

July 01, 2026

To,

The BSE Limited Listing Department Phiroze Jeejeebhoy Towers, Dalal Street Mumbai - 400 001	The National Stock Exchange of India Ltd. Listing Department Exchange Plaza, Bandra - Kurla Complex, Bandra (East), Mumbai – 400 051
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Sub.: Disclosure of Business Responsibility and Sustainability Report for the financial year 2025-2026

Dear Sir/Madam,

In line with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) for FY 2025-26, which has been voluntarily adopted by the Company and forms part of the Annual Report of the Company for the FY 2025-26.

The report has also been uploaded on the Company’s website at: <https://www.veritasfin.in/>

Request you to kindly take the same on record.

Thanking you,

For Veritas Finance Limited
(Formerly known as Veritas Finance Private Limited)

V. Aruna
Company Secretary and Compliance officer
M.No. A60078

Veritas Finance Limited

(formerly known as Veritas Finance Private Limited)

SKCL Central Square 1, South and North Wing, 7th Floor, Unit # C28 - C35,
CIPET Road, Thiru Vi ka Industrial Estate, Guindy, Chennai 600032.

Tel: 044 46150011; web: www.veritasfin.in; email: corporate@veritasfin.in

CIN: U65923TN2015PLC100328

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	U65923TN2015PLC100328
2.	Name of the Company	Veritas Finance Limited (Formerly known as Veritas Finance Private Limited)
3.	Year of Incorporation	April 30,2015
4.	Registered Office Address	SKCL Central Square 1, South and North Wing, 7 th Floor unit
5.	Corporate Address	#C28-C35, CIPET Road, Thiru Vi Ka Industrial Estate, Guindy, Chennai – 600 032
6.	Email Address	corporate@veritasfin.in
7.	Telephone	+91 44 46150011
8.	Website	www.veritasfin.in
9.	Financial Year Reported	FY'2025-26
10.	Name of the Stock Exchanges where shares are listed	The Company's privately placed Non – Convertible Debentures (NCDs) are listed on the Debt segment of BSE Limited (BSE) and the National Stock Exchange of India (NSE). The Company's Equity shares are currently unlisted.
11.	Paid-up Capital	INR 131.28 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	V. Aruna Company Secretary and Compliance Officer 044-46150029
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis, covering all the operations in India. The Company does not have any Subsidiaries.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Financial and insurance Service and other Financial activities	Veritas Finance limited focuses on providing financial services to India's underserved micro, small and medium enterprises (MSMEs). <ul style="list-style-type: none"> ● Secured Medium-term Loans: Financial inclusion, micro business, and small business loans. ● Unsecured Short-term Loans: Working capital loans ● Secured Medium – term Loans: Used commercial vehicle loans ● Secured Long-term Loans: Home Loans and Loans against property 	100%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Non – Banking Finance Company engaged in lending and allied activities	65923	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	511	511
International	0	0	0

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

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

Not Applicable, the Company is a domestic entity with 100% of its operations within India.

c. Types of customers

The Company is a Non-Banking Financial Company (NBFC) offering customized credit solutions to Micro, Small, and Medium Enterprises (MSMEs) across rural and semi-urban India. It provides business loans for working capital requirements, business expansion, housing finance, and vehicle financing.

The company offers both secured and unsecured lending solutions; its customers segments include:

Micro-Entrepreneurs: Self-employed individuals running small retail operations.

Small Business Owners: Family-managed manufacturing or service units.

Informal Earners: Traders dealing strictly in cash-and-carry businesses.

Affordable Housing Buyers: Low-income families seeking first-time home ownership.

The focus of the Company is to target micro entrepreneurs, small businesses and self-employed individual who are largely excluded from the formal lending ecosystem. These services are designed to support their business and personal financial needs.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	8329	8113	97.41%	216	3%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	8329	8113	97.41%	216	3%
WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	15	11	73%	4	27%
6.	Total workers (F + G)	15	11	73%	4	27%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	1	1	100%	0	0%
WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22%
Key Management Personnel	3	1	33%

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

	FY'2025-26			FY'2024-25			FY'2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	61.07%	1.00%	62.07%	64%	1%	65%	58%	1%	59%
Permanent Workers	NA								

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

23. Name of holding/subsidiary/associate companies/joint ventures

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

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes
(ii) Turnover (in Rs.): 1848.60 crores
(iii) Net worth (in Rs.): 3126.88 Crores

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY'2025-26			FY'2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	one complaint was received from a customer on the SCORES portal in relation to loan sanction process impugning the sanction, and the Company has duly submitted the Action Taken Report (ATR) along with necessary supporting documents within the prescribed due date and the Statement of Investor Complaints filed, in this regard.	0	0	-

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY'2025-26			FY'2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	321	148*	-	183	82*	-
Value Chain	Yes	0	0	-	0	0	-
Partners							
Others				Not applicable			

