

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

Sr. No.	Particulars	
1	Corporate Identity Number (CIN) of the Listed Entity	L65191TN1979PLC007874
2	Name of the Listed Entity	Shriram Finance Limited (SFL)
3	Year of incorporation	June 30, 1979
4	Registered office address	Sri Towers, Plot No. 14A, South Phase, Industrial Estate, Guindy, Chennai, Tamil Nadu- 600 032
5	Corporate address	Wockhardt Towers, Level-3, West Wing, C-2, G Block, Bandra-Kurla Complex, Bandra (East), Mumbai, Maharashtra - 400 051
6	E-mail	<a href="mailto:secretarial@shriramfinance.in">secretarial@shriramfinance.in</a>
7	Telephone	022 4095 9595
8	Website	<a href="http://www.shriramfinance.in">www.shriramfinance.in</a>
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 3,76,31,30,742
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. U Balasundararao Company Secretary & Chief Compliance Officer Contact: 022 4095 9595 Email: <a href="mailto:balasundar@shriramfinance.in">balasundar@shriramfinance.in</a>
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).	Standalone Basis
14	Name of assessment or assurance provider	FAP Solutions Private Limited
15	Type of assessment or assurance obtained	Reasonable Assurance on BRSR Core Indicators

### II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Financial Services	The Company focuses on providing financial support across a wide range of sectors, including commercial goods and passenger vehicles, construction and farm equipment, as well as loans for micro, small, and medium enterprises. It also offers financing options for two-wheelers, gold loans, and personal loans.	93.40%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Financial Services	64920*	93.40%

\*Other Credit Granting



### 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	3,225	3,225
International	0	0	0

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	31*
International (No. of Countries)	0

\*(25 States + 6 Union Territories)

b. What is the contribution of exports as a percentage of the total turnover of the entity?	The Company does not export any products or services.
c. A brief on types of customers	As one of the country's leading financial institutions, the Company takes pride in supporting the financial needs of underbanked and underserved communities, particularly across semi-urban and rural areas. Its core mission is to provide dependable and affordable financial solutions to Small Road Transport Operators (SRTOs), First-Time Buyers (FTBs) of commercial vehicles, low-income groups, and women customers, many of whom come from economically weaker backgrounds. Beyond vehicle financing, the Company offers loans for construction equipment, farm equipment, and business expansion, helping individuals and small businesses grow. The Company's services further extend to financial support for small and medium enterprises, along with a wide range of products including two-wheeler, three-wheeler, gold, and personal loans.

### IV. Employees

#### 20. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent (D)	76,241	65,688	86.16%	10,553	13.84%
2	Other than Permanent (E)*	0	0	0%	0	0%
3	<b>Total employees (D+E)</b>	76,241	65,688	86.16%	10,553	13.84%
<b>Workers**</b>						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	<b>Total workers (F+G)</b>	0	0	0%	0	0%

The Company reflects a significantly stronger gender-diverse workforce in its business support and corporate functions, with women representing 37% of employees in business support roles. Within corporate functions, female representation is even stronger, with 44% of employees being women.

\*The Company does not have employees under the "Other than Permanent" category; accordingly, the subsequent questions in the BRSR pertaining to this category are not applicable.

\*\*The Company, being an NBFC engaged in providing financial services, does not engage any "Workers" as defined under the BRSR framework; accordingly, the subsequent questions in the BRSR pertaining to this category are not applicable.

**b. Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	76	64	84.21%	12	15.79%
2	Other than Permanent (E)	0	0	0%	0	0%
3	<b>Total differently abled employees (D+E)</b>	76	64	84.21%	12	15.79%
<b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	<b>Total differently abled workers (F+G)</b>	0	0	0%	0	0%

**21. Participation/Inclusion/Representation of women:**

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors (BoD)*	10	1	10%
Key Management Personnel (KMP)*	9	0	0%

\*The BoDs and KMPs are considered as on March 31, 2026.

\*3 KMPs (Mr. Umesh Revankar, Executive Vice Chairman; Mr. Parag Sharma, Managing Director & CEO and Mr. S. Sunder, Joint Managing Director & CFO) are covered under BoD and KMP both.

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

Particular	FY 2025-26			FY 2024-25			FY 2023-24		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	30.86%	33.16%	31.17%	30.35%	34.33%	30.86%	29.71%	33.07%	30.09%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

The higher employee turnover rate is primarily attributable to employees transitioning out of the organisation within their first year of employment.

\*The turnover rate calculated as per the BRSR guidelines = [No. of persons who have left the employment in the FY/(No. of persons employed at the beginning of FY + No. of persons employed at the end of FY)/2] \*100

**22.1. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)\*\*:**

Particular	FY 2025-26			FY 2024-25			FY 2023-24		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.07%	24.98%	24.19%	22.81%	24.16%	22.99%	21.77%	22.40%	21.85%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

\*\*Turnover rate calculated as per Company's internal guidelines = [No. of persons who have left the employment in the FY/(No. of persons employed at the beginning of FY + No. of persons added during the FY)] \*100



## V. Holding, Subsidiary and Associate Companies (Including Joint Ventures)

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

Sr. 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	Shriram Overseas Investments Limited	Wholly Owned Subsidiary	100%	No
2	Shriram Automall India Limited	Associate	44.56%	No

## VI. CSR details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	4,81,77,97,71,445.59
(iii) Net worth (in Rs.)	6,52,44,09,43,485.29

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No). (If yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		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 <a href="https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Business-Responsibility-Policy.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Business-Responsibility-Policy.pdf</a>	0	0	NA	0	0	NA
Investors (other than shareholders)*	Yes <a href="https://www.shriramfinance.in/investors/investor-information">https://www.shriramfinance.in/investors/investor-information</a>	3	0	NA	3	1	The pending complaint was duly resolved as on the date of the Report.

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		
		(Current Financial Year)			(Previous Financial Year)		
		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
Shareholders	Yes <a href="https://www.shriramfinance.in/investors/investor-information">https://www.shriramfinance.in/investors/investor-information</a>	8	1	The Company has received the complaint on March 27, 2026 & the complaint was redressed as on the date of this Report.	18	0	NA
Employees and workers	Yes <a href="https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Whistle-Blower-Vigil-Mechanism-Policy-2025.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Whistle-Blower-Vigil-Mechanism-Policy-2025.pdf</a>	63	0	NA	44	0	NA
Customers	Yes <a href="https://cdn.shriramfinance.in/sfl-kalam/files/2026-05/Customer-Grievances-Redressal-Mechanism-Policy-Mar2026.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2026-05/ Customer Grievances-Redressal-Mechanism-Policy Mar2026.pdf</a>	81,159**	954	All complaints were redressed as on the date of this Report.	51,271	92	One complaint was pending as on date of the Report.
Value Chain Partners	Yes <a href="https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Business-Responsibility-Policy.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Business-Responsibility-Policy.pdf</a>	0	0	NA	0	0	NA
Other (please specify)	NA	0	0	NA	0	0	NA

\*Here 'Investors (other than shareholders)' refer to debenture holders of the Company.

\*\*The increase in customer grievances during FY 2025-26 was primarily driven by a surge in complaints received through emails and credit bureau portals, reflecting customers' growing reliance on help platforms and credit advisory agencies for grievance escalation. Additionally, the rise in grievances through Centralized Public Grievance Redress and Monitoring System (CPGRAMS) and RBI Complaint Management System (CMS) portals is likely driven by awareness campaigns.



**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:

The Company conducted a Double Materiality Assessment (DMA) involving both internal and external stakeholders to evaluate sustainability topics from both Impact Materiality and Financial Materiality perspectives. The assessment identified 17 material topics that present potential risks, opportunities, and impacts for the business and its stakeholders.

Sr. 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	GHG Emissions	Risk and Opportunity	The Company’s operations involve electricity consumption across offices and fuel usage for employee commute and business travel, contributing to GHG emissions. Further, financed emissions from lending activities constitute a significant part of the Company’s overall carbon footprint. The Company continues to strengthen its focus on sustainable financing solutions, including electric vehicle financing, solar finance, and renewable energy project financing, enabling it to support the transition towards a lower-carbon economy while expanding its green portfolio.	The Company focuses on improving energy efficiency and promoting responsible resource consumption across its operations to manage GHG emissions. The Company has also strengthened the assessment and reporting of financed emissions across key asset classes and has observed a reduction in emission intensity over time. Further, the Company continues to strengthen its sustainable financing portfolio as part of its commitment towards environmentally responsible growth.	Negative/Positive
2	Climate Change	Risk and Opportunity	Climate change may impact the Company’s operations and lending portfolio through extreme weather events, changing environmental conditions, evolving market expectations, and disruptions affecting customers and asset performance. It also presents opportunities for the Company to strengthen sustainable financing solutions and advance environmentally responsible growth.	The Company seeks to strengthen resilience against climate-related risks by assessing potential impacts on customers, operations, and asset performance. The Company is also integrating climate risk considerations into its lending practices and is in the process of developing a Climate Risk Policy to strengthen its climate risk management approach. Further, the Company continues to strengthen its sustainable financing portfolio to support long-term sustainable growth.	Negative/Positive
3	Waste Management	Opportunity	The Company supports waste reduction and resource efficiency through financing of pre-owned vehicles and equipment, which extends asset life and reduces demand for new manufacturing. Further, increased adoption of digital processes and documentation reduces paper consumption and overall resource use, thereby lowering environmental impact.	NA	Positive



Sr. 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)
4	Human Capital Management	Opportunity	The Company focuses on employee training, skill development, and leadership capabilities to enhance productivity, customer service, and risk management across its operations. Further, emphasis on workplace practices and employee well-being strengthens morale, job satisfaction, and talent retention in a competitive financial services environment.	NA	Positive
5	Diversity & Inclusion	Opportunity	The Company promotes diversity and inclusion across its workforce to strengthen employee engagement, collaboration, and an inclusive workplace culture where employees feel valued, respected, and a sense of belonging. Further, emphasis on equitable workplace practices and support for diverse groups strengthens organisational culture, encourages varied perspectives, and reinforces the Company's reputation as a responsible and equitable employer.	NA	Positive
6	Human Rights	Opportunity	Upholding human rights through fair treatment, safe working conditions, and respect for employee rights enables the Company to build trust, reduce legal and reputational risks, and maintain a stable workforce. Strong human rights practices also support ethical operations and responsible workplace practices across the Company's widespread branch network.	NA	Positive
7	Customer Support & Satisfaction	Risk & Opportunity	In the financial services sector, customer support and satisfaction are critical for maintaining customer trust, service quality, and long-term business growth. Poor service quality, delays, or unresolved grievances may lead to customer attrition, reputational impact, and regulatory scrutiny. Conversely, strong customer engagement, responsive grievance redressal mechanisms, and positive customer experiences strengthen trust, loyalty, and customer retention.	The Company focuses on clear communication, personalised services, and prompt grievance redressal through robust customer support and complaint management mechanisms. Regular customer satisfaction surveys, continuous feedback mechanisms, employee training, and adherence to regulatory standards further help enhance customer experience, service quality, and customer trust.	Negative/Positive



