digital Resilience

KFL also supports essential community infrastructure and safety initiatives that enhance quality of life. Interventions include the development of school infrastructure, scholarship support for students, access to safe drinking water through water huts, promotion of menstrual hygiene via public sanitary pad vending systems, and road safety support for frontline workers. In response to growing digital risks, KFL has established cyber support centres that provide counselling, legal and technical guidance, and awareness programmes to help citizens navigate cyber threats safely and responsibly.



Impact Assessment and Continuous Engagement

Impact measurement and community feedback are integral to KFL's CSR governance. Programmes are periodically reviewed through field engagement, partner reporting, and beneficiary interactions to assess effectiveness and ensure alignment with community needs. This continuous

engagement model enables course correction, strengthens accountability, and ensures that CSR initiatives deliver lasting social value.

Through these comprehensive and carefully monitored CSR interventions, KFL reinforces its commitment to inclusive growth, community empowerment, and sustainable development, contributing meaningfully to the social and economic well-being of the communities it serves.

Global Happiness Festival

As part of its commitment to holistic community development, Kogta Financial (India) Limited supported the Global Happiness Festival, a CSR initiative designed to foster self-transformation by blending ancient wisdom with modern scientific perspectives on well-being. The festival served as a vibrant platform to raise awareness about the transformative power of happiness and its role in leading a balanced, meaningful life. Conceptualised to engage individuals across generations, the initiative encouraged students and community members to consciously embrace happiness as a life skill rather than a fleeting emotion.

The programme explored multiple dimensions of well-being, including spiritual, physical, intellectual, emotional, relational, educational, and social aspects, enabling participants to reflect on personal fulfilment and collective harmony. Emphasis was also placed on sustainability and conscious living, aligning individual well-being with environmental responsibility. The event was thoughtfully designed with eco-friendly décor, zero plastic usage, minimal waste generation, and reusable materials, reinforcing the message of mindful consumption. Through this initiative, KFL contributed to nurturing healthier, more resilient communities while advancing the global movement towards happiness and conscious living.



Music & Art for Mental Health

Kogta Financial (India) Limited, through its community infrastructure initiatives, recognises the powerful role of creative expression in promoting mental well-being, especially among young learners. Under the Music & Art for Mental Health initiative, wall artwork with music-inspired themes was created at a government school in Jaipur in collaboration with the Contree Foundation. The initiative was designed to convey a strong social message on the importance of mental health and emotional expression in everyday life. By integrating art into a learning environment, the project serves as a constant visual reminder that emotional well-being is as vital as academic development. The artwork encourages reflection, creativity, and openness, contributing to a more positive, inclusive, and supportive school atmosphere that nurtures both emotional resilience and self-expression among students.



Road Safety and Community Well-being

As part of its commitment to road safety and community well-being, Kogta Financial (India) Limited supported a Traffic Police Vest Distribution initiative aimed at enhancing on-duty safety for traffic personnel. High-visibility safety vests were provided to traffic police teams in Indore and Bhopal, designed with fluorescent colours and reflective strips to improve visibility, particularly in low-light and night-time conditions. By increasing wearer visibility, the initiative helps alert motorists, reduces the risk of accidents, and supports safer traffic management. This intervention reflects KFL's respect for frontline workers and its proactive approach to promoting safer public spaces through practical, need-based community support.

As part of the road safety initiative, KFL donated a Light Motor Vehicle (LMV) to the Ajmer Regional Driving Training Centre (RDTC), established by the Ministry of Road Transport and Highways (MoRTH), Government of India, in support of the initiative titled "Empowered Women – Safe Mobility." This programme aims to empower girls and women from economically weaker sections by providing them with certified LMV driver training. By enabling access to professional driving skills, the initiative supports sustainable livelihood opportunities, financial independence, and increased participation of women in the mobility and road-safety ecosystem. The donated vehicle is exclusively utilised for women-centric driver training, including women only batches and employment oriented skill development programmes. Through this initiative, approximately 150-200 women beneficiaries each year are expected to receive training, equipping them with market relevant skills that foster dignity, self reliance, and long-term employability.

In parallel, KFL actively promoted community awareness on road safety through collaborations with the Rajasthan Sadak Suraksha Society. The Company supported half-day road safety workshops conducted across multiple districts in Rajasthan, focussing on responsible driving behaviour, helmet usage, and adherence to traffic rules. As part of these efforts, approximately 2,000 IS-certified helmets were distributed to participants who formally pledged to serve as Road Safety Ambassadors within their communities. These initiatives reflect KFL's holistic approach to sustainability combining road safety advocacy, women's empowerment, and community engagement.



Cyber Support Centres – Community Cyber Safety Initiative

As part of its commitment to community welfare and digital safety, Kogta Financial (India) Limited supported the establishment of Cyber Support Centres at the Jaipur Police Commissionerate in Rajasthan and the Thane Police Commissionerate in Mumbai, in collaboration with Responsible Netism. These centres serve as safe and accessible spaces for citizens of all age groups, offering free counselling and emotional support to victims of cyber fraud, along with legal and technical guidance to address cybercrime concerns. The initiative also focusses on preventive outreach through cyber awareness workshops, digital literacy programmes, and education on responsible online behaviour. By strengthening community resilience against cyber threats, KFL contributes to a safer and more informed digital ecosystem.



Sanitary Pad Vending Machines

Kogta Financial (India) Limited, through its community welfare initiatives, supports gender inclusivity and dignity by improving access to menstrual hygiene products in public spaces. Under this initiative, smart sanitary pad vending machines were installed at key public locations in Jaipur, including railway stations and bus stands, ensuring discreet and easy access for community members. The vending

machines dispense sanitary pads free of cost through a secure OTP-based system, removing financial and social barriers associated with menstrual hygiene. Aligned with the goal of promoting health and well-being for all, this initiative contributes to improved hygiene, comfort, and confidence for women and adolescent girls, while fostering greater awareness and acceptance of menstrual health as an essential aspect of community well-being.

Community Welfare

Kogta Financial (India) Limited, through the Kogta Foundation, undertakes need-based community welfare initiatives aimed at improving everyday living conditions and access to essential services. During the monsoon season, the Foundation supported street vendors and daily wage earners by distributing umbrellas to provide protection from rain and harsh sunlight, safeguarding their health and livelihoods while working in open spaces. In the education domain, KFL extended support to the development of school infrastructure by facilitating the construction of classrooms and sanitation facilities, as well as enabling access to education through scholarship assistance for students pursuing diverse courses. To address basic health and hydration needs, water huts were established at public locations, ensuring access to safe drinking water for the community. Collectively, these initiatives reflect KFL's commitment to dignity, resilience, and inclusive community development.



Sports Support and Promotion

Kogta Financial (India) Limited (KFL) believes that sports play a vital role in fostering discipline, resilience, teamwork, and social inclusion.

During the year, KFL extended financial support to the Rajasthan Kho Kho Association towards the organisation of Rajasthan's first Kho Kho sports league. This initiative aims to revive and institutionalise a traditional Indian sport, providing emerging athletes with a structured platform to showcase their talent, gain competitive exposure, and pursue sports as a viable career pathway. The Company's support contributes to strengthening local sporting ecosystems and preserving India's indigenous sports heritage.

KFL also provided financial assistance to the Jaipur District Badminton Association, supporting efforts to promote badminton at the district level. This engagement helps create opportunities for young and aspiring players to access training, competitive platforms, and organised sporting infrastructure encouraging healthy lifestyles and the development of sporting excellence among youth.

Further reinforcing its commitment to inclusivity, KFL extended financial support to the Differently Abled Cricket Council of India (DCCI). This initiative is focussed on enabling athletes with disabilities to compete at the highest levels by providing them with equal opportunities, resources, and exposure. By supporting adaptive sports, KFL seeks to promote dignity, confidence, and social integration.



Operations with Significant Actual and Potential Negative Impacts on Local Communities

KFL's operations (primarily NBFC activities) have minimal direct negative social impact. However, potential risks such as financial exclusion, digital fraud vulnerability, and lack of awareness are proactively addressed through:

- Financial literacy and awareness programmes
- Cybercrime prevention initiatives
- Responsible lending practices

No significant adverse impacts on local communities have been reported during the reporting period.

Indirect Economic Impacts

Infrastructure Investments and Services Supported

KFL contributes to socio-economic development through investments in community infrastructure:

- Development of school infrastructure and sanitation facilities
- Support for healthcare infrastructure (e.g., JK Lon Hospital Day care centre)
- Installation of drinking water facilities in underserved regions

These initiatives enhance quality of life, access to services, and long-term community resilience.

Case Study

UNNATI

Empowering Women Entrepreneurs

Transforming Livelihoods Through Micro-Entrepreneurship

The Unnati Project, implemented by Kogta Foundation in partnership with Pure India Trust, is focussed on empowering women in rural Rajasthan by helping them start and sustain small businesses within their communities.

What the Project Achieved

Supported

89 women

entrepreneurs across Jaipur and Sikar

Covered

50+ villages

creating grassroots-level impact

Generated over

₹ 48 lakhs in revenue and **₹ 22 lakhs** in profits (FY 2025-26)

Most beneficiaries were first-time entrepreneurs (96%), with strong participation from OBC, SC, and ST communities, highlighting the project's inclusive reach.

Types of Businesses Started

Grocery shops • Tailoring units • Beauty parlours • Food stalls and tea shops • Handicrafts • Pottery

Impact on Lives: The project has led to:

Improved household incomes and financial stability

Increased confidence and decision-making power among women

Development of entrepreneurial and financial skills

Strengthened local economies and community resilience

Stories of Change



Tofani Devi, a potter, increased her income significantly after receiving an improved potter's wheel, reducing effort and boosting production.



Santosh Devi, once a homemaker, now runs a tailoring business, contributing to her family's income and inspiring others in her village.



Significant Indirect Economic Impacts

The Company's CSR initiatives generate the following indirect economic benefits:

- Income generation through micro-enterprises supported under livelihood programmes
- Supported continued access to education through targeted education assistance
- Improved productivity and well-being through health initiatives
- Enhanced public safety, reducing economic losses due to accidents

Training and Education

Programmes for Upgrading Employee Skills and Transition Assistance

While primarily focussed externally, KFL also contributes to broader skill development through:

- Community-based entrepreneurship training programmes
- Digital literacy and cyber awareness sessions
- Capacity-building workshops for beneficiaries

These programmes enable skill enhancement, employability, and self-reliance among participants.

Occupational Health and Safety (Community Perspective)

Although GRI 403 primarily applies to workforce safety, KFL extends its commitment to community health and safety through:

- Road safety awareness programmes and helmet & protective gear distribution to the police department personnel
- Public health campaigns (yoga, meditation, nutrition awareness)
- Cyber safety initiatives reducing psychological and financial harm

These initiatives contribute to safer communities and improved public well-being.

Social Strategy

Kogta Financial (India) Limited's social strategy is built on the belief that empowering people, customers, and communities is essential to advancing Inclusive Growth Through Responsible Lending. Guided by global frameworks, the strategy integrates people-centric practices across the value chain to foster trust, capability, and shared prosperity.

At the workforce level, KFL focusses on attracting and nurturing talent through transparent recruitment, continuous learning, and meaningful career pathways. The Company promotes a culture of wellbeing by strengthening wellness programmes, enhancing safety practices, and expanding support systems that enable employees to thrive. Diversity, equity, and inclusion remain central pillars, with efforts aimed at building balanced leadership pipelines, promoting gender neutrality, and fostering inclusive decision-making.

Within the customer ecosystem, the strategy emphasises responsible finance, fair customer treatment, expanded financial literacy, and digitally-enabled access to services, especially for underserved communities and first-time borrowers.

KFL's community development approach extends beyond compliance, prioritising financial literacy camps, women's economic empowerment, educational scholarships, mental wellbeing programmes, and livelihood partnerships that uplift vulnerable groups.

Through continuous engagement, transparent communication, and responsible conduct across all touchpoints, KFL's social strategy reinforces its commitment to enabling equitable opportunity ensuring that inclusive lending translates into meaningful, measurable human impact.

Environmental Stewardship

‘Sustaining Growth through Responsible Environmental Practices’

Environmental Performance Snapshot (Per Annum)

18,23,931 kWh

Total Electricity Consumption

75,807.22 KL

Total Water Consumption

64

Paper Ream Consumption per office

0.46 Tonne

E-waste Recycled

16,000 Trees

Trees Planted (Miyawaki & CSR Initiatives)

At KFL, we recognise that businesses today have a responsibility that goes beyond financial performance. Protecting the environment and using natural resources responsibly are integral to building a resilient and sustainable future.

As a financial services institution, our direct environmental footprint is relatively limited when compared to industrial sectors. However, we believe that even small operational improvements, when implemented consistently, can collectively create a meaningful environmental impact.

Our approach therefore focusses on responsible resource management, operational efficiency, and supporting nature-based CSR programmes that contribute to ecological restoration.

Through a combination of operational improvements, digital innovation, and community-based initiatives, we aim to progressively reduce our environmental footprint while fostering a culture of environmental responsibility across the organisation.

Key Environmental Initiatives

Digital Operations

- Adoption of paperless documentation and digital loan processing
- Reduced printing and physical paperwork across offices

Green Infrastructure

- Transition to LED lighting and energy-efficient equipment
- Optimised energy usage across operational facilities

Urban Afforestation

- Development of **Miyawaki forests** to support biodiversity
- Contribution to carbon sequestration and improved urban green cover

Responsible Waste Management

- Safe disposal of electronic waste through authorised recyclers
- Employee awareness on waste segregation and responsible consumption



Strengthening Environmental Governance and Materiality Alignment

Environmental considerations are integrated into our broader ESG governance processes. Through periodic materiality assessments and risk discussions, we ensure that our environmental priorities are embedded in corporate decision-making.

Our Environmental Targets & Commitments

At KFL, environmental responsibility forms an essential part of our journey toward sustainable growth. As we evolve, so do our commitments to managing our environmental footprint with greater intention, structure, and transparency.

Waste Management

Waste management remains a key focus area for the organisation. In the near term, the emphasis is on building a comprehensive understanding of the waste generated across operations by systematically mapping and documenting all waste streams. This foundational exercise will support the development of a structured Waste Management Plan along with standard operating procedures covering segregation, recycling, defined roles, and internal reporting practices. During this phase, the organisation will continue to ensure responsible handling of electronic waste through authorised recyclers.

In the medium term, efforts will shift toward strengthening implementation by building internal capacity on waste segregation and safe handling practices, periodically reviewing operational processes, and deepening engagement with recycling and waste-management partners to improve efficiency and compliance.

Over the long term, the focus will be on improving material recovery particularly for paper waste and progressively reducing the quantity of waste sent to landfills, thereby moving toward more circular waste-management practices.