*Including legal cases filed against company by customers

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Customer Satisfaction	Risk and Opportunity	<p>The Company serves vulnerable, underserved, and unorganised MSME borrowers lacking formal documents. Good customer service leads to higher customer lifetime value.</p> <p>The Company is subject to strict regulatory oversight by the RBI regarding fair practices, transparent pricing, and consumer education. Hence, there is a risk of regulatory fines for any issues from customer satisfaction.</p>	<p>Veritas utilizes a hybrid phygital approach. Loan officers personally visit customer premises for income assessment. This face-to-face interaction creates a smoother onboarding experience for rural and semi-urban borrowers.</p> <p>The Company has dedicated grievance channels for any customer care queries and resolves them within the given SLA period.</p>	Positive and Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Fair and Transparent Lending Practices	Risk Regulatory non-compliance penalties from the Reserve Bank of India (RBI), hidden-cost disputes, litigation. Opportunity Enhanced customer retention, strong brand positioning as an ethical lender	The Company caters specifically to the informal, self-employed, and unserved MSME segment in semi-urban and rural areas. These micro-borrowers are often unfamiliar with complex legal documentation and financial terminology. Maintaining absolute clarity on loan terms, interest rates, processing fees, and penal conditions is paramount to protecting this vulnerable group and maintaining the company's core values of "Ethical Dealings" and "Upholding Truth".	The Company fully integrates a board-reviewed Veritas Fair Practices Code (FPC) and Business Responsibility and Sustainability Policy into standard daily field operations. The Company issues comprehensive, bilingual Sanction Letters that clearly state the annualized interest rate, exact processing fees, insurance premiums, and repayment schedules upfront. The Company enforces a standardized Consumer Education initiative across all 500+ physical branches where front-line officers explain asset classification, due dates, and NPA norms to borrowers prior to loan signing. The Company educates borrowers clearly on asset recovery clauses by explicitly embedding legally sound protocols directly into the loan agreements.	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Human Rights	<p>Risk</p> <p>Severe reputational damage, statutory legal penalties under labor laws, loss of institutional funding from ESG-aligned international lenders.</p> <p>Opportunity</p> <p>Strengthened employee morale, reduced workforce turnover, and elevated corporate standing as a preferred employer in semi-urban and rural markets</p>	<p>The Company operates in high-touch environments involving direct public engagement. Human rights risks can manifest through workplace discrimination, safety violations, unfair working hours for branch staff, or non-coercive collection practices on the field.</p>	<p>The Company has in place a Prevention of Sexual Harassment (POSH) framework alongside an active Internal Complaints Committee (ICC) to handle workplace safety and discrimination grievances.</p> <p>The Company has in place non-discriminatory hiring and compensation models that strictly prohibit child, forced, or compulsory labor anywhere in the company's operations.</p> <p>The Company has an explicit code-of-conduct guidelines for collection teams that ban any form of harassment, intimidation, or human rights violations against borrowers during the loan recovery process.</p> <p>The Company provides human rights and ethical behavior training during onboarding for all field agents, customer-relationship officers, and branch managers</p>	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Grievance Redressal	<p>Risk</p> <p>Regulatory sanctions, escalation of complaints, drop in customer retention</p> <p>Opportunity</p> <p>Real-time operational feedback loop to fix service bottlenecks, enhanced customer loyalty.</p>	<p>Borrowers often face technical or operational hurdles regarding loan disbursement, repayment tracking, or insurance claims.</p> <p>An unresponsive complaint resolution process directly harms trust.</p>	<p>The Company has established a transparent, multi-tiered escalation matrix seamlessly integrated into daily branch operations as mandated by the Veritas Fair Practices Code.</p> <p>The Company provides customers, employees with diverse, accessible channels to lodge complaints, including physical branch drop-boxes, dedicated toll-free customer care helplines, email support, and an online grievance portal.</p> <p>The Company has implemented an internal CRM ticketing system to log, track, and systematically resolve customer issues within the standard turn around time window before customers can escalate to higher authorities.</p>	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Stakeholder Engagement	<p>Risk</p> <p>Loss of investor confidence, and regulatory non-compliance due to unaddressed stakeholder concerns</p> <p>Opportunity</p> <p>Enhanced corporate reputation, co-creation of tailored financial products, high investor retention, and long-term socio-economic value creation within operating regions</p>	<p>The Company operates within a complex ecosystem comprising diverse stakeholder groups—including rural and semi-urban MSME borrowers, field and corporate employees, equity and debt investors, local communities, and regulatory bodies (RBI/SEBI). Systematic engagement ensures that the company actively identifies emerging ESG expectations, remains responsive to market demands</p>	<p>The Company has established multi-channel engagement mechanisms tailored to each group:</p> <ul style="list-style-type: none"> • Customers: regular field visits, localized feedback meets, and structured multi-lingual surveys. • Employees: Maintaining communication channels, town halls, periodic performance reviews, and health/wellness feedback systems. • Investors/ Lenders: Publishing comprehensive annual financial and ESG reports, and participate in meets. • Communities: Has a dedicated Corporate Social Responsibility (CSR) arm, namely Veritas Foundation, that runs initiatives focused on skill development, education, healthcare, and community infrastructure. <p>The Company also focuses in incorporating feedback from these engagement channels directly into strategic business planning and product design.</p>	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Data Security & Privacy	<p>Risk</p> <p>Regulatory penalties from the Digital Personal Data Protection Act, operational disruption, litigation, and permanent loss of customer trust</p> <p>Opportunity</p> <p>Market differentiation as a digitally secure institutional lender, faster integration with premium fintech ecosystems, and elevated credit rating scores due to superior operational risk mitigation</p>	<p>Veritas Finance leverages a highly digitalized workflow (“phygital” model) to process extensive personal identity proofs, bank statements, asset documents, and credit profiles of rural and semi-urban MSME borrowers. This extensive repository of Personally Identifiable Information (PII) and sensitive financial data. Protecting this data is legally mandated, critical, and central to preserving business continuity</p>	<p>The Company has aligned IT infrastructure with the strict guidelines of the RBI Cyber Security Framework and enforce data management policies</p> <p>The Company has key department leads for Incident Response Plan to handle data anomalies, system vulnerabilities, and unauthorized access attempts in real time.</p> <p>The Company has routine checks on data security across all mobile lending applications, and internal CRM systems.</p>	Negative

