August 17, 2026

The Manager, Listing Department, BSE Limited, Phiroze Jeejeebhoy Tower, Dalal Street, Mumbai 400 001 Tel No.: 22721233 Fax No.: 22723719/22723121/22722037 BSE Scrip Code: 542773	**The Manager, Listing Department, The National Stock Exchange of India Ltd., Exchange Plaza, 5 Floor, Plot C/1, G Block, Bandra - Kurla Complex, Bandra (E), Mumbai 400 051 Tel No.: 2659 8235 Fax No.: 26598237/ 26598238 NSE Symbol: IIFLCAPS**

Sub: Business Responsibility and Sustainability Report for FY 2025–26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2025–26.

The BRSR forms an integral part of the Annual Report of the Company for FY 2025–26 and is also available on the Company's website at **www.iiflcapital.com**.

Kindly take the same on record and acknowledge.

Yours faithfully,

For **IIFL Capital Services Limited**
(Formerly IIFL Securities Limited)

Meghal Abhishek Shah
Digitally signed by Meghal Abhishek Shah
Date: 2026.08.17 15:31:04 +05'30'

Meghal Shah
Company Secretary

Encl: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity:** L99999MH1996PLC132983
2. **Name of the Listed Entity:** IIFL Capital Services Limited (Formerly IIFL Securities Limited) (hereafter referred as IIFL Capital)
3. **Year of incorporation:** 1996
4. **Registered office address:** IIFL House, Sun Infotech Park, Road No. 16V, Plot No.B-23, Thane Industrial Area, Wagle Estate, Thane - 400 604
5. **Corporate address:** IIFL, Ground Floor, Hubtown Solaris, N.S. Phadke Marg, Near East West Flyover, Andheri East, Mumbai - 400 069
6. **E-mail:** secretarial@iiflcapital.com
7. **Telephone:** +91 22 41035000
8. **Website:** www.iiflcapital.com
9. **Financial year for which reporting is being done:** April 01, 2025 to March 31, 2026
10. **Name of the Stock Exchange(s) where shares are listed:** National Stock Exchange of India Limited and Bombay Stock Exchange Limited
11. **Paid-up Capital:** ₹62,28,69,426 (Rupees Sixty-two crore twenty-eight lakh sixty-nine thousand four hundred twenty-six)
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Ms. Meghal Shah, Company Secretary & Head – ESG, +91 22 61086300, secretarial@iiflcapital.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):**

    The FY 2026 BRSR is prepared on a consolidated basis covering IIFL Capital and IIFL Facilities Services Limited (a wholly-owned subsidiary of IIFl Capital).

    The FY 2025 BRSR was filed on standalone basis (i.e IIFL Capital only). Consequently, current-year figures are not directly comparable with the previous year, and year-on-year movements in certain metrics reflect this change in reporting boundary rather than operational change alone.

    Other subsidiaries have not been included in this report and will be evaluated for inclusion in future reporting cycles.
14. **Name of assurance provider:** Kirtane & Pandit LLP
15. **Type of assurance obtained:** Reasonable assurance on BRSR Core parameters

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Broking & Financial Services	Broking and depository services, distribution of financial products & investment banking	94%

The above data pertains to IIFL Capital only.

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Broking Services	6612*	70%
2	Distribution of financial products & Investment Banking	6619*	24%

The above data pertains to IIFL Capital only.

**National Industrial Classification for India 2025 (NIC 2025)*

III. Operations

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

Location	Number of plants	Number of offices	Total
National	NA	97	97
International	NA	1	1

This includes common branches of Group Companies where employees of the Company also work.

The Company is into financial services and does not undertake any manufacturing activity.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 States (including Union Territories)
International (No. of Countries)	63*

**Clients serviced in different countries for Institutional Equities business.*

b. What is the contribution of exports as a percentage of the total turnover of the entity? 1.93% (The data pertains to IIFL Capital only)

c. A brief on types of customers

IIFL Capital provides its customers with a wide range of services, including broking, financial product distribution, third-party products, and wealth solutions tailored to their various life stage needs. The Company provides investment and trading solutions to customers from various segments, including Gen-Z and young millennials, Non Resident Individuals (NRIs), self-employed professionals, corporates, High Net Worth Individuals (HNIs) and Ultra HNIs, Foreign Institutional Investors, Domestic Institutional Investors, and others, to help them achieve their financial objectives through its comprehensive platforms. The Company also provides investment banking services to corporate and institutional clients. The Company is also backed with strong research credentials and is a leading institutional broker with outstanding execution capabilities.

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)	1553	1170	75%	383	25%
2.	Other than Permanent (E)	6	5	83%	1	17%
3.	**Total* employees (D + E)**	**1559**	**1175**	**75%**	**384**	**25%**

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company does not employ or engage with 'worker', as defined in the guidance note on BRSR, issued by SEBI.

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	2	2	100%	0	0

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company does not employ or engage with 'worker', as defined in the guidance note on BRSR, issued by SEBI.

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.66%
Key Management Personnel	5	1	20.00%

The above information pertains only for IIFL Capital as on March 31, 2026.

Key Managerial Personnel (KMP) includes Managing Director, Whole-time Director, Chief Financial Officer, Company Secretary & Chief Information Security Officer.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2026 (Turnover rate in current FY)			FY 2025 (Turnover rate in previous FY)			FY 2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23%	25%	23%	23%	31%	25%	33%	40%	35%

FY 2026 data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company does not employ or engage with 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	IIFL Facilities Services Limited	Subsidiary	100	Yes
2	IIFL Management Services Limited	Subsidiary	100	No
3	Livlong Insurance Brokers Limited (Formerly IIFL Insurance Brokers Limited)	Subsidiary	100	No
4	IIFL Commodities Limited	Subsidiary	100	No
5	Livlong Protection and Wellness Solutions Ltd (Formerly IIFL Corporate Services Limited)	Subsidiary	76.18	No
6	India Infoline Foundation*	Subsidiary	NA	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
7	Shreyans Foundations LLP	(Step down subsidiary company)	NA	No
8	Meenakshi Towers LLP	Subsidiary	NA	No
9	IIFL Securities Services IFSC Limited	Subsidiary	100	No
10	IIFL Capital Asset Management Limited (Formerly IIFL Securities Alternate Asset Management Limited)	Subsidiary	100	No
11	IIFL Wealth (UK) Limited#	Foreign Subsidiary	100	No
12	IIFL Capital Inc.	Foreign Subsidiary	100	No

**The Company is limited by guarantee and not having share capital.*

 # IIFL Wealth (UK) Limited, a wholly owned subsidiary of the Company, was voluntarily struck off and dissolved with effect from July 22, 2025. Consequently, it ceased to be a wholly owned subsidiary of the Company from that date.

VI. CSR Details

24.

i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. Turnover (in ₹) 20,806.95* Mn

iii. Net worth (in ₹) 27,467.86 Mn

**Revenue from Operations*

The above data pertains to IIFL Capital only.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The CSR policy of the Company provides for Grievance Redressal Mechanism. https://files.iiflcapital.com/assets/CSR_Policy_9170c31e78.pdf	0	0	-	0	0	-
Shareholders & Investors	Yes. The same can be accessed at https://files.iiflcapital.com/assets/Investor_Grievance_Redressal_Policy_21_6014dfc4b3.pdf	7	1	The pending complaint has been duly resolved as on the date of the report.	29	1	The pending complaint has been duly resolved as on the date of the report.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, Grievance Redressal Policy is in place and same can be accessed on intranet.	0	0	-	2	0	-
Customers	Yes. The Customers can reach out through https://files.iiflcapital.com/assets/General_Grievance_Redressal_Policy_21_507421ec88.pdf	2497	0	-	4364	0	-
Value Chain Partners	Yes. The Business Partners can reach out through https://files.iiflcapital.com/assets/General_Grievance_Redressal_Policy_21_507421ec88.pdf	108	0	-	344	0	-

26. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Data Privacy and Security	Risk	Rapid adoption of digitalisation across our business and operations increases the risk of any breaches in data security or privacy.	IIFL Capital upholds a stringent approach to technology and cybersecurity, supported by well-defined policies and procedures to manage incidents effectively. The Company has implemented a strong reporting and resolution framework to address potential risks. The Company has achieved ISO 27001:2022 certification for Information Security Management System.	**Positive** • Automation of several manual processes, leading to cost saving • Increased trust and credibility across all stakeholders, aiding business performance • Stronger brand image **Negative** Neglecting these areas could impact client confidence and lead to loss of revenue