Sr. 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)
8	Community Well being	Opportunity	The Company contributes to community well-being through financial inclusion, livelihood generation, and social development initiatives, particularly across underserved and rural communities. Its community-focused approach helps to strengthen the socio-economic development, improve access to financial services, and reinforce stakeholder trust and long-term social impact.	NA	Positive
9	Financial Inclusion	Opportunity	Financial inclusion remains a key focus area for the Company as expanding access to formal financial services across underserved and underbanked communities supports entrepreneurship and economic participation, particularly in rural and semi-urban areas. It contributes to reducing economic inequality, improving financial stability, and strengthening financial literacy, while enabling expansion into new customer segments and broader customer outreach.	NA	Positive
10	Responsible Financing	Opportunity	Responsible financing enables the Company to integrate environmental and social considerations into its lending practices while supporting sustainable and inclusive economic growth. It also supports financial stability, protects borrower rights, reduces the risk of over-indebtedness, and strengthens portfolio quality, customer trust, regulatory compliance, and long-term business resilience.	NA	Positive

Sr. 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)
11	Data Security & Privacy	Risk	The Company handles large volumes of sensitive customer and business data, exposing it to risks such as cyberattacks, data breaches, unauthorised access, and misuse of information. Increasing digitalisation and technology-driven operations further heighten these risks, which may lead to financial losses, operational disruptions, legal penalties, and loss of customer trust and reputation.	The Company prioritises data privacy and information security through robust cybersecurity measures, including strict access controls, encryption of sensitive information, regular security assessments, and employee awareness on responsible data handling practices. Oversight from the Board-level IT Strategy Committee further strengthens governance of technology and cybersecurity risks. The Company is also certified under ISO/IEC 27001:2022 standards, reinforcing its commitment towards information security and data protection.	Negative
12	Consumer Financial Protection	Risk & Opportunity	Consumer financial protection ensures fair lending practices, transparent communication, responsible recovery mechanisms, and protection of customer interests. Weak customer protection practices may lead to regulatory scrutiny, reputational impact, and customer dissatisfaction, while strong consumer protection practices strengthen customer trust, responsible lending, and long-term customer relationships.	The Company strengthens consumer financial protection through fair lending practices, transparent communication, responsible recovery mechanisms, and robust grievance redressal processes. Regular employee training, customer awareness initiatives, and adherence to regulatory requirements further support responsible customer engagement and protection of customer interests.	Negative/Positive
13	Corporate Governance	Risk & Opportunity	Corporate governance is critical for ensuring ethical business practices, regulatory compliance, accountability, financial transparency, and stakeholder trust. Weak governance practices may lead to regulatory, operational, and reputational risks, while strong governance frameworks and oversight mechanisms strengthen risk management, investor confidence, transparency, and long-term business resilience.	The Company addresses corporate governance risks through a well-defined governance framework comprising Board and Committee oversight, strong internal controls, regular audits, compliance monitoring, and structured governance policies and processes. Continuous focus on regulatory adherence, responsible business conduct, and effective risk oversight further strengthens governance practices and stakeholder confidence.	Negative/Positive

Sr. 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)
14	Business Ethics	Risk	Ethical business practices are essential for maintaining integrity, fair conduct, and stakeholder confidence across the Company's operations. Exposure to risks such as fraud, corruption, money laundering, executive misconduct, unethical recovery practices, and violations of applicable laws may lead to regulatory action, financial losses, operational disruptions, and reputational damage.	The Company addresses business ethics risks through strong governance mechanisms, regulatory compliance frameworks, internal controls, and robust due diligence processes. Regular employee training, whistleblower mechanisms, and adherence to ethical business practices further support responsible conduct and stakeholder trust.	Negative
15	Regulatory Compliance	Risk	The Company continuously needs to align its operations with evolving regulatory requirements and industry standards to maintain responsible and legally compliant business practices. Failure to comply with regulatory requirements may result in penalties, litigation, regulatory action, operational restrictions, and reputational impact, affecting customer trust and business continuity.	The Company addresses regulatory risks through robust compliance frameworks, regular internal audits, continuous monitoring mechanisms, and timely updates to policies and processes in line with evolving regulatory requirements. Periodic Board and management oversight, ongoing employee training, and engagement with relevant authorities further strengthen governance and adherence across operations.	Negative
16	Risk Management	Risk	Managing risks effectively is essential for maintaining portfolio quality, liquidity position, operational resilience, and stakeholder confidence. Exposure to credit risk, liquidity risk, operational risk, and market-related uncertainties may result in financial losses, asset quality deterioration, business disruptions, and reputational impact.	The Company manages risks through established risk management frameworks, periodic risk assessments, portfolio monitoring mechanisms, and internal control systems. Regular review of credit, liquidity, operational, and market-related risks, along with oversight from the Board-level Risk Management Committee and senior management, helps strengthen business resilience and informed decision-making across operations.	Negative
17	Innovation & Digitisation	Opportunity	Adoption of digital technologies and innovation enhances operational efficiency, service delivery, and data-driven decision-making across the Company's operations. It also supports cost optimisation, broader customer outreach, scalability, and responsiveness to evolving customer expectations in a rapidly evolving financial landscape.	NA	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1 a	Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	<p><b>P1 to P9:</b>  <a href="https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Business-Responsibility-Policy.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Business-Responsibility-Policy.pdf</a></p> <p><b>P1:</b></p> <ol style="list-style-type: none"> <li><a href="https://cdn.shriramfinance.in/sfl-kalam/files/2024-05/Code-of-Conduct-for-Board-of-Directors-and-Senior-Management-Personnel.pdf?VersionId=2ABENRnbZZ29CJaAf1l9nf4WCQ5p6Cef">https://cdn.shriramfinance.in/sfl-kalam/files/2024-05/Code-of-Conduct-for-Board-of-Directors-and-Senior-Management-Personnel.pdf?VersionId=2ABENRnbZZ29CJaAf1l9nf4WCQ5p6Cef</a></li> <li><a href="https://cdn.shriramfinance.in/sfl-kalam/files/2026-04/SFL-Anti-Bribery-And-Anti-Corruption-Policy-Mar2026.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2026-04/SFL-Anti-Bribery-And-Anti-Corruption-Policy-Mar2026.pdf</a></li> <li><a href="https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Whistle-Blower-Vigil-Mechanism-Policy-2025.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2025-04/Whistle-Blower-Vigil-Mechanism-Policy-2025.pdf</a></li> <li><a href="https://cdn.shriramfinance.in/sfl-kalam/files/2023-08/10-Policy%20on%20Board%20Diversity%20_0.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2023-08/10-Policy%20on%20Board%20Diversity%20_0.pdf</a></li> </ol> <p><b>P3:</b></p> <ol style="list-style-type: none"> <li><a href="https://cdn.shriramfinance.in/sfl-kalam/files/2023-08/Equal-Opportunity-Policy_0.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2023-08/Equal-Opportunity-Policy_0.pdf</a></li> <li><a href="https://cdn.shriramfinance.in/sfl-kalam/files/2024-06/Remuneratio-Policy-2024.pdf?VersionId=ajNXMI9isO0.DB.6TJdQ9JpeH8Ydh6Ua">https://cdn.shriramfinance.in/sfl-kalam/files/2024-06/Remuneratio-Policy-2024.pdf?VersionId=ajNXMI9isO0.DB.6TJdQ9JpeH8Ydh6Ua</a></li> </ol> <p><b>P4 &amp; P8:</b>  <a href="https://cdn.shriramfinance.in/sfl-kalam/files/2023-08/4-Corporate%20Social%20Responsibility%20Policy%20_0.pdf">https://cdn.shriramfinance.in/sfl-kalam/files/2023-08/4-Corporate%20Social%20Responsibility%20Policy%20_0.pdf</a></p>								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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.	-	-	-	-	-	-	-	-	ISO/IEC 27001:2022
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Environmental stewardship, remains a key focus area for the Company to achieve carbon neutrality for Scope 1 and Scope 2 emissions and strengthen the measurement, disclosure, and management of Scope 3 emissions, including financed emissions. The Company is focused on improving operational energy efficiency, integrating climate risk considerations into lending and financing practices, and accelerating digitisation across operations to reduce paper consumption and enhance resource efficiency. Further strengthening its sustainable finance portfolio, the Company has set a target to achieve Rs. 5,000 crores AUM under the Green Finance vertical, with a strong focus on electric mobility, renewable energy, and clean technologies.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>On social front, the Company remains committed to fostering an inclusive, diverse, and people-centric workplace by strengthening employee well-being, learning and development, and equal opportunity practices across the organisation. Enhancing gender diversity and improving accessibility and inclusion for differently abled employees across offices and branches continue to remain key priorities. The Company is also focused on strengthening employee engagement, workplace safety, and a culture anchored in respect, ethics, integrity, and zero tolerance towards discrimination and harassment. Further, the Company continues to advance financial inclusion and expand community development initiatives centred on education, healthcare, livelihood generation, and skill development, with the objective of creating long-term and sustainable social impact across underserved and underbanked communities.</p> <p>The Company remains committed to strengthening its governance framework through robust Board and leadership oversight of ESG priorities and their integration into long-term business strategy and decision-making processes. The Company continues to reinforce a culture of ethical conduct, transparency, accountability, and regulatory compliance across its operations, while further enhancing sustainability disclosures and embedding ESG considerations into risk management frameworks, lending practices, policies, and operational processes.</p>								
<p>6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company strengthened its environmental performance during FY2025-26 through enhanced GHG emissions assessment, including Scope 3 financed emissions covering over 80% of its lending portfolio. The Company recorded an approximate 10% reduction in energy intensity per rupee of turnover along with around 13% reduction in Scope 1 and Scope 2 emission intensity per rupee of turnover compared to previous FY 2024-25. Accelerated digitisation across operations has resulted in a reduction in paper consumption through increased adoption of electronic documentation and paperless processes. Further, the Company advanced resource efficiency initiatives, including installation of water meters at selected locations, initiating the development of a Climate Risk Policy to integrate climate considerations into lending practices. The Company also expanded financing towards Electric Vehicles (EVs), rooftop solar systems, and other green assets, with its Green Finance portfolio reaching over Rs. 1400 Crores as of March 31, 2026.</p> <p>The Company has been recognized among India's Top 50 Best Workplaces in BFSI 2026. The Company also received the best workplaces in Health &amp; Wellness from Great Place to Work® for three consecutive years, a testament to the Company's strong people practices and inclusive culture. During FY 2025-26, around 99% of employees were covered under training programmes related to health &amp; safety, skill upgradation, and human rights. The Company reflects a diverse workforce, with women representing 37% of employees across business support roles, including an even higher representation of 44% within corporate functions. Further strengthening workplace inclusivity and employee well-being, the Company introduced creche facilities near office premises to support employees with young children and promote better work-life balance.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>The Company advanced financial inclusion at scale, serving over 9.73 million customers, with more than 51% of its overall customer base located in rural and semi-urban regions, reflecting its strong reach across underserved and emerging markets. The Company’s CSR initiatives collectively impacted more than 3.90 lakhs beneficiaries, supported over 2.85 lakhs individuals across rural and underserved communities, and empowered 1,807 women.</p> <p>The Company reinforced its governance practices through enhanced oversight by the ESG Committee, strengthened sustainability disclosures, and robust integration of ESG considerations into lending and risk management processes. During FY2025-26, the Company conducted a Double Materiality Assessment through extensive engagement with internal and external stakeholders to identify and prioritise material ESG risks, opportunities, and stakeholder expectations, enabling stronger alignment of sustainability priorities with long-term business strategy and value creation.</p>								
	<b>Governance, leadership and oversight</b>								
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)								
	<p>I am pleased to present the BRSR of Shriram Finance Limited (SFL) for FY2025-26, reflecting our continued commitment towards responsible growth, sustainable finance, and inclusive development. As one of India’s leading NBFCs, we remain focused on delivering accessible and dependable financial solutions across commercial vehicles, passenger vehicles, two-wheelers, MSME finance, gold loans, personal loans, and other retail lending segments, particularly catering to underserved and underbanked communities across the country.</p> <p>We recognise our responsibility to promote sustainable finance while reducing the environmental impact of our operations. In line with this commitment, the Company continues to strengthen financing towards alternate fuel vehicles, electric vehicles, rooftop solar systems, renewable energy technologies, and other green assets. We have also accelerated digitisation across operations to reduce paper consumption, adopted energy-efficient infrastructure including LED lighting and efficient air-conditioning systems, and implemented resource conservation initiatives such as water-saving measures at selected locations. Further, the Company continues to strengthen its assessment of financed emissions and integrate climate considerations into its business practices to support a more sustainable future.</p> <p>At Shriram Finance Limited, we understand the significance of social responsibility and the impact of communities on our shared future. To this end, we have undertaken initiatives to support education, healthcare, and skill development for underprivileged sections of society. We are proud to announce that we have provided scholarships to more than 4,96,000 underprivileged children from various regions in the country. Furthermore, our preventive healthcare program for truckers has established mobile medical units across 15 locations in 11 states, benefiting over 16,25,000 trucking community at large. In addition, we have trained and upskilled more than 1,60,000 truck drivers and 6,600 youth from disadvantaged backgrounds were trained in the field of Automotive Two-Wheeler repair &amp; services.</p> <p>Strong governance practices continue to remain central to our business approach. We are committed to maintaining high standards of ethics, transparency, accountability, and responsible business conduct through robust governance frameworks, effective risk management practices, and strong compliance mechanisms. Our commitment to employee well-being is reflected through comprehensive benefits, including life, health, and accidental insurance, along with continuous learning and development opportunities. During FY2025-26, we undertook a Double Materiality Assessment to identify and prioritise key ESG issues based on both their financial impact on the business and the Company’s impact on society and the environment.</p> <p>As we move ahead, we remain steadfast in our commitment to integrating ESG principles into our strategy and operations while creating long-term value for all stakeholders. We believe that responsible financing, inclusive growth, and sustainable business practices will continue to guide our journey towards building a resilient and future-ready organisation.</p>								