The Company has conducted a materiality assessment with internal stakeholders to assess and identify the importance of ESG topics and align these towards its long-term strategy. Based on the findings of the ESG materiality assessment, it is found that these 6 topics (listed in the table above) are found to be of high importance to stakeholders and high business relevance. The Company will evaluate ESG initiatives based on these topics in the coming year.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the Company'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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
c. Weblink of the policies, if available	Code of conduct Corporate Governance Policy CSR policy Divided Distribution Policy Equal opportunity Policy Interest rate policy KYC policy Prevention of sexual harassment Related Party transactions policy Statutory Audit Policy Appointment, remuneration and evaluation policy Preservation & document policy Ethics and Code of Conduct policy Whistle Blower policy Anti- bribery & Anti-Corruption Policy Fraud Risk Management Prevention policy COC for fair disclosure of UPSI and insider trading Policy for succession planning of Board and Senior Management Policy on Business Responsibility and Sustainability Reporting Policies can be accessed on the company portal: https://www.veritasfin.in/								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Veritas promotes ethical dealings, transparent practices across its Value chain partners. All the policies are extended to the Company's value chain partners, with particular emphasis on compliance with the code of conduct, anti-bribery and anti-corruption measures, conflict of interest guidelines, fair business practices and the prevention of Sexual Harassment (POSH) policy.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	The certification received by the company are <ul style="list-style-type: none"> • ISO/IEC 27001:2022- is the global standard for managing information security. It provides a framework to build, run, and constantly improve an Information Security Management System. The Company has certification for the departments of IS, IT, Admin, HR, and Compliance. • ISO 9001:2015- Quality Management System. The Company is certified for HR Support activities spanning recruitment till employee exit inclusive of employee engagement, benefits and compliance. • ISO 30408:2016-Human resource Management Guidelines on Human Governance. • ISO 18404 : 2015 for the Operation & CRM Department. • The Company has been recognized as a Great Place to Work Certified organization and has also been named among India's Best Workplaces in BFSI for 2026. 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company is committed to advancing financial inclusion by addressing the evolving needs to underserved segments., The Company's operations have a significant impact on society. The Company intends to establish ESG and impact-related goals and targets in the coming year. As an initial step, it has identified its key material topics and will prioritize the development of goals and action plans based on these material areas. The Company actively contributes to community development through its CSR initiatives. Through Veritas Foundation, the company seeks to collaborate with credible NGOs to promote education and enhance employment opportunities across both BFSI and non BFSI sectors.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	<p>The Company has initiated the measurement of its greenhouse gas emissions, covering Scope 1, Scope 2, and selected categories under Scope 3. During the financial year, the number of Scope 3 categories assessed was expanded to enhance the comprehensiveness of the emissions inventory.</p> <p>Digital processes continue to be implemented across operations to improve efficiency and reduce paper consumption.</p> <p>An Environmental and Social Management Plan (ESMP), aligned with the International Finance Corporation (IFC) Performance Standards, has been adopted and is being implemented.</p> <p>As the Company is currently in the process of establishing its ESG goals and targets, performance against such targets has not yet been measured or reported.</p>								
Governance, leadership and oversight									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
Veritas Finance remains committed to advancing financial inclusion for underserved segments while creating sustainable value for society through responsible business practices. Sustainability is embedded in our long-term strategy, with a focus on integrating environmental, social and governance (ESG) considerations across our operations.									
During the year, we identified our key material ESG topics to serve as the foundation for future goals and impact targets. To strengthen our ESG framework and benchmark our practices against leading organizations in India, we appointed a Big Four consulting firm to provide strategic advisory support for our ESG journey.									
We also undertook a comprehensive review of our ESG-related policies and standard operating procedures (SOPs) to enhance their integration into day-to-day operations. Our greenhouse gas (GHG) emissions measurement was expanded to include additional Scope 3 categories, enabling a more comprehensive assessment of our environmental footprint. As part of our digital transformation initiatives, workflows have been redesigned to reduce paper consumption and progressively achieve end-to-end digital processes across our branch network.									
The Company continues to disclose key environmental performance indicators, including greenhouse gas (GHG) emissions, energy consumption, water usage and waste management, demonstrating our commitment to transparency and accountability.									
Through the Veritas Foundation and strategic partnerships with non-governmental organizations (NGOs), we continue to expand our community development initiatives, with a focus on education, skill development and livelihood enhancement to deliver measurable social impact.									
Looking ahead, we will continue to strengthen our ESG framework by establishing measurable goals and targets, enhancing employee awareness through training programmes, and implementing initiatives that create long-term value for all stakeholders. Progress against these commitments will be monitored and reported on an annual basis.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Arulmany, Managing Director and CEO (DIN:00009981), is the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Arulmany, Managing Director and CEO (DIN:00009981), is the highest authority responsible for decision making in relation to sustainability related focus areas, goals and other issues. Sustainability planning and related initiatives are undertaken through a collaborative approach involving department heads across various functions. While there is currently no dedicated committee overseeing sustainability matters, the Strategy team works closely with functional leaders and the Board of Directors to evaluate, develop and implement sustainability-related initiatives and strategic decisions.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Yes									Annually							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all applicable regulations and has constituted various Board – level Committees that meet periodically to review and monitor key objectives.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	Currently, the Company does not have any external agencies to carry out independent assessment or evaluation of the working of the above-mentioned policies. The Internal Audit team and the Compliance team evaluates the working and ensures compliance of the above-mentioned policies as part of their scope respectively.								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle 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)	As the Company is currently in the process of assessing material ESG issues and risks, engaging a third-party assessment is not considered relevant at this stage.								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

1

Principle

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Principle 1,2, 6 and 8: Familiarization programmes for Directors are conducted periodically to enhance their understanding of key areas such as governance and regulatory requirements, risk management, industry outlook, code of conduct, and conflict of interest.	100%
Key Managerial Personnel	5	Principle 1,2,3,5,6 and 8 The Management team actively participates in these meetings, during which the Board is comprehensively briefed on the Company's business model, underwriting practices, and other key operational aspects. Additionally, periodic meetings are conducted with the Core Strategy Group of the Company, as well as during the induction of new Senior Management Personnel (SMP). These sessions cover detailed discussions and training on the Company's business model, strategic initiatives, risk management framework, new projects and processes, and relevant regulatory updates.	100%
Employees other than Board of Directors and KMPs	73	The Company conducts regular training programmes for employees, other than the Board of Directors and Key Managerial Personnel, covering regulatory compliance (including KYC and AML/CFT), credit and underwriting processes, risk management, operational procedures, and information security. Additionally, trainings on customer service, code of conduct, POSH, product knowledge, and internal audit and compliance are conducted to ensure a competent and compliant workforce.	68%
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:

	Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment		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 Company 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 an Anti-corruption and Anti Bribery policy. The Company is committed to acting professionally, fairly, and with integrity in all business dealings and relationships. The Policy shall apply to employees including Directors, officers, shareholders of the Company and all appointed third-party representatives of Company such as agents, consultants, others working on behalf of the Company irrespective of their location, function or grade. Receiving or agreeing to receive anything of value that causes or would cause to breach the duties at Veritas is also prohibited.

Veritas Finance strictly prohibits all forms of bribery, corruption, and unauthorized facilitation payments, including the use of third parties or unvetted vendors. Employees must consult the Chief Compliance Officer before making any facilitation payments.

The policy is publicly accessible on the Company's website, the weblink is: <https://www.veritasfin.in/Anti-Bribery-Anti-Corruption-Policy.php>

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

	FY'2025-26	FY'2024-25
Directors KMPs Employees Workers	No disciplinary action has been taken by any law enforcement agency against any employees, directors, or workers during the last two financial years.	

6. Details of complaints with regard to conflict of interest

Particulars	FY'2025-26		FY'2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors Number of complaints received in relation to issues of Conflict of Interest of the KMPs	No complaints relating to conflicts of interest were received during the last two financial years.			

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 conflict of interest.

Not applicable

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

	FY'2025-26 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
Number of days of accounts payables	NA*	NA*
ii) Cost of goods/services procured	NA*	NA*
iii) Number of days of accounts payables	NA*	NA*

*Considering the nature of the entity's business, cost of goods sold or services procured is minimal. However, the Company will review its applicability in the next financial year.

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	Purchases from trading houses as % of total purchases	NA	NA
	Number of trading houses where purchases are made from	NA	NA
	Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Concentration of Sales	Sales to dealer / distributors as % of total sales	NA	NA
	Number of dealers / distributors to whom sales are made	NA	NA
	Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Share of RPTs in	Purchases (Purchases with related parties as % of Total Purchases)	NA	NA
	Sales (Sales to related parties as % of Total Sales)	NA	NA
	Loans & advances given to related parties as % of Total loans & advances	NA	NA
	Investments in related parties as % of Total Investments made	NA	NA

Leadership Indicators

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

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

During the financial year, the Company did not conduct specific awareness programmes for value chain partners on the Principles. However, the Company recognizes the importance of such initiatives and is in the process of evaluating suitable mechanisms to engage its value chain partners more effectively. Structured awareness programmes are planned to be introduced in the coming years to strengthen alignment with sustainability principles and enhance collaborative impact across the value chain.