Greenhouse Gas Emissions

(Scope 1, Scope 2, Scope 3)

With respect to greenhouse gas emissions, the organisation is focussed on strengthening its emissions inventories and data-monitoring systems. In the near term, priority is placed on completing a comprehensive identification of direct emission sources and establishing consistent mechanisms for tracking emissions across operations.

In the medium term, attention will be directed toward refining monitoring processes, building internal capabilities for emissions management, and identifying practical opportunities to reduce emissions through operational improvements and efficiency measures.

In the long term, the organisation intends to expand the coverage of emission sources within its inventory and pursue meaningful reductions in emissions intensity through sustained energy-efficiency and responsible resource-management initiatives.

For indirect emissions across the value chain (Scope 3), the near-term focus is on reviewing existing practices, undertaking a detailed inventory of relevant categories, and setting up systems for structured data collection and monitoring.

In the medium term, efforts will centre on improving data quality and accuracy, while strengthening collaboration with suppliers and other key stakeholders to enhance visibility and shared responsibility across the value chain.



Energy Management

In energy management, initial efforts are directed toward identifying locations with higher energy consumption, conducting employee awareness initiatives to promote responsible energy use, and evaluating opportunities to integrate renewable energy solutions where feasible.

Over the long term, the organisation aims to scale energy-efficient measures across its operations, embed energy responsibility into everyday practices, and reinforce its commitment to sustainable and prudent resource use.

Sustainable Infrastructure

Kogta Financial (India) Limited recognises that sustainable infrastructure plays a vital role in minimising environmental impact while creating safe, efficient, and healthy workspaces for employees and stakeholders.

As part of KFL's commitment to responsible growth, the Company integrates sustainability considerations into the selection and operation of its offices, with a focus on ease of access, energy efficiency, structural safety, and occupant's well-being.

In this direction, one of our Jaipur offices located at KD Tower has been developed as a pilot office with sustainable infrastructure, reflecting the organisation's intent to adopt environmentally responsible design and operational practices that can be gradually replicated across other locations wherever feasible.

The building incorporates several features aligned with various green-building criteria. Energy efficiency is a key consideration, supported through the use of high-efficiency LED lighting, energy-rated HVAC systems, and optimised electrical infrastructure. Rooftop solar installations contribute to powering essential common services such as elevators, security systems, and shared lighting, thereby reducing reliance on conventional power sources and supporting the transition toward cleaner energy.

Thermal comfort and reduced heat gain have been addressed through thoughtful architectural design. The use of double-glazed glass helps limit external heat ingress, while adjustable internal blinds enable effective daylight management. Additionally, the strategic placement of staircases on the western façade acts as a thermal buffer,

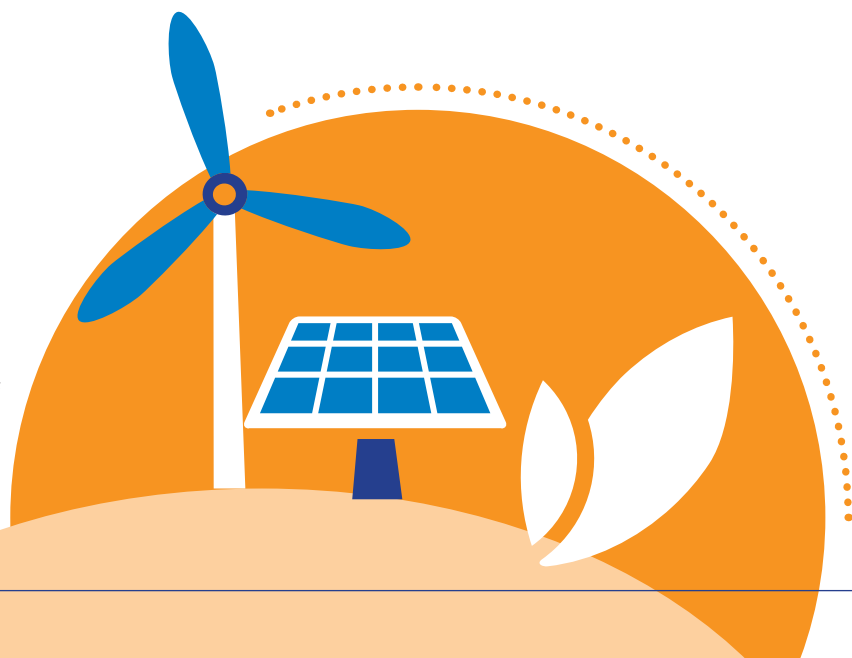
protecting regularly occupied workspaces from harsh afternoon heat and improving overall indoor thermal comfort.

Water stewardship forms another integral aspect of the building's sustainability approach. KD Tower is equipped with rainwater harvesting systems that collect runoff and channel surplus water into groundwater recharge structures using traditional, proven methods. This supports groundwater replenishment and responsible local water management.

The building also emphasises safety and resilience, with designated fire-resistant storage areas for record management and robust fire-safety systems installed throughout the premises. Locally sourced construction materials have been used wherever feasible, supporting local supply chains and reducing transportation-related carbon emissions.

To enhance biodiversity and employee well-being, outdoor green spaces have been developed using native plant species suited to local climatic conditions. Furthering its commitment to social responsibility, a drinking-water facility has been made available outside the building for public use, contributing to community welfare.

Through KD Tower, Jaipur, Kogta Financial (India) Limited continues to strengthen its understanding of sustainable infrastructure practices. Learnings from this pilot office will inform future initiatives as the Company progressively works toward environmentally conscious, resource-efficient, and people-centric workplaces.





Our Environmental Management Approach

Environmental stewardship at KFL is embedded within our operational practices and decision-making processes. Our approach focusses on three key pillars:

Resource Efficiency

We continuously seek opportunities to optimise the use of energy, water, and materials across our branch network and offices. By improving operational efficiency, we reduce resource consumption while strengthening responsible workplace practices.

Digital Transformation

Technology plays an important role in minimising environmental impact. Through digital loan processing, electronic documentation, and automated workflows, we significantly reduce paper usage and operational waste while enhancing customer experience and operational efficiency.

Nature-Based Climate Solutions

Beyond operational improvements, we support CSR initiatives that help restore natural ecosystems. Urban afforestation efforts such as Miyawaki forest development contribute to biodiversity enhancement, improved air quality, and long-term carbon sequestration.

Together, these efforts help us manage environmental risks while supporting India's transition towards a low-carbon and resource-efficient economy.

Energy Efficiency in Operations

Energy consumption across our operations primarily arises from electricity used to power lighting, air-conditioning systems, and digital infrastructure across offices and branches.

As part of our ongoing commitment to responsible resource use, we continue to improve the energy efficiency of our operational infrastructure. Initiatives include the adoption of LED lighting systems, installation of energy-efficient air-conditioning equipment, and optimisation of electrical systems across facilities. Energy efficiency considerations are also integrated into the design and setup of new branch locations.

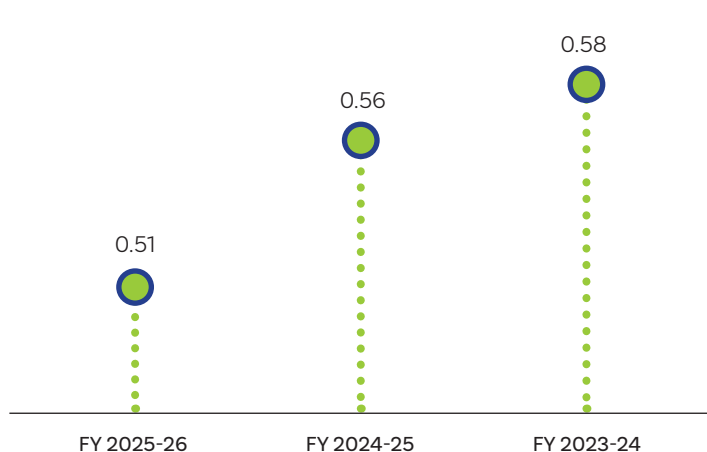
Equally important is the role played by our employees. Through awareness initiatives and responsible workplace practices, employees are encouraged to adopt mindful energy habits, including switching off unused equipment and reducing unnecessary electricity consumption.

In FY 2025-26, KFL's total electricity consumption amounted to 6,566 GJ, leading to Scope 2 emissions of 1,295 MT of CO₂ attributed to purchased electricity. These figures highlight KFL's commitment to diligently monitor and enhance its energy usage in alignment with environmental sustainability objectives.

Particulars	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Total electricity consumption (A)	GJ	6,566.16	5,618.71	4,453.04
Total fuel consumption (B)	GJ	NA	NA	NA
Energy consumption through other sources (C)	GJ	NA	NA	NA
Total energy consumption (A+B+C)	GJ	6,566.16	5,618.71	4,453.04
Energy intensity per rupee of turnover (Total energy consumption/turnover)	GJ per Mn Turnover	0.51	0.56	0.58

These efforts collectively help reduce operational energy intensity while reinforcing our culture of environmental responsibility. The progress in our energy intensity per ₹ Mn of turnover is presented below.

Energy Intensity per Rupee of Turnover (GJ per Mn Turnover)





Carbon Footprint

Climate change presents both environmental and economic challenges, and financial institutions have an important role to play in supporting the transition to a low-carbon economy.

For KFL, our operational greenhouse gas emissions primarily arise from electricity consumption and business travel. While these emissions remain relatively limited, we continue to explore ways to further improve efficiency and reduce our carbon footprint.

A key contributor to emissions reduction has been our transition toward digital operations. Digital loan documentation, electronic customer communication, and automated internal workflows have significantly reduced reliance on physical paperwork, lowering both paper consumption and associated lifecycle emissions.

The progress in our Emissions intensity per rupee of Turnover (Mn) tCO₂/Unit is presented below:

Particulars	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Total Scope 1 Emissions	tCO ₂ e	28.76	NA	NA
Total Scope 2 Emissions	tCO ₂ e	1,295	1,134.66	899.27
Total Scope 1 & Scope 2 Emissions	tCO ₂ e	1,323.75	1,134.66	899.27
Emissions Intensity (emissions per Mn rupee of turnover)	tCO ₂ e/ Mn of turnover	0.10	0.11	0.12

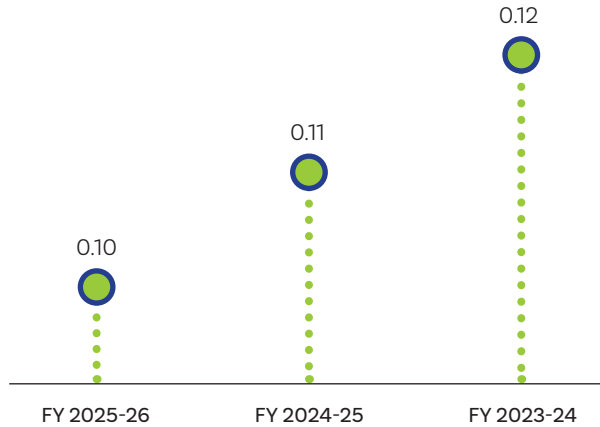
Emissions of Ozone-Depleting Substances

Parameter	R-22	R-32	R-16	Applicability	Country	Source	Type of Activity
Emissions of ozone-depleting substances (ODS)	1 kg	35 kg	1 kg	Applicable	India	Air Conditioner	Re-fill due to Gas leak
Production, imports, and exports of ODS in MT of CFC-11 equivalent	NA	NA	NA	NA	NA	NA	NA

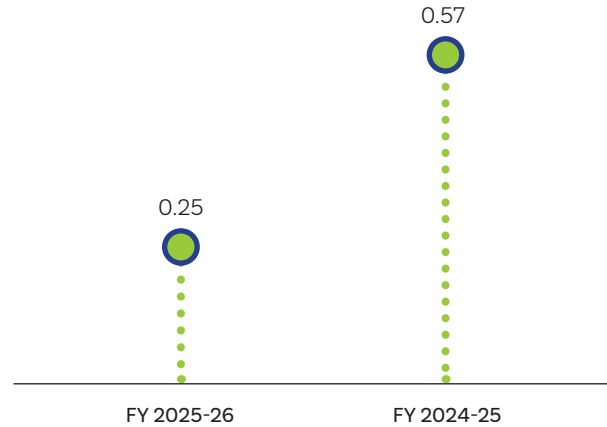
Particulars	Unit	FY 2025-26	FY 2024-25	FY 2023-24
Total Scope 3 Emissions	tCO ₂ e	3,237.3*	5,752.94	NA
Emissions Intensity (emissions per Mn rupee of turnover)	tCO ₂ e/ Mn of turnover	0.25	0.57	NA

*Emission Factors are based on the GHG Protocol Corporate standards and international conversion factors published by DEFRA, with India grid factors applied wherever relevant. The 2025 DEFRA, used for current year, has substantially lowered aviation emissions factors driven by a return to normal aviation load factors and a cleaner electricity grid. For previous year, DEFRA 2024 conversion factors were used. The 2024 emissions factors were based on 2021 data – a year when COVID-19 led to unusually low passenger loads. As a result, emissions per passenger-kilometre were inflated. In contrast, the 2025 update, based on 2023 data, reflects a return to typical passenger load levels.

Scope 1 & Scope 2 Emissions Intensity (tCO₂e / Mn of turnover)



Scope 3 Emissions Intensity (tCO₂e / Mn of turnover)



Scope 3 emissions represent the indirect greenhouse gas emissions that arise across a company's broader value chain, including activities that occur both upstream and downstream. These emissions are influenced by a range of external partners, processes, and services, making them complex but essential to measure. At KFL, we have been strengthening our ability to understand and monitor these impacts by applying structured methodologies and using standardised data-collection templates that enable consistent analysis. During FY 2025-26, we reported Scope 3 emissions of 3237.3 tCO₂e, covering the following categories: Category 1 (Purchased Goods & Services) emissions, Category 2 (Capital Goods), Category 3 (Fuel & Energy related activity), Category 5 (Waste generated in operations), Category 6 (Business Travel) emissions, and Category 7 (Employee Commute) emissions.

The Company operates primarily from leased office premises, where the ownership, installation, and operation of emission-generating sources such as DG sets, if any, rest with the respective building owners or facility managers. Consequently, KFL does not generate any direct air emissions from its business operations, as its activities are conducted from leased office premises where operation or control over emission-generating sources do not fall within the operational boundary of Kogta Financial (India) Limited. However, KFL will continue to expand the Scope 3 inventory to measure, track & report any emissions associated with such leased facilities as Category 8 indirect emissions.

As we move forward, we remain committed to continuously reviewing and refining our internal systems, data processes, and reporting practices to enhance the quality, coverage, and transparency of our Scope 3 disclosures.





Climate Responsibility

In addition to operational improvements, we actively support nature-based CSR initiatives. In the face of rapid urbanisation and climate change, tree plantation stands as one of the simplest yet most powerful tools for environmental restoration.