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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
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 entity does not have the financial or/human and technical resources available for the task (Yes/No)					NA				
It is planned to be done in the next financial year (Yes/No)									
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 categorized 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.**

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	10	<ol style="list-style-type: none"> <li>Detailed presentation which included micro and macroeconomic factors impacting the industry in general</li> <li>Special Session of Financial Statements</li> <li>Related Party Transactions</li> <li>Functioning of various Committees of the Board and business and operations of the Company, risk management, IT strategies, internal control system etc.</li> <li>Redressal of customers and investors complaints, risk management framework, quarterly and financial results through the Board/Committee meetings</li> <li>Updates on BRSR Reporting</li> <li>Matters related to ESG and Sustainability Report</li> <li>Discussion on operational procedures, regulatory requirements, impact on the Company’s financials, ESG Ratings, TCWG</li> <li>IT &amp; Cyber security Awareness and</li> <li>Digital Personal Data Protection (DPDP) Readiness/ DPDP Competitive Analysis</li> </ol> <p>Impact: Training initiatives strengthened understanding of organisational priorities, governance expectations, and strategic responsibilities, enabling informed oversight and effective decision-making.</p>	100%



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
Key Managerial Personnel (KMP)	13	<ol style="list-style-type: none"> <li>1. Detailed presentation which included micro and macroeconomic factors impacting the industry in general</li> <li>2. Special Session of Financial Statements</li> <li>3. Related Party Transactions</li> <li>4. Functioning of various Committees of the Board and business and operations of the Company, risk management, IT strategies, internal control system etc.</li> <li>5. Redressal of customers and investors complaints, risk management framework, quarterly and financial results through the Board/Committee meetings</li> <li>6. Updates on BRSR Reporting</li> <li>7. Matters related to ESG and Sustainability Report</li> <li>8. Discussion on operational procedures, regulatory requirements, impact on the Company's financials, ESG Ratings</li> <li>9. IT &amp; Cyber security Awareness</li> <li>10. DPDP Readiness/DPDP Competitive Analysis</li> <li>11. Training on compliances under the Company's Prohibition of Insider Trading Code</li> <li>12. Discussion on new avenues for raising funds</li> <li>13. Updates on CSR Reporting</li> </ol> <p>Impact: Role-specific learning and leadership-focused programmes enhanced operational efficiency, decision-making, and overall competency across key management functions.</p>	100%
Employees other than BoD and KMPs	5,055	<ol style="list-style-type: none"> <li>1. Induction Training Programme for Employees</li> <li>2. Branch Managers Training</li> <li>3. Branch Team Leaders Training</li> <li>4. Leadership Training program</li> <li>5. Gold Appraiser Training</li> <li>6. Digital Application Training</li> <li>7. SME Training Institutional</li> <li>8. Refresher or Product Training</li> <li>9. MyCoach Online Training</li> </ol> <p>Impact: Induction and role-based training programmes strengthened foundational understanding, improved productivity and accuracy, supported smoother integration, and contributed to enhanced customer service and higher satisfaction levels.</p>	100%
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					
Particular	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	Reserve Bank of India (RBI)	2,70,000	The said penalty order was received by the Company dated July 11, 2025, for the non-compliance with certain provisions of the "Reserve Bank of India (RBI) (Digital Lending) Directions, 2025" issued by RBI for RBI Inspection FY 2023-24. The Company has taken necessary corrective actions in this respect.	No
Settlement				Nil	
Compounding fee				Nil	

Non- Monetary				
Particular	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				Nil
Punishment				Nil

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

Case Details	Name of the regulatory/enforcement agencies/judicial 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, the Company has established an Anti-Bribery and Anti-Corruption Policy that reflects its commitment to maintaining the highest standards of integrity, transparency, and ethical conduct across all business operations. The policy adopts a zero-tolerance approach towards bribery, corruption, and any form of unethical practices, and is applicable to all employees, directors, and associated parties. It outlines clear guidelines to prevent, detect, and address any instances of bribery or corruption, along with defined roles for oversight, reporting, and investigation.

The policy also mandates adherence to applicable anti-corruption laws and requires employees to report any suspected violations through established mechanisms. Non-compliance is treated seriously and may lead to disciplinary action, reinforcing accountability and ethical behaviour across the organisation.

Link: [https://cdn.shriramfinance.in/sfl-kalam/files/2026-04/SFL\\_Anti-Bribery-And-Anti-Corruption\\_Policy\\_Mar2026.pdf](https://cdn.shriramfinance.in/sfl-kalam/files/2026-04/SFL_Anti-Bribery-And-Anti-Corruption_Policy_Mar2026.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:**

Particular	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Directors	0		0	
KMPs	0		0	
Employees	0		0	
Workers	0		0	

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

Particular	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	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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:**

There were no cases of corruption and conflicts of interest in the FY 2025-26, hence no corrective action was undertaken.

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

	FY2025-26* (Current Financial Year)	FY2024-25** (Previous Financial Year)
Number of days of accounts payables	38	32

\*The increase in number of days of accounts payables in FY 2025-26 is primarily driven by a lower proportion of foreign services procured compared to previous FY 2024-25, resulting in a lower cost of services procured used in the calculation of the metric.

\*\*FY2024-25 figure has been updated due to revised methodology for calculating cost of goods/services procured, to better align with the best practices.

**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	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0	0

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Shares of RPTs in	a. Purchases (Purchases with related parties/total purchases)	26.35%	24.02%**
	b. Sales (Sales to related parties/total sales)	0.56%	0.71%
	c. Loans & advances (Loans & advances given to related parties/total loans and advances)	0	0
	d. Investments (Investments in related parties/total investments made)	2.73%	0.15%

\*Due to the nature of the Company's business, there are no purchases from trading houses.

\*\*FY2024-25 figure has been updated due to revised methodology for calculating total purchases, to better align with the best practices.

### 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
1	Awareness programme covered key topics related to Environmental, Social, and Governance (ESG) principles, including the Company's ESG expectations from vendors, global sustainability best practices, responsible business conduct, and an overview of the BRSR and BRSR Core frameworks.	23.37%*

\*The coverage for the awareness programme included the vendors based on the value of total purchases undertaken with such vendors during FY2025-26.

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

Yes, the Company has established processes to identify, disclose, and manage conflicts of interest involving members of the Board and Senior Management Personnel through its Code of Conduct for Board of Directors and Senior Management Personnel. The Code requires Directors and Senior Management Personnel to disclose any potential conflicts of interest and abstain from discussions or decision-making on matters where such conflicts may arise. Further, the Company obtains annual affirmations confirming compliance with the Code and undertakes periodic internal reviews to promote accountability, transparency, and ethical conduct across the organisation.

Link: <https://cdn.shriramfinance.in/sfl-kalam/files/2024-05/Code-of-Conduct-for-Board-of-Directors-and-Senior-Management-Personnel.pdf?VersionId=2ABENRnbZZ29CJaAf1l9nf4WCQ5p6Cef>

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimise the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

#### 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:

Particular	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R & D	0	0	NA*
Capex	0	0	NA*

\*The Company has not invested in R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts.



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

The Company has initiated sustainable sourcing practices across certain operational activities. Materials with recycled content are considered during renovation activities, and green housekeeping chemicals are procured at the Head Office during regular operations. The Company is also in the process of further strengthening its monitoring and quantification mechanisms for sustainable sourcing practices.

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

0%

**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)	NA*
(b)	E-waste	NA*
(c)	Hazardous waste	NA*
(d)	Other waste	NA*

\*The Company is engaged in providing financial services and does not manufacture any product that needs to be reclaimed for reusing, recycling and disposing at the end of life. Hence, this disclosure is not applicable.