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Human Capital Development	Opportunity	A welldeveloped talent pool underpins innovation, agility and longterm competitive advantage. We undertake efforts to build a congenial work environment through structured training and performance appraisal practices, thereby helping us in attracting and retaining superior talent.	Not Applicable	**Positive** • Improved productivity • Revenue growth **Negative** Upfront L&D spend (training, platforms)
3	Employee well-being and engagement	Opportunity	Engaged, healthy employees reduce turnover and absenteeism, boosting efficiency and morale. Towards this the Company undertakes several physical and mental wellbeing programmes/ initiatives.	Not Applicable	**Positive** • Lower recruitment/absentee costs • Higher output per FTE
4	Customer relationship management	Opportunity	Our comprehensive approach to provide customers with superior experiences help us build and fortify their trust. We provide quality customer relationship services and continue to upskill our people in this regard. The Company has in place robust grievance mechanism.	Not applicable	**Positive** • High NPS score • Strong rate of customer retention • Strengthened grievance mechanisms and transparent communication helps reduce Compliance risks enhance brand trust
5	Operational Eco -efficiency and Emissions	Opportunity	Effective emissions management by IIFL Capital supports sustainability goals, attracts environmentally conscious investors, and reduces climate-related financial risks. Towards this a dedicated tool has been implemented to track Scope 1, 2, and 3 emissions.	Not applicable	**Positive** • Strengthens ESG performance and corporate reputation • Enhances investor confidence • Leads to long-term cost savings through efficient resource utilisation
6	Diversity and Inclusion	Opportunity	Fostering diversity and inclusion within our Company not only nurtures innovation, creativity and a positive work culture but also extends our Company's reach in terms of talent acquisition.	Not Applicable	**Positive** • Access to wider talent pools and markets • Stronger employer brand

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Climate Change Vulnerability	Risk	Climate change has introduced significant material and reputational risks for businesses.	The Company can mitigate climate risks by strengthening regulatory compliance and avoiding greenwashing. Educating clients and ensuring operational resilience complete a strong mitigation strategy.	**Positive** • Stronger client relationships • Market differentiation • Regulatory alignment **Negative** • Physical and transition risks
8	Nondiscrimination and equal opportunity	Risk	Failure to ensure fairness can lead to litigation, reputational loss and regulatory penalties.	We have an Equal Opportunity Policy and we ensure that we provide a culture of equal opportunities and antidiscrimination within our organisation. We also have in place Employees Grievance Mechanism to address issues in relation thereto.	**Positive** • Build employee trust **Negative** • Potential fines/legal costs • Reputational damage
9	Innovation and Digitisation	Opportunity	Our focus is on leveraging the full potential of digitalisation to drive innovation across our offerings, as well as processes. Strong in-house digital capabilities have allowed us to expand our customer base and serve niche segments efficiently.	Not Applicable	**Positive** • Seamless business operation at lower cost • Improved turnover around time • Competitive edge
10	Human Rights	Risk	Upholding human rights through eradication of child & forced labor and Prevention of Sexual Harassment is not just a moral imperative but also a legal necessity.	We have Human Rights Policy in place. We do not engage with child and/or forced labor. Also, we have POSH Policy which adhere to zero tolerance to sexual harassment. Compliance with labor laws is paramount, for us.	**Positive** • Stronger social image and investor appeal **Negative** • Reputational damage • Legal action
11	Impact on local communities	Opportunity	Our community initiatives focus on inclusive growth by supporting marginalised and disadvantaged groups through education, healthcare, skill training, and other essential services—creating a meaningful impact in their lives.During FY 2026, impact assessment was conducted for the flagship CSR programme 'Sakhiyon ki Badi'.	Not Applicable	**Positive** • Strengthens community relations • Improved brand reputation • Longterm social impact.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	**P1:** Anti-Bribery and Anti- Corruption Policy Policy on Related Party Transactions Board Diversity Policy Whistle Blower Policy **P2:** Environmental, Social & Governance (ESG) Policy **P3:** Equal Opportunity Policy Nomination and Remuneration Policy **P4:** General Grievance Redressal Policy **P5:** Human Rights Policy **P6:** Environmental Policy Environmental, Social & Governance (ESG) Policy **P7:** Stakeholders Engagement – Policy **P8:** Corporate Social Responsibility Policy **P9:** Information & Cyber Security Policy (For internal stakeholders) General Grievance Redressal Policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	At IIFL Capital, policies aligned with the nine NGRBC principles have been reviewed and updated in line with industry practices and applicable legal requirements, ensuring compliance with all relevant laws and regulations. As part of this process, the Company engaged an independent external consultant with relevant expertise to support the review and enhancement of these policies. We coordinated with relevant internal stakeholders to incorporate their suggestions in the policies. The Company has achieved the following ISO Certification: ISO 14001:2015 Certification for Environmental Management System ISO 27001:2022 Certification for Information Security Management System ISO 22301:2019 Certification for Business Continuity Management System Policy on Prevention of Sexual Harassment at Workplace, Nomination and Remuneration Policy, Corporate Social Responsibility Policy, Anti Bribery and Anti-Corruption Policy, Whistle Blower Policy etc. are in line with the applicable national laws and guidelines.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	**A. Business Ethics :** Develop company-wide mechanisms to monitor, assess, and report non-compliance to ethical behaviour. **B. Stakeholder Satisfaction :** Reduction in Shareholders, Consumers & Value chain partners complaints **C. Data Privacy & Security :** • Designate specific personnel to address and monitor these issues. • Conduct a gap assessment based on the requirements as per Digital Personal Data Protection (DPDP) Act 2023 and Identify action points to take corrective steps. **D. Enhance Social Impact :** • Expand the reach and impact of community development initiatives, with a continued focus on aspirational districts and underserved communities. **E. Employee well-being & engagement :** • Measure engagement scores, absenteeism and wellness programme participation. • Increase spending towards employee well being. **F. Governance :** Conduct training programmes to raise awareness and build capacity around ESG issues for the Board of Directors and employees. **G. Human Capital Development :** • Strive to increase gender diversity. • Reduce employee turnover. • Increase the proportion of wages paid to female employees by strengthening gender diversity and inclusion across the workforce. **H. Environment :** • Achieve and maintain ISO 14001:2015 Environmental Management System certification.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	**A. Business Ethics :** • The existing Consequence Management System (CMS) has been reviewed and enhanced to strengthen oversight of ethical and compliance-related violations, ensuring timely and consistent corrective and disciplinary actions in accordance with the prescribed framework. **B. Stakeholder Satisfaction :** • Complaint metrics improved significantly in FY 2026, with consumer complaints reducing from 8 to nil, shareholder complaints from 29 to 7, and value chain partner complaints from 344 to 108, demonstrating enhanced effectiveness of grievance management processes. **C. Data Privacy & Security :** • Chief Information Security Officer (CISO) has been designated as Data Protection Officer. • Engaged KPMG for Gap Assessment and implementation of Digital Personal Data Protection (DPDP) Act 2023 Act. **D. Enhance Social Impact :** • CSR spending in aspirational districts increased from ₹52.25 Lakhs in FY 2025 to ₹1.97 Crores in FY 2026, demonstrating the Company's strengthened focus on driving positive social impact in underserved communities. **E. Employee well-being & engagement :** • The Company monitored employee engagement and wellbeing through periodic engagement surveys, absenteeism trends, and participation levels in wellness programmes. During the year, over 500 employees participated in mental health and wellbeing initiatives, 200+ employees attended Yoga@Work sessions, 254 Doc@Work medical consultations were facilitated, and 10 employees availed confidential EAP counselling support. Participation in other wellbeing and community initiatives, including the Environment Day Quiz and Blood Donation Drive, was also tracked to assess employee engagement and programme effectiveness. • Employee wellbeing spend increased from 0.17% of revenue in FY 2025 to 0.35% in FY 2026. **F. Governance :** • A formal Board familiarisation programme was conducted in collaboration with Institutional Investor Advisory Services (IiAS), covering key topics relating to corporate governance, regulatory developments, and emerging business trends, including value creation through Key Managerial Personnel (KMPs), compliance with the Digital Personal Data Protection (DPDP) Act, the impact of Artificial Intelligence (AI) on the financial services sector, and the legal roles, responsibilities, and duties of Independent Directors.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	G. Human Capital Development : • Gender diversity increased from 24% in FY 2025 to 25% in FY 2026. • Employee turnover improved from 25% in FY 2025 to 23% in FY 2026, reflecting the effectiveness of employee engagement, wellbeing and retention initiatives and demonstrating progress towards building a stable and committed workforce. • The proportion of wages paid to female employees increased from 10.59% in FY 2025 to 16.11% in FY 2026, reflecting continued progress in enhancing gender diversity and inclusion across the workforce. **H. Environment :** • The Company achieved ISO 14001:2015 certification and successfully completed the External Surveillance Audit in April 2026, reaffirming its commitment to environmental management and continuous improvement.								