Under the campaign theme “Connecting Nature with Kogta Foundation: One Earth, One Health”, a drive planting 7,500 saplings in Miyawaki formation was carried out at Jaipur (Rajasthan). The development of Miyawaki forests enables the creation of dense green ecosystems that enhance biodiversity, improve urban air quality, and act as natural carbon sinks.

In addition to this campaign, around 8,500 trees were additionally planted under various CSR programmes throughout the year in pan-India locations. These initiatives allow us to contribute positively to ecological restoration and environmental resilience in the communities we serve. The plantation activity is presented below.

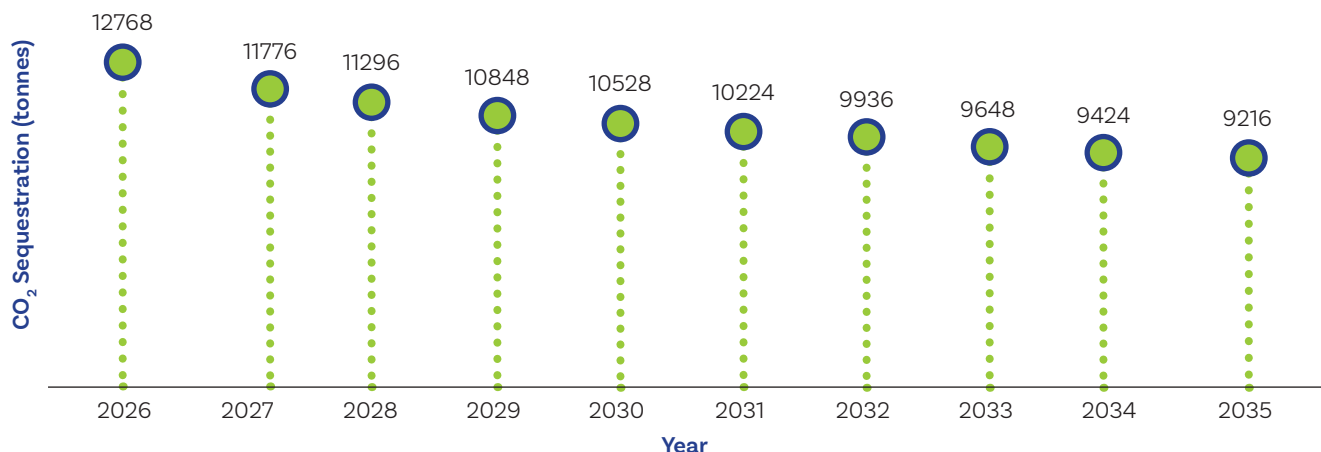


Particulars	FY 2025-26	FY 2024-25	FY 2023-24
Number of trees planted	16,000	5,723	2,986
CO ₂ sequestration in Tonnes (10 years projection)	1,140 Tonnes	408 Tonnes	218 Tonnes

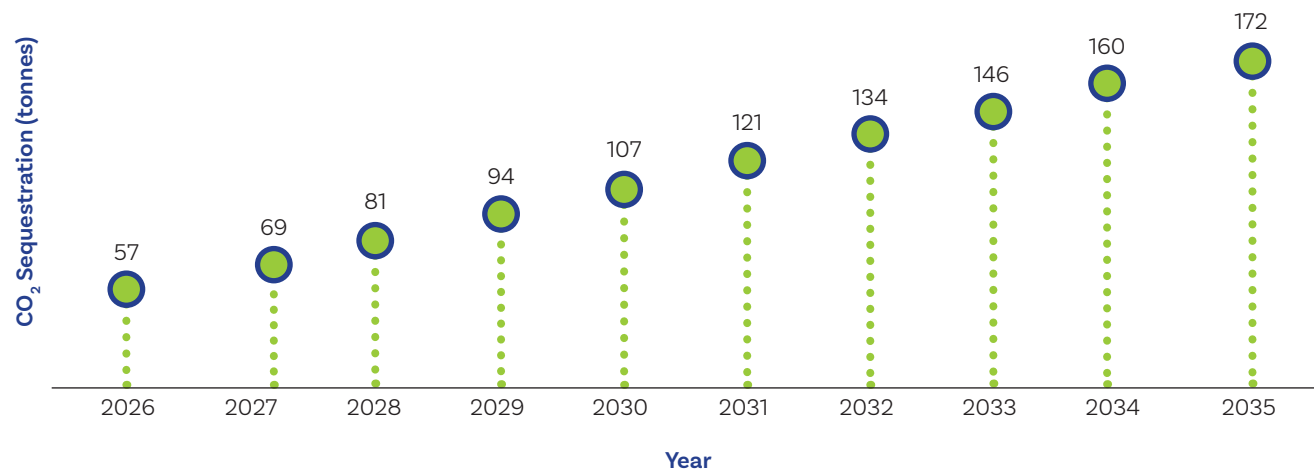
The following information presents the number of trees planted in FY 2025-26, along with the projected survival rates for these trees in the subsequent years. Additionally, the amount of carbon sequestered (in tonnes CO₂) by these surviving trees over the following years is also illustrated below :

CO ₂ Sequestration per year											
Year No.	0	1	2	3	4	5	6	7	8	9	10
CO ₂ Sequestration (tonnes)		57	69	81	94	107	121	134	146	160	172
Number of Surviving Trees	16,000	12,768	11,776	11,296	10,848	10,528	10,224	9,936	9,648	9,424	9,216

Number of Surviving Trees



CO₂ Sequestration (tonnes)



Waste Management and Resource Efficiency

Waste generated from our operations primarily includes paper waste, general office waste, and electronic waste from IT equipment.

Our approach focusses on waste minimisation, responsible disposal, and increased circularity in resource use. The transition to digital workflows has significantly reduced paper consumption across the organisation. In parallel, obsolete

electronic equipment is disposed of through authorised recyclers, ensuring compliance with environmental regulations and responsible e-waste management.

Employees are encouraged to adopt responsible disposal practices such as waste segregation and minimising the use of single-use materials. These collective efforts support the creation of a more resource-efficient workplace. In FY 2025-26, no non-compliance with environmental laws and/or regulations have been reported. The performance in waste management is presented below.

Particulars	Unit	FY 2025-26	FY 2024-25	FY 2023-24
E-waste generated	Metric Tonnes	0.46	0.63	0.44
E-waste sent to authorised recyclers	Metric Tonnes	0.46	0.63	0.44
Non-hazardous waste generated	Metric Tonnes	320	-	-
Non-hazardous waste disposed to landfill through municipal bodies	Metric Tonnes	320	-	-
Total Waste generated	Metric Tonnes	320.46	-	-
Waste intensity per rupee of Turnover (MT/ Mn) (Total waste generated / Revenue from operations)	MT/ Mn of turnover	0.025	0.000063	0.000057



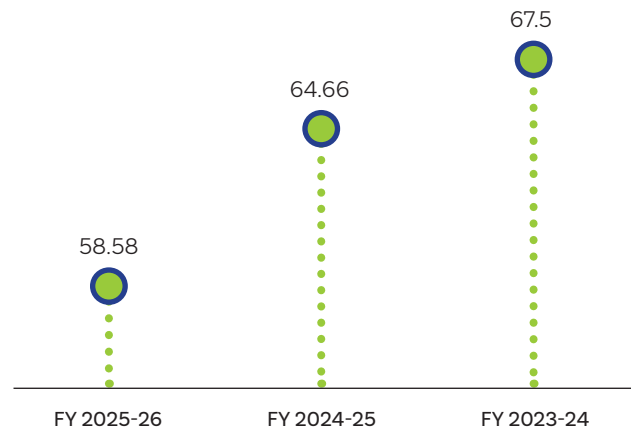
Water Stewardship

Water consumption within our operations remains relatively modest and is primarily associated with domestic use in office and branch facilities. Nevertheless, we remain committed to ensuring responsible water management.

Across our facilities, we promote efficient water use and conservation practices, supported by water-efficient fixtures and employee awareness initiatives. Monitoring water consumption at key offices helps identify opportunities to enhance efficiency and minimise unnecessary usage.

By encouraging responsible water practices, we aim to ensure that water resources are used thoughtfully and sustainably across our operational footprint.

Water Intensity per Rupee of Turnover (KL/₹ crore)



Water Consumption at KFL

Parameter	FY 2025-26	FY 2024-25	FY 2023-24
Total volume of water consumption (in kilolitres)	75,807.22	64,800.45	52,004.92
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/crore of turnover)	58.58 KL/₹ crore	64.66 KL/ ₹ crore	67.5 KL/₹ crore

Given the nature of its operations as a Non-Banking Financial Company (NBFC), Kogta Financial (India) Limited does not engage in any manufacturing or water-intensive activities. Accordingly, water withdrawal from natural or third-party sources is not applicable to the Company's business operations. The Company does not directly extract surface water, groundwater, seawater, or any other water sources as part of its operational processes.

Water consumption at Kogta Financial (India) Limited is limited to domestic and office-use requirements, such as drinking, sanitation, and housekeeping within office premises. In the absence of direct withdrawal or metered source-wise data, water consumption is estimated in line with the guidelines issued by the Central Ground Water Authority (CGWA). As per these guidelines, standard office

water consumption is estimated at 45 litres per person per working day. Accordingly, total water consumption is calculated by multiplying the number of employees occupying office spaces by the prescribed per-capita consumption norm.

KFL has improved water efficiency, with intensity declining from 67.5 KL per ₹ crore in FY 2023-24 to 58.58 KL per ₹ crore in FY 2025-26, reflecting stronger resource management, operational improvements, and a continued focus on reducing environmental impact over the period.

Further, water discharge is not applicable to the Company's operations, as there are no industrial effluents or process-related wastewater streams generated.



Biodiversity

Kogta Financial (India) Limited (KFL) acknowledges the importance of biodiversity conservation and responsible environmental stewardship. As a financial services organisation with office-based operations, KFL does not operate within or in proximity to any identified biodiversity hotspot regions, protected areas, or ecologically sensitive zones. Consequently, the Company does not have any direct material impact on biodiversity.

Given the limited nature of its operational footprint, KFL does not identify significant biodiversity impacts, direct drivers of biodiversity loss, or changes to ecosystem conditions arising from its activities. The Company does not engage in activities involving access to biological resources or ecosystem-dependent operations, and considerations related to access and benefit-sharing are not applicable. KFL continues to monitor sustainability risks within its governance framework and remains committed to responsible business practices that support broader environmental protection objectives.

Materials

Kogta Financial (India) Limited's operations are service-oriented and office-based in nature. The Company does not use raw materials, packaging materials, or production inputs as part of its business activities. Accordingly, disclosures related to materials used by weight or volume, recycled input materials, and reclaimed products are not applicable to KFL.

Sustainable Procurement and Vendor Engagement

Kogta Financial (India) Limited recognises that its supply chain and vendor ecosystem play an important role in upholding ethical conduct, operational efficiency, and environmental and social responsibility. As a Non-Banking Financial Company (NBFC), KFL's procurement activities are largely service-oriented in nature; however, the Company remains committed to ensuring that all procurement decisions are guided by principles of transparency, fairness, accountability, and sustainability.



The Company's approach to sustainable procurement is guided by its Procurement Policy under the ESG framework, which establishes standards for ethical behaviour, conflict-free decision-making, grievance redressal, monitoring, and reporting. Through this framework, KFL seeks to engage responsibly with vendors while promoting long-term partnerships built on shared values and compliance with applicable laws and standards.

KFL's procurement framework applies to all goods and services procured across its operations, including administrative services, facility management, information technology, professional services, and other operational requirements. The Company emphasises responsible selection of vendors by integrating ethical, governance, and compliance considerations into procurement decisions. While environmental and social risks associated with procurement are relatively limited due to the nature of KFL's operations, the Company remains attentive to potential ESG risks arising from vendor practices. Procurement decisions are therefore guided not only by cost and quality considerations, but also by adherence to ethical standards and responsible business conduct.

Integrity and ethical behaviour form the foundation of KFL's procurement and vendor engagement practices. Vendors are expected to conduct business in a manner that aligns with KFL's values, comply with applicable laws and regulations, and avoid practices involving corruption, unfair competition, or unethical conduct.

The Company has established clear provisions to prevent and manage conflicts of interest, ensuring that procurement decisions are made impartially and in the best interest of the organisation. Any actual or potential conflict is required to be disclosed and addressed through defined governance mechanisms, reinforcing accountability and trust in procurement processes.

KFL views vendors as long-term partners and emphasises constructive engagement rather than transactional relationships. The Company communicates expectations related to compliance, service quality, data confidentiality,

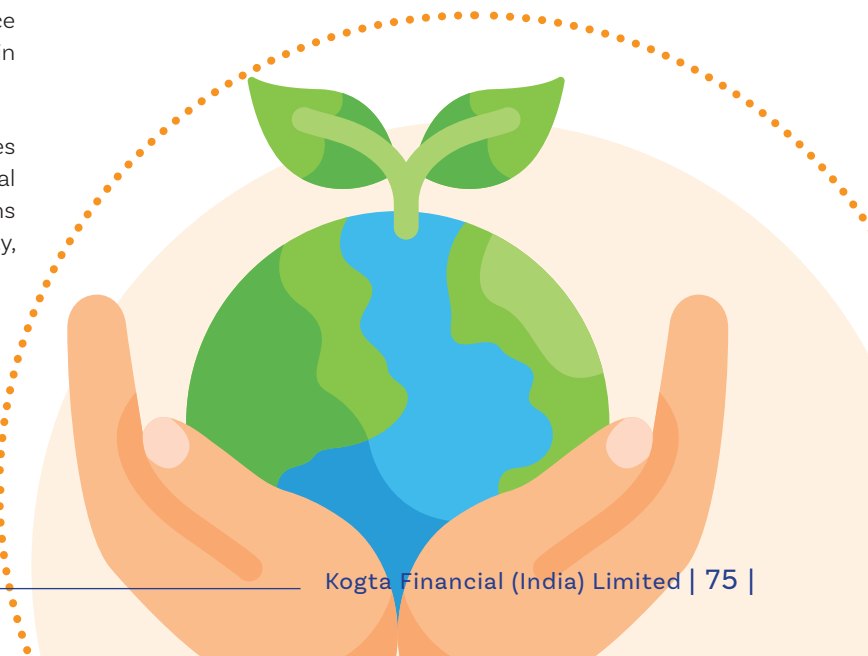
and ethical behaviour clearly to its vendors. Regular interactions with key vendors support mutual understanding, service continuity, and continuous improvement.

Through structured engagement, KFL encourages vendors to align with responsible business practices and to raise concerns or grievances without fear of retaliation. A formal grievance and complaints mechanism is available for vendors, enabling transparent resolution of issues and strengthening trust within the supply chain.