**4. a. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).**

No\*

**b. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

NA\*

**c. If not, provide steps taken to address the same.**

NA\*

\*The Company is engaged in providing financial services and does not manufacture, sell, or distribute any physical products. Hence, this disclosure is 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.
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Given the nature of the Company's financial services operations, there are no material products or services that qualify for Life Cycle Perspective/Assessments (LCA).

**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
Given the nature of the Company's financial services operations, there are no material products or services that qualify for LCA.		

**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)
Nil		

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:

Particular	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)	NA*			NA*		
E-waste						
Hazardous waste						
Other waste						

\*The Company is engaged in providing financial services and does not manufacture any product that needs to be reclaimed for reusing, recycling and disposing at the end of life. Hence, this disclosure is 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
	NA*

\*The Company is engaged in providing financial services and does not manufacture any product that needs to be reclaimed. Hence, this disclosure is not applicable.

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

(This principle emphasises the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

**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)
<b>Permanent employees</b>											
Male	65,688	65,688	100%	65,688	100%	NA	NA	0	0%	0	0%
Female	10,553	10,553	100%	10,553	100%	10,553	100%	NA	NA	10553	100%
Total	76,241	76,241	100%	76,241	100%	10,553*	100%	0	0%	10553	14%
<b>Other than Permanent employees</b>											
Male	NA										
Female											
Total											

\*Maternity leave benefit covers all female employees of the Company.

\*\*Creche facility was introduced during the FY 2025-26 to support the well-being of female employees and promote an inclusive workplace.



**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)
<b>Permanent workers</b>											
Male											
Female	NA										
Total											
<b>Other than Permanent workers</b>											
Male											
Female	NA										
Total											

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

Particular	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	0.22%	0.25%

\*In FY 2025-26, the Company enhanced its investment in employee well-being measures; however, the percentage contribution moderated on account of strong revenue growth.

\*\*The cost on well-being measures for FY 2024-25 has been updated due to revised methodology to better align with the best practices.

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI*	89.40%	NA	Yes	57%	NA	Yes
Others	0	0	0	0	0	0

\*ESI is given to 100% of eligible personnel. The increase in FY 2025-26 is pertaining to the revised definition of wages as per the New Labour Code.

**3. Accessibility of workplaces:**

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

Yes, the Company remains committed to fostering an inclusive and accessible workplace for employees with disabilities. In line with the requirements of the Rights of Persons with Disabilities Act, 2016, the Company strives to ensure that its premises and office facilities are accessible, safe, and supportive, thereby enabling equal opportunity, dignity, and participation for differently abled employees across its operations.

**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, the Company has established an Equal Opportunity Policy that reinforces its commitment to providing a fair, inclusive, and non-discriminatory workplace. The policy promotes equal employment opportunities across recruitment, training, promotions, compensation, and career development, irrespective of gender, disability, religion, race, age, sexual orientation, or any other protected characteristic. It also emphasises equal pay, accessibility for persons with disabilities, and fostering a diverse and inclusive work environment.

Link: <https://cdn.shriramfinance.in/uploads/investor/pdf/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0%	0%	NA	NA
Female	91.48%	66.10%	NA	NA
Total	91.48%	66.10%	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:**

Category	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes. The Company has established a structured grievance redressal mechanism through its Human Resources Management System (HRMS) portal, enabling employees to raise concerns and grievances in a secure and accessible manner. The mechanism is overseen by the Chief Human Resources Officer (CHRO), ensuring confidentiality, impartial review, and timely resolution of all matters. The Company remains committed to fostering a transparent, respectful, and employee-centric workplace environment.
Other than Permanent Employees	NA

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	76,241	0	0%	79,872	0	0%
Male	65,688	0	0%	69,258	0	0%
Female	10,553	0	0%	10,614	0	0%
Total Permanent Workers						
Male				NA		
Female				NA		



### 8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	65,688	65,135	99.16%	65,135	99.16%	69,258	67,158	96.97%	67,158	96.97%
Female	10,553	10,493	99.43%	10,493	99.43%	10,614	10,340	97.42%	10,340	97.42%
<b>Total</b>	<b>76,241</b>	<b>75,628</b>	<b>99.20%</b>	<b>75,628</b>	<b>99.20%</b>	<b>79,872</b>	<b>77,498</b>	<b>97.03%</b>	<b>77,498</b>	<b>97.03%</b>
<b>Workers</b>										
Male	NA									
Female										
<b>Total</b>										

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	65,688	59,168	90.07%	69,258	58,142	83.95%
Female	10,553	9,165	86.85%	10,614	8,402	79.16%
<b>Total</b>	<b>76,241</b>	<b>68,333</b>	<b>89.63%</b>	<b>79,872</b>	<b>66,544</b>	<b>83.31%</b>
<b>Workers</b>						
Male	NA					
Female						
<b>Total</b>						

### 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?**
- Yes, As an NBFC, the Company's operations do not involve significant occupational health and safety risks. However, the Company remains committed to ensuring a safe and healthy workplace for its employees. First aid kits are maintained across all office locations, and regular awareness initiatives and training programs are conducted to promote employee well-being and road safety, including helmet usage awareness.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
- The Company has established processes to identify and assess workplace-related risks through regular workplace reviews, employee feedback mechanisms, and safety monitoring practices. Any identified concerns are promptly reported to the management, and necessary corrective actions are undertaken in a timely manner. Further, all office premises are equipped with appropriate fire safety systems, and periodic fire drills and safety awareness initiatives are conducted to ensure employee preparedness and maintain a safe working environment.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**
- The Company, being a NBFC engaged in financial services activities, does not engage any workers as defined under the BRSR framework; accordingly, this disclosure is not applicable to the Company.
- d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**
- Yes, the Company provides employees with access to non-occupational medical and healthcare services, including medical insurance coverage, health check-up programs, and wellness support initiatives.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

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

The Company places strong emphasis on ensuring a safe, healthy, and secure workplace for its employees and their families. To support employee well-being, the Company provides comprehensive health insurance coverage, including family medical insurance, term life insurance, and personal accident insurance to all employees.

The Company also undertakes various workplace safety and awareness initiatives across its offices and branch locations. Field staff are regularly encouraged to follow safe driving and road safety practices through periodic awareness communications via SMS and emails. In addition, all office premises are equipped with fire safety systems and fire extinguishers, and periodic fire safety drills are conducted to strengthen emergency preparedness and maintain a safe working environment.

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

Particulars	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	1	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessments for the year:**

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

\* Each branch of the Company is regularly visited by senior officials and internal auditors. As part of these visits, working conditions and health and safety practices are carefully observed and reviewed.

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

There were no incidents reported during the FY 2025-26.

**Leadership Indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of:**

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	NA

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

The Company ensures that all statutory payment challans from the preceding month are consistently attached to the current month's invoices for regular vendors. This practice underscores the Company's commitment to transparency, accountability, and regulatory compliance in its financial transactions.



**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:**

Particular	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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
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):**

Yes. The Company supports continued employability through ongoing learning and development programmes that enhance employees' skills and capabilities throughout their careers.

**5. Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	0%
Working Conditions	0%

\*The Company continues to strengthen responsible business practices across its value chain through its existing supplier governance mechanisms. As part of these efforts, all suppliers are required to adhere to the Supplier Code of Conduct, which includes compliance with applicable human rights, working conditions, and health & safety requirements.

**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:**

No significant risks or concerns were identified during the reporting period with respect to the health and safety practices or working conditions of value chain partners; hence, no corrective actions were required.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

**Essential Indicators**

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

The Company recognises stakeholder identification as a critical element of its operational strategy. This process involves a comprehensive analysis of its activities to accurately identify key stakeholders, including employees, customers, investors, shareholders, suppliers, vendors, government bodies, and regulatory authorities. In addition, the Company acknowledges the significance of the local communities in which it operates, considering them integral to its engagement efforts. By understanding the expectations and concerns of these diverse groups, the Company proactively manages risks, fosters trust, and cultivates long-term, sustainable relationships. Its commitment to continuous stakeholder engagement ensures responsiveness, agility, and alignment with evolving stakeholder needs.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, SMS, Newspaper, Website	Quarterly	To share updates of the Company and to call for meetings
Investors	No	Email, Newspaper, Website, Investor meetings and presentations	Monthly	To share updates of the Company like business strategy and performance, market outlook, etc.
Vulnerable Customers	Yes	Email, SMS, Newspaper, Website, Whatsapp, Shriram One Super App	As required	To share new offerings, intimate about interest rate changes, redressal of complaints and CSR activities.
Other Customers	No	Email, SMS, Newspaper, Website, Whatsapp, Shriram One Super App	As required	To share new offerings, intimate about interest rate changes and redressal of complaints
Employees	No	Email, Website and engagement events	As required	To share updates of the Company, health and safety related information, learning and development, employee benefits and work-related updates
Government and Regulators	No	Email, Documents	As required	To update on various compliances, financial performance and to seek approvals
Value Chain Partners	No	Email	As required	To further strengthen the business relationship and update about the Company
CSR Community	Yes	In-person, Community meetings	During and after the project implementation	To gather feedback and understand needs and engage them in the projects

### 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 Company follows a structured stakeholder engagement and consultation approach to identify, assess, and address key economic, environmental, and social topics relevant to its business and stakeholders. Stakeholder consultations are undertaken through regular interactions, meetings, feedback mechanisms, surveys, and engagement forums involving employees, customers, investors, regulators, lenders, and other key stakeholders.

These engagements are actively overseen by the senior management team, with key observations, emerging concerns, and material matters periodically communicated to the ESG Committee and the Board, as applicable. The insights gathered through these consultations facilitate informed decision-making, strengthen governance oversight, and support the alignment of the Company's sustainability priorities and business strategies with stakeholder expectations.

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

Yes. Stakeholder consultation forms an integral part of the Company's approach towards identifying, assessing, and managing material environmental and social topics. During the FY 2025-26, the Company conducted a Double Materiality Assessment, engaging a diverse group of internal and external stakeholders, including Board of Directors, KMPs, senior management, employees and customers. The insights gathered through this process enabled the Company to identify and prioritise key material ESG topics based on their business relevance and stakeholder impact, thereby supporting informed decision-making and strengthening the Company's focus on sustainable and responsible business practices.



Further, stakeholder engagement and community interactions play an important role in shaping the Company's CSR initiatives and social impact programmes. The Company undertakes periodic assessments and reviews of its CSR interventions to evaluate their effectiveness, improve programme implementation, and ensure the creation of meaningful and long-term value for communities and beneficiaries.

Continuous engagement with stakeholders also enables the Company to strengthen its policies, governance mechanisms, and operational practices in line with evolving stakeholder expectations. Feedback received through consultations is considered in the Company's decision-making processes to support responsible and sustainable business practices.

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

Through its Corporate Social Responsibility (CSR) initiatives, the Company undertakes various programs focused on supporting and empowering marginalized, vulnerable, and underserved communities. To assess the effectiveness and outcomes of its programs, the Company has undertaken comprehensive CSR impact assessments for the following:

**(A) Regular Scholarship Program**

**Description:** The program provides merit-based financial assistance to students from transport-industry families to support uninterrupted education from Classes 8 to 12.