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)

We believe that ESG is integral to creating sustainable long-term value and strengthening stakeholder trust. During FY 2026, we enhanced the credibility and transparency of our ESG reporting through consolidated reporting and the upgrade of BRSR Core assurance from Limited Assurance to Reasonable Assurance. The Company also achieved ISO 14001:2015 certification, while our 'Strong' ESG rating from CRISIL further reflects the robustness of our sustainability, governance, and risk management practices. We made meaningful progress across key ESG priorities, including higher investment in employee wellbeing, improved employee turnover and enhanced gender diversity, and zero POSH complaints during the year. We also significantly expanded CSR spending in aspirational districts and achieved substantial reductions in consumer, shareholder and value chain partner complaints. The Company continued to uphold strong governance practices, with no reported data breach incidents and strengthened oversight of material ESG matters. These achievements reflect our commitment to responsible growth, transparency and long-term value creation for all stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the entity has a designated ESG Committee of the Board responsible for decision-making on sustainability-related matters. The Committee provides strategic direction and oversight on the Company's ESG agenda, including the approval of the ESG strategy and roadmap. It monitors environmental factors such as climate impact, emissions, energy efficiency, and waste management; oversees social initiatives related to diversity, equity and inclusion, fair labor practices, health and safety, and community engagement; and ensures sound governance practices, including data privacy, cybersecurity, and transparency to stakeholders. The Committee also reviews ESG disclosures in line with national and global frameworks, assesses material ESG risks and opportunities, and monitors the progress and impact of ESG initiatives across the organisation. As on March 31, 2026, the ESG Committee consist of 2 independent directors and 1 whole-time director.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes. The ESG Committee, concerned Committees and Board reviews the performance against all policies under all 9 principles.									The policies of the Company are reviewed periodically/annually, as the need may be.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable. Except for the penalty mentioned in Principle 1, there were no material non-compliances with respect to statutory / regulatory requirements.																	

	P 1	P 2	P 3	P 4	P 5	P6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	All policies and processes are subject to audits / reviews done internally in the Company from time to time.								

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	During the year, a formal Board training programme was organised in collaboration with Institutional Investor Advisory Services (IiAS). The programme covered topics such as value creation through Key Managerial Personnel (KMPs), compliance with the Digital Personal Data Protection (DPDP) Act, the impact of Artificial Intelligence (AI) on the financial services sector, and the legal responsibilities of Independent Directors. Further, the Company conducted familiarisation programmes for its Independent Directors to enhance their understanding of the Company's business, governance framework, regulatory environment, and industry landscape. Management presentations were also made at Board and Committee meetings covering business strategy, financial performance, operations, risk management, and compliance matters. Details of the familiarisation programme are available on the Company's website.	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	9	During the year under review, the Key Managerial Personnel of the Company underwent the following mandatory training programmes: • Anti-Bribery and Anti-Corruption • Anti-Money Laundering and KYC • Prevention of Sexual Harassment Training • Data Privacy Awareness • Information and Cyber Security • Environmental, Social and Governance • Business Responsibility and Sustainability Reporting • Business Continuity Management System • Prevention of Insider Trading	100%
Employees other than BoD and KMPs	9	At IIFL Capital, employee learning and development is a continuous process focused on enhancing professional skills, regulatory awareness, and ethical conduct. Through instructor-led programs, Learning Management System (LMS) modules, emails, posters, and other internal communication channels, employees are regularly trained on key compliance, governance, and risk management topics. During the year under review, the employees underwent the following mandatory training programmes: • Anti-Bribery and Anti-Corruption • Anti-Money Laundering and KYC • Prevention of Sexual Harassment Training • Data Privacy Awareness • Information and Cyber Security • Environmental, Social and Governance • Business Responsibility and Sustainability Reporting • Business Continuity Management System • Prevention of Insider Trading	100%

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

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred (Yes/No)**
Settlement	Principle 1	SEBI	100000/-	SEBI examined the Company's association with Tradetron and other algo platforms and, through a Show Cause Notice (SCN), alleged that IIFL Capital had integrated its API with platforms hosting strategies claiming guaranteed returns, consistent profits, or past/future performance projections. To settle the proceedings, IIFL Capital availed of SEBI's settlement scheme and paid a settlement amount of ₹1 Lakhs. SEBI passed the settlement order on March 17, 2026, and the matter stands closed.	No
Penalty	Principle 1	NSE	305,100/-	NSE, pursuant to its offsite inspection for October 2024, issued an action taken letter dated April 22, 2025, imposing a penalty of ₹305,100 for incorrect reporting of margin collection. The discrepancy was operational in nature and has been appropriately addressed.	No
Penalty	Principle 1	BSE	400,000/-	BSE imposed a penalty of ₹4 Lakhs for not transitioning all clients during a full-day Disaster Recovery (DR) drill conducted between April 2024 and June 2024.	No
Penalty	Principle 1	NSE	500,000/-	Pursuant to offsite supervision, NSE issued a Show Cause Notice dated February 10, 2023, and a Letter of Observation dated April 16, 2024. Subsequently, the Member Committee, vide order dated May 26, 2025, imposed a penalty of ₹5 Lakhs and directed the Company to discontinue facilitation of financing through NBFCs within 90 days.	No
Penalty	Principle 1	NSE	107,600/-	NSE, pursuant to its offsite inspection for January 2025, issued an action taken letter dated July 15, 2025, imposing a penalty of ₹107,600 for incorrect reporting of margin collection. The discrepancy was operational in nature and has been appropriately addressed.	No

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred (Yes/No)**
Penalty	Principle 1	NSE	500,000/-	NSE, pursuant to its offsite inspection for December 2024, issued an action taken letter dated August 29, 2025, imposing a penalty of ₹500,000 for discrepancy which were operational in nature, which has been appropriately addressed.	No
Penalty	Principle 1	NSE	259,000/-	NSE, pursuant to its offsite inspection for March 2025, issued an action taken letter dated September 30, 2025, imposing a penalty of ₹259,000 for incorrect reporting of margin collection. The discrepancy was operational in nature and has been appropriately addressed.	Yes
Penalty	Principle 1	MCX	210,200/-	MCX imposed a penalty of ₹2,10,200 on the Company in respect of certain client trades classified as abnormal/non-genuine under Exchange Circular No. MCX/S&I/324/2018 dated August 20, 2018. Penalty is recoverable from the concerned clients.	No
Penalty	Principle 1	NSE	34,29,000/-	NSE imposed a penalty of ₹34.29 Lakhs in respect of certain client transactions routed through a franchise that were classified as non-genuine under applicable NSE circulars and regulations. The penalty is recovered from the concerned franchise and clients.	No
Penalty	Principle 1	NCDEX	378,490/-	NCDEX imposed a penalty of ₹378,490 (excluding GST) on the Company due to a client's breach of prescribed Open Interest Limits. The Company has taken corrective measures to address the lapse and prevent recurrence.	No
Penalty	Principle 1	BSE	200,000/-	BSE imposed a penalty of ₹2 Lakhs pursuant to observations arising from the scrutiny of the Company's internal audit report for the half-year ended March 2025, relating to an operational gap in generating alerts for disproportionate margin exposure vis-à-vis clients' declared financial information. The issue has since been addressed.	No
Compounding fee	Not Applicable				

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable			
Punishment				

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

Case details	Name of the regulatory/enforcement agencies/judicial institutions
NSE, pursuant to its offsite inspection for March 2025, issued an action taken letter dated September 30, 2025, imposing a penalty of ₹259,000 for incorrect reporting of margin collection.	NSE

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

Yes. The Company has a well -defined Anti-Bribery and Anti-Corruption Policy which sets out the Company's responsibilities, and those working for and on its behalf, in observing and upholding its position on bribery and corruption in their dealings. This Policy applies to all stakeholders, or any other person associated with IIFL Capital and who may be acting on behalf of the Company. The Policy, inter alia, provides for maintenance of books and accounts that conform to highest professional standards of accuracy and consistency that fairly reflect the Company's transactions. It also provides for maintenance of internal controls to prevent and detect potential violation of the Policy. Further, the Policy sets out the process for reporting a concern or complaint under the said Policy and the manner of dealing with the same. It also lays down the responsibilities of respective stakeholders under the Policy for its effective implementation. The Audit Committee is responsible for ensuring that this Policy complies with the Company's legal and ethical obligations, and that the employees are aware of and comply with it through regularly scheduled mandatory training and appropriate systems and controls. The Policy is available on the Company's website, here https://files.iiflcapital.com/assets/Anti_Bribery_and_Anti_Corruption_Policy_6aaeb0a20a.pdf

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil

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

	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

Not Applicable

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Number of days of accounts payable	42	30

The increase in the number of days of account payables was primarily driven by higher trade payables during the reporting period.