Procurement activities at KFL are subject to internal controls, periodic reviews, and monitoring mechanisms to ensure compliance with policy requirements. Vendor performance is assessed based on defined parameters such as service quality, compliance with contractual obligations, and adherence to ethical standards. Any deviations or non-compliance identified during monitoring are addressed through corrective actions, which may include supplier engagement, process improvements, or discontinuation of services, as appropriate.

Further strengthening our commitment to community development, KFL has allocated 100% of its procurement budget to local suppliers. This deliberate focus on local sourcing not only boosts regional economic growth but also supports job creation and contributes to more inclusive and sustainable development within the communities where we operate.

By gradually integrating sustainability considerations into procurement decisions and vendor engagement processes, we aim to promote responsible environmental practices throughout our broader business ecosystem.



Supplier Screening

KFL has put in place a structured vendor-screening process to ensure that every potential supplier aligns with the organisation's Environmental, Social, and Governance (ESG) expectations. This process is supported by a detailed due-diligence checklist that evaluates suppliers across a range of critical parameters, including compliance with environmental norms, workplace health and safety practices, and adherence to legal and regulatory requirements. Beyond operational and statutory assessments, the checklist also

examines whether a vendor has been associated with any criminal activities such as bribery, corruption, or money laundering, reaffirming KFL's uncompromising stance on ethical conduct.

Kogta Financial (India) Limited has instituted a structured, stage-wise vendor screening process to ensure that all suppliers and service providers engaged by the Company align with its environmental, social, and governance (ESG) principles. This approach reflects KFL's commitment to building a responsible, transparent, and ethically grounded supply chain.

Stage 1 Preliminary Assessment and Applicability Check

The screening process begins with an initial assessment to determine the relevance and criticality of the vendor based on the nature of goods or services proposed, geographic presence, and potential ESG risk exposure. This step helps identify vendors that require deeper ESG-focussed due diligence.

Stage 2 ESG and Compliance Due Diligence

Shortlisted vendors are evaluated using a standardised due-diligence checklist derived from the Company's Procurement Policy and ESG framework. This assessment covers key parameters such as compliance with applicable environmental regulations, workplace health and safety practices, fair labour standards, and adherence to statutory and regulatory requirements. Vendors are also assessed on governance aspects, including business integrity and transparency.

Stage 3 Ethical and Integrity Screening

As part of KFL's zero-tolerance approach to unethical conduct, vendors are screened for any known or reported involvement in criminal or prohibited activities, including bribery, corruption, fraud, or money laundering. This step reinforces the Company's commitment to ethical behaviour and responsible business practices across its value chain.

Stage 4 Evaluation, Approval, and Onboarding

Findings from the due-diligence process are reviewed internally, and vendors meeting KFL's ESG and compliance expectations are approved for onboarding. Where gaps are identified, vendors may be engaged for clarification or corrective action, depending on the nature and severity of the issue.

Stage 5 Ongoing Engagement

Through this structured screening and engagement process, KFL seeks to work with partners who share its values of integrity, responsibility, and sustainability. This approach not only mitigates ESG-related risks but also strengthens long-term relationships based on mutual trust and accountability.

As part of our commitment to maintaining a responsible and transparent supply chain, we reviewed 100% newly onboarded suppliers on ESG parameters during FY 2025-26. This systematic approach not only helps us uphold the highest standards of accountability but also strengthens trust with partners who share our values of integrity, responsibility, and sustainability.



Supplier Satisfaction Survey (FY 2025-26)

KFL evaluates its vendors through a structured assessment framework designed to capture the quality and integrity of their engagement with the organisation. As part of this process, vendors are invited to share their experience across several key areas, including the clarity and helpfulness of communication during the empanelment stage, the transparency of company policies, and the ease of the onboarding process.

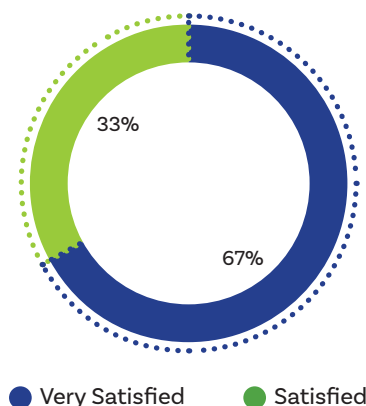
The assessment also considers how effectively work updates and expectations are communicated, ensuring vendors feel well-informed throughout their engagement. In addition, KFL seeks feedback on the company's communication around its ESG requirements, the timeliness of updates related to any process changes, and the level of support provided when questions, issues, or conflicts arise. Another important dimension of this evaluation is the efficiency of operational processes, particularly concerning invoice management and the timely release of payments.

Through this comprehensive and human-centred vendor assessment approach, KFL strives to build strong, transparent, and mutually respectful relationships with its partners relationships that are essential for maintaining a responsible and resilient supply chain.

KFL recognises its suppliers and service partners as vital contributors to the continuity, quality, and integrity of its operations. During FY 2025-26, the Company conducted a Supplier Satisfaction Survey to better understand supplier experiences across onboarding, communication, operational coordination, payment processes, and ESG integration.

Survey responses reflect a strong and positive engagement experience between suppliers and KFL's representatives. The majority of respondents expressed high levels of satisfaction with the explanation of empanelment processes and company policies, indicating clarity, transparency, and approachability in initial interactions. Effective and timely communication remains a cornerstone of KFL's supplier relationships. Most surveyed suppliers indicated satisfaction with the information shared regarding work progress and operational status. Suppliers generally expressed satisfaction with the support provided by KFL's teams in addressing operational issues and resolving conflicts, reflecting a solution-oriented and collaborative approach. Integration of Environmental, Social, and Governance (ESG) principles within the supplier ecosystem continues to strengthen. A significant majority of suppliers confirmed receiving adequate information to deliver services effectively and acknowledged that KFL's ESG criteria are reasonable and achievable within their operations. Most suppliers reported no major challenges in complying with these criteria, reflecting practical alignment between expectations and operational realities.

Overall Supplier Satisfaction in Percentage (%)



The FY 2025-26 Supplier Satisfaction Survey reinforces the strength of KFL's supplier relationships, built on transparent communication, fair processes, and collaborative engagement. At the same time, the insights gathered provide a foundation for continued improvement particularly in payment process optimisation, ESG awareness enhancement, and grievance redressal communication. KFL remains committed to nurturing long-term partnerships with its suppliers by fostering mutual trust, responsible business practices, and shared value creation, aligned with the Company's broader sustainability and ESG objectives.

Looking Ahead

Sustainability Roadmap

- As Kogta Financial (India) Limited (KFL) enters the next phase of its sustainability journey and the disclosure of ESG performance for FY 2025-26, our focus is clear: we will grow responsibly, deepen our social impact, and embed governance principles into the way we serve customers everyday. This forward-looking roadmap outlines how we plan to create a more inclusive, digitally-enabled, and resilient organisation that supports livelihoods while building trust across our stakeholder ecosystem.

Future Inclusion Targets

Deepening Access and Opportunity

In a diverse and growing economy like India, financial inclusion plays a vital role in empowering individuals, strengthening livelihoods, and ensuring that every citizen has access to formal banking, credit, insurance, and digital financial services. The aim of financial inclusion to all remains at the heart of KFL's mission. Our experience working with first-time borrowers, small entrepreneurs, and underserved communities has shown us that access to finance is not just a commercial opportunity, it is a catalyst for dignity, stability, and upward mobility. Over the coming years, we intend to broaden this mission further by making finance more accessible, more transparent, and more responsive to the needs of vulnerable population segments.

Our roadmap places particular emphasis on first-time borrowers, MSMEs, women-led enterprises, acknowledging that these groups often face structural barriers in accessing formal credit. KFL aims to address these barriers by simplifying documentation, expanding specialised loan products, and ensuring fair pricing practices.

In the near term, we will accelerate digital solutions that make borrowing easier and faster, while enhancing the availability of dedicated credit programmes targeted at rural and semi-urban regions. As we move into the medium term, these efforts will be supported by a more refined set of impact metrics ensuring we do not simply expand outreach but meaningfully track the economic and social value generated for customers. By FY 2029-30, our goal is to make inclusion measurable, externally assured, and central to our long-term strategies.

Ultimately, our inclusion agenda reflects a commitment to help people build assets, improve income, and participate more fully in economic progress enabling customers to move confidently from vulnerability to opportunity.

Digitisation for Better Client Experience

Enhancing Trust Through Technology

The next chapter of our journey places strong emphasis on the quality of customer experience. For KFL, digitisation is not only about operational efficiency; it is about building a financial ecosystem where customers feel confident, supported, and informed.

In recent years, we have implemented initiatives ranging from customer satisfaction surveys to data privacy controls. Looking forward, we envision a more integrated digital experience one that respects customer time, protects their information, and gives them a sense of agency in every transaction.

Over the next two years, we will focus on streamlining the borrowing experience through end-to-end digital journeys, reducing turnaround time and minimising paperwork. These improvements will help customers, especially those unfamiliar with the financial system, navigate processes easily and with clarity.

As our digital channels mature, we will begin shifting towards more personalised, predictive interactions. This means using insights to anticipate customer needs, offering timely reminders, and guiding customers with targeted financial literacy content in native languages. It also includes strengthening cybersecurity standards and maintaining data handling processes that safeguard personal information at every touchpoint.

By FY 2029-30, we aim to deliver customer experience built on speed, safety, inclusivity, and transparency, making every interaction with KFL a reassuring and empowering one for our clients.



ESG Roadmap: 3 to 5 Years View of Responsible Growth

Our ESG roadmap reflects the material priorities identified by our stakeholders and the evolving landscape of regulatory expectations. It is guided by our ESG vision “To ensure that our services and operations are sustainable from an environmental, social, and financial perspective”, and provides a structured approach to how we govern our operations, safeguard our people, and advance ethical and sustainable business practices. Some of the actions we are undertaking for our high priority material topics are as follows:

Governance and Ethics

Over the next few years, KFL will strengthen its governance architecture through more robust ESG monitoring, regular policy reviews, and enhanced training efforts. We will continue to adhere to stringent anti-corruption and anti-bribery standards, ensuring that integrity remains embedded in every aspect of our business operations.

Regulatory Compliance

We are committed to maintaining a transparent and reliable compliance regime. Digital compliance tools and strengthened monitoring mechanisms will allow us to track regulatory updates proactively and address any gaps swiftly. By FY 2029-30, we aim to establish a harmonised compliance environment aligned with leading ESG disclosures and rating frameworks.

Risk Management

Our risk approach will evolve into a more forward-looking and climate-aware model. Over the medium term, KFL will undertake comprehensive climate-risk assessments examining physical, policy-driven, and market-related risks to understand how external disruptions may impact our customers and our portfolio. By embedding emerging-risk considerations into decision-making, we aim to create a future-ready risk culture.

Data Privacy & Security

Protecting customer and organisational information is a key priority. Our roadmap includes regular vulnerability assessments, continuous improvement of security protocols, and organisation-wide training to ensure that every employee understands their role in safeguarding data. Over the long term, we aim to maintain a zero-breach environment through strong digital systems backed by human vigilance.

Employee Well-Being

We recognise that our people are our greatest asset. Our plan calls for annual well-being assessments, new wellness programmes, and improved mental and financial health resources. By FY 2030, we aim to achieve external certification for our employee well-being standards, reflecting our commitment to building a supportive workplace.

Sustainable Finance Plans: Advancing Social Impact Through a Social Finance Framework

Kogta Financial (India) Limited (KFL) has long believed that finance can be a powerful instrument of social progress. With a strong presence across western and central India, a committed workforce, and a customer-centric operating model, the company serves communities that often struggle to access formal credit. Building on this mission, KFL aims to develop a Social Finance Framework (SFF) to direct capital toward projects that expand financial opportunity and strengthen livelihoods.

The Social Finance Framework shall guide KFL in mobilising funds for eligible social projects, ensuring that proceeds are exclusively directed towards initiatives that promote inclusive growth. The framework shall establish a clear structure for the identification, deployment, and monitoring of funds, ensuring that money raised contributes meaningfully to positive social outcomes.

KFL's forward-looking sustainability roadmap reflects a balanced approach that integrates inclusivity, technological advancement, governance rigour, and responsible finance. It is rooted in our belief that doing business responsibly enhances long-term value for customers, employees, investors, and the communities we serve. As we look to the next five years, we remain committed to building a financial institution that stands for trust, opportunity, and sustainable growth, one that grows stronger by helping others rise.

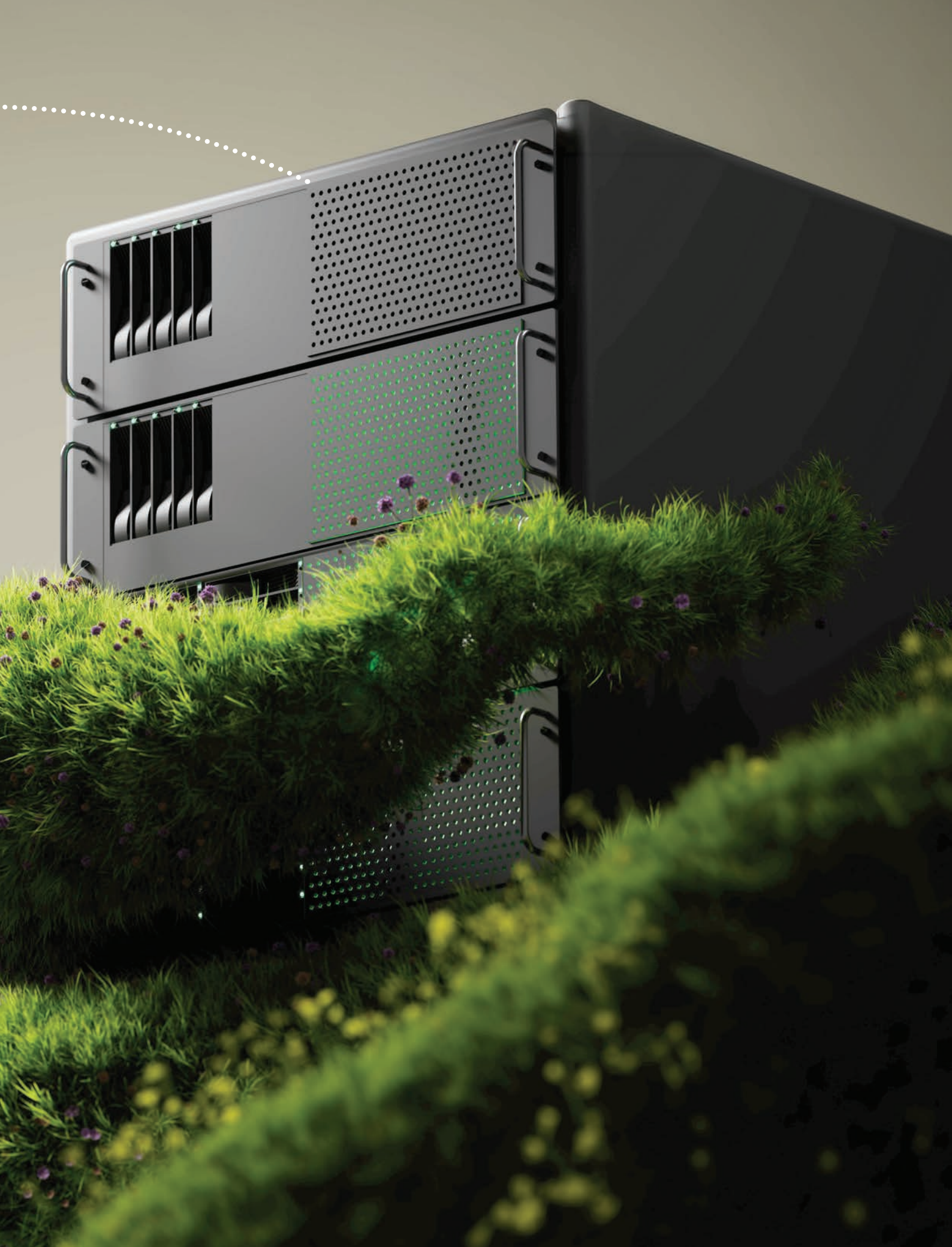


Environmental Responsibility

As KFL continues to grow, we remain committed to strengthening our environmental stewardship journey. Our focus will remain on improving operational efficiency, expanding digital solutions that reduce resource use, and supporting environmental initiatives that benefit the communities we serve.