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

The Company has established a robust framework to effectively manage and mitigate conflicts of interest involving members of its Board of Directors. As part of its commitment to the highest standards of corporate governance, the Company has adopted a comprehensive policy titled "The Code of Conduct for the Members of the Board and Senior Management Personnel." Senior Management Personnel shall make disclosures to the Board relating to all material, financial and commercial transactions, where they have personal interest that may have a potential conflict with the interest of the Company at large. This Code outlines the principles and ethical standards expected of the Board and senior leadership, ensuring transparency, integrity, and accountability in all decision-making processes. It serves as a guiding document to prevent any potential conflicts and to uphold the trust of stakeholders.

All members of the Board and Senior Management have affirmed compliance with the Code of Conduct. None of the Directors have any pecuniary relationship with the Company other than the remuneration received. Additionally, no Directors are related to each other.

The Code of Conduct is publicly accessible and can be reviewed at the following link: <https://www.veritasfin.in/code-of-conduct.php>

2

Principle

Business should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

Segment	FY'2025-26	FY'2024-25	Details of improvements in environmental and social impacts
R & D	—	—	—
Capex	NA	NA	—

In the financial services sector, companies typically undertake capital expenditure in areas such as energy efficiency initiatives, IT systems, digitization of processes, and reduction of e-waste and other waste. At Veritas, the focus is primarily on digitization and reducing paper consumption, along with regular upgradation and enhancement of IT infrastructure and software systems to improve operational efficiency, and the Company will, to the extent possible, track and report on these initiatives in the coming year.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Considering the core business operations of the Company, which are strictly financial service-oriented, the procurement of material resources is limited, and standard sustainable sourcing and product transportation procedures are not directly applicable. However, as a responsible financial institution, the Company proactively seeks to minimize its resource footprint through the transition to digital processes. The Company will review the applicability of sustainable sourcing practices to its procurement activities in the coming year.
- b. If yes, what percentage of inputs were sourced sustainably?
- NA
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a) Plastics (including packaging)	The Company has minimum use of plastic use, in its operations. This is not applicable given the nature of operations of the Company.
(b) E-waste	Given the nature of operations, this is not applicable to the Company. The company actively promotes reuse and recycling of E-waste and collaborates with certified e – waste handlers for proper electronic waste disposal. Further, the company provides employee training on safe handling practices.
(c) Hazardous waste	Not applicable
(d) other waste.	Not applicable due to the nature of the business, other waste categories do not apply

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

No. Veritas Finance Limited, being an NBFC engaged in providing financial services, does not manufacture, sell, or distribute any physical products. Accordingly, this disclosure is not applicable to the Company.

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable

Leadership Indicators

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

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

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
NA		

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	FY'2024-25
NA		

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:

Particulars	FY'2025-26			FY'2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable. As a Non-banking Financial Company (NBFC) providing financial services, Veritas Finance Limited does not manufacture any product which needs to be safely reclaimed for reusing, recycling and disposing at the end of life.					
E-waste						
Hazardous waste						
Other waste						

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
Given the business operations of the Company, the same is not applicable.	

3

Principle

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities [#]	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	8113	6298	77.63%	8113	100%	0	0%	210	2.59%	0	0%
Female	216	161	74.54%	216	100%	216	100%	0	0%	1	0.46%
Total	8329	6459	77.55%	8329	100%	216	100%	210	2.59%	1	0.46%
Other than Permanent employees											
Male	NA										
Female	NA										
Total	NA										

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	NA										
Female	NA										
Total	NA										
Other than Permanent Workers											
Male	11	11	100%								
Female	4	4	100%	NA							
Total	15	15	100%								

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

	FY'2025-26	FY'2024-25
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	9,41,79,221.05	8,46,08,462.26
ii) Total revenue of the company	18,48,60,35,000.00	15,57,39,95,640.41
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.51%	0.54%

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

Benefits	FY'2025-26			FY'2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	NA	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	Yes
ESI	23%	100%	NA	100%	100%	Yes
Others- please specify	NA	NA	NA	NA	NA	NA

3. **Accessibility of workplaces** Are the premises/offices of the Company 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 Company in this regard.

The Company's premises are designed with inclusivity in mind, ensuring accessibility for all employees, including persons with disabilities. Most locations have elevators and ramps to enable ease of access across locations. The Head Office is equipped with restrooms that are accessible to persons with disabilities (PWD).

The Company operates most of its branch offices from rental premises. While the nature of such premises may limit the extent of structural modifications, the Company endeavours to select office locations that are reasonably accessible and convenient for persons with disabilities, wherever feasible. The Company remains committed to promoting an inclusive and accessible work environment and continues to take appropriate measures to enhance accessibility across its offices in accordance with applicable statutory requirements.

4. **Does the Company 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 an Equal Opportunity Policy in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The policy ensures that all employees, including persons with disabilities, are provided with fair and equal opportunities across all aspects of employment. It covers key areas such as recruitment, promotions, training, and employee benefits, and reinforces the Company's commitment to fostering an inclusive, non-discriminatory, and respectful work environment.

Weblink : <https://www.veritasfin.in/Equal-Opportunity-Policy.php>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	NA	NA
Female	100%	50%	NA	NA
Total	100%	98%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	NA
Other than permanent workers	NA
Permanent employees	<p>Yes, the Company has established a structured grievance redressal mechanism for all categories of employees and workers.</p> <p>The Company has constituted an Employee Grievance Redressal Committee (“Dost”) with the objective of maintaining a positive and harmonious work environment. The Committee provides a formal platform to address and resolve employee grievances in a fair, transparent, and timely manner. Employees may submit their grievances either in writing or via email at dost@veritasfin.in</p> <p>In addition, the Company has constituted separate Internal Committees under the Prevention of Sexual Harassment (POSH) framework and a Whistleblower mechanism to address specific concerns relating to workplace harassment and ethical misconduct.</p> <p>These mechanisms ensure that all grievances are reviewed with due diligence and resolved in accordance with the Company’s policies, while maintaining confidentiality and safeguarding employees against any form of retaliation.</p> <p>Konnect with Head HR</p> <p>As part of its commitment to fostering an open, inclusive, and employee-centric workplace, Veritas Finance Limited introduced the “Konnect with Head HR” initiative in June 2025. The initiative was launched to provide employees across locations with direct access to the Head of Human Resources through a dedicated communication channel, particularly in locations where dedicated Regional HR support may not be available.</p> <p>Conducted on the first and third Saturday of every month, the initiative provides employees with a confidential platform to discuss HR-related concerns and seek guidance on matters such as workplace discrimination, harassment, workplace violence, grievances, policy clarifications, ethical concerns, and other employment-related issues.</p> <p>The initiative has been well received by employees and has enhanced accessibility to HR leadership. Most concerns are addressed through immediate guidance and clarification, while matters requiring further review are escalated to the appropriate stakeholders for resolution. Feedback is subsequently provided to employees to ensure effective closure.</p> <p>Through this initiative, the Company has strengthened employee engagement, reinforced trust in its people practices, and furthered its commitment to maintaining a transparent, fair, and supportive work environment.</p>
Other than permanent employees	NA