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 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	16.61%	19.30%
	b. Number of dealers / distributors to whom sales are made	3254	3,963
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	26.37%	19.41%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.54%	3.37%
	b. Sales (Sales to related parties / Total Sales)	2.84%	1.04%
	c. Loans &advances (Loans & advances given to related parties / Total loans & advances)*	4.81%	0.39%
	d. Investments (Investments in related parties / Total Investments made)#	26.24%	16.03%

The above data pertains to IIFL Capital.

**The increase in loans and advances to RPTs was driven by inter-corporate deposits granted to a wholly owned subsidiary for its working capital needs.*

#The increase in investments in related parties during the year was mainly on account of investment in one of the wholly owned subsidiary.

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	Topic/Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company has conducted 243 webinars in FY 2026. These webinars were on product knowledge and different processes in which our partners were asked to avoid sharing any misleading information to end clients. Further, they were also instructed to strictly follow all compliance while placing trades on behalf of clients and also communicating information related to any products.		

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

Yes. The Company has Conflict of Interest Policy for Board of Directors. The Company also has a Policy on Conflict of Interest to identify and manage conflicts of interest which may arise during the course of its business activities.

Further, the Directors, on an annual basis, provide a disclosure of his/her concern or interest in any company or companies or bodies corporate, firms, or other association of individuals.

In order to manage conflict of interest the Company has adopted a strong corporate governance framework with more that 50% of the Board Members being independent. Also, the Board Committees generally comprise a majority of Independent Directors and are chaired by an Independent Director.

The Company has a separate Code of Conduct (CoC) for the Board of Directors and Senior Management Personnel whereby they are required to maintain standards of conduct and become aware of those situations where there is likely to be a potential conflict between the interest of the Company and interest of the Director / Senior Management. Further, Directors do not participate in discussion of matters where they are interested.

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

Essential Indicators

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Not Applicable		
Capex			

Given the nature of the Company's business operations, the direct environmental impact of its activities is relatively limited. Nevertheless, as a responsible corporate citizen, the Company remains committed to minimising its environmental footprint through the adoption of energy-efficient technologies, optimisation of resource consumption, and promotion of environmentally responsible practices across its operations.

2.

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

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

Given the nature of the Company's business operations, this question is not directly applicable, as the Company operates in the financial services sector with limited consumption of physical inputs. However, the Company incorporates sustainability considerations into its operational and procurement practices wherever feasible. Key initiatives include the installation of solar panels at one of the offices, deployment of sensor-based LED lighting to improve energy efficiency across offices, procurement of green power for energy requirements at two offices, and achievement of LEED Gold certification for two of its office premises. While the percentage of sustainably sourced inputs is not currently tracked due to the service-oriented nature of the business, the Company remains committed to adopting resource-efficient and environmentally responsible practices across its operations.

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

   Given the nature of the Company's business operations, this question is not directly applicable. However, the Company is committed to responsible waste management and has implemented processes for the safe disposal and recycling of waste generated from its operations. E-waste generated across offices is disposed of through authorised recyclers and waste-handling agencies in compliance with applicable environmental regulations. The Company also promotes responsible paper usage and facilitates the recycling of paper waste through approved vendors wherever feasible. Through these initiatives, IIFL Capital continues to support environmentally responsible practices and minimize the environmental impact of its operations.

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

   Given the nature of the Company's business, the above is not applicable.

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Given the nature of our business and operations, such assessments are not applicable.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Given the nature of our business and operations, such assessments are not applicable.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Given the nature of our business operations, the use of recycled or reused input material in our service offerings is not applicable.		

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

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Given the nature of our business operations, reclaiming of products and packaging is not applicable.					
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 nature of our business operations, reclaiming of products and packaging is not applicable.	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E /A)	Number (F)	% (F / A)
Permanent employees											
Male	1,170	1,170	100%	1,170	100%	NA	NA	1,170	100%	1,170	100%
Female	383	383	100%	383	100%	383	100%	NA	NA	383	100%
Total	**1,553**	**1,553**	**100%**	**1,553**	**100%**	**383**	**25%**	**1,170**	**75%**	**1,553**	**100%**
Other than Permanent employees											
Male	5	Not Applicable									
Female	1	Not Applicable									
Total	**6**	**Not Applicable**									

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

Non-permanent employees are engaged on a project-specific or short-term basis and are therefore not covered under the Company's insurance schemes and other employee benefit programmes.

In addition to providing a safe and supportive work environment, the Company goes the extra mile to ensure the wellbeing of its employees extends beyond the workplace.

We understand the importance of financial security for our employees and their families. Therefore, the Company extends life insurance and Employees' Deposit Linked Insurance Scheme for Provident Fund opted employees, providing essential support in times of need.

Recognising the diverse needs of our workforce, especially women, the Company offers a range of supportive policies. These include maternity policies, adoption leaves, and compassionate leaves for medical reasons related to pregnancy. We understand the significance of enabling women to maintain a balance between their professional and personal lives at various life stages.

Moreover, we understand the challenges working parents face, which is why we have partnered with a crèche providing agency to offer childcare facilities for employees with children aged up to six years. This initiative aims to support working parents by providing a nurturing environment for their children while they focus on their professional responsibilities.

Furthermore, the Company prioritises mental well-being by providing each employee access to counseling services and mental health experts. We conduct timely webinars on mental health topics to raise awareness and provide support to our employees.

Encouraging a healthy lifestyle, the Company actively supports employees' participation in marathons, promoting physical fitness and team bonding.

Through these initiatives, the Company reaffirms its commitment to the holistic well-being and development of its employees, fostering a supportive and inclusive workplace culture.

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

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the Company	0.35%	0.17%

Note: the above data pertains to IIFL Capital only.

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

Benefits	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	85%	NA	Y	100%	NA	Y
Gratuity	100%	NA	NA	100%	NA	NA
ESI	100%	NA	Y	100%	NA	Y
Others – please specify	-	-	-	-	-	-

The Provident Fund (PF) data presented pertains only to employees who have voluntarily opted for PF coverage.

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

The above data pertains to IIFL Capital & IIFL Facilities Services Limited.

3. **Accessibility of workplaces**

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

The Company is firmly committed to upholding equality and human rights for all individuals, including those with disabilities. Our Equal Opportunity Policy and Human Rights Policy strictly prohibit any form of discrimination in employment matters against persons with disabilities. To ensure inclusivity and accessibility, our large corporate offices are equipped with ramps and wheelchair accessibility features. These accommodations facilitate easy movement and create a welcoming environment for differently-abled individuals, aligning with our values of diversity and inclusivity in the workplace. Further, we foster an inclusive environment where everyone feels valued and supported.

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

Yes. The Company has adopted an Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016, reaffirming its commitment to equal opportunity, non-discrimination, and an inclusive workplace for persons with disabilities. The Policy can be accessed here https://files.iiflcapital.com/assets/Equal_Opportunity_Policy_21_2f31391f63.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	80%	NA	NA

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

Retention rate determines employees who have returned to work after parental leave ended and were still employed 12 months later.

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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	Yes
Other than Permanent Employees	Yes

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

We have a robust Employee Grievance Redressal Policy, providing a transparent platform for employees to address concerns falling within the scope of our welfare policies. These include our Human Rights Policy, Diversity and Inclusion Policy, Equal Opportunity Policy, and Workplace Health and Safety Policy. Employees can easily raise grievances by either emailing at grievance@iiflcapital.com or addressing a letter to the Head of Human Resources for prompt resolution.

In line with our commitment to fostering a safe and respectful workplace, the Company maintains a zero-tolerance policy towards harassment and discrimination. Our Policy for Prevention of Sexual Harassment at Workplace, aligned with the Sexual Harassment of Women at Workplace Act, 2013, aims to provide protection and redressal for complaints of sexual harassment. Employees can report grievances related to sexual harassment by emailing at posh@iiflcapital.com, with an Internal Complaints Committee dedicated to investigation and resolution.

Furthermore, our Whistleblower Policy serves as a vigilant mechanism for stakeholders, including individual employees, to report unethical or unlawful practices. Employees are encouraged to communicate concerns regarding illegal or unethical behaviour by emailing at iiflcapwhistleblower@iiflcapital.com. In exceptional cases, direct access to the Chairman of the Audit Committee is provided to ensure the integrity of the reporting process.