By integrating sustainability into our everyday decisions, we aim to ensure that our growth contributes not only to financial inclusion but also to a more resilient and environmentally sustainable future.





GRI Content Index

Disclosure		Number	Location
GRI 2: General Disclosures 2021			
2-1	Organisational details	Organisational Profile	8
2-2	Entities included in the organisation's sustainability reporting	Our Presence (Organisational Profile)	9
2-3	Reporting period, frequency and contact point	Reporting Boundary (About the Report)	5
2-4	Restatement of Information	Nil	-
2-5	External assurance	No external assurance has been undertaken	-
2-6	Activities, value chain and other business relationships	Organisational Profile	8
2-7	Employees	Diversity, Equity, & Inclusion (Social)	43
2-8	Workers who are not employees	Section A BRSR, Q.20	89
2-9	Governance structure and composition	Board Committee & Structure (Governance)	16
2-10	Nomination and selection of the highest governance body	Board Committee & Structure (Governance)	16
2-11	Chair of the highest governance body	Board Committee & Structure (Governance)	16
2-12	Role of the highest governance body in overseeing the management of impacts	Board Committee & Structure (Governance)	16
2-15	Conflicts of interest	BRSR Principle 1: Essential Indicator - 6, Leadership Indicator - 2	97
2-17	Collective knowledge of the highest governance body	Board Committee & Structure (Governance)	16
2-18	Evaluation of the performance of the highest governance body	Board Committee & Structure (Governance)	16
2-19	Remuneration policies	AR 2026 - Nomination and Remuneration Policy	
2-20	Process to determine remuneration	AR 2026 - Nomination and Remuneration Policy	
2-21	Annual total compensation ratio	BRSR Principle 5 Q3	112
2-22	Statement on sustainable development strategy	Message from Leadership	6
2-23	Policy commitments	List of Policies Supporting Sustainable and Ethical Business Practices at KFL (Governance)	23
2-24	Embedding policy commitments	List of Policies Supporting Sustainable and Ethical Business Practices at KFL (Governance)	23
2-25	Processes to remediate negative impacts	Governance Strategy (Governance)	22
2-26	Mechanisms for seeking advice and raising concerns	BRSR Principle 9 Essential Indicator 1	124
2-27	Compliance with laws and regulations	BRSR Principle 1	97
2-28	Membership associations	BRSR Principle 1 Essential Indicator 1	97
2-29	Approach to stakeholder engagement	Stakeholder Engagement (Stakeholder Engagement & Materiality Assessment)	24
2-30	Collective bargaining agreements	BRSR Principle 3 Essential Indicator 7	104
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Methodology & Materiality Matrix (Materiality Assessment)	25
3-2	List of material topics	Methodology & Materiality Matrix (Materiality Assessment)	25
3-3	Management of material topics	Progress against ESG Goals (Materiality Assessment)	26
GRI 101: Biodiversity 2024			
101-1	Policies to halt and reverse biodiversity loss	Biodiversity (Environmental Stewardship)	74
101-2	Management of biodiversity impacts	Biodiversity (Environmental Stewardship)	74
101-3	Access and benefit-sharing	Biodiversity (Environmental Stewardship)	74
101-4	Identification of biodiversity impacts	Biodiversity (Environmental Stewardship)	74
101-5	Locations with biodiversity impacts	Biodiversity (Environmental Stewardship)	74

Disclosure	Number	Location
101-6 Direct drivers of biodiversity loss	Biodiversity (Environmental Stewardship)	74
101-7 Changes to the state of biodiversity	Biodiversity (Environmental Stewardship)	74
101-8 Ecosystem services	Biodiversity (Environmental Stewardship)	74
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Economic Performance	32
201-2 Financial implications and other risks and opportunities due to climate change	Economic Performance	32
201-3 Defined benefit plan obligations and other retirement plans	Economic Performance	32
201-4 Financial assistance received from government	Economic Performance	32
GRI 202: Market Presence 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR Principle 5 Essential Indicator 2	111
202-2 Proportion of senior management hired from the local community	Local Hiring Practices for Senior Management (Social)	44
GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	Indirect Economic Impacts	61
203-2 Significant indirect economic impacts	Indirect Economic Impacts	61
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	BRSR Principle 8 Essential Indicator 4	122
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	Responsible Business Practices	20
205-2 Communication and training about anti-corruption policies and procedures	Training on Anti-Bribery, Anti-Corruption, and Anti Money Laundering (Governance)	21
205-3 Confirmed incidents of corruption and actions taken	Incidents of Corruption (Governance)	22
GRI 206: Anti-competitive Behavior 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Legal Actions Related to Anti-Competitive Behavior (Governance)	22
GRI 207: Tax 2019		
207-1 Approach to tax	Approach to Tax (Governance)	19
207-2 Tax governance, control, and risk management	Approach to Tax (Governance)	19
207-3 Stakeholder engagement and management of concerns related to tax	Approach to Tax (Governance)	19
207-4 Country-by-country reporting	Not Applicable for KFLs business operations	-
GRI 301: Materials 2016		
301-1 Materials used by weight or volume	Materials (Environmental Stewardship)	74
301-2 Recycled input materials used	Materials (Environmental Stewardship)	74
301-3 Reclaimed products and their packaging materials	Materials (Environmental Stewardship)	74
GRI 302: Energy 2016		
302-1 Energy consumption within the organisation	Energy Efficiency in Operations (Environmental Stewardship)	68
302-2 Energy consumption outside of the organisation	Energy Efficiency in Operations (Environmental Stewardship)	68
302-3 Energy intensity	Energy Efficiency in Operations (Environmental Stewardship)	68
302-4 Reduction of energy consumption	Energy Efficiency in Operations (Environmental Stewardship)	68
302-5 Reductions in energy requirements of products and services	Not Applicable to KFLs business operations	-

Disclosure	Number	Location
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water Stewardship (Environmental Stewardship)	73
303-2 Management of water discharge-related impacts	Water Stewardship (Environmental Stewardship)	73
303-3 Water withdrawal	Water Stewardship (Environmental Stewardship)	73
303-4 Water discharge	Water Stewardship (Environmental Stewardship)	73
303-5 Water consumption	Water Stewardship (Environmental Stewardship)	73
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Carbon Footprint (Environmental Stewardship)	69
305-2 Energy indirect (Scope 2) GHG emissions	Carbon Footprint (Environmental Stewardship)	69
305-3 Other indirect (Scope 3) GHG emissions	Carbon Footprint (Environmental Stewardship)	69
305-4 GHG emissions intensity	Carbon Footprint (Environmental Stewardship)	69
305-5 Reduction of GHG emissions	Climate Responsibility (Environmental Stewardship)	71
305-6 Emissions of ozone-depleting substances (ODS)	Carbon Footprint (Environmental Stewardship)	69
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Carbon Footprint (Environmental Stewardship)	69
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Waste Management and Resource Efficiency (Environmental Stewardship)	72
306-2 Management of significant waste-related impacts	Waste Management and Resource Efficiency (Environmental Stewardship)	72
306-3 Waste generated	Waste Management and Resource Efficiency (Environmental Stewardship)	72
306-4 Waste diverted from disposal	BRSR Principle 6 Essential Indicator 9	117
306-5 Waste directed to disposal	BRSR Principle 6 Essential Indicator 9	117
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Supplier Screening (Environmental Stewardship)	76
308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Screening (Environmental Stewardship)	76
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Recruitment and Talent Strategy (Social)	44
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well Being and Benefits (Social)	50
401-3 Parental leave	Parental Leaves (Social)	51
GRI 402: Labor/Management Relations 2016		
402-1 Minimum notice periods regarding operational changes	Notice Period for Workforce (Social)	52
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Health and Safety Practices (Social)	49
403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety Practices (Social)	49
403-3 Occupational health services	Health and Safety Practices (Social)	49
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety Practices (Social)	49
403-5 Worker training on occupational health and safety	Health and Safety Training (Social)	49
403-6 Promotion of worker health	Health and Safety Practices (Social)	49
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety Practices (Social)	49
403-8 Workers covered by an occupational health and safety management system	Health and Safety Practices (Social)	49
403-9 Work-related injuries	Health and Safety Incidents (Social)	49
403-10 Work-related ill health	BRSR Principle 3 Leadership Indicator 3	107

Disclosure	Number	Location
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Number of Training Hours (Social)	45
404-2 Programmes for upgrading employee skills and transition assistance programmes	Skill Upgradation Trainings (Social)	46
404-3 Percentage of employees receiving regular performance and career development reviews	Performance & Career Development (Social)	46
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Diversity, Equity & Inclusion, Board Diversity (Social)	43
405-2 Ratio of basic salary and remuneration of women to men	BRSR Principle 5 Essential Indicator 3	112
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Human Rights (Social)	42
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining (Governance)	19
GRI 408: Child Labor 2016		
408-1 Operations and suppliers at significant risk for incidents of child labor	BRSR Principle 5 Leadership Indicator 4	114
GRI 409: Forced or Compulsory Labor 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	BRSR Principle 5 Leadership Indicator 4	114
GRI 410: Security Practices 2016		
410-1 Security personnel trained in human rights policies or procedures	Human Rights (Social)	42
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programmes	Community Development (Social)	54
413-2 Operations with significant actual and potential negative impacts on local communities	Operations with Significant Actual and Potential Negative Impacts on Local Communities (Social)	61
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	Supplier Screening (Environmental Stewardship)	76
414-2 Negative social impacts in the supply chain and actions taken	Supplier Screening (Environmental Stewardship)	76
GRI 415: Public Policy 2016		
415-1 Political contributions	Political Contributions (Governance)	19
GRI 416: Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	Customer Health & Safety (Governance)	39
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health & Safety (Governance)	39
GRI 417: Marketing and Labeling 2016		
417-1 Requirements for product and service information and labeling	Marketing and Labeling (Governance)	39
417-2 Incidents of non-compliance concerning product and service information and labeling	Marketing and Labeling (Governance)	39
417-3 Incidents of non-compliance concerning marketing communications	Marketing and Labeling (Governance)	39
GRI 418: Customer Privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy, Data Security and Privacy (Governance)	39

SASB Mapping: Consumer Finance

Topic	Metric	Category	Section	Unit of Measure	Code
Customer Privacy	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Quantitative	Customer Privacy Pg no. 39	INR	FN-CF-220a.2
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected	Quantitative	Customer Privacy Pg no. 39	Number, Percentage (%)	FN-CF-230a.1
Data Security	Card-related fraud losses from (1) card-not-present fraud and (2) card-present and other fraud	Quantitative	Not Applicable	INR	FN-CF-230a.2
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	Customer Privacy Pg no. 39	Qualitative	FN-CF-230a.3
Selling Practices	(1) Number of customer complaints filed, (2) percentage with monetary or non-monetary relief	Quantitative	Not Applicable	Number, Percentage (%)	FN-CF-270a.4

UN-SDGs Alignment



KFL advances financial inclusion by providing secured lending solutions to underserved and economically disadvantaged segments, including first-time borrowers, small transport operators, farmers, and MSMEs across rural and semi-urban regions.

Through the Unnati Women Empowerment Programme, Kogta Foundation enabled women entrepreneurs from vulnerable communities to establish sustainable livelihoods, contributing to increased household income and financial stability.



KFL actively promotes gender inclusion through lending to women borrowers, who constitute a significant share of disbursements, enabling asset ownership, entrepreneurship, and financial independence.

Community interventions such as the Unnati programme, women-centric driving skill initiatives, menstrual hygiene support through public sanitary pad vending machines, and leadership opportunities foster dignity, empowerment, and equal participation.



KFL promotes employee well-being through structured health and safety practices, including medical check-ups, insurance coverage, fire and road safety training, mental health awareness sessions, and emergency preparedness programmes.

Community health initiatives supported by Kogta Foundation include medical and eye-care camps, yoga and meditation programmes, mental-health awareness initiatives, and support for public health infrastructure, benefiting thousands across multiple regions.



KFL supports inclusive economic growth by financing MSMEs, first-time borrowers, and micro-entrepreneurs, enabling asset creation, income generation, and local employment.

Internally, KFL provides fair wages, social security benefits, structured training, and career development opportunities, contributing to a productive and resilient workforce.



Kogta Foundation supports educational access and infrastructure by facilitating classroom construction, sanitation facilities, scholarships, and learning support for students from underserved communities.

Financial literacy initiatives delivered through blogs, digital content, and awareness campaigns empower individuals with knowledge on responsible borrowing, digital safety, and financial planning.



Digital transformation initiatives such as paperless loan processing, CRM-enabled customer engagement, and process digitisation enhance operational efficiency, transparency, and customer convenience.

Infrastructure-related CSR investments, including water huts, school infrastructure, cyber support centres, and road safety assets, strengthen community resilience and access to essential services.



KFL contributes to community well-being through road safety initiatives, helmet distribution, traffic police safety gear support, and public infrastructure development.

Urban sustainability efforts include support for Miyawaki forests, drinking water facilities, and public hygiene infrastructure such as sanitary pad vending machines.



KFL maintains strong governance through robust policies on ethics, anti-bribery, data privacy, whistle-blower protection, and regulatory compliance.

The Company reports zero substantiated data breaches, refrains from political contributions, and upholds transparent and responsible business practices across operations.