**Impact:** The scholarship program addressed a critical financial need for students from economically vulnerable households, enabling continued access to education and improved academic outcomes. Around 85% of beneficiaries reported improvement in academic performance, while 100% of students were able to continue their schooling after receiving the scholarship. The program also contributed towards greater educational inclusion, with 87% of respondents observing increased participation of girls in continuing their education.

**Sustainability:** The program promotes long-term educational continuity and enhanced career opportunities for students from economically vulnerable households, contributing to sustained socio-economic development.

**(B) Mobile Medical Unit (MMU) Program**

**Description:** The MMU Program provides accessible primary healthcare services, including consultations, diagnostics, medicines, health screenings, and awareness program to the drivers of the trucking community and their families through mobile healthcare units deployed at key transport hubs.

**Impact:** The program significantly enhanced healthcare accessibility and health outcomes within the trucking community. Beneficiaries reported high levels of satisfaction with the services, reduced out-of-pocket healthcare expenditure, and improved management of chronic health conditions, highlighting the programme's role in promoting preventive healthcare and continuity of care.

**Sustainability:** The program promotes sustained health and well-being through improved access to primary healthcare, preventive health awareness, early diagnosis and management of chronic conditions, contributing to enhanced quality of life for the trucking community and their families.

**(C) Two Wheeler Automotive Program**

**Description:** The program provides industry-relevant skill training in two-wheeler repair and servicing to underprivileged and unemployed youth, along with placement support to enhance employability and sustainable livelihood opportunities in the automotive sector.

**Impact:** The program delivered strong employability and livelihood outcomes, with 78.22% of participants securing employment and 87.1% obtaining placements within three months of training completion. Participants also reported significant improvement in practical and hand-on skills, particularly in servicing and repair functions, enhancing workplace readiness and resulting in long-term livelihood opportunities. The program has made early progress through women only batches and dedicated mobilizations efforts and female enrolment grown steadily over the years.

**Sustainability:** The program promotes long-term economic empowerment by developing practical skills and creating sustainable employment pathways, enabling youth from underserved communities to achieve economic self-reliance and career growth.

**PRINCIPLE 5: Businesses should respect and promote human rights**

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

**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 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	76,241	75,628	99.20%	79,872	77,498	97.03%
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total Employees</b>	<b>76,241</b>	<b>75,628</b>	<b>99.20%</b>	<b>79,872</b>	<b>77,498</b>	<b>97.03%</b>
<b>Workers</b>						
Permanent	NA					
Other than permanent						
<b>Total Workers</b>						

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	65,688	3,316	5.05%	62,372	94.95%	69,258	4,085	5.90%	65,173	94.10%
Female	10,553	1,936	18.35%	8,617	81.65%	10,614	1,806	17.02%	8,808	82.98%
<b>Total</b>	<b>76,241</b>	<b>5,252</b>	<b>6.89%</b>	<b>70,989</b>	<b>93.11%</b>	<b>79,872</b>	<b>5,891</b>	<b>7.38%</b>	<b>73,981</b>	<b>92.62%</b>
<b>Other than permanent</b>										
Male	NA									
Female										
<b>Total</b>										
<b>Workers</b>										
<b>Permanent</b>										
Male	NA									
Female										
<b>Total</b>										
<b>Other than permanent</b>										
Male	NA									
Female										
<b>Total</b>										

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

a. Median remuneration/wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in Rs.)	Number	Median remuneration/ salary/wages of respective category (in Rs.)
Board of Directors (BoD)*	10	50,40,000	1	49,00,000
Key Managerial Personnel**	6	1,32,71,605	0	0
Employees other than BoD and KMP	65,679	3,69,146	10,553	2,90,508
Workers	NA	NA	NA	NA

\*The remuneration of Board of Directors includes the remuneration paid to Executive Directors. For Independent Directors, it includes the sitting fees paid for attending Board and Committee meetings and the commission to be paid.

\*\*Includes remuneration pertaining to Mr. Y. S. Chakravarti, Managing Director and CEO of the Company, who ceased to be a member of the Board with effect from December 4, 2025.

\*\*Excluding 3 KMPs already covered under Board of Directors.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	10.09%	9.48%

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

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

The Company maintains dedicated State-level Internal Complaints Committees (ICC) to uphold workplace safety and to redress grievances related to sexual harassment, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Each ICC comprises a Presiding Officer, three internal members, and one external member to ensure an impartial and effective grievance redressal process. The Company is committed to ensuring confidentiality, fair investigation, and timely resolution of grievances, with all cases addressed within 30 days of receipt. In addition, the Company continues to promote a respectful, safe, and inclusive workplace environment through regular employee awareness and sensitisation programmes, supported by necessary training.

The Prevention of Sexual Harassment (POSH) in the Workplace module, accessible through the MyCoach E-Learning Platform, equips all staff with the knowledge required to maintain a safe and inclusive environment. Furthermore, an online orientation programme for ICC members strengthens their capacity to uphold workplace safety. The Company provides a safe and respectful working environment where employees are treated fairly, free from discrimination, and protected under a zero-tolerance policy towards harassment.

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

Particulars	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	3	0	NA	4	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	0	0	NA	0	0	NA

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

Particulars	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)	3	4
Complaints on POSH as a % of female employees/workers	0.03%	0.04%
Complaints on POSH upheld	3	1

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

The Company is committed to ensuring a safe, respectful, and inclusive workplace environment and maintains strict confidentiality and fair investigation throughout the grievance resolution process. To support this, the Company has established state-specific Internal Complaints Committees (ICCs) under its POSH Policy, in accordance with the Prevention of Sexual Harassment (POSH) Act, 2013, to address workplace harassment concerns, while other employee grievances are managed through a dedicated employee portal overseen by the Chief Human Resources Officer (CHRO). Appropriate mechanisms are also in place to safeguard complainants against retaliation, victimisation, or discrimination arising from the reporting of concerns.

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

Yes

**10. Assessments for the year:**

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

No significant risks or material concerns were identified during the reporting year that required corrective action.

**Leadership Indicators**

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

No significant human rights grievances were reported during the reporting FY 2025-26 that required modification of existing business processes. However, as part of its commitment to maintaining a safe, respectful, and inclusive workplace, the Company continues to strengthen its grievance redressal and employee awareness mechanisms. POSH awareness has been integrated as a mandatory component of employee training programmes, while employee grievances can also be reported through dedicated grievance redressal channels overseen by the Human Resources function.

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

The Company undertakes human rights due diligence through its employee grievance redressal and monitoring mechanisms covering all employees across the organisation. The Human Resources Management System (HRMS) Portal, accessible to all employees, enables the reporting, recording, monitoring, and timely resolution of workplace-related concerns, including matters related to employee well-being, harassment, and discrimination, thereby supporting a safe and inclusive work environment.



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

Yes. The Company is committed to providing an accessible and inclusive workplace environment and strives to ensure that its office premises are aligned with the requirements of the Rights of Persons with Disabilities Act, 2016. It continues to enhance accessibility measures across its facilities to support ease of access and convenience for differently abled visitors and employees.

**4. Details on assessment of value chain partners:**

Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

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

No significant risks or material concerns were identified in the above-mentioned areas during the year under review, and therefore no corrective actions were required.

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

(This principle emphasises the importance of environmental stewardship. Companies should minimise their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

**Essential Indicators**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: (Giga Joules) (GJ):**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0</b>	<b>0</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,25,307.21	1,22,127.85
Total fuel consumption (E)	3,463.96	2,860.01*
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,28,771.17</b>	<b>1,24,987.86*</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>1,28,771.17</b>	<b>1,24,987.86*</b>
<b>Energy intensity per rupee of turnover</b> [Total energy consumed (in GJ)/Revenue from operations (in rupees)]	0.0000002673	0.0000002986*
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total energy consumed (in GJ)/Revenue from operations in rupees adjusted for PPP]**	0.0000054365	0.0000061689*
<b>Energy intensity in terms of physical output</b> [Total energy consumed (in GJ)/Full Time Equivalent (FTE)]	1.6890015697	1.5648520555*
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

<b>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</b>	Yes, FAP Solutions Private Limited
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\*FY 2024-25 total fuel consumption figure has been updated due to revised methodology; hence the total energy consumption and intensity-based calculations have been updated accordingly.

\*\*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factors of 20.34 and 20.66, as published by the International Monetary Fund (IMF) for India for the FY2025-26 and FY2024-25, respectively.

**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:**

The PAT Scheme is not applicable to the Company considering the nature of its business operations.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres) (KL)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	10,29,253.50	10,78,272.00
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>10,29,253.50</b>	<b>10,78,272.00</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>10,29,253.50</b>	<b>10,78,272.00</b>
<b>Water intensity per rupee of turnover</b> [Total water consumption (in KL)/Revenue from operations (in rupees)]	0.0000021364	0.0000025759
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total water consumption (in KL)/Revenue from operations in rupees adjusted for PPP]**	0.0000434535	0.0000532188
<b>Water intensity in terms of physical output</b> [Total water consumption (in KL)/Full Time Equivalent (FTE)]	13.50	13.50
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

<b>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</b>	Yes, FAP Solutions Private Limited
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\*The estimated water consumption for all offices is taken as 45 litres per head per 300 working days as per Industry Standards on BRSR Core by SEBI and is included in third party water. FY 2024-25 figures have been updated to align with the best practices.

\*\*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factors of 20.34 and 20.66, as published by the International Monetary Fund (IMF) for India for the FY2025-26 and FY2024-25, respectively.

**4. Provide the following details related to water discharged:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0



Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third parties</b>		
- No treatment	8,23,402.80	8,62,617.60
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>8,23,402.80</b>	<b>8,62,617.60</b>

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

\*The total volume for water consumed reported in Question 3 above has been considered, assuming 80% water is discharged through third parties and 20% is consumed to align with the best practices. FY 2024-25 figures have been updated accordingly.

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

No. Zero Liquid Discharge is not applicable to the Company given the nature of its operations as an NBFC, where water usage is limited primarily to domestic and office purposes. However, the Company ensures responsible water usage across its 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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Nil	0	0
SOx		0	0
Particulate matter (PM)		0	0
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others – please specify		0	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** NA

\*The Company, being a financial services entity, does not have significant air emissions from its operations.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)*	Metric tonnes of CO <sub>2</sub> equivalent (MTCO <sub>2</sub> e)	319.79	261.29**
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)*	Metric tonnes of CO <sub>2</sub> equivalent (MTCO <sub>2</sub> e)	24,713.37	24,663.04
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Total Scope 1 and Scope 2 Emissions (in MTCO <sub>2</sub> e)/ Revenue from operations (in rupees)	0.0000000520	0.0000000595**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity PPP</b> *** (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Total Scope 1 and Scope 2 Emissions (in MTCO <sub>2</sub> e)/ Revenue from operations in rupees adjusted for PPP	0.0000010569	0.0000012302**
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (Total Scope 1 and Scope 2 GHG emissions/ Full Time Equivalent)	Total Scope 1 and Scope 2 Emissions (in MTCO <sub>2</sub> e)/Full Time Equivalent (FTE)	0.3283423839	0.3120534635**
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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.** Yes, FAP Solutions Private Limited

\*Scope 1 emissions have been calculated using the emission factors from UK Department for Environment, Food & Rural Affairs (DEFRA), while Scope 2 emissions have been calculated using the Central Electricity Authority (CEA) grid emission factors.