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

Category	FY'2025-26			FY'2024-25		
	Total employees/workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	The Company does not have any employee trade unions and is not a party to any collective bargaining agreements. However, the Company respects and upholds the lawful right of all employees and workers to freedom of association, in accordance with applicable laws.					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY'2025-26					FY'2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	8,113	5,470	67%	3,825	47%	7,587	3,534	47%	4,766	63%
Female	216	59	27%	148	68%	209	98	47%	38	18%
Total	8,329	5,529	66%	3,973	47%	7,796	3,632	47%	4,804	62%
Workers										
Male										
Female	NA					NA				
Total										

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

Category	FY'2025-26			FY'2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	8,113	3,723	45.89%	7,587	5,649	74.46%
Female	216	15	6.94%	209	177	84.69%
Total	8,329	3,738	44.88%	7,796	5,826	74.73%
Workers						
Male						
Female	NA			NA		
Total						

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?

As a financial services entity, the Company operates with minimal occupational risks. It prioritizes employee well-being by offering various healthcare services and conducting regular wellness workshops. The Company's commitment to safety across its offices is demonstrated through regular fire safety training and evacuation drills.

The Company places significant emphasis on road safety and employee well-being. A road safety pledge is incorporated into the daily pledge of frontline employees to reinforce safe driving practices and foster a culture of safety. Road safety awareness training is provided to new frontline employees as part of the induction process, and helmets are distributed to frontline officers as essential safety gear. The Company also undertakes periodic monitoring and review of safety equipment and related practices to ensure their effectiveness and promote adherence to established safety standards across its operations.

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

As a responsible organization, the Company prioritizes maintaining a safe and healthy work environment for all employees. It adheres to applicable safety regulations and undertakes periodic risk assessments to identify and mitigate potential workplace hazards.

The Company follows a preventive approach to workplace safety, supported by regular inspections, safety reviews, and awareness initiatives. It is also committed to promoting employee well-being through healthcare support, wellness initiatives, and programs aimed at enhancing both physical and mental health, thereby enabling employees to work in a safe and supportive environment.

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

Yes

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

Yes. The Company provides Group Medclaim Insurance: Coverage for hospitalization, critical illnesses, and major non-occupational medical treatments for employees, Comprehensive group personal accident policies providing financial coverage outside of work hours.

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

Safety Incident /Number	Category	FY'2025-26	FY'2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	1
	Workers	0	0
No. of fatalities	Employees	1	1
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Primary causes for fatalities attributed to road traffic accidents involving field staff on two-wheelers. The Company, which operates extensively across rural and semi-urban areas, addresses these risks through safety awareness, insurance coverage, and support for families of the deceased.

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

The Company prioritizes maintaining a secure and health-conscious environment for its workforce. The premises are equipped with essential safety and comfort infrastructure, including air conditioning, fire extinguishers, smoke detectors, and access to safe drinking water.

To strengthen emergency preparedness, the Company conducts annual mock fire drills to familiarize employees with evacuation procedures and ensure readiness in case of emergencies.

In addition, the Company places emphasis on employee health awareness and capacity building. During the financial year, a First Aid and Basic Life Support workshop was conducted at the Head Office by a registered third-party provider to enhance employees' ability to respond to medical emergencies.

The Company provides dedicated cab services for women employees working beyond regular hours and offers last-mile shuttle support, wherever applicable, facilitating safe and secure commuting. These measures collectively contribute to maintaining a safe, well-prepared, and productive workplace environment.

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

	FY'2025-26			FY'2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions			NA			NA
Health & Safety		Nil	NA		Nil	NA

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company is committed to maintaining a safe, hygienic, and humane workplace environment that upholds the dignity and well-being of all employees. Offices are subject to periodic internal assessments to ensure compliance with applicable health and safety requirements, including workplace conditions, hygiene standards, and safety practices. These reviews help in identifying improvement areas and ensuring continuous adherence to a safe and conducive working environment across all locations.
Working Conditions	

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

No significant corrective actions pertaining to the above-mentioned parameters were necessitated during the reporting period. The Company continues to monitor health and safety practices on an ongoing basis and undertakes preventive measures, wherever required, to maintain a safe and compliant working environment.

Leadership Indicators

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

(A)Employees: Yes. the Company provides its employees with the Group Term Life Insurance, Personal Accident cover, Employee Death Life Insurance, Provident Fund Benefit and Gratuity Benefit.

Veritas Finance Limited remains committed to the well-being of its employees and their families. As part of this commitment, the company has introduced the Suraksha Scheme, aimed at providing financial and emotional support to the families of employees in the unfortunate event of an employee's death during the course of employment.

The Company recognize that the loss of a loved one can be a deeply traumatic experience, and during such a difficult time, it is our responsibility to stand by the affected family and help alleviate any immediate financial burdens. As a mark of our support and care, Veritas proposes to extend the following benefits to the family of the deceased employee:

- Continuation of Salary: The last drawn monthly salary of the deceased employee will be credited to the designated bank account for a period of 24 months from the date of demise.
- Medical Insurance Coverage: The existing medical insurance benefits will be extended to the employee's immediate family for a duration of 24 months.
- Educational Assistance (for up to two children): School Education: Reimbursement of actual expenses or up to Rs. 50,000 per child annually, until the completion of school education. Higher Education (College/Diploma): Reimbursement of actual expenses or up to Rs. 1,00,000 per child annually, until the completion of higher education.
- Employment Opportunity: Subject to eligibility and merit, suitable employment opportunities may be offered to the spouse or adult children of the deceased employee.
- ESOP Vesting: In the event of an employee's death, all the Employee Stock Options (granted during their employment) may be exercised by the nominee or legal heir as per the company's ESOP policy.

Worker : No

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company undertakes monthly reconciliations of accounts related to statutory payments, including legal and compliance-related fees, to ensure timely remittance by value chain partners. Vendors are regularly reminded to discharge their statutory obligations within prescribed timelines, and follow-ups are conducted in case of delays.