KFL reduces its environmental footprint through energy-efficient offices, LED lighting, digital operations, and systematic monitoring of emissions and energy intensity.

Through large-scale tree plantation and Miyawaki forest initiatives, Kogta Foundation supports carbon sequestration, biodiversity enhancement, and climate resilience.



KFL collaborates with NGOs, foundations, government institutions, healthcare partners, and community organisations to deliver impactful CSR initiatives on a scale.

Strategic partnerships support women empowerment, health and education programmes, environmental restoration, cyber safety, and road safety awareness across regions.

Business Responsibility & Sustainability Reporting (BRSR)

SECTION A GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	U67120RJ1996PLC011406
2	Name of the Listed Entity	KOGTA FINANCIAL (INDIA) LIMITED (KFL)
3	Year of incorporation	1996
4	Registered office address	'KOGTA HOUSE' Azad Mohalla, near railway station, Bijainagar, Rajasthan, India, 305624
5	Corporate address	S-1, Gopal Bari, Near Ajmer Pulia, Opposite Metro Pillar No. 143, Jaipur, Rajasthan, India, 302001
6	E-mail	compliance@kogta.in
7	Telephone	0141-6767067 / 0141-6767000
8	Website	https://kogta.in/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	-
11	Paid-up Capital	₹ 1,33,49,67,513.04
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. Vikram Goyal (ESG Compliance Officer) 0141-6767000 esg@kogta.in
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 on a standalone basis.
14	Name of Assurance Provider	NA
15	Type of Assurance obtained	NA

II. Products / Services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Financial services	KFL offer loans against the commercial vehicles, Consumer Vehicles, Construction Equipment and tractors in the vehicle financing segment and Loan Against Property (LAP) and Secured Business Loans to the MSME segment	100%

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

Sl. No	Product / Service	NIC Code	% of total Turnover contributed
1	Non-Banking Financial Company engaged in retail lending and allied activities	64920	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	276	276
International	0	0	0

19. Market Served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	10 States & 2 UTs
International (No. of Countries)	0

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

As the Company operates as a Non-Banking Financial Company (NBFC) engaged in retail lending activities, the concept of exports is not applicable to its business operations.

c. A brief on type of customers

Kogta Financial (India) Limited primarily caters to customers in semiurban and rural regions. The Company serves a diverse customer base comprising individuals and Micro, Small, and Medium Enterprises (MSMEs) across urban, semiurban, and rural markets. Its borrowers include agriculturelinked customers, small road transporters, taxi and commercial vehicle operators, rural passenger service providers, firsttime borrowers, small manufacturing units, retail traders, and other underserved segments seeking access to formal financial services.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	6571	6281	95.6	290	4.4
2	Other than Permanent (E)	NA	NA	NA	NA	NA
3	Total employees (D+E)	6571	6281	95.6	290	4.4
Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total workers (F+G)	NA	NA	NA	NA	NA

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	5	5	100	-	-
2	Other than Permanent (E)	NA	NA	NA	NA	NA
3	Total differently abled employees (D+E)	5	5	100	-	-
Differently Abled Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total differently abled workers (F+G)	NA	NA	NA	NA	NA

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.2
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024- 25 (Turnover rate in previous FY)			FY 2023 - 24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	50.3%	2%	52.3%	53.1%	1.6%	54.7%	51.99%	2.03%	54.02%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23 (a) Name of holding / subsidiary / associate companies / joint ventures

Sl. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	NA	NA	NA	NA

VI. CSR Details

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

(ii) Turnover (in ₹) 1,29,411.57 lakhs

(iii) Net worth (in ₹) 2,23,031.92 lakhs

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	0	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	464	19	NA	137	12	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (please specify)	Yes	0	0	NA	0	0	NA

The policy is available at the following link:

Grievance Redressal Policy

https://kogta.in/admin/public/uploads/media/1760012513_Grievance%20Redressal%20Policy.pdf

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

Sl. No	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste Management	Risk	Ineffective waste management may lead to environmental pollution & high operating expenses	Not Applicable	Negative
2	GHG Emission & Energy Management	Opportunity	Efficient energy use supports climate goals and reduces long-term operating expenses.	Not Applicable	Positive
3	Financial Inclusion	Opportunity	Insufficient outreach to MSMEs, Women borrowers affects business relevance	Strengthen rural outreach, digital onboarding, inclusive credit models	Positive
4	Employee Well Being	Opportunity	Healthy employees improve productivity and retention	Not Applicable	Positive
5	Customer Satisfaction	Opportunity	Customer satisfaction is a critical driver of long-term business sustainability for KFL. Consistently positive customer experiences strengthen brand loyalty, improve retention, and enhance market competitiveness. A structured focus on understanding customer needs, service expectations, and feedback trends helps KFL differentiate itself while aligning its products and services with evolving consumer preferences.	Not Applicable	Positive

Sl. No	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Diversity and Inclusion	Opportunity	Diverse teams foster innovation and strengthen employer brand	Not Applicable	Positive
7	Corporate Social Responsibility	Opportunity	CSR builds community relations and brand goodwill	Not Applicable	Positive
8	Sustainable Supply Chain	Risk	Non-ESG suppliers expose compliance and reputational risks	Vendor ESG screening and responsible procurement	Negative
9	Stakeholder Engagement	Opportunity	Weak engagement causes misalignment with expectations	Regular consultations and transparent communication	Positive
10	Business Ethics	Opportunity	Ethical lapses can harm trust and trigger regulatory action	Conduct training, strengthen whistle-blower system, internal audits	Positive
11	Regulatory Compliance	Risk	NBFC sector is highly regulated; non-compliance can harm operations, may lead to legal consequences, fines, reputation damage etc.	Compliance audits, monitoring systems, employee training	Negative
12	Corporate Governance	Opportunity	Strong governance enhances investor confidence and reduces risks	Not Applicable	Positive
13	Risk Management	Risk	Weak risk control exposes the NBFC to credit, operational, and cyber risks	Enterprise risk frameworks, stress testing, monitoring	Negative
14	Branding and Reputation	Opportunity	Positive branding assists in customer acquisition and investor trust gain	Proactive brand management and transparent communication	Positive
15	Digital Innovation	Opportunity	Digitisation boosts efficiency, customer convenience, and scalability	Not Applicable	Positive
16	Data Security and Privacy	Risk	Data breaches can lead to loss, penalties, and customer distrust	Cybersecurity upgrades, assessments, employee training	Negative

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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

P1 Ethics & Transparency	- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2 Product Responsibility	- Businesses should provide goods and services in a manner that is sustainable and safe.
P3 Human Resources	- Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4 Responsiveness to Stakeholders	- Businesses should respect the interests of and be responsive to all its stakeholders.
P5 Respect for Human Rights	- Businesses should respect and promote human rights.
P6 Responsible Lending	- Businesses should respect and make efforts to protect and restore the environment.
P7 Public policy Advocacy	- Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8 Inclusive Growth	- Businesses should promote inclusive growth and equitable development.
P9 Customer Engagement	- Businesses should engage with and provide value to their 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	No	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
	c. Web Link of the Policies, if available	https://www.kogta.in/investor/policy/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.						NA			

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. 25% reduction in carbon emission intensity – Scope 2 (tons per rupee of turnover) by FY 30 from baseline year FY24 2. Increase gender ratio to 6% overall & 20% in non-field roles by FY30 3. Ensure 15% of employees undergo career progression opportunity by FY30 4. Achieve 90% digitisation of business processes by FY30 5. Engaging 60% of customers for feedback by FY30 6. Ensuring 0% data breaches in customer data protection 7. Achieve a 5% reduction in Scope 3 emissions by FY30 from baseline year FY 25								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Annual performance against set targets have been disclosed in detail in the Sustainability Report - Section Progress against goals.								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Kogta Financial (India) Limited is pleased to present its third Business Responsibility and Sustainability Report (BRSR), reaffirming our steadfast commitment to responsible growth grounded in strong Environmental, Social, and Governance (ESG) principles. As we progress on our sustainability journey, we continue to integrate ESG considerations into the heart of our business strategy, operations, and long-term vision. Over the past year, we have strengthened our ESG roadmap with clearly defined targets for 2030. These ambitions reflect our belief that sustainable value creation goes hand-in-hand with operational excellence, stakeholder trust, and inclusive development. Guided by this vision, we are undertaking focused initiatives across environmental stewardship, social impact, and governance maturity. On the environmental front, we have identified key areas to enhance energy efficiency across our offices and reduce our overall environmental footprint. In line with global best practices, we have expanded our emissions management efforts by initiating the tracking of Scope 1 direct emissions from ACs & Fire Extinguishers & setting a long-term reduction goal for Scope 3 emissions from baseline year. This is a significant step toward building a more robust understanding of our value-chain emissions and accelerating our transition toward a lower-carbon operating model. Our ongoing digital transformation continues to strengthen operational efficiency and reduce resource consumption. As we increase the digitisation of our processes, we are not only improving service delivery but also contributing meaningfully to paper reduction and greater transparency. Our unwavering commitment to ESG is driven by a belief that financial institutions play a pivotal role in enabling equitable progress. We remain dedicated to advancing responsible finance, empowering people and communities, and upholding the highest standards of governance as we move confidently toward our sustainability goals.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Arun Kogta Managing Director & Chief Executive Officer								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	KFL has implemented a well-defined Sustainability Governance framework that includes the Board of Directors, the Sustainability Committee, the ESG Steering Group, and the ESG Implementation Team. The Sustainability Committee serves a central role in overseeing sustainability-related risks and guiding the company's broader ESG agenda. It also provides strategic support to the Board by reviewing and advising on policies, ESG risks, initiatives, and programs, ensuring that sustainability is embedded comprehensively across the organisation.								

10. Details of Review of NGRBCs by the Company:

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The designated Committee and the Board undertake a structured review of all company policies at least once every year. Based on this evaluation, necessary revisions and enhancements are incorporated to ensure that the policies and associated processes remain consistent with regulatory requirements, emerging organisational needs, and prevailing best practices.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	KFL adheres fully to the requirements of the National Guidelines on Responsible Business Conduct (NGRBC) and ensures that all business activities are carried out ethically, with integrity, and with complete transparency in its interactions with stakeholders, including customers, employees, suppliers, and communities. The company remains fully compliant with all applicable laws and regulatory mandates, including those issued by SEBI and the RBI.																	
	To further strengthen ethical governance, KFL has instituted an Anti-Bribery and Anti-Corruption Policy as well as a Whistle Blower Policy. These frameworks promote transparency and accountability, prevent unethical practices, and provide a secure and confidential mechanism for reporting concerns related to bribery, corruption, or misconduct. The company also complies with all relevant provisions of the Companies Act, 2013, reinforcing its commitment to responsible and lawful business conduct.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
									No

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

a. The entity does not consider the Principles material to its business (Yes/No)									
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	The policies established by KFL does not cover Principle 7 as the company is not a part of any trade and industry chambers/associations which is engaged in influencing public and regulatory policy.								
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
d. It is planned to be done in the next financial year (Yes/No)									
e. Any other reason (please specify)									

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”.

While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	--	--	--
Key Managerial Personnel (KMP)	--	Code of Conduct - Fair Practice Code - POSH (Prevention of Sexual Harassment) at the workplace - Whistleblower Policy - Grievance Redressal Mechanism - Know Your Customer (KYC) norms - Outsourcing of financial activities - Compliance requirements for all branches - Charge creation of assets - Release of property documents to customers - ESG (Environmental, Social, and Governance) Awareness - No discrimination policy - Fire Safety Training - Cyber Safety & Scam Awareness - Mental Health Awareness - Awareness on healthy food habits - Road Safety Training	100%
Employees other than BoD & KMP	--	Code of Conduct - Fair Practice Code - POSH (Prevention of Sexual Harassment) at the Workplace - Whistleblower Policy - Grievance Redressal Mechanism - Know Your Customer (KYC) Norms - Outsourcing of Financial Activities - Compliance Requirements for All Branches - Charge Creation of Assets - Release of Property Documents to Customers - ESG (Environmental, Social, and Governance) Awareness - No Discrimination Policy - Fire Safety Training - Cyber Safety and Scam Awareness - Mental Health Awareness - Awareness on healthy food habits - Road Safety Training	--
Workers	NA	NA	NA

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding	-	-	-	-	-
Non- Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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 institutions
NA	

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, Kogta Financial (India) Limited (KFL) has an established Anti-Bribery and Anti-Corruption (ABAC) Policy that outlines the company's zero-tolerance approach toward bribery, corruption, and all related unethical practices. The policy applies to all employees, directors, and third-party stakeholders acting on behalf of the company.

The ABAC Policy sets forth clear expectations on ethical conduct, prohibits offering or accepting bribes in any form, and mandates compliance with all applicable anti-corruption laws and regulations. It includes guidelines on gifts and hospitality, facilitation payments, third-party interactions, record-keeping standards, and reporting obligations. The policy also provides mechanisms for raising concerns, including confidential reporting channels, reinforcing KFL's commitment to transparency, accountability, and responsible business conduct.

The policy is publicly available at the following link:

https://kogta.in/admin/public/uploads/media/1778924108_Anti-Bribery%20and%20Anti-Corruption%20Policy.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:

	FY 2025-26 (Current Financial Year)	FY 2024- 25 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NA	NA

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

	FY 2025-26 (Current Financial Year)		FY 2024– 25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

During the reporting period, there were no identified instances of conflicts of interest or corruption that warranted intervention by regulatory bodies, law enforcement authorities, or the judiciary.

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

	FY 2025-26 (Current Financial Year)	FY 2024- 25 (Previous Financial Year)
Number of days of accounts payable	6	8

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 (Current Financial Year)	FY 2024 - 25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	NA	NA
Shares of RPTs in	a. Purchases (Purchases with related parties/ total purchases)	NA	NA
	b. Sales (Sales to related parties/ total sales)	NA	NA
	c. Loans & advances (Loans & advances given to related parties / total loans and advances)	NA	NA
	d. Investments (Investments in related parties / total investments made)	NA	NA

Leadership Indicators

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

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

Nil

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. Kogta Financial (India) Limited (KFL) has established formal processes to identify, prevent, and manage conflicts of interest involving members of the Board, as outlined in its Code of Conduct and Ethics.

The policy requires every Director to act in the best interests of the Company and to avoid situations where personal, financial, or other external interests could compromise or appear to compromise their objectivity or independent judgment. Directors are mandated to:

- Disclose any actual or potential conflict of interest at the earliest instance, including interests arising from financial transactions, related-party dealings, personal relationships, or external engagements.
- Recuse themselves from discussions or decision-making processes where such conflicts exist, ensuring impartiality and transparency.
- Comply with the Company's ethical standards, which require integrity, accountability, and adherence to all legal and governance requirements.