To strengthen awareness and accessibility of these channels, the Company regularly communicates policy provisions and reporting mechanisms through employee induction programmes, training sessions, internal communication platforms, and periodic awareness campaigns. Through these initiatives, the Company seeks to foster a culture of openness, accountability, and trust, where employees feel empowered to raise concerns without fear and contribute to a positive workplace environment.

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
- Male	1170	0	0	1191	0	0
- Female	383	0	0	367	0	0

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

While IIFL Capital does not have any employee association, the Company acknowledges and respects employees' rights to freedom of association. Additionally, the Company encourages open communication and direct interaction between management and employees, fostering a positive and healthy work environment.

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

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1170	1170	100%	947	81%	1191	1191	100%	1191	100%
Female	383	383	100%	331	86%	367	367	100%	367	100%
Total	**1553**	**1553**	**100%**	**1278**	**82%**	**1558**	**1558**	**100%**	**1558**	**100%**

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

Training Name	Training Brief
Induction	Our induction programme - Shubharambh, is designed to familiarise new employees with the organisation's culture, values, products, processes, policies, and people, enabling a smooth transition into their roles and the organisation and meet our leaders during their initial days of joining.
Time Management	This workshop emphasises the importance of effective time management, prioritisation techniques and practical applications.
Mindmapping for Sales Excellence	This program equips Relationship Managers with effective mind-mapping techniques to organise, retain, and recall critical information such as research reports, market updates, investment themes, and key business metrics. Through visual learning frameworks, participants learn to process information more efficiently, improve retention, and enhance their ability to communicate insights clearly during client interactions.
The Office 365 Way	This interactive workshop equips participants with practical knowledge of the Office 365 suite and their business applications. Participants learn how to leverage Office 365 tools and Copilot to improve productivity and work efficiently putting AI to use.
The WMDP	While middle management development happens to be one of the focused initiatives at IIFL Capital, the Women Management Development programme aimed at supporting professional growth and aspirations of this cohort. The programme provides participants with a holistic platform for financial markets, economic trends, ESG, leadership development, executive presence and practical know how's of AI and its applications in the workplace.
Executive and Brand Building	This program is designed to help professionals strengthen their executive presence and personal brand. It covers key aspects of professional image management, including business attire, dining and wine etiquette, first impressions, communication and conversation styles, and social confidence in professional settings. The program also includes personalised one-on-one consultation sessions, enabling participants to receive tailored guidance on enhancing their executive image and overall professional impact.
Sales Pitching Excellence	This program is designed to strengthen relationship managers' ability to deliver compelling and outcome-oriented sales pitches. It covers the key elements of an effective client presentation, including structuring a persuasive narrative, understanding client needs, articulating value propositions, handling objections, and creating impactful closing statements. The learning experience is reinforced through four personalised follow-up consultation sessions, where participants receive individual feedback and coaching to refine their pitch delivery, enhance client engagement, and improve overall sales effectiveness.
Client Acquisition Toolkit	A business development-focused program that helps Relationship Managers strengthen their digital presence through LinkedIn and RM profiling while equipping them with modern client acquisition, prospecting, and engagement strategies across multiple platforms and tools to drive business growth.
FOTM - Flavour of the month	This series is aimed at assessing product knowledge and champions through structured assessments conducted monthly.

Training Name	Training Brief
Prodexcellence - The Gamified Way	ProdExcellence is a gamified learning and assessment initiative designed to reinforce knowledge through engaging, interactive challenges. The program evaluates participants on both functional expertise and aspirational competencies across a variety of business-relevant topics. By combining learning with friendly competition, quizzes, simulations, and scenario-based assessments, the initiative encourages continuous development, strengthens capability building, and promotes a culture of self-driven learning and excellence.
Ascend - The Leadership Development Journey	A comprehensive year-long leadership development program designed to strengthen the organisation's leadership pipeline and prepare high-potential talent for future leadership roles. The journey aims at combining structured learning interventions, leadership workshops, business simulations, coaching, self-reflection, and practical application opportunities to build critical leadership capabilities. Ascend reflects the organisation's commitment to nurturing future-ready leaders and ensuring long-term organisational growth through a robust succession pipeline.
Asset Class Masterclass	This comprehensive 12-week learning journey is designed to build a strong foundation in capital markets while progressively advancing participants' understanding of investment products, market frameworks, and portfolio management concepts. The programme enables employees to enhance their market knowledge, develop investment acumen, and strengthen their ability to communicate financial concepts effectively to clients.
Peer to Peer Learning	This series is aimed at identifying top performers and knowing their success stories and extracting learnings and key takeaway's for others to gain insights and thereby promoting peer to peer learning.
Excelling Basics to Professional	This program equips participants with advanced Excel capabilities to improve data management, analysis, and reporting. It covers sophisticated formulas, pivot tables, dashboards, data visualisation techniques, and automation tools, enabling employees to derive meaningful insights and make data-driven business decisions with greater efficiency.
Learning bytes	Learning Bytes is a bite-sized learning initiative designed to promote continuous learning through short, engaging stories and real-world insights on topics relevant to employees. Each session focuses on a key business, leadership, productivity, or workplace theme, translating concepts into practical takeaways and actionable learnings.
Email Etiquettes	This training focuses on best practices for professional email communication, including clarity, tone, structure, and responsiveness. Participants learn tips and tricks and how to communicate effectively and professionally with internal and external stakeholders.

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1170	1170	100%	1191	1191	100%
Female	383	383	100%	367	367	100%
Total	**1553**	**1553**	**100%**	**1558**	**1558**	**100%**

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

The organisation prioritises the professional growth and career development of our employees through a structured performance appraisal process. This process, determined by the Company, ensures that all eligible employees undergo evaluation to assess their performance and progress.

Career development opportunities are abundant, with a mix of trainings, opportunities for advancement to higher roles, lateral movement, and job enhancements. We believe in providing our employees with a variety of paths to grow and excel within the organisation.

Our performance management process is meticulously structured to align with our Key Performance Indicators (KPIs). This ensures that employee efforts are directed towards achieving strategic objectives, contributing to the overall success of the organisation.

Through these initiatives, we strive to empower our employees to reach their full potential, driving both individual and organisational growth.

10. Health and safety management system:

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

Yes. At IIFL Capital, employee health, safety and wellbeing are integral to our people philosophy. As a financial services organisation, while occupational health and safety risks are relatively low, we are committed to providing a safe, healthy and secure workplace through a combination of preventive healthcare, employee wellbeing initiatives, workplace safety measures and comprehensive insurance coverage.

Our health and safety framework includes the following:

i) Mental Health & Emotional Wellbeing

The Company provides employees with access to a confidential **Employee Assistance Programme (EAP)** through **YourDOST**, offering professional counselling and emotional wellbeing support. The programme includes **24x7 access to certified psychologists**, as well as **self-assessment tools, coping strategies, and emotional wellbeing resources** to support employees in managing personal and professional challenges and enhancing overall mental wellbeing.

Throughout the year, mental health awareness initiatives, expert-led webinars and offline wellbeing sessions were conducted to promote resilience, stress management and overall psychological wellbeing.

ii) Physical Health & Preventive Care

The Company encourages preventive healthcare through a range of employee wellness initiatives, including:

- Annual Health Check-up for eligible employees.
- Doc@Work medical consultation services, providing employees with access to qualified medical practitioners.
- Health awareness campaigns, including Bone Mineral Density (BMD) check-ups, eye check-up camps, nutrition consultations and disease awareness sessions.
- Yoga@Work sessions, Step-a-thon challenges and fitness initiatives promoting healthy lifestyles and physical wellbeing.

iii) Health Insurance & Employee Benefits

All permanent employees are covered under the Company's Group Mediclaim, Group Personal Accident, and Group Term Life Insurance policies, providing financial protection and healthcare support for employees and their eligible dependents. Health insurance coverage extends to the employee, spouse, children up to 25 years of age, and either parents or in-laws, with an option to avail additional top-up coverage. Through its healthcare partner, the Company also provides 24x7 teleconsultation access to general physicians and discounted medicines, diagnostic tests, and healthcare services for employees and their eligible dependents.

iv) Workplace Safety & Emergency Preparedness

The Company maintains a safe working environment through:

- Fire safety awareness programmes and evacuation drills.
- Designated Fire Marshals across office locations.
- Compliance with applicable workplace safety regulations and emergency response protocols.

v) **Community Health & Employee Engagement**

The Company encourages employees to actively participate in initiatives that promote health, wellbeing and social responsibility, including:

- Blood Donation Drives across office locations.
- Wellness campaigns and awareness programmes throughout the year.
- Participation in fitness and health initiatives that encourage healthy habits and community engagement.

vi) **Employee Wellbeing & Continuous Improvement**

Employee wellbeing is continuously strengthened through regular engagement initiatives, feedback mechanisms and awareness programmes. Inputs received through employee listening platforms help the Company enhance its wellbeing initiatives and create a healthier, more supportive workplace.