\*\*FY2024-25 Scope 1 emissions data has been revised due to updated fuel consumption methodology and inclusion of fugitive emissions, resulting in corresponding updates to total GHG emissions and intensity-based calculations.

\*\*\*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factors of 20.34 and 20.66, as published by the International Monetary Fund (IMF) for India for the FY2025-26 and FY2024-25, respectively.

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

Yes, the Company has undertaken several initiatives to drive meaningful and system-driven reductions in Greenhouse Gas (GHG) emission intensity. The key initiatives include:

1. Transition towards paperless operations through digital workflows, electronic documentation, e-signature solutions, and increased adoption of digital agreements and contracts to reduce paper consumption.
2. Improvement in energy efficiency across offices through installation of LED lighting systems and high-efficiency air conditioning systems.
3. Adoption of inverter-based power backup systems in place of conventional diesel generators to promote cleaner and more energy-efficient operations.
4. Use of eco-friendly biodegradable flex banners for branding and communication activities to support sustainable practices and reduce waste generation.
5. Launch of “Shriram Green Finance” to support financing of Electric Vehicles (EVs), EV charging infrastructure, renewable energy technologies, and energy-efficient machinery.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes) (MT)</b>		
Plastic waste (A)	0	0.42
E-waste (B)	61.53	255.00
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	63.68	28.63
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0



Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	171.00	330.06
(H.1) Paper*	160.99	311.79
(H.2) Cardboard	9.93	17.54
(H.3) Metal	0.08	0.73
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>296.21</b>	<b>614.11</b>
<b>Waste intensity per rupee of turnover</b> [Total waste generated (in MT)/Revenue from operations (in rupees)]	0.0000000006	0.0000000015
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total waste generated (in MT)/Revenue from operations in rupees adjusted for PPP]**	0.0000000125	0.0000000303
<b>Waste intensity in terms of physical output</b> [Total waste generated (in MT)/Full Time Equivalent]	0.0038851799	0.0076886769
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations***	296.21	614.11
<b>Total</b>	<b>296.21</b>	<b>614.11</b>

<b>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</b>	Yes, FAP Solutions Private Limited
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\*The paper shredding activity is undertaken based on the availability of records identified for shredding in accordance with the Company's disposal policy. Shredding is carried out periodically depending on the volume of records and scrap available.

\*\*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factors of 20.34 and 20.66, as published by the International Monetary Fund (IMF) for India for the FY2025-26 and FY2024-25, respectively.

\*\*\*A portion of the e-waste and battery waste generated by the Company is managed through vendor buy-back arrangements, while other recyclable waste streams such as paper and cardboard are sent to recyclers/resellers. Accordingly, FY2024-25 figures have been recategorized.

**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:**

As an NBFC, the Company's operations are predominantly office-based and do not involve manufacturing activities or significant use of hazardous and toxic chemicals. Waste generated from the Company's operations primarily includes paper, plastic, cardboard, metal, and e-waste arising from day-to-day office activities. The Company promotes responsible waste management practices through waste segregation, recycling initiatives, and appropriate disposal practices across its

establishments. Further, a portion of the e-waste and battery waste generated by the Company is managed through vendor buy-back arrangements, while recyclable waste streams such as paper and cardboard are sent to recyclers/resellers for further processing.

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

Sr. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
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The Company has no operations/offices in/around ecologically sensitive areas.

**12. Details of Environmental Impact Assessments (EIA) 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
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The Company has not conducted EIA during FY 2025-26.

**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:**

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company remains fully compliant with all applicable statutory and regulatory requirements.

**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:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		NA*
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		



Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover) Water intensity (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into Surface water</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(ii) Into Groundwater</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(iii) Into Seawater</b>		NA*
- No treatment		
- With treatment – please specify level of treatment		
<b>(iv) Sent to third-parties</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>(v) Others</b>		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

<b>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</b>	NA*
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\*The offices are generally not situated in any water stress regions. Hence, this disclosure is not applicable.

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

Parameter*	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> (MTCO <sub>2</sub> e)	2,27,61,119.00	2,03,84,358.75
<b>Total Scope 3 emissions per rupee of turnover</b>	Total Scope 3 Emissions (MTCO <sub>2</sub> e)/Revenue from operations (in rupees)	0.0000472438	0.0000486971
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

<b>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</b>	No
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\*In FY 2025–26, the Company enhanced its Scope 3 emissions reporting across Category 1 (Purchased goods and services), Category 2 (Capital goods), Category 3 (Fuel- and energy-related activities), Category 5 (Waste generated in operations), Category 6 (Business travel), and Category 7 (Employee commuting). In addition, Category 15 (Financed emissions) has been reported for the first time in BRSR FY 2025–26. Accordingly, FY 2024-25 figures have been revised to reflect the expanded reporting coverage.

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

The Company does not have any operations in ecologically sensitive areas and therefore, this indicator is not applicable.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
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The Company has adopted several environmentally responsible practices and initiatives aimed at creating a positive impact on the environment. For further details, please refer to response provided at Principle 6, Q.8 of the “Essential Indicators” as above.

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

Yes. The Company has implemented a robust Business Continuity Plan (BCP) and disaster management framework that outlines measures across people, processes, and technology to ensure continuity of critical business operations during unforeseen disruptions. The framework covers potential risks arising from natural disasters, operational disruptions, and damage to critical IT infrastructure, and includes business continuity and disaster recovery procedures to minimise operational impact and enable timely recovery of systems and processes. The Company periodically assesses potential risks and reviews its continuity mechanisms to strengthen operational resilience and preparedness.

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

No significant adverse environmental impacts have been identified from the Company’s value chain during the reporting period. The Company encourages its value chain partners to comply with applicable environmental regulations and adopt sustainable practices wherever possible.

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

The Company does not formally assess the environmental impacts of its value chain partners. However, it encourages its partners to adopt environmentally responsible practices and aims to explore opportunities for integrating sustainability considerations into its value chain engagement in the future.

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

- a. By the listed entity:

There were no Green Credits generated or procured during the FY2025-26.

- b. 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**

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/associations:

10



**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:**

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Finance Industry Development Council (FIDC)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	Federation of Indian Hire Purchase Associations (FIHPA)	National
4	Confederation of Indian Industry (CII)	National
5	Indian Chamber of Commerce (ICC)	National
6	Indian Construction Equipment Manufacturers' Association (ICEMA)	National
7	Society of Indian Automobile Manufacturers (SIAM)	National
8	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
9	All India Transporters Welfare Association (AITWA)	National
10	All India Motor Transport Congress (AIMTC)	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
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There were no cases of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

**Leadership Indicators**

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others – please specify)	Web Link, if available
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The Company has not undertaken any direct public policy advocacy during the reporting period. However, it remains engaged with relevant industry forums and regulatory bodies through standard channels as required and continues to monitor developments in the policy and regulatory landscape relevant to its operations.

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

(This principle emphasises the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalised groups. They should also contribute to the development of local communities and support social and economic empowerment.)

**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
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The Company has not undertaken any SIA of projects in the current financial year. However, the Company has conducted Impact Assessment of their CSR Projects/Programs/Activities.

Link: <https://www.shriramfinance.in/corporate-social-responsibility>



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

Sr. 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 INR)
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No such projects were undertaken by the Company.

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

The Company follows a structured two-tier mechanism for addressing community-related CSR grievances.

Step 1: Grievances are initially handled by implementing partners at the operational level, serving as the first point of resolution.

Step 2: In cases where concerns remain unresolved, beneficiaries may escalate the matter to the Company's Corporate Social Responsibility (CSR) function or approach the nearest branch office for further assistance.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25* (Previous Financial Year)
Directly sourced from MSMEs/small producers	18.93%	17.44%
Directly from within India	97.50%	83.98%

\*FY2024-25 figures have been revised to reflect the broader scope of input material including products & services and capex procurement items.

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	5.86%	5.69%
Semi-urban	39.90%	38.65%
Urban	27.53%	31.36%
Metropolitan	26.71%	24.30%

\*The Company has categorised the places based on RBI's classification system - rural/semi-urban/urban/metropolitan.

\*\*FY2024-25 figures have been updated to reflect the revised categorisation of the locations, to better align with the best practices.

#### 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
NA	

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

Sr. No.	State	Aspirational District	Amount spent (in Rs.)
1	Jharkhand	Ranchi	44,87,641
2	Jharkhand	Hazaribagh	69,91,296
3	Chhattisgarh	Korba	12,71,654



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

No

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

NA

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

NA

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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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There were no such intellectual properties owned or acquired during the FY2025-26.

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
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No corrective actions pertaining to above mentioned parameters were necessitated by the Company during the FY2025-26.

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Preventive Health care Program	1,98,817	53.35%
2	Shriram Matriculation School	584	67%
3	Shriram High School	401	59%
4	Support for Higher Education	15	100%
5	P. S. Hr. Sec. School	5	0%
6	Project Gift a Smile	7,961	100%
7	Primary & Secondary education Scholarship	1,07,968	100%
8	Upskilling Driver training program	56,966	78.50%
9	Women's LMV Driver training program	1,625	84.18%
10	HMV Driver training program	363	91.20%
11	2Wheeler Mechanic training program	1,100	89.27%
12	Preservation of Arts & Culture	50	0%
13	Promotion of Olympic Sports	184	0%
14	Give life - Project Hope	14,815	100%
15	Providing support to Cancer patients	273	100%
16	Ramakrishna Mission student Home - Training & Skill Development	367	100%

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services and provide consumers with the information they need to make informed choices.)

**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

The Company has established a comprehensive grievance redressal framework to effectively manage customer complaints and feedback.

**Nature of Complaints:**

Customer grievances generally relate to matters such as non-receipt of deposit/debenture certificates, non-credit of interest amounts, discrepancies in investor details, non-updation of address, non-receipt of dividends or maturity proceeds, non-receipt of account statements or No Objection Certificates (NOCs), and other related concerns. Complaints pertaining to services provided by agents or intermediaries engaged by the Company are also addressed under this framework, with appropriate oversight maintained on Lending Service Provider and other service providers.

**Complaint Management System:**

The Company utilises a centralised Customer Service Management System (CSMS) to record, track, and resolve customer grievances received through multiple channels, including call centres, branch offices, head office, official website, and the Company's mobile application. All customer interactions and issues are systematically logged in to the CSMS for timely action and resolution.