KFL's Code of Conduct and Ethics provides a clear framework for managing such situations and ensures that Board-level conduct remains aligned with the highest standards of corporate governance.

The policy is available at the following link:

https://kogta.in/admin/public/uploads/media/1778924831_Code%20of%20Conduct%20and%20Ethics.pdf

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	2025-26 Current Financial Year	2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R & D	NA	NA	NA
Capex			

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

Yes, the company has adopted a comprehensive procurement policy that upholds efficiency, ethical conduct, and transparency across its supply chain. The policy is closely aligned with the organisation's broader Environmental, Social, and Governance (ESG) strategy, ensuring that procurement decisions not only advance business objectives but also generate positive environmental and social outcomes.

By embedding ESG principles into its procurement practices, the company aims to promote responsible sourcing, minimise environmental impact, and reinforce ethical behaviour throughout its supplier ecosystem. This procurement framework forms an integral part of KFL's ESG Policy. https://kogta.in/admin/public/uploads/media/1778923907_ESG%20Policy.pdf

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

KFL operates as a Non-Banking Financial Company (NBFC), with its activities primarily centred around the financial services sector. The organisation's procurement requirements relate mainly to the acquisition of goods and services essential for supporting its operational needs. All procurement activities are carried out in accordance with the company's procurement policy, which is designed to ensure optimal value for money while also promoting environmentally sustainable operational practices.

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

Not applicable

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

Not applicable

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

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

Not Applicable

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

Name of Product / Service	Description of the risk / concern	Action Taken
---------------------------	-----------------------------------	--------------

Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year

Not Applicable

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

Plastics (including packaging)

E-waste

Hazardous waste

Other waste

Not Applicable

Not Applicable

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category	
Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

PRINCIPLE 3 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	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	6281	6281	100%	6281	100%	NA	NA	6281	100%	NA	NA
Female	290	290	100%	290	100%	290	100%	NA	NA	NA	NA
Total	6571	6571	100%	6571	100%	290	100%	6281	100%	NA	NA
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	FY 2025-26 (Current Financial Year)	FY 2024- 25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.5	0.5

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

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%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	100%	NA	Y	100%	NA	Y
Others - Please specify	-	-	-	-	-	-

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, KFL ensures that its office facilities are accessible to individuals with disabilities, fostering an inclusive and supportive workplace environment. The organisation provides necessary accommodations to facilitate ease of movement and enhance the comfort of differently-abled employees, reflecting its commitment to equal opportunity and workplace inclusion.

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.

Yes, Kogta Financial Limited has adopted an Equal Opportunity Policy in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The policy reinforces the company's commitment to providing a fair, inclusive, and non-discriminatory workplace for persons with disabilities. It outlines provisions for equal employment opportunities, reasonable accommodations, accessible infrastructure, and grievance redressal mechanisms. Through this policy, KFL ensures that all employees are treated with dignity and that workplace practices remain inclusive and supportive.

The link of the policy: https://kogta.in/admin/public/uploads/media/1778924740_Equal%20Opportunity%20Policy.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	100%	100%	NA	NA
Female	40%	66%	NA	NA
Total	90%	96%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	KFL has established a formal grievance redressal mechanism accessible to all employees and workers, enabling them to raise concerns related to workplace issues in a confidential and structured manner. Grievances can be reported through designated channels, including direct reporting and written submissions, with defined timelines for resolution. The mechanism ensures fair investigation, timely redressal, and protection against retaliation, reinforcing a culture of transparency, accountability, and employee well-being.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-2		
	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	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2025-26			FY 2024-25		
	Total	On Health and safety measures		Total	On Health and safety measures	
		No.	%		No.	%
Permanent Employees						
Total	6571	4327	66%	6139	5869	95.6%

Permanent Employees

Category	FY 2025-26			FY 2024-25		
	Total (A)	On Skill upgradation		Total	On Skill upgradation	
		No.	%		No.	%
Male	6281	6116	97.3	5875	4484	76.3
Female	290	47	16.2	264	10	3.8
Total	6571	6163	93.7	6139	4494	73.2

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	%. (D/C)
Employees						
Male	6281	703	11	5875	557	9%
Female	290	59	20	264	34	13%
Total	6571	762	12	6139	591	10%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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

KFL has integrated a comprehensive Health and Safety Risk Management procedure within its broader Environmental and Social Management System. This framework ensures that identified risks are addressed through clearly defined processes applicable across all operations. Key components include structured risk-mitigation measures, employee well-being initiatives such as medical check-ups, first-aid support, safety training, and mental-health awareness sessions. The system also incorporates essential safety measures, including emergency evacuation procedures, office safety assessments, and an On-site Emergency Plan. Regular internal assessments are undertaken using the E&S risk checklist, supported by documentation such as the Health & Safety Policy, Accident/Incident Handling SOP, and the Health & Safety Risk Assessment framework.

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

KFL proactively identifies and evaluates risks related to employee health, safety, workplace conditions, and operational activities. The company has implemented a comprehensive Health and Safety Policy that guides the systematic assessment and mitigation of such risks. The HR and Administration teams are responsible for assessing health and safety risks arising from work activities and initiating appropriate measures to eliminate or minimise them. Additionally, KFL follows a structured SOP for Accident and Incident Handling and a Health & Safety Risk Assessment framework to ensure effective management of safety events. The organisation also conducts regular training programs covering fire safety, road safety, emergency evacuation drills, and basic first-aid to enhance employee preparedness and awareness.

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

KFL does not engage workers in its business operations; however, the company has established a comprehensive Standard Operating Procedure (SOP) for the handling, investigation, and reporting of incidents and accidents involving employees. The SOP outlines clear protocols for responding to work-related events, including incidents that may occur during employee commutes, ensuring timely action, proper documentation, and effective resolution in line with the company's commitment to employee safety and well-being.

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

KFL provides a comprehensive range of employee benefits, including insurance coverage such as Mediciam, personal accident insurance, and term plans. The organisation extends this protection through a Group Mediciam Policy for employees and their families, along with a Group Personal Accident Cover. To further enhance employee safety and well-being, KFL regularly conducts awareness sessions on road safety and disseminates communications on safe commuting practices and road safety regulations. These initiatives reflect the company's commitment to fostering a secure and supportive work environment.

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)	Employees	0.9	2.5
	Workers	NA	NA
Total recordable work-related injuries	Employees	10	29
	Workers	NA	NA
No. of fatalities	Employees	2	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NA	NA
	Workers	NA	NA

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

KFL places strong emphasis on employee health, safety, and overall well-being. Comprehensive safety measures are implemented across all office locations, and employees undergo regular health check-ups, including sponsored annual full-body assessments. The company follows a structured Health & Safety Risk Assessment process to identify and evaluate potential risks, complemented by periodic internal assessments conducted using the E&S risk checklist, covering areas such as environmental and social aspects, emergency preparedness, and building compliance. Employee well-being is further supported through holistic wellness initiatives, including yoga, meditation, fitness challenges, and mental-health awareness sessions. Additionally, KFL conducts regular safety training on fire safety, emergency evacuation, basic first-aid, road safety, and safe driving practices to enhance awareness and preparedness.

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

	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
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	77% assessed by KFL
Working Conditions	

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.

KFL has undertaken proactive measures to address safety-related concerns. Regular awareness campaigns have been disseminated to all employees through email, covering essential aspects such as the importance of wearing helmets, safe driving practices, and protocols for handling medical emergencies at workplace. Additionally, to mitigate fire hazards, regular filling of fire extinguishers is diligently carried out. The commitment to safety extends to maintaining work hygiene, providing First Aid Facilities, and conducting Emergency Evacuation Drills, all contributing to the overall safety and well-being of the workforce.

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)?

In the event of an accidental death, the company provides a comprehensive accidental insurance benefit, under which the employee's family receives compensation equivalent to 72 times the employee's gross monthly salary.

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

KFL has implemented a structured vendor screening process to evaluate the compliance of its value chain partners with applicable statutory requirements. This process ensures that all mandated deductions are accurately made and that statutory dues are deposited within the prescribed timelines. The company also establishes clear contractual terms with its value chain partners, outlining their responsibility to adhere to relevant tax, labour, and regulatory obligations, including timely payment of taxes, provident fund contributions, and insurance-related dues. Through these measures, KFL promotes transparency, accountability, and responsible conduct across its supply chain.

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:

	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
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

- 4 Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
No, KFL does not provide transition assistance programs for employees

5. Details on assessment of value chain partners:

Health and safety practices	NA
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.
NA

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:

Understanding stakeholder expectations is central to shaping KFL's sustainability approach. The company begins by identifying all stakeholder groups connected to its operations and then evaluates their roles, level of influence, and areas of interest. This structured analysis enables KFL to prioritise key stakeholders and tailor its sustainability initiatives accordingly. By mapping stakeholder expectations and their potential impact on the organisation, KFL can strengthen communication, foster meaningful collaboration, and make informed decisions that support both stakeholder needs and the company's long-term sustainability objectives.

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 (E-mail, 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
1 Investors/ Shareholders	No	- Updates through Meetings - E-mails - Telephones - Conferences	- Monthly/ Quarterly updates to all Investors. - On need basis	- A strong governance framework that promotes enhanced disclosures and greater transparency - Balanced focus on short-term performance and long-term value creation

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of Communication (E-mail, 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
				- Safeguarding the rights and interests of minority shareholders - Strengthening sustainable returns for shareholders - Advancing the organisation's sustainability strategy and related initiative
2 Customer	No	- Email & Telephonic communication - One-to-one meetings - Grievance redressal mechanism	Monthly/ Regular face to face interaction with customers by business and collection verticals	- Innovative and customer-centric product offerings - Superior and seamless customer service experience - Prompt query resolution with comprehensive end-to-end support - Adequate risk coverage and efficient claims-settlement processes - Competitive and value-driven pricing - Reliable website performance and user experience - Strong safeguards for data security and privacy - Continued focus on sustainability initiatives and stakeholder awareness
3 Employees	No	- Email - Direct interaction with HR - Display of notices / policies - Training and programmes	Interaction/ feedback session between HR and Employee on ongoing basis	- Access to structured training, learning opportunities, and continuous development - Assurance of job stability and organisational support - Fair, timely, and transparent salary disbursements - Comprehensive employee benefits and welfare provisions - Constructive feedback and recognition from leadership - Meaningful career growth and advancement prospects

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (E-mail, 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
				• A safe, inclusive, and diverse workplace culture • Supportive work-life balance practices • Focus on holistic employee well-being • Participation in ESG initiatives and awareness programs
4	Communities	No	• Awareness Programmes	• On need basis • Engaging responsibly with stakeholders to address social and environmental concerns • Contributing to CSR initiatives that support community development and well-being • Promoting education as a key pillar of community empowerment
5	Suppliers/ Vendors	No	• Emails & Telephonic communications • Regular one to one Vendor meetings • Due diligence while engagement with suppliers	• On need basis • Timely and accurate settlement of invoices • Clear and equitable Service-Level Agreements (SLAs) supported by a structured procurement framework • Transparent sharing of information on organisational priorities and business requirements • Opportunities for long-term and sustained business engagement • Encouragement of responsible and sustainable practices across the value chain
6	Media	No	• Emails & Telephonic communication • Display on websites • Social media channels	• On need basis • Improved transparency through strengthened disclosures • Publicly accessible statements outlining the leadership's commitment to key ESG themes • Openness to feedback, comments, and independent verification

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of Communication (E-mail, 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
7 Government and Regulators	No	Emails and telephonic communication	On need basis	- Strong internal controls supported by clear accountability mechanisms - Assurance of data accuracy and transparency in all disclosures - Adherence to statutory and regulatory compliance requirements - Timely and responsible payment of taxes - Commitment to regulatory guidelines, policies, and principles of responsible finance - Consistent and transparent ESG-related disclosures

Leadership Indicators

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

The consultation process between stakeholders and the Board is anchored in feedback received through various channels defined in the Stakeholder Engagement Plan (SEP). This input is first reviewed by the Stakeholder Relationship Committee, which consolidates key issues and presents them to the Board for consideration and appropriate action. Matters requiring specialised oversight are directed to the relevant committees: the Audit Committee for regulatory compliance, the CSR Committee for community-related aspects, and the Sustainability Committee for guidance on ESG policies, risks, strategies, and programmes. Each committee submits concise reports summarising stakeholder concerns, actions undertaken, and recommendations for future measures. This structured and responsive engagement mechanism ensures that stakeholder perspectives are effectively integrated into decisions on economic, environmental, and social matters.

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

Stakeholder consultation plays a vital role in shaping KFL's ESG priorities. To inform its ESG strategy, the company engaged a broad spectrum of internal stakeholders such as employees, senior management, and leadership and external groups, including investors, lenders, NGOs, customers, and suppliers. Their inputs were assessed based on each group's level of influence on KFL's operations, enabling the identification of material ESG issues. These issues were then categorised as low, medium, or high priority and organised under three strategic pillars, forming the basis of KFL's ESG framework and guiding its 2030 goals and targets.

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

KFL's initiatives play a meaningful role in supporting marginalised groups such as farmers, small road transporters, taxi operators, and micro-entrepreneurs by enabling access to affordable finance that helps them expand their livelihoods. The company extends tailored financial products to economically weaker segments and small business owners, while its MSME offerings further strengthen retail traders by facilitating business growth. Through these efforts, KFL actively responds to the needs of underserved stakeholders, contributing to inclusive economic development and long-term financial resilience. In addition, KFL's CSR initiatives are designed to empower communities by addressing key social, economic, and financial challenges. The company focuses on meeting fundamental community needs and ensuring that its interventions create a lasting, positive impact for beneficiaries.

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 (D)	% (D / C)
Employees						
Permanent	6571	6451	98%	6139	4963	80%
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	6571	6451	98%	6139	4963	80%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to		More than		Total (D)	Equal to		More than	
		Minimum Wage		minimum Wage			Minimum Wage		minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Permanent										
Male	6281	334	5.32%	5947	94.68%	5875	85	1.45%	5790	98.55%
Female	290	56	19.31%	234	80.68%	264	2	0.76%	262	99.24%
Other than permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

(Figures in lakhs)	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	272 lakhs	0	-
Key Managerial Personnel	3	132 lakhs	0	-
Employees other than BoD and KMP	6276	3.2 lakhs	290	2.9 lakhs
Workers	NA	NA	NA	NA

BoD – Total count is 9 which includes 2 executive directors. The remuneration of 2 executive directors is considered for the calculation of average.

KMP - Total count is 5 which includes 2 executive directors as well. Remuneration data is considered for KMPs other than 2 executive directors.

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

	FY 2025-26 (Current Financial Year)	FY 2024- 25 (Previous Financial Year)
Gross wages paid to females as % of total wages	4%	4%

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, KFL has a dedicated Human Resources team responsible for identifying, assessing, and addressing potential Human and Labour Rights concerns within the organisation. Appropriate measures are implemented to prevent, mitigate, or minimise such risks.