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

Being a financial services company, the employees work in a low-risk environment and are not potentially exposed to any significant occupation workplace hazards. Nevertheless, IIFL Capital strives to create a conducive workplace, free of hazards and promote the health and wellbeing of its employees.

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

Yes. Any complaints under Workplace Health & Safety Policy shall be directed to Head – Human Resource / Head – Admin of the Company.

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

Yes. The Company has insured its employees under the group term insurance, health insurance and accidental insurance Policies.

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

Safety Incident/Number	Category*	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NA	NA
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NA	NA
No. of fatalities	Employees	NIL	NIL
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

Including in the contract workforce.

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

As a financial services organisation, the Company is committed to providing a safe, healthy, and supportive work environment for all employees. The Company has established a Health and Safety at the Workplace Policy and continues to implement initiatives that promote physical, mental, and emotional well-being.

To ensure workplace safety and emergency preparedness, periodic fire safety training sessions and evacuation drills are conducted across locations, with designated fire marshals supporting emergency response efforts.

The Company adopts a proactive approach towards preventive healthcare and employee wellness through a range of initiatives. During the year, employees were provided access to annual health check-ups, bone density screening camps, eye check-up camps, and nutrition-at-office sessions aimed at promoting preventive healthcare, healthy lifestyle choices, and overall well-being.

Recognizing the importance of mental health, the Company provides employees with access to confidential counselling services through its Employee Assistance Program (EAP). Regular mental health webinars and awareness sessions are conducted to encourage open conversations around emotional well-being and build resilience in the workplace. The Company also undertook initiatives to assess employee happiness and well-being through a Happiness Score survey, enabling it to better understand employee needs and strengthen workplace engagement.

The Company remains committed to supporting the diverse wellness needs of its workforce. During the year, specialised women's wellness programmes focusing on hormonal health and overall well-being were conducted to raise awareness and encourage preventive care.

To promote physical fitness and healthy habits, employees were encouraged to participate in wellness initiatives such as stepathons and other health-focused engagement activities that foster a culture of active living and collective well-being.

Additionally, employees are covered under Group Term Insurance and Personal Accident Insurance policies, providing financial protection and support for employees and their families.

Through these initiatives, the Company continues to foster a workplace culture that prioritises safety, health, and holistic well-being, enabling employees to thrive both personally and professionally.

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

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	All our offices are internally assessed periodically through internal audits for various aspects of health and safety measures and related working condition.
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.

NIL

Leadership Indicators

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

Yes. The Company provides financial and social security support to employees' families in the unfortunate event of an employee's demise. This includes benefits under Group Term Insurance, Group Personal Accident Insurance, gratuity (including in cases where the employee has not completed five years of service, as applicable), and other retiral benefits. Additionally, in the event of death or permanent incapacity during employment, eligible employee stock options are vested in accordance with the applicable scheme and policy provisions.

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

The Company has established controls and review mechanisms to promote compliance with statutory obligations across its value chain. Payments to vendors are processed only after verification of applicable statutory compliance requirements, including GST-related filings and other supporting documents, wherever relevant. Internal controls, audits, and monitoring processes are in place to identify and address any compliance gaps on a timely basis.

Through these measures, the Company seeks to encourage responsible business practices and ensure compliance with applicable statutory requirements across its value chain.

3. **Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Employees	NA	NA	NA	NA

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

   Yes. The Company has established processes to support employees during career transitions, including retirement and separation from employment. Employees are provided with opportunities throughout their tenure to enhance their skills and capabilities through learning and development initiatives, functional training, leadership development programmes, and continuous upskilling interventions.

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

   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.**

   NIL

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

Essential Indicators

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

   The Company follows a systematic approach to identify and prioritise its key stakeholder groups. The ESG Team engages with functional heads across various business verticals to obtain a comprehensive understanding of the Company's operations, business processes, and stakeholder interactions. Through detailed consultations and assessments, stakeholders who are impacted by the Company's activities or have the potential to influence the Company's performance and long-term sustainability are identified.

   The stakeholder identification process is guided by an evaluation of the nature and extent of the Company's engagement with each stakeholder group, the significance of their expectations and concerns, and the degree of their influence on business operations. Simultaneously, the Company assesses the economic, environmental, and social impacts of its activities on these stakeholders. Based on this assessment, key stakeholder groups are prioritised and their interests are incorporated into the Company's governance and decision-making processes.

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

   The Company maintains ongoing engagement with its key stakeholder groups through structured and continuous communication channels to understand their expectations, concerns, and feedback. Insights gathered from these interactions support informed decision-making, strengthen stakeholder relationships, and contribute to the Company's long-term sustainable growth. Engagements are undertaken on a periodic or need-based basis, depending on the nature and materiality of the stakeholder relationship.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication ((Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	• Corporate website • Inbound all lines available • Digital platforms • Social media • Customer relationship managers • Customer satisfaction surveys • Media campaigns & Advertising • Knowledge seminars & events • Email	• Daily • Weekly • Monthly • Annually	To get an update on their experience working with us, their evolving needs of financial/ investing solutions and to address their grievances. Matters important to them include: • Trust • Data & cyber security • Quality of customer service • Investment in new technologies
Business Partners & Vendors	No	• One-to-one meeting with the top management • Product/process trainings for new and old partners • Industry Speak and Product Team Webinars for product updates • Channel partner meets • Conferences and Forums • Written communications	• Daily • Weekly • Monthly • Annually	To drive awareness about relevant, new and existing offerings of our Company. To align their business objectives with that of our Company and address their grievances. Matters important to them include: • Maintaining relationships • Growth opportunities • Quick and efficient payments • Quick response to queries
Employees	No	• Direct Interactions • Email, SMS, Whatsapp • Town halls • Webinars • Employee surveys • Learning & Development initiatives • Amber initiative platform • Engagement initiatives/ offsites	• Ongoing, Need basis • Weekly • Monthly • Annually	• Learning and development opportunities • Upskilling and professional capability enhancement • Career development and growth prospects • Career management and succession planning • Performance management and feedback mechanisms • Compensation and benefits structure • Employee motivation and recognition • Diversity, Equity and Inclusion (DEI) • Employee wellness, health and safety • Building a safety-conscious culture and promoting safe workplace practices • Exchange of ideas, suggestions, and innovation • Enhancing employee experience and workplace satisfaction

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication ((Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Rating Agencies & Lenders	No	• Presentations & written communications • Meetings on strategy, financial plans, risk management, & other business related updates	• Event-based	To update them about the Company's performance, take their inputs on maintaining our credit rating. Matters important to them include: • Liquidity and risk management, and risk mitigation strategies • Growth plans
Regulatory bodies & Market Infrastructure Institution (MII), Stock exchange & depository	No	• Industry associations • One-to-one meetings • Mailers/representation • Regulatory Audit	• Weekly • Event-based • Annual	• Provide regular feedback on the regulatory compliance requirements applicable to us. • Stay Informed about new & emerging regulations. Matters important include : • Regulatory Compliance • Policy Advocacy
Shareholders & Investors	No	• Annual General Meetings • Roadshows/Sector specific conferences • Investor and Analyst meets, Conference calls • Annual Reports • Investor Presentations, Quarterly Earnings Update, Company announcements • Company website • Media Releases	• Quarterly • Half-yearly • Annually • Event-based	To update them about the financial and operational performance of the Company. To respond to their queries and concerns. Matters important to them include: • Brand reputation and trust • Strong, consistent financial performance • Share price performance & dividend payment • Strong risk management mechanism • Business strategy • Governance, ethics & transparency
Communities	Yes	• CSR initiatives • Empowerment programs	• Daily • Weekly • Annually	To implement programs aimed at driving welfare, inclusive growth and equitable development of the marginalised sections within our communities. To understand their needs and initiate programs, wherever feasible. Matters important to them include: • Social & Educational empowerment/ Health/ Livelihood • Monitor, review and reporting of activities

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 maintains an ongoing stakeholder engagement process through key functions such as CSR, Marketing, Human Resources, Compliance, Finance & Accounts, and other relevant departments. These teams regularly interact with their respective stakeholder groups and consolidate key insights, concerns, and expectations. The feedback is reviewed by the ESG Team and presented to the ESG Committee, which provides strategic direction and, where required, escalates significant matters to the Board for oversight and guidance. This structured governance mechanism ensures that stakeholder perspectives are effectively integrated into the Company's decision-making processes, enabling responsive actions and fostering long-term sustainable 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.**

   In FY 2025, the Company, in collaboration with PwC, conducted a stakeholder engagement and materiality assessment to identify and prioritise key ESG issues. Consultations were undertaken with internal stakeholders (Senior Leadership Team and employees) and external stakeholders (lenders, customers, business partners, shareholders, and investors) through an online survey covering governance, environmental, and social topics.