As an additional control measure, the Company withholds payments payable to vendors to the extent of outstanding statutory dues, where applicable. In instances of continued non-compliance despite repeated reminders, the Company suspends further transactions with the concerned vendor until all pending statutory dues are fully settled. These measures are intended to ensure adherence to statutory requirements and promote responsible compliance practices across the value chain.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY'2025-26	FY'2024-25	FY'2025-26	FY'2024-25
Employees	1	1	0	0
Workers	Nil	Nil	Nil	Nil

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

No

5. Details on assessment of value chain partners:

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

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

Not applicable

4

Principle

Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company proactively identifies and engages with a diverse range of stakeholders to gain a comprehensive understanding of their expectations. This engagement informs the development of the Company’s strategic direction across short-, medium-, and long-term horizons. Key internal and external stakeholders are identified based on their direct influence on the Company’s operations.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Yes, if they qualify based on specific criteria such as income, gender, etc. Additional factors like age, residential status, or employment situation may also be considered depending on the context.	Email, SMS, Conferences , direct interactions, website, customer helpline	As and when required	Terms of business; Providing awareness about the concept of NPA, Due date, FPC, KYC updates, ensuring timely and effective resolution of customer grievances and safeguarding customer data privacy and maintaining robust information security measures.
Investors/ Shareholders	No	Stock Exchange, Website disclosure, E-mails, Newspaper Publications, shareholder meetings, Notices, Annual Report, Annual General Meeting.	As and when required	Company’s Performance, Growth and Expansion plans
Employees	No	Email, town hall Meetings, Notice Board, Website, Annual Review	As and when required	Organizational policies and process, compliance to code of conduct etc Performance reviews, Safe and comfortable workplace, diversity, engaging assignments, learning opportunities, career development, productivity enhancement, talent management and retention.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulators, Lenders and credit rating agencies	No	Email, one-on-one meetings, video conference, mandatory filings with regulators	As and when required	Periodic updates may include communications on findings, security upgrades or hypothecation, and covenant compliance. In addition to these, one-on-one meetings with lenders may be held—either during regular limit renewals or reviews, or in response to significant business events or external environmental factors. These meetings typically cover short- to medium-term guidance and provide performance updates discussions with regard to various regulations and amendments, inspections, approvals.
Community	No	Website, emails, SMS, Community engagement initiatives, Social Media	As and when required	Before a donation is approved by the CSR Committee, and subject to meeting the qualifying criteria under the Companies Act, 2013, the Veritas conducts site visits to assess the concerns and needs of the community— particularly in the areas of healthcare, livelihood, and education. Additionally, the Company monitors the proper utilization of funds and ensures that contributions reach the intended beneficiaries. The outcomes of these reviews and the details of the investments made are regularly reported to the CSR Committee.
Vendors/ Suppliers	No	Email, Call, One-One Meeting	As and when required	The company's operations are directly linked with the timely availability and the services that we source, which has a significant effect on how effectively we deliver our services

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 well-defined governance mechanism to address stakeholder expectations through continuous engagement at multiple levels. Regular interactions are held among the Board, its committees, senior management, and relevant functional teams to deliberate on key stakeholder concerns and incorporate them into business decisions.

The Stakeholder Relationship Committee of the Board plays a central role in this framework. The Committee is responsible for formulating relevant policies, monitoring the effectiveness of grievance redressal mechanisms, and ensuring timely resolution of stakeholder concerns. The Committee also facilitates alignment of stakeholder interests with the Company's overall strategic objectives.

In addition, the Committee periodically reviews the Company's obligations towards stakeholders, including considerations related to environmental, social, and governance (ESG) aspects, thereby reinforcing a balanced and responsible approach to value creation.

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

Yes, the Company incorporates stakeholder feedback into its policies and processes. The Company undertakes a structured stakeholder engagement process involving both internal and external stakeholders to assess material sustainability matters from an impact and financial perspective. The outcomes of this assessment inform the prioritisation of key sustainability issues and support the development of relevant policies, governance frameworks, and business strategies. The Company also engages external consultants and subject-matter experts, as required, to strengthen its sustainability practices and ensure alignment with evolving regulatory requirements and emerging global standards.

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

The company engages with vulnerable and marginalised stakeholder groups, particularly local communities, through direct interaction and need based assessments conducted as part of its CSR initiatives. These engagements help in understanding community-specific challenges and priorities.

The Insights gathered, including those from third party impact assessments where applicable, are used to design and refine CSR programmes to ensure they are relevant and responsive. Based on such feedback, the company undertakes targeted interventions in areas such as education, livelihood enhancement and community development, thereby addressing identified concerns and creating meaningful social impact.

5

Principle

Business should respect and promote human rights

Essential Indicators

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

Category	FY'2025-26			FY'2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	8,329	5,645	68%	7,796	6,092	78%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	8,329	5,645	68%	7,796	6,092	78%
Workers						
Permanent		NA			NA	
Other than Permanent						
Total Workers						

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

Category	FY'2025-26					FY'2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Permanent										
Male	8,329	154	2%	8,175	98%	7,796	391	5%	7,405	95%
Female	8,113	152	2%	7,961	98%	7,587	385	5%	7,202	95%
Others	216	2	1%	214	99%	209	6	3%	203	97%
Other than Permanent										
Male										
Female			NA					NA		
Others										
Workers										
Permanent										
Male			NA					NA		
Female										
Other than Permanent	15	0	0%	15	100%	15	0	0	15	100%
Male	11	0	0%	11	100%	11	0	0	11	100%
Female	4	0	0%	4	100%	4	0	0	4	100%

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

- a. The details are provided below:

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in lakhs)	Number	Median remuneration/ salary/ wages of respective category (in lakhs)
Board of Directors (BoD)	4	36.35	1	32.60
Key Managerial Personnel	2	287.01	1	22.87
Employees other than BoD and KMP	8111	3.34	215	3.62
Workers				NA

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

	FY 2025-26	FY 2024-25
Gross wages paid to females	8222086	7678145
Total wages paid to all the employees	289994724	243067071
Gross wages paid to females as % of total wages	2.8%	3.2%

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

Yes, the Company has established various committees such as Stakeholder Relationship Committee of the Board, Ethics and Code of Conduct Committee, Disciplinary Committee to address human rights impacts and related issues. For example, the Company maintains a zero-tolerance policy towards sexual harassment in the workplace and fully complies with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, through the constitution of Internal Complaints Committees. Additionally, a Grievance Redressal Policy is in place to address any other human rights concerns or issues.