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

KFL has established a structured, transparent, and confidential grievance-redressal mechanism to address concerns related to human rights. As outlined in the company's Grievance Redressal Policy, individuals may submit grievances through designated communication channels, including a dedicated email ID, ensuring ease of access and confidentiality. All complaints are logged, reviewed, and addressed by the responsible team in a time-bound manner, with escalation procedures available for unresolved matters. This system ensures that human rights-related concerns are handled impartially, securely, and in alignment with the company's commitment to ethical conduct and employee well-being.

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

Benefits	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary	0	0	NA	0	0	NA
Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues						

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

	FY 2025-26 (Current Financial Year)	FY 2024- 25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

KFL adopts a comprehensive approach to preventing and addressing discrimination and harassment within the organisation. All employees undergo mandatory POSH (Prevention of Sexual Harassment) training to ensure awareness of expected workplace conduct. This is reinforced through periodic awareness communications that emphasise the company's commitment to a safe and respectful work environment. Employees are encouraged to report any concerns, and a well-defined mechanism ensures that such complaints are addressed promptly and fairly.

During onboarding, new employees are informed about the company's sexual harassment policy and reporting procedures. To facilitate confidential reporting, KFL provides a dedicated email ID specifically for discrimination and harassment-related grievances. All cases are handled with strict confidentiality by the designated committee, and information is disclosed only to individuals directly involved in the investigation and resolution process. This ensures privacy, accountability, and a transparent redressal process for all parties concerned.

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

Yes, the company ensures that human rights requirements such as adherence to minimum wage laws, provision of earned leave, and the strict prohibition of child labour, forced labour etc are embedded within its business contracts and agreements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	77% assessed by KFL
Discrimination at workplace	
Wages	
Others – please specify	NA

11 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No such instances have been reported or risks identified during the assessment. However, KFL takes proactive measures to mitigate potential risks and ensure ongoing compliance with human rights standards. This includes continuous monitoring/ safety assessments, stakeholder engagement, training and capacity building, grievance redressal mechanism and transparency in reporting.

Leadership Indicators

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

None

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

KFL conducts annual internal assessments of all its offices using an Environmental & Social (E&S) Risk Checklist, which covers key parameters such as human rights, emergency preparedness, building-safety compliance, notice-board

display requirements, environmental and social aspects, and overall facility conditions. These reviews are undertaken to ensure adherence to applicable standards and internal requirements. The company is committed to maintaining safe and reasonable working conditions for all employees, including those operating in remote locations. KFL strictly prohibits the use of child labour, forced labour, or any form of involuntary labour across its operations. Furthermore, the company promotes responsible practices within its value chain by requiring vendors and suppliers to uphold human rights and labour laws through a duly signed ESG declaration.

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?

KFL offices are situated in commercial buildings that are designed to accommodate the needs of individuals with disabilities. These facilities generally include accessibility features such as lifts and elevators, enabling visitors who use mobility aids to navigate the premises with ease.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
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.

Nil

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in GJ) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	6566.15	5618.71
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	6566.15	5618.71
Total energy consumed (A+B+C+D+E+F)	6566.15	5618.71
Energy intensity per rupee of turnover (Total energy consumed/ revenue from operations) GJ/ INR Crore	5.0	5.6
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) GJ/USD Million	10.32	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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-

- 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.

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water (tanker)	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Water from municipal corporation	NA	NA
(vi) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	NA	NA
Total volume of water consumption (in kilolitres)	75807.22	64,800.45*
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) KL/Crore INR	58.58	64.66
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) KL/ USD Million	119.15	-
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* Estimated calculation @ 45 litres per person per day as per National Building Code rules

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:

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment with STP	NA	NA
(iii) To Seawater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
No treatment*	NA	NA
With treatment – please specify level of treatment	NA	NA

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(v) Others	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

*Water discharged values are provided with an assumption of 85% of total water consumed discharged as flushing waste into municipal sewers.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency No independent assessment conducted

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

Zero Liquid Discharge (ZLD) is not applicable to Kogta Financial Limited, as the organisation operates exclusively as a Non-Banking Financial Company (NBFC) and does not engage in any manufacturing, industrial, or water-intensive processes that generate effluents. KFL's office-based operations involve minimal water usage limited to sanitation and domestic purposes within commercial facilities.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox		-	-
Sox		-	-
Particulate matter (PM)		-	-
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

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
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	28.76	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	1294.99	1134.66
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO ₂ /INR Crore	1.02	1.13

Parameter	Unit	FY 2025-26	FY 2024-25
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)	MTCO ₂ /USD Million	2.08	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No independent assessment conducted

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

KFL has adopted a holistic approach to energy conservation and greenhouse gas (GHG) reduction by closely evaluating energy-consumption patterns across its office network. The organisation has implemented practical measures to reduce energy use, including switching off equipment when not in operation, optimising air-conditioning settings, and increasing the use of natural daylight.

In its effort to move towards greener office environments, KFL has reviewed sustainability benchmarks from IGBC, LEED, GRIHA, and Net Zero frameworks and consolidated them into 32 actionable guidelines for future implementation. The company has also identified relevant Scope 3 emission categories and developed methodologies and data-collection templates to strengthen monitoring and reporting.

Further demonstrating its environmental commitment, KFL through the Kogta Foundation has undertaken extensive tree-plantation drives, Miyawaki Forest Plantation across several states, including Rajasthan, Delhi, Gujarat, Madhya Pradesh, Punjab, Haryana, and Maharashtra. Tree guards have been installed to improve sapling survival, and partnerships with NGOs have enabled wider community participation.

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 MT)		
Plastic waste (A)	0	0
E-waste (B)	0.46	0.63
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	320	0
Total (A+B + C + D + E + F + G + H)	320.46	0.63
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) MT/INR Crore	0.25	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) MT/USD Million	0.50	NA

Parameter	FY 2025-26	FY 2024-25
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.46	0.63
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.46	0.63
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	320	0
(iii) Other disposal operations	0	0
Total	320	0

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

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

KFL's operations do not generate hazardous or toxic chemical waste. However, the company has adopted a comprehensive Waste Management Policy that outlines its commitments to minimising waste generation, improving waste segregation, and ensuring proper handling of all waste streams, including e-waste. The company follows a Reduce–Reuse–Recycle approach to promote responsible consumption and disposal practices.

All waste generated at KFL offices is managed in compliance with the Solid Waste Management Rules and E-Waste Management Rules issued by the Ministry of Environment, Forest and Climate Change. To further reduce its environmental footprint, KFL promotes digital processes to minimise paper use, and all e-waste is disposed of through certified recycling partners. The company also conducts regular awareness sessions to ensure employees are informed and actively contribute to its sustainability objectives.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1			
2			NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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:

Sl. No	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 action taken, if any
1			NA	
2				

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: NA
- (ii) Nature of operations: NA
- (iii) Water withdrawal, consumption and discharge in the following format: NA

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
-No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

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 tonnes of CO ₂ equivalent	3273.3	5752.94
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ /Cr of turnover	2.50	5.74
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No Independent Assessment

3. With respect to the ecologically sensitive areas reported at Question 10 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.

NA

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:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1		NA	
2			

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

KFL has a comprehensive Disaster Recovery (DR) Plan and Business Continuity Plan (BCP) designed to ensure uninterrupted operations and continued service delivery during disruptive events. As part of its continuity framework, the company also offers flexible working arrangements to employees, enabling operational stability during emergencies. The BCP outlines procedures for managing risks and maintaining resilience by categorising branches and offices into various operational stages based on the severity of the situation. These stages range from normal functioning to complete lockdown, with provisions for work-from-home and digital payment mechanisms. The DR Policy forms an integral component of the broader continuity framework. The Risk Management Committee oversees the implementation and periodic review of these policies to ensure their effectiveness.

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

There have been no adverse impacts arising from KFL's value chain. The company's supplier base is limited mainly to stationery, office consumables, and other non-material categories. KFL obtains a formal ESG declaration from all vendors and suppliers as an affirmation of their commitment to comply with the ESG expectations outlined in the company's ESG Policy.

In addition, KFL has instituted a structured vendor screening process to ensure potential suppliers align with its Environmental, Social, and Governance standards. This process is supported by a due-diligence checklist that assesses vendors on key parameters such as compliance with environmental regulations, adherence to workplace health and safety requirements, and possession of necessary approvals and licences under labour and other applicable laws. The checklist also evaluates any potential links to criminal activity, including bribery, corruption, money laundering, or terrorism. Through this rigorous assessment, KFL ensures that its suppliers uphold responsible business practices and meet the company's sustainability and governance expectations.

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

NA

8 How many Green Credits have been generated or procured: NA

By the listed entity NA

By the top ten (in terms of value of purchases and sales, respectively) value chain partners NA

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. (As below):** None
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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)
-	-	-

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

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

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable				

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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

Sl.No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
NA						

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

KFL has established a robust grievance-redressal mechanism to effectively address concerns raised by its stakeholders, including customers, employees, investors, and community members. This system operates in accordance with the company's Grievance Redressal Policy and is overseen by the Stakeholders Relationship Committee, comprising an Independent Director and two Executive Directors. Stakeholders may submit their grievances directly to the designated Grievance Redressal Officer or through the dedicated portal available on the company's website. KFL remains committed to ensuring that all grievances are handled promptly, fairly, and transparently.

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

Parameter	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	1.96%	1.54%
Directly sourced within India	100%	100%

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	2%	1.42%
Semi-urban	5%	4.24%
Urban	57%	58.97%
Metropolitan	36%	35.38%

(Place to be 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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sl. No	State	Aspirational District	Amount spent (In ₹)
1		NA	
2			

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

No. However, KFL's procurement policy specifies that preference is given to goods, works, and services that are certified in accordance with internationally recognised environmental and social sustainability standards. As part of its evaluation process, the company also reviews the environmental and social performance of suppliers to ensure alignment with these expectations before awarding contracts or accepting bids.

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

Not Applicable

- (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:

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1		Not Applicable		
2				

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

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

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Total beneficiaries reached (direct & indirect)	1,00,000+	
2	Cybercrime victims supported	10,000+	
3	Students supported	10,000+	
4	Individuals covered under health & wellness programs	20,000+	
5	Road safety outreach	50,000+	
6	Women/youth supported under livelihood programs	500+	84%
7	Schools supported (infrastructure & materials)	Across multiple states	
8	Sports Support programs	200+ athletes	

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.

KFL has put in place a structured grievance-redressal mechanism to address concerns raised by customers, employees, investors, and community stakeholders. In line with the company's Grievance Redressal Policy, stakeholders can submit their complaints directly to the designated Grievance Redressal Officer or through the grievance portal available on the company's website (<https://www.kogta.in/pages/contact-us/>). The company has also established a systematic review process for customer-related queries and concerns regarding its products and services. A dedicated customer care team and helpline manage customer feedback and ensure timely and effective resolution of grievances. During the reporting period, the team proactively reached out to a significant proportion of customers (96 %) to gather feedback. Additionally, the status of stakeholder grievances is reported quarterly to the Stakeholder Relationship Committee. KFL believes that this mechanism strengthens communication, builds trust, and supports continuous improvement in its service delivery.

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:

	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	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of Products	0	0	NA	0	0	NA
Quality of Products	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	464	19	NA	137	12	NA

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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

Yes, KFL has a comprehensive framework in place that addresses cybersecurity and data-privacy risks. The organisation has established a strong governance structure for secure information management, supported by the Information Technology Strategy Committee, the IT Steering Committee, a Board-approved Information Technology Policy, and oversight from the Board-level Risk Management Committee. The IT Policy is accessible internally and has been communicated across the organisation. KFL also adheres to CERT-In and ReBIT advisories to safeguard against emerging cybersecurity threats. Its Privacy Policy is publicly available at: <https://www.kogta.in/pages/privacy-policy/>.

In alignment with RBI guidelines, the IT Policy is reviewed and updated periodically, and an annual Information System (IS) audit is conducted to identify vulnerabilities and implement appropriate mitigation measures. Additionally, the company conducts regular awareness and training sessions to enhance employee understanding of information security and cybersecurity best practices.

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

No such instances of faulty advertising, data breaches, penalties were observed for the reporting financial year. However,

in the event of such instances, KFL possesses a robust compliance system to effectively address these matters. The company strictly adheres to the Fair Practices Code (FPC) established as per Reserve Bank of India (RBI) guidelines, ensuring ethical business practices, transparency, and fairness in all its operations. This code emphasises the importance of fair and honest advertising and marketing of loan products, ensuring that customers are provided with accurate, clear, and truthful information.

7 Provide the following information relating to data breaches:

- a. Number of instances of data breaches Nil
- b. Percentage of data breaches involving personally identifiable information of customers Nil
- c. Impact, if any, of the data breaches Nil

Leadership Indicators

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

Details about all the products and services offered by the company can be found on its website at Apply for MSME Loans, Loan Against Property & Vehicle Loans Online <https://kogta.in/register.php>

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

KFL uses its social media platforms to share simplified, visually engaging infographics often in regional languages to promote financial awareness among its audience. The company's website also features a dedicated blog section that explains a wide range of financial topics in accessible language and easy-to-understand terms. Most social media content is designed to educate customers on essential financial concepts, fraud prevention, cybersecurity practices, and informed decision-making. These messages are presented through interactive formats such as quizzes, puzzles, and surveys to keep learning engaging and relatable. Collectively, these efforts aim to strengthen financial literacy, empower customers to make sound financial choices, and support them in achieving their financial goals.

3 Mechanisms in place to inform consumers of any risk of disruption/Discontinuation of essential services

KFL has established a comprehensive Disaster Recovery (DR) Plan and Business Continuity Plan (BCP) to ensure uninterrupted operations and consistent service delivery during unforeseen disruptions. These plans outline strategies to manage and mitigate risks arising from interruptions to critical services. In the event of any service disruption, customer communication is managed directly by the concerned business units, who promptly issue updates through SMS or email. This structured approach ensures timely, transparent, and effective communication while maintaining continuity of essential operations.

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

KFL offers asset-backed financial services; therefore, displaying product information directly on the products is not applicable. However, the company fully complies with disclosure requirements and provides all relevant information including schedules of charges, applicable duties, and fees through its website. Customers and stakeholders are also informed through product brochures, social media communication, branch displays, and other outreach channels.

KFL communicates its Fair Practices Code in vernacular languages based on the region of operations to ensure customer understanding. The company actively monitors customer experience through a dedicated customer-care team responsible for collecting and analysing feedback. During the reporting period, the team reached out to 96% of customers to assess satisfaction levels and support continuous improvement in service quality.



Kogta Financial (India) Limited

Kogta House, Azad Mohalla, Bijainagar,
District Ajmer - 305 624 (Rajasthan) India.

Email: info@kogta.in

www.kogta.in