**Modes of Lodging Complaints:**

Customers may register their complaints or service requests through the following channels:

- Telephonic communication with the call center, branches, or offices
- Email to designated customer care or grievance redressal email IDs
- Submission through the Company's official website or mobile application

**Redressal Process and Escalation Mechanism:**

All complaints received through various channels are recorded in the CSMS and addressed by the respective regional teams. In the event of delays or unsatisfactory resolution, an escalation framework is in place:

- **Level 1:** Regional Team Leader
- **Level 2:** Zonal Team Leader
- **Level 3:** Head – Geographical Units (Commercial)

**Grievance Redressal Oversight:**

The Grievance Redressal Officer (GRO) oversees the complaint resolution process. The Company endeavors to resolve all customer complaints within a maximum period of 30 days from the date of receipt.

If a customer does not receive a response within the stipulated timeframe or is dissatisfied with the resolution provided, they may escalate the matter to the Reserve Bank of India (RBI) through the RBI CMS Portal or the RBI Contact Centre.

Complaints received from regulatory authorities, including the RBI, are routed to designated Nodal Officers for resolution.



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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA*
Safe and responsible usage	
Recycling and/or safe disposal	

\*The Company is engaged in providing financial services and does not manufacture any product; hence, this is not applicable.

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

Particular	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		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 essential services	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	81,159	954	All complaints were redressed as on the date of this Report.	51,271	92	One complaint was pending as on date of the Report.

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

Particular	Number	Reasons for recall
Voluntary recalls	0	NA*
Forced recalls	0	NA*

\*The Company is primarily engaged in providing financial services and does not manufacture any products; hence it is 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, the Company has established frameworks and policies on cyber security and data privacy, including measures relating to information security, access controls, and protection of customer data.

Link: <https://www.shriramfinance.in/privacy-policy>

**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:**

There were no corrective actions required to be 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.

**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	NA

## Leadership Indicators

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

The Company provides product and service-related information through multiple customer access channels, including its official website, “Shriram One” Super App, physical branch network, and digital and social media platforms. Key product-related web links are provided below:

<https://www.shriramfinance.in/fixed-deposit>

<https://www.shriramfinance.in/fixed-deposit-types>

<https://www.shriramfinance.in/fixed-investment-plan>

<https://www.shriramfinance.in/loans#personal-use>

<https://www.shriramfinance.in/loans#commercial-use>

[https://play.google.com/store/apps/details?id=com.shriram.one&hl=en\\_IN](https://play.google.com/store/apps/details?id=com.shriram.one&hl=en_IN)

[https://play.google.com/store/apps/details?id=com.shriramone.businessandroid&hl=en\\_IN](https://play.google.com/store/apps/details?id=com.shriramone.businessandroid&hl=en_IN)

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

The Company undertakes multiple initiatives to inform and educate customers on responsible usage of its financial products and services. Product and service-related information is readily accessible through the Company’s website, branch network, “Shriram One” Super App, and digital platforms. Customers can raise enquiries and grievances through multiple channels including call centres, email support - customersupport@shriramfinance.in, social media platforms, and web portals. The Company also promotes transparent customer engagement through disclosure of its Board-approved Fair Practice Code on the website and across branches. Further, digital communication channels, customer support mechanisms, and online service facilities such as digital loan repayments and fixed deposit investments help improve customer awareness, accessibility, and informed financial decision-making.

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

The Company has established communication mechanisms to inform customers of any potential disruption or discontinuation of essential services. Customer notifications are disseminated through multiple channels, including SMS, email, WhatsApp, website updates, and telephonic communication, enabling timely information sharing and minimising customer inconvenience.

### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable):

#### a) If yes, provide details in brief:

Yes. The Company provides comprehensive information on its products and services beyond the requirements prescribed under applicable laws. Product-related information is made available across branch locations, the official website, and the “Shriram One” Super App, enabling customers to conveniently access loan-related details, service information, and other relevant disclosures.

#### b). 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):

Yes. The Company undertakes periodic customer satisfaction surveys and feedback mechanisms to assess service quality, customer experience, and satisfaction levels across its products, services, and key locations of operation.



## VALUE CHAIN ASSESSMENT - BRSR CORE REPORTING FOR VALUE CHAIN PARTNERS

BRSR Core Indicators	Unit of Measurement	FY 2025-26 Consolidated Metric Value
<b>1. Green-House Gas (GHG) Footprint</b>		
Total Scope 1 emissions	Metric tonnes of CO <sub>2</sub> equivalent (MTCO <sub>2</sub> e)	51.62
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub> equivalent (MTCO <sub>2</sub> e)	2,269.21
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover	[Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e)/Revenue from operations (in rupees)]	0.0000002491
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 (in MTCO <sub>2</sub> e)/Revenue from operations in rupees adjusted for PPP]	0.0000050661
Total Scope 1 and Scope 2 emission intensity in terms of physical output	[Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e)/Full Time Equivalent (FTE)]	0.5986146313
<b>2. Water Footprint</b>		
<b>Water withdrawal by source [in kilolitres (KL)]:</b>		
Total volume of water consumption	KL	43,790.72
Water intensity per rupee of turnover	[Total water consumption (in KL)/Revenue from operations (in rupees)]	0.0000046996
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	[Total water consumption (in KL)/Revenue from operations in rupees adjusted for PPP]	0.0000955895
Water intensity in terms of physical output	[Total water consumption (in KL)/Full Time Equivalent (FTE)]	11.30
<b>Water discharge by destination and level of treatment:</b>		
<b>Sent to third-parties</b>		
No treatment	KL	35,032.57
With treatment – please specify level of treatment	KL	0
Total water discharged (in kilolitres)	KL	35,032.57
<b>3. Energy Footprint</b>		
Total energy consumed	Giga Joules (GJ)	12,221.84
% of energy consumed from renewable sources	Percentage	0%
Energy intensity per rupee of turnover	[Total energy consumed (in GJ)/Revenue from operations (in rupees)]	0.0000013116
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	[Total energy consumed (in GJ)/Revenue from operations in rupees adjusted for PPP]	0.0000266787
Energy intensity in terms of physical output	[Total energy consumed (in GJ)/Full Time Equivalent (FTE)]	3.1523962695
<b>4. Embracing circularity details related to waste management by the entity</b>		
<b>Total Waste generated [in metric tonnes (MT)]:</b>		
Plastic waste (A)	MT	0
E-waste (B)	MT	2.24
Bio-medical waste (C)	MT	0
Construction and demolition waste (D)	MT	0
Battery waste (E)	MT	0
Radioactive waste (F)	MT	0
Other Hazardous waste. Please specify, if any. (G)	MT	0

BRSR Core Indicators	Unit of Measurement	FY 2025-26 Consolidated Metric Value
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	0.27
Total (A+B + C + D + E + F + G + H)	MT	2.51
Waste intensity per rupee of turnover	[Total waste generated (in MT)/Revenue from operations (in rupees)]	0.0000000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	[Total waste generated (in MT)/Revenue from operations in rupees adjusted for PPP]	0.0000000055
Waste intensity in terms of physical output	[Total waste generated (in MT)/Full Time Equivalent (FTE)]	0.0006484395
<b>For each category of waste generated, total waste disposed by nature of disposal method:</b>		
<b>Category of waste</b>		
(i) Incineration	MT	0
(ii) Landfilling	MT	0
(iii) Other disposal operations	MT	2.51
Total	MT	2.51
<b>5. Enhancing employee wellbeing and safety</b>		
<b>Spending on measures towards well-being of employees and workers:</b>		
Cost incurred on well-being measures as a % of total revenue of the company	Percentage	0.31%
<b>Details of safety related incidents:</b>		
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Ratio	0
Total recordable work-related injuries	Number	0
No. of fatalities	Number	0
High consequence work-related injury or ill-health (excluding fatalities)	Number	0
<b>6. Enabling Gender Diversity in Business</b>		
<b>Gross wages paid to females:</b>		
Gross wages paid to females as % of total wages	Percentage	28.75%
<b>Complaints on POSH:</b>		
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Number	0
Complaints on POSH as a % of female employees/workers	Percentage	0%
Complaints on POSH upheld	Number	0
<b>7. Enabling Inclusive Development</b>		
<b>Percentage of input material (inputs to total inputs by value) sourced from suppliers:</b>		
Directly sourced from MSMEs/small producers	Percentage	-
Directly from within India	Percentage	100.00%
<b>Job creation in smaller towns – Wages paid to persons employed in:</b>		
Rural	Percentage	0%

BRSR Core Indicators	Unit of Measurement	FY 2025-26 Consolidated Metric Value
Semi-urban	Percentage	0%
Urban	Percentage	0%
Metropolitan	Percentage	100.00%
<b>8. Fairness in Engaging with Customers and Suppliers</b>		
<b>Data breaches:</b>		
a. Number of instances of data breaches	Number	0
b. Percentage of data breaches involving personally identifiable information of customers	Number	0
c. Impact, if any, of the data breaches	Qualitative	NA
<b>Accounts Payable:</b>		
Number of days of accounts payable	Number	48
<b>9. Open-ness of business</b>		
<b>Concentration of Purchases:</b>		
a. Purchases from trading houses as % of total purchases	Percentage	0%
b. Number of trading houses where purchases are made from	Number	0
c. Purchases from top 10 trading houses as % of total purchases from trading houses	Percentage	0%
<b>Concentration of Sales:</b>		
a. Sales to dealers/distributors as % of total sales	Percentage	0%
b. Number of dealers/distributors to whom sales are made	Number	0
c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Percentage	0%
<b>Share of RPTs in:</b>		
a. Purchases (Purchases with related parties/total purchases)	Percentage	1.28%
b. Sales (Sales to related parties/total sales)	Percentage	92.62%
c. Loans & advances (Loans & advances given to related parties/total loans and advances)	Percentage	99.18%
d. Investments in related parties as % of total investments made	Percentage	100.00%

**Note:** In accordance with the SEBI BRSR Core framework for value chain disclosures, the Company has voluntarily undertaken value chain reporting for FY 2025–26 and identified the value chain partners as per the prescribed threshold of 2% or more of total purchases or sales (by value). Based on the nature of the Company’s business and diversified customer base, no downstream value chain partners were identified as per the prescribed sales threshold. On the upstream side, three suppliers were identified as per the prescribed purchases threshold, of which disclosures for two suppliers (representing 23% of the Company’s total purchases) have been reported herein and accordingly one supplier has been excluded from the current reporting scope due to the unavailability of India-specific data, as the required information was neither provided by the entity nor available in the public domain.

**INDEPENDENT REASONABLE ASSURANCE REPORT ON KEY PERFORMANCE INDICATORS INCLUDED IN THE BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR CORE) OF SHRIRAM FINANCE LIMITED FOR THE FINANCIAL YEAR ENDED MARCH 31, 2026.**

To

**The Board of Directors**

Shriram Finance Limited  
Corporate Office:  
Wockhardt Towers,  
West Wing, Level-3, C-2, G-Block,  
Bandra-Kurla Complex,  
Bandra (East), Mumbai - 400051

**1. Engagement and Scope:**

We have undertaken a Reasonable Assurance engagement, for Shriram Finance Limited (the “Company” or “SFL”) in respect of the agreed Sustainability Information listed below (the “Identified Sustainability Information” or “BRSR Core indicators”) in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Business Responsibility and Sustainability Report (“BRSR”) of the Company for the financial year ended March 31, 2026. This engagement was conducted by our multidisciplinary team comprising assurance practitioners and subject matter specialists.