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

The Company has established the Employee Grievance Redressal Committee (DOST) to ensure a healthy, respectful, and supportive work environment for all employees. This Committee is designed to serve as a formal platform for addressing employee concerns and grievances that may arise from time to time. The primary objective of the Committee is to facilitate the fair and timely review and resolution of grievances, thereby promoting transparency and trust within the organization. Employees are encouraged to submit their grievances to the Committee either in writing or via email at dost@veritasfin.in. The Company maintains a zero-tolerance policy and strictly prohibits all forms of exploitation, forced labour, and abuse including child labour, slavery, and physical, sexual, marital, or verbal abuse.

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

The details are provided below:

	FY'2025-26			FY'2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour		Nil			Nil	
Wages						
Other Human rights related issues						

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

	FY 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		
ii) Female employees / workers	Nil	Nil
iii) Complaints on POSH as a % of female employees / workers		
iv) Complaints on POSH upheld		

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

The Company has instituted multiple committees and mechanisms—namely, the Ethics and Code of Conduct Committee, the Disciplinary Committee, and the Employee Grievance Redressal Committee (DOST) to proactively prevent and address incidents of harassment. In addition, regular awareness and training programs are conducted to educate employees on appropriate workplace behaviour and reporting procedures.

To further strengthen its commitment to a safe and respectful work environment, the Company has implemented a Whistleblower Policy and Vigil Mechanism, a Code of Conduct for Directors and Senior Management, and a comprehensive Prevention of Sexual Harassment (POSH) Policy. These formal channels enable employees to report any instances of discrimination or harassment with the assurance of confidentiality and protection.

Complainants are fully safeguarded against any form of retaliation, including but not limited to threats of termination or suspension, disciplinary action, demotion, transfer, denial of promotion, or any misuse of authority that may impede their ability to perform their duties or make further protected disclosures.

Furthermore, the Grievance Redressal Policy clearly outlines the escalation hierarchy for addressing customer complaints, ensuring that all concerns are resolved in a fair, respectful, and transparent manner.

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

Yes, the company includes compliance to relevant laws (avoidance of child and force labour) as per- requisite in its agreements and contracts with vendors and other partners.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	
Forced Labour/Involuntary Labour	
Sexual Harassment	100%
Discrimination at workplace	
Wages	
Other- please specify	Nil

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

NA

Leadership Indicators

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

The Company believes that it consistently upholds the fundamental principles of human rights across its operations, in alignment with its Human Rights Policy. Accordingly, no significant changes to existing business processes are considered necessary at this stage.

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

The Company conducts regular internal assessments to monitor if there is a negative impact on our stakeholders' human rights. The Company is planning to establish a due diligence process which will help us in checking and ensuring Compliances on aspects of human rights and regulations.

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

The Company's premises are designed with inclusivity in mind, ensuring accessibility for all employees. Elevators and ramps are integral features, providing ease of access for everyone. The Head Office is equipped with restrooms that are accessible to persons with disabilities (PWD). Branch offices, being rented facilities, are chosen, wherever possible and for their ease of accessibility to persons with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company expects all its value chain partners to follow existing regulations with regard to health, safety and working conditions. Our BRSR policy and ESMS manual has a prohibited activities list which lays down certain activities that do not qualify for financing which include child labour, forced labour, etc
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

6

Principle

Business should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	9142.38	7991.51
Total fuel consumption (E)	106423.10	96717.46
Energy consumption sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	115565.49	104708.97
Total energy consumed (A+B+C+D+E+F)	115565.49	104708.97
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ Rs. Crore)	62.52	67.23
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/USD Crore)	1,271.56	1389.04
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

No

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

Parameter	FY'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	1,04,859.315	91,024.92
(iii) Third party water	4,660.414	4,045.55
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,09,519.73	95,070.47
Total volume of water consumption (in kilolitres)	1,09,519.729	95,070.47
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL / ₹ Crore)	59.24	61.04
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL / USD Crore)	1,205.04	1261.18
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	–	–
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

4. Provide the following details related to water discharged:

As a financial services institution with predominantly office-based operations, the Company does not generate industrial effluents. The Company's wastewater primarily comprises domestic sewage generated from its offices and branch locations. Given the nature of its business, water consumption is limited to administrative and employee usage. The Company remains committed to the responsible use of natural resources and continues to promote water conservation and efficient resource management across its operations.

Parameter	FY'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not applicable. Domestic sewage generated at the Company's premises is discharged through the municipal sewerage network.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

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

Considering the nature of its operations, the Company's water consumption is limited to domestic usage such as drinking and sanitation. Accordingly, the implementation of a zero liquid discharge mechanism is not applicable. The Company, however, remains mindful of responsible water usage and undertakes measures to ensure efficient and judicious consumption across its premises.

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

Parameter	Unit	FY'2025-26	FY'2024-25
NOx	Veritas Finance Limited is a Non-Banking Financial Company (NBFC) engaged in providing financial services including secured and unsecured lending to MSMEs, home loans, and loans against property. The Company's operations are entirely office-based and do not involve any manufacturing, industrial processing, or combustion-based activities that would result in the emission of air pollutants such as NOx, SOx, Particulate Matter, POPs, VOCs, HAPs, or heavy metals. Accordingly, this disclosure is not applicable to the Company.		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify Mercury, Cadmium, Chromium etc.			
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.			

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

Parameter	Unit	FY'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	222.51	203.03
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	295.67	323.34
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent / Rupees in Crore	1	1.2

Parameter	Unit	FY'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent / USD Crore	0.049	0.059
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No	

*Based on the review of emissions factors and sources we have updated Scope 1 and 2 emissions Scope 1 emissions include all Diesel consumption for DG sets, Company owned vehicles fuel consumption Scope 2 Emissions are calculated for the Corporate Head office only. The Company will review electricity consumption at other locations and update the same in the coming year.

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

No

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

Parameter	FY'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.072	0.06
E-waste (B)	0.97	0.74
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G+ H)	1.04	0.80
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (GJ/ Rs. Crore)	0.0006	0.0005
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0115	0.0106
Waste intensity in terms of physical output		NA
Waste intensity (optional) – the relevant metric may be selected by the entity		-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1.04	0.8
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1.04	0.8
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	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.		No

10. Briefly describe the waste management practices adopted in your establishment. 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.

The Company being a financial service sector provider does not generate any toxic chemical waste or significant hazardous waste. The Company ensures responsible waste disposal practices. E-waste is handled through authorized vendors, while plastic waste being minimal in quantity is collected by local vendors in accordance with applicable guidelines.

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:

S. 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.
		Not Applicable	None of our offices are located close to any ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

Veritas Finance Limited primarily operates through rental premises. Considering the nature of its business as a financial services institution, the Company's operations do not attract the provision of an Environmental Impact Assessment.

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).

Yes. Veritas Finance Limited operates within a compliance framework designed to ensure adherence to all applicable laws, regulations, and regulatory requirements. During the reporting period, the Company did not record any material instances of non-compliance with applicable environmental laws, regulations, or guidelines.