   Based on stakeholder feedback and management inputs, material issues were categorised as High, Medium, and Low and subsequently reviewed and validated by the ESG Committee and the Board. In FY 2026, the Company established targets for 'High' materiality issues and achieved meaningful progress against these priorities. For details refer Section B of General Disclosures.

   During FY 2026, the Company voluntarily obtained reasonable assurance over its BRSR Core disclosures from Kirtane & Pandit LLP. The assurance covered detailed evaluation of ESG data, assumptions, policies, processes, and controls, with recommendations being implemented to further strengthen ESG reporting and governance practices.

   Additionally, the Company has undertaken ISO 14001:2015 certification for its Environmental Management System, resulting in a review and enhancement of environmental policies and practices, wherever required.

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

   IIFL Capital, through IIFL Foundation, undertakes CSR initiatives focused on fostering inclusive community development and improving the quality of life of underserved communities. During FY 2026, the Company implemented several impactful projects across education, healthcare, skill development, and social infrastructure, including:

   - **Sakhiyon Ki Baadi (Rajasthan):** Strengthened foundational literacy among girls from Scheduled Tribe (ST) and Scheduled Caste (SC) communities through IIFL Foundation's flagship education initiative.
   - **Skill Development in Kashmir:** Conducted Beauty and Wellness training programmes for youth in Baramulla, enhancing employability and livelihood opportunities for vulnerable communities.
   - **Government School Construction (Baran, Rajasthan):** Supported education infrastructure by constructing a Government School in Baran, an aspirational district.
   - **Healthcare Support (Mumbai):** Donated dialysis machines to a Hemodialysis Centre in Kandivali, enabling 100% free treatment for economically weaker patients suffering from chronic kidney diseases.
   - **School Transportation Support (Valsad, Gujarat):** Provided a school bus to facilitate safe transportation of tribal children between hostel and school.

Note: On an average 80% of beneficiaries of the activities were from marginalised & disadvantaged groups. For details of projects, refer 'Social and Relationship Capital' in the narrative section.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D / C)
Employees						
Permanent	1553	1553	100%	1558	1526	98%
Other permanent Than	6	6	100%	21	21	100%
Total Employees	**1559**	**1559**	**100%**	**1579**	**1547**	**98%**

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company is steadfast in promoting and upholding human rights across its business operations, ensuring nondiscrimination on any basis, including race, color, sex, language, religion, political opinions, national or social origin, property, birth, or other status.

To reinforce this commitment, we have implemented a comprehensive Human Rights Policy, which is disseminated among employees through various channels, including social media and internal communication platforms such as intranets and mailers. This ensures awareness and understanding of our stance on human rights throughout the organisation.

Furthermore, we prioritise the prevention of sexual harassment of women at the workplace by conducting mandatory training modules for all employees. This initiative underscores our dedication to fostering a safe and respectful work environment for everyone.

The Company's Human Rights Policy and Prevention of Sexual Harassment (POSH) Policy are accessible on its website and available to all stakeholders.

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

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1,553	-	-	1,553	100%	1,558	-	-	1,558	100%
Male	1,170	-	-	1,170	100%	1,191	-	-	1,191	100%
Female	383	-	-	383	100%	367	-	-	367	100%
Other than Permanent	6	-	-	6	100%	21	-	-	21	100%
Male	5	-	-	5	100%	14	-	-	14	100%
Female	1	-	-	1	100%	7	-	-	7	100%

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Mn)	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	2.85	1	2.53
Key Managerial Personnel	2	9.6	1	5.8
Employees other than BoD and KMP	1159	1.3	382	0.8

The above data pertains to IIFL Capital only.

The Managing Director and Whole-Time Director are Key Managerial Personnel who are covered under Board of Directors.

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Gross wages paid to females as % of total wages	16.11%	10.59%

The increase in the proportion of gross wages paid to female employees was primarily driven by the recruitment of women into senior roles increasing the diversity at these levels.

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. As outlined in the Company's Human Rights Policy, the Head of Human Resources assumes responsibility for addressing any human rights-related concerns that may arise.

Additionally, a dedicated email address is provided for raising complaints under the Policy on Prevention of Sexual Harassment at the Workplace. This ensures a confidential and accessible avenue for employees to report any incidents or concerns. Furthermore, an Internal Complaints Committee has been constituted under the said Policy to handle and resolve matters in accordance with the Policy. This Committee is tasked with ensuring the fair and prompt resolution of issues related to sexual harassment at the workplace. These measures underscore our commitment to upholding human rights principles and fostering a safe and respectful work environment for all employees.

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

We have a robust Employee Grievance Redressal Policy, providing a transparent platform for employees to address concerns falling within the scope of our welfare policies. These include our Human Rights Policy, Diversity and Inclusion Policy, Equal Opportunity Policy, and Workplace Health and Safety Policy. Employees can easily raise grievances by either emailing at grievance@iiflcapital.com or addressing a letter to the Head of Human Resources for prompt resolution.

In line with our commitment to fostering a safe and respectful workplace, the Company maintains a zero-tolerance policy towards harassment and discrimination. Our Policy for Prevention of Sexual Harassment at Workplace, aligned with the Sexual Harassment of Women at Workplace Act, 2013, aims to provide protection and redressal for complaints of sexual harassment. Employees can report grievances related to sexual harassment by emailing at posh@iiflcapital.com, with an Internal Complaints Committee dedicated to investigation and resolution.

Furthermore, our Whistleblower Policy serves as a vigilant mechanism for stakeholders, including individual employees, to report unethical or unlawful practices. Employees are encouraged to communicate concerns regarding illegal or unethical behavior by emailing at iiflcapwhistleblower@iiflcapital.com. In exceptional cases, direct access to the Chairman of the Audit Committee is provided to ensure the integrity of the reporting process.

To ensure widespread awareness and understanding of our policies, regular communication and awareness campaigns are conducted through various employee channels such as the intranet, mailers, and WhatsApp campaigns. These initiatives aim to empower employees with knowledge and resources to uphold our shared values of integrity, respect, and accountability in the workplace.

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

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	2	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

The Company does not employ or engage any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
Complaints on POSH as a % of female employees / workers	0	0.5%
Complaints on POSH upheld	0	2

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

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

The Company ensures comprehensive protection against any form of unfair practice, including retaliation, threats, intimidation, or discriminatory behavior towards employees who disclose or raise concerns under the Employee Grievance Redressal Policy or the Prevention of Sexual Harassment at Workplace Policy in good faith.

Employees are safeguarded against adverse actions such as termination, suspension of service, disciplinary measures,transfer, demotion, refusal of promotion, discrimination, harassment, or biased behavior when making disclosures believed to be substantially true and without malicious intent.

Furthermore, grievances reported under the Policy on Prevention of Sexual Harassment at Workplace are handled with the utmost sensitivity and confidentiality, fostering a safe and supportive environment for employees to seek resolution and support. accountability, and trust, ensuring that grievances are addressed effectively and in accordance with applicable laws and internal policies.

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

Yes. Human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company internally monitors compliance for all relevant laws and policies pertaining to these issues. There have been no observations by local statutory/third parties in India in FY 2026.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

In FY 2026, there were no issues identified in relation to above provided list and hence no corrective action was taken.

Leadership Indicators

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

No business processes were required to be modified or introduced as there were no instances of grievance or complaints registered.

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

The Company conducts annual internal and external HR audits, incorporating human rights due diligence to assess adherence to ethical labour practices, employee rights, and applicable laws. This strengthens our commitment to responsible business conduct, transparency, and a safe and equitable workplace.

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 is committed to providing an inclusive and accessible environment for differently abled visitors and employees across its premises. The Corporate and other large offices of the Company are equipped with ramps to facilitate easy and safe movement for differently abled visitors. The Company continues to assess its office infrastructure on an ongoing basis and undertakes necessary modifications, wherever feasible, to enhance accessibility in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings. However, no formal assessment/examination of value chain partners has been conducted.
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, since there was no assessment conducted.