Our Reasonable Assurance engagement is restricted to the BRSR Core. We have not performed any procedures with respect to other disclosures forming part of the BRSR and, accordingly, do not express any opinion or conclusion thereon.

**2. BRSR Core indicators:**

Our scope of Reasonable Assurance consists of the BRSR Core indicators listed in the Annexure I to our report. The reporting boundary of the BRSR is as disclosed in Question 13 of Section A: General Disclosures of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable. Our Reasonable Assurance engagement pertains solely to the information for the financial year ended March 31, 2026. We have not performed any procedures with respect to the information reported for the earlier periods and any elements thereto and, therefore, do not express any opinion, conclusion, or assurance thereon.

**3. Criteria:**

The Criteria used by the Company to prepare the BRSR Core indicators which is a subset of the BRSR, consisting of a set of Key Performance Indicators (“KPIs”)/metrics under nine Environmental, Social and Governance (“ESG”) attributes, as per the format of BRSR Core specified in Annexure 17A, read with the format of BRSR and the Guidance Note given in Annexure 16 and 17, respectively of the SEBI Master Circular for ‘compliance with the provisions of the SEBI (Listing Obligations and Disclosure Requirements) (LODR) Regulations, 2015 by Listed Entities’ dated January 30, 2026, and the SEBI Circular on the ‘Industry Standards on Reporting of BRSR Core’ dated December 20, 2024 (collectively referred to as the “SEBI Circulars”).

**4. Management’s Responsibility:**

The Management of SFL is responsible for:

- identification of key aspects of BRSR in line with stakeholder expectations;
- preparation and presentation of the BRSR in accordance with the aforesaid SEBI Circulars;
- design, implementation, and maintenance of adequate internal controls relevant to the preparation and reporting of KPIs, ensuring that such information is free from material misstatement, whether due to fraud or error; and
- overseeing the Company’s compliance with the requirements of SEBI LODR Regulations and the SEBI Circulars in relation to the BRSR Core.

**5. Inherent Limitations:**

Non-financial information, including ESG metrics, is subject to inherent limitations due to the absence of a universally accepted body of established practices governing its measurement, evaluation, and reporting. Accordingly, different but acceptable measurement techniques may be adopted, which can affect comparability across entities.



Further, quantification of **Greenhouse Gas (GHG)** emissions is subject to inherent uncertainty arising from limitations in scientific knowledge, emission factors, and methodologies used to aggregate emissions of different gases.

Since there is use of judgment and selective testing of data, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

#### 6. Independence and Ethical Compliance:

We confirm that no member of the assurance team has any business relationship with SFL, its Directors, or its management beyond that required for the purpose of this engagement.

We have conducted this engagement independently and in compliance with applicable ethical requirements, including the fundamental principles of **integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.**

#### 7. Our Responsibility:

Our responsibility is to express a **Reasonable Assurance opinion** on the KPIs based on the procedures performed and the evidence obtained.

We conducted our engagement in accordance with:

- **International Standard on Assurance Engagements (ISAE) 3000 (Revised)** – Assurance Engagements other than Audits or Reviews of Historical Financial Information; and
- **ISAE 3410** – Assurance Engagements on Greenhouse Gas Statements, issued by the **International Auditing and Assurance Standards Board (IAASB).**

These standards require that we plan and perform the engagement to obtain **Reasonable Assurance** as to whether the KPIs are prepared, in all material respects, in accordance with the applicable reporting criteria.

A Reasonable Assurance engagement involves assessing the risks of material misstatement of the KPIs, whether due to fraud or error, and responding to those risks through appropriate procedures.

#### 8. Procedures Performed for Reasonable Assurance:

Our procedures were based on our professional judgement and included inquiries, observation, inspection, evaluation, and analytical procedures. In particular, we:

- obtained an understanding of the KPIs and related disclosures;
- evaluated the suitability of the criteria used for measurement and reporting of the KPIs;
- made inquiries of SFLs management, including personnel responsible for Sustainability, ESG, and Human Resources;
- obtained an understanding and evaluated the design of key systems, processes, and controls for capturing, recording, and reporting KPIs data;
- determined the nature, timing, and extent of further procedures based on risk assessment and the likelihood of material misstatement;
- verified consolidation of data across branches and offices within the reporting boundary to assess completeness;
- performed substantive testing, on a sample basis, at the Corporate Office level to verify measurement, recording, collation, and reporting of KPIs data;
- inspected underlying records and performed recalculations to establish an audit trail;
- assessed compliance with the SEBI Circulars read with applicable Industry Standards Forum (ISF) guidance and internally defined criteria;
- performed analytical procedures to identify any material inconsistencies or anomalies between reported KPIs and underlying data; and
- obtained written representations from Management, where considered necessary.

**9. Exclusions:**

Our scope of work excludes the following, and accordingly, we do not express any assurance thereon:

- testing the operating effectiveness of internal controls;
- procedures over information or operations not forming part of the defined scope of BRSR Core;
- review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based, specifically, some of the financial indicators and intensity metrics of BRSR which are derived using Company's audited financial information, and we relied on such audited records shared to us by the Company;
- verification of qualitative disclosures outside the KPIs framework; and
- evaluation of forward-looking statements, including expressions of opinion, belief, aspiration, expectation, or future intent.

**10. Reasonable Assurance Opinion:**

Based on the procedures we have performed, and the evidence we have obtained, in our opinion, the Company's **Key Performance Indicators (KPIs)** forming part of the **BRSR Core**, as listed in Annexure I, for the financial year ended **March 31, 2026** are prepared, in all material respects, in accordance with the Criteria specified in the aforesaid SEBI Circulars.

**11. Restriction on Use:**

This Reasonable Assurance Report has been prepared solely for submission to the **Board of Directors of Shriram Finance Limited** and for use by the Company and its stakeholders in compliance with the aforesaid SEBI Circulars.

Accordingly, this Report should not be used, referred to, or distributed for any other purpose or by any person other than SFL without our prior written consent. We do not accept or assume any duty, responsibility or liability to any other party other than SFL in connection with this Report.

For **FAP Solutions Private Limited**

**Sekar Ananthanarayan**

Director

DIN: 00045500

Place: Mumbai

Date: June 06, 2026

Encl: Annexure I



**Annexure I**  
**Scope of BRSR Core Assurance**

Sr. No.	Principle/Indicator Reference	Attribute	Parameters (KPIs) Assured
<b>Section C: Principle [P] Wise Performance Disclosures - Essential Indicators [E]</b>			
1	Principle 6 – E7	Green-house gas (GHG) footprint	<ol style="list-style-type: none"> <li>1. Total Scope 1 emissions</li> <li>2. Total Scope 2 emissions</li> <li>3. GHG Emission Intensity (Scope 1 +2):               <ol style="list-style-type: none"> <li>a) Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</li> <li>b) Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</li> <li>c) Total Scope 1 and Scope 2 emissions intensity in terms of physical output</li> </ol> </li> </ol>
2	Principle 6 – E3 Principle 6 – E4	Water Footprint	<ol style="list-style-type: none"> <li>1. Total volume of water withdrawal</li> <li>2. Total volume of water consumption</li> <li>3. Water Consumption Intensity:               <ol style="list-style-type: none"> <li>a) Water intensity per rupee of turnover</li> <li>b) Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</li> <li>c) Water intensity in terms of physical output</li> </ol> </li> <li>4. Water Discharge by destination and levels of treatment</li> </ol>
3	Principle 6 – E1	Energy Footprint	<ol style="list-style-type: none"> <li>1. Total Energy Consumed</li> <li>2. % of energy consumed from renewable sources</li> <li>3. Energy Intensity:               <ol style="list-style-type: none"> <li>a) Energy intensity per rupee of turnover</li> <li>b) Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</li> <li>c) Energy intensity in terms of physical output</li> </ol> </li> </ol>
4	Principle 6 – E9	Embracing circularity details related to waste management by the entity	<ol style="list-style-type: none"> <li>1. Plastic waste (A)</li> <li>2. E-waste (B)</li> <li>3. Bio-medical waste (C)</li> <li>4. Construction and demolition waste (D)</li> <li>5. Battery waste (E)</li> <li>6. Radioactive waste (F)</li> <li>7. Other Hazardous waste (G)</li> <li>8. Other Non-hazardous waste generated (H)</li> <li>9. Total waste generated ((A+B + C + D + E + F + G + H)</li> <li>10. Waste Intensity:               <ol style="list-style-type: none"> <li>a) Waste intensity per rupee of turnover</li> <li>b) Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</li> <li>c) Waste intensity in terms of physical output</li> </ol> </li> <li>11. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations</li> <li>12. For each category of waste generated, total waste disposed by nature of disposal method</li> </ol>

Sr. No.	Principle/Indicator Reference	Attribute	Parameters (KPIs) Assured
<b>Section C: Principle [P] Wise Performance Disclosures - Essential Indicators [E]</b>			
5	Principle 3 – E1 (c) Principle 3 – E11	Enhancing employee wellbeing and Safety	1. Spending on measures towards well-being of employees and workers- cost incurred as a % of total revenue of the Company. 2. Details of safety related incidents for employees and workers (including contract-workforce) <ol style="list-style-type: none"> <li>a) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</li> <li>b) Total recordable work-related injuries</li> <li>c) No. of fatalities</li> <li>d) High consequence work-related injury or ill-health (excluding fatalities)</li> </ol>
6	Principle 5 – E3 (b) Principle 5 – E7	Enabling Gender Diversity in Business	1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH: <ol style="list-style-type: none"> <li>a) Total Complaints on Sexual Harassment (POSH) reported</li> <li>b) Complaints on POSH as a % of female employees/workers</li> <li>c) Complaints on POSH upheld</li> </ol>
7	Principle 8 – E4 Principle 8 – E5	Enabling Inclusive Development	1. Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/small producers and from within India. 2. Job creation in smaller towns - wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
8	Principle 9 – E7 Principle 1 – E8	Fairness in Engaging with Customers and Suppliers	1. Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events. 2. Number of days of accounts payable
9	Principle 1 – E9	Open-ness of Business	1. Concentration of purchases & sales done with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties <ol style="list-style-type: none"> <li>a) Purchases from trading houses as % of total purchases</li> <li>b) Number of trading houses where purchases are made from</li> <li>c) Purchases from top 10 trading houses as % of total purchases from trading houses</li> <li>d) Sales to dealers/distributors as % of total sales</li> <li>e) Number of dealers/distributors to whom sales are made</li> <li>f) Sales to top 10 dealers/distributors as % of total sales to dealers/distributors</li> </ol> 2. Share of RPTs (as respective %age) in - <ol style="list-style-type: none"> <li>a) Purchases</li> <li>b) Sales</li> <li>c) Loans &amp; advances</li> <li>d) Investments</li> </ol>