If not, provide details of all such non-compliances, in the following format:

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

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'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA

Parameter	FY'2025-2026 (Current Financial Year)	FY'2024-25 (Previous Financial Year)
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kiloliters)	NA	NA
Total volume of water consumption (in kiloliters)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

Parameter	Unit	FY'2025-2026	FY'2024-2025
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,317.27*	4,759.76**
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent / Rupees in crores	3.46	3.06
Total Scope 3 emission intensity	-	-	-
Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			

* Emissions sources include Scope 3 - Category 1,2,3,4,6 and 7

** Emissions sources include Scope 3 - Category 6,7

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

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

At present, the Company is in the process of evaluating material topics and will undertake specific initiatives in the coming year. The Company has also reduced paper waste by transitioning to digital processes in its operations.

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

Veritas Finance has put in place a comprehensive Business Continuity Plan (BCP) and Disaster Recovery (DR) framework to safeguard the continuity of critical business operations during any unforeseen disruptions. The framework covers business impact assessments, disaster recovery arrangements, and periodic testing to ensure recovery capabilities remain effective.

The plan focuses on data and technology resilience, workforce and people strategy, and system safeguards.

The plan is reviewed and updated on a regular basis to stay aligned with evolving business needs, regulatory requirements, and operational priorities. This ongoing process helps strengthen resilience and ensures the timely restoration of essential services whenever required.

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?

Environment impacts from the value chain partners are not evaluated as the supply chain partners pertain to the financial operations services

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

Not Applicable

8. How Many green credits have been generated or produced

a	By the listed entity	NA
b	By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA

7

Principle

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.
 - 3
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of India Industry (CII)	National
2	Finance Industry Development Council (FIDC)	National
3	Madras Management Association (MMA)	State

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

Name of the authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available

Not applicable

8

Principle

Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
In accordance with CSR regulations, no projects required a Social Impact Assessment (SIA) during the current financial year					

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

S. 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)
Based on the operations of the Company R&R is not applicable						

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

The Company undertakes its Corporate Social Responsibility (CSR) initiatives in collaboration with reputed and recognized institutions, and NGOs It supports organisations working in areas such as education, healthcare, and sustainable livelihoods, with a focus on creating meaningful social impact.

These partner organizations conduct needs assessments and engage with local communities to identify key concerns, which are then communicated to the Company for appropriate action and support.

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

	FY'2025-2026	FY'2024-2025
Directly sourced from MSMEs/small producers	43.67%	22.76%
Sourced directly from within the district and neighbouring districts.	100%	100%

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

Location	FY 2025-26	PY 2024-25
Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	78050896	65197339
ii) Total Wage Cost	2899947424	243119537
iii) % of Job creation in Rural areas	26.9%	26.82%
Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	87976303	74351645
ii) Total Wage Cost	289994724	243119537
iii) % of Job creation in Semi-urban areas	30.3%	30.58%
Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	94288087	77975211
ii) Total Wage Cost	289994724	2431195342
iii) % of Job creation in Urban areas	32.5%	32.07%
Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	29679438	25595342
ii) Total Wage Cost	289994724	243119537
iii) of Job creation in Metropolitan areas	10.2%	10.5%

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

Leadership Indicators

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

The Company has not undertaken any social impact assessment studies during the reporting period, as the requirement was not applicable based on the thresholds prescribed under the applicable regulatory provisions.

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
The Company does not undertake CSR activities in any aspirational districts.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

The company provides a wide range of financial products and services to diverse consumers. These activities do not require raw materials or the production of physical goods, resulting in minimal procurement activities. Therefore, this indicator is not applicable to the company.

- (b) From which marginalized/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 the Company (in the current financial year), based on traditional knowledge:

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Kanavu Mei Pada Vendum - A Scholarship program for 12 th completed government school commerce stream students, which provides financial support (Tuition, Hostel and Mess fee) to pursue higher education	40	100%
2	Renovation of GHSS , Nakkasalem	383	100%
3	Renovation of ADW School , Ladapuram	177	100%
4	Renovation of Primary School , Ladapuram	103	100%
5	Additional renovation of GHS, Ladapuram	162	100%
6	Financial support to NSNOP (Namma School Namma Oru Palli) for the 12 th -grade students to pursue higher education	21	100%

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
7	Financial support to the Presidency College, Chennai, for the purchase of 40 cots, a table and chairs for the differently-abled girls hostel students	90	100%
8	Financial support to Baby Umaiyls cancer treatment at Adhyar Cancer Institute	3	100%
9	Donation to Adyar Cancer Institute for the purchase of medical equipments	Public at large	Public at large

9

Principle

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

Essential Indicators

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

The Consumer complaints are addressed in accordance with the Company's Grievance Redressal Policy. Complaints can be submitted through various channels, including phone, email, or by writing directly to the branch. The Grievance Redressal Policy is available on the Company's website at Grievance Redressal Policy.

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

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

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

Number of consumer complaints in respect of the following:	FY'2025-26		Remarks	FY'2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security		Nil			Nil	
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other				120	0	-

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

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

5. Does the Company 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 a framework to address cybersecurity and data privacy risks, as outlined in its IT-related policies. These frameworks are designed to safeguard information assets, ensure data protection, and mitigate cyber risks in line with applicable regulatory requirements.

The Company maintains appropriate controls and governance mechanisms to effectively manage cybersecurity and data privacy risks.

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.

Nil

7. Provide the following information relating to data breaches:

Provide the following information relating to data breaches:	
a. Number of instances of data breaches along-with impact	
b. Percentage of data breaches involving personally identifiable information of customer	Nil
c. Impact, if any, of the data breaches	

Leadership Indicators

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

The customer can view the product information and other details related to the company from branch office and registered office the website <https://www.veritasfin.in/>

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

The Company undertakes various measures to inform and educate customers on the safe and responsible use of its financial products and services. Key information, including updates on regulatory aspects such as non-performing asset (NPA) norms and the importance of timely repayments, is made available through the Company's website.

During the loan origination process, customers are clearly informed about key terms such as loan amount, annualised interest rate, insurance premium, and applicable charges. Post-sanction, detailed disclosures are provided through the sanction letter and loan agreement, covering aspects such as repayment schedule, tenure, penal charges for delays, and other relevant terms. This information is further reiterated during the onboarding process to ensure transparency and informed decision-making by customers.

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

The company communicates potential risks to its clients through timely emails and virtual meetings. This approach, whether addressing foreseeable disruptions or other issues and demonstrates the company's commitment to client well-being.

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

Not applicable – there is no product information mandated by laws. Given the nature of the business, there is limited applicability of this indicator. The Company, however, ensures to disclose information about its loan products, terms and conditions to all customers