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

Essential Indicators

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	2,380.18 GJ	2,777.17 GJ
Total fuel consumption (B)	-	-
Energy consumption Through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**2,380.18 GJ**	**2,777.17 GJ**
From non-renewable sources		
Total electricity consumption (D)	7,389.36 GJ	5,567.80 GJ
Total fuel consumption (E)	430.46 GJ	325.01
Energy consumption Through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**7,819.82 GJ**	**5,892.81 GJ**
Total energy consumed (A+B+C+D+E+F)	**10,200 GJ**	**8,669.98 GJ**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000048	0.00000042

Parameter	**FY 2026 (Current Financial Year)**	**FY 2025 (Previous Financial Year)**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000098	0.0000087
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	6.54	5.49

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the FY 2026 by International Monetary Fund (IMF) for India which is 20.34 ₹/US$.

FY 2024-25 figures have been restated to reflect renewable energy consumption at two office locations based on Green Energy Certificates. Accordingly, the energy mix and Scope 2 emissions have been revised; total energy consumption remains unchanged.

Reasonable Assurance of BRSR Core has been carried out by Kirtane & Pandit LLP.

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

Not applicable

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

Parameter	**FY 2026 (Current Financial Year)**	**FY 2025 (Previous Financial Year)**
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	
(iii) Third party water	16,767.04 KL	16,982.14 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**16,767.04 KL**	**16,982.14 KL**
Total volume of water consumption (in kilolitres)	**3,353.41 KL**	**3,396.42 KL**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000016	0.00000016
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000032	0.0000034
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	2.15	2.15

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the FY 2026 by International Monetary Fund (IMF) for India which is 20.34 ₹/US$.

The Company's water consumption and waste water discharge have been estimated using benchmark prescribed by the Central Ground Water Authority (CGWA), as water consumption is not currently measured through dedicated water meters across all facilities. The estimation is based on a per capita water consumption norm of 45 litres per employee per working day. Additionally, it has been assumed that 20% of the water withdrawn is retained/consumed, while the remaining 80% is discharged as waste water.

To ensure consistency and comparability across reporting periods, the corresponding figures for the previous reporting year have been restated using the same estimation methodology and assumptions.

Reasonable Assurance of BRSR Core has been carried out by Kirtane & Pandit LLP.

4. Provide the following details related to water discharged:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- 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	13,413.64	13,585.72
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**13,413.64**	**13,585.72**

Usage of water in IIFL Capital is essentially for domestic purpose like drinking and sanitation for employees. Being a financial service sector company, no effluent discharge is involved in its business activity.

Reasonable Assurance of BRSR Core has been carried out by Kirtane & Pandit LLP.

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

Given the nature of industry in which the Company operates, it does not discharge huge amounts of water/liquid products. Hence this question does not applies to us.

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

Parameter	Please specify unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Nox	Not Applicable		
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Given the nature of its business, air emissions other than GHG emissions are not material to the organisation; therefore, no independent assessment or evaluation of such emissions has been carried out.

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

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	83.91 tCO_2e	58 tCO_2e
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,456.70 tCO_2e	1126.41 tCO_2e
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000000073	0.000000058
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)		0.0000015	0.0000011
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity: (Total Scope 1 and Scope 2 emission/total number of permanent employees)		0.99	0.75

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund (IMF) for India which is 20.34 ₹/US$.

Scope 1 emissions arise from direct activities such as diesel combustion for power generation, the use of fire extinguishers in mock drills, disposal of CO_2-based extinguishers, and gas refilling during maintenance or leakage repair of air conditioning systems.

Scope 2 emissions covers electricity consumed by the organisation

FY 2024-25 figures have been restated to reflect renewable energy consumption at two office locations based on Green Energy Certificates. Accordingly, the energy mix and Scope 2 emissions have been revised; total energy consumption remains unchanged.

Reasonable Assurance of BRSR Core for has been carried out by Kirtane & Pandit LLP.

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

- The corporate and registered office are powered through green-energy procurement.
- LEED certified building/office – One office in Mumbai and Gurugram.
- Installed solar panels at one of the offices.
- Treatment of e-waste in environment friendly manner.
- Focused efforts to drive digitalisation and reduce paper consumption.

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	0.04	0.04
E-waste **(B)**	0.53	0.48
Bio-medical waste **(C)**		

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Construction and demolition waste **(D)**		
Battery waste **(E)**		
Radioactive waste **(F)**		
Other Hazardous waste. Please specify, if any. **(G)**		
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4.02	3.95
Total (A+B + C + D + E + F + G + H)	**4.59**	**4.47**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000000022	0.00000000021
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000044	0.0000000043
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	0.0029	0.0029
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	The Company has defined procedures in place to dispose off e-waste through authorised e-waste vendors. The Company receives certificate from the vendor for the same.	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the FY 2026 by International Monetary Fund (IMF) for India which is 20.34 ₹/US$.

The above data pertains to IIFL Capital & IIFL Facilities Services Limited.

Reasonable Assurance of BRSR Core has been carried out by Kirtane & Pandit LLP.

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

Given the nature of its business, the Company does not use hazardous or toxic chemicals. The primary waste generated includes paper, plastic, and e-waste such as desktops, laptops, monitors, printers, scanners, and tablets.

The Company follows defined procedures for the safe disposal of e-waste through authorised recyclers and implements various initiatives to reduce waste and promote resource efficiency. These include access-controlled and double-sided printing, employee awareness on digital adoption, installation of paper shredders, and engagement of authorised vendors for paper recycling. The Company has also digitised key processes through digital contract notes and 100% digital client onboarding.

Further, the Company does not use single-use plastics across its offices and branches and utilises biodegradable garbage bags for waste collection and disposal, reflecting its commitment to responsible environmental management.

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, given that large part of our branches and offices are in commercial buildings.			

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					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Based on the nature of its business, the Company complies with applicable environmental norms.				

Leadership Indicators

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

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

i. Name of the area – Not applicable

ii. Nature of operations - Not applicable

iii. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into 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 kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable.

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

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1791.67tCO_2e	1,536.44 tCO_2e
Total Scope 3 emissions per rupee of turnover		0.000000085	0.000000071
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		1.15	0.99

For Scope 3 emissions, the Company reports on the below categories:

Business Travel (Category 6): Covers air, rail and cab travel, with emissions estimated on a spend basis.

Employee Commuting (Category 7): Calculated based on Company's employee Commuting survey data, considering mode of transport, distance travelled and applicable emission factors.

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

Not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Green Power Procurement	Green Power Procurement has been made for our Registered Office and Corporate Office.	Reduction in use of carbon intensity, conventional power and reducing carbon footprint.
2	Rain Water Harvesting and Reuse of Water Resources	The organisation has implemented several water conservation initiatives at its registered office, including a rainwater harvesting system that collected and reused approximately 4.38 Lakhs litres of water. In addition, water discharged from the Reverse Osmosis (RO) system is reused for flushing purposes, while surplus RO water is channelled into the borewell to support groundwater recharge, thereby minimising water wastage and promoting sustainable water management.	These measures reflect the organisation's commitment to sustainable water management and environmental conservation.
3	Use of energy efficient LEDs	Our offices are equipped with LED lights.	Decreased energy consumption, contributing to sustainability efforts.
4	Responsible disposal of Sanitary Napkins	The Company is disposing sanitary waste responsibly.	Promotion of environmental stewardship and community health.
5	Collection, segregation and disposal of waste	The Company follows segregation and disposal of biodegradable and non-biodegradable waste in accordance with the local municipal laws and regulations.	The organisation's responsible waste disposal practices have contributed to a positive environmental impact.

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

The Company has a Business Continuity Management Policy (BCM) duly approved by the Risk Management Committee and the Board of Directors.

The purpose of the Policy is to formalise the business continuity program of the Company and to provide guidelines for developing, implementing, exercising and maintaining specific business continuity plans for the respective departments of the organisation. More importantly, the Policy seeks to provide for the recovery of critical and important processes in accordance with pre-established timeframes, restoration of the processing site and ultimately return to a permanent operating environment. BCM Policy is aligned with ISO 22301:2019 Business Continuity Management System Standard and applicable SEBI Guidelines.

The Company also has a robust Business Continuity Framework consisting of Crisis Management Team, Business Continuity Steering Committee, detailed Business Continuity Plan, Business Continuity Management Charter, IT DR Plan, Business Continuity Management Procedure, Business Impact Analysis, Risk Assessment & Business Continuity Awareness. In terms of the framework, the Business Impact Analysis is required to be updated regularly to determine the adequacy of recovery strategies. The strategies for recovery of critical and important processes are required to be updated in Business Continuity Plan. Periodic High Availability tests & IT DR Drill tests are also carried out.

Further, Technology team reviews the Disaster Recovery Plan of the Company.

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.**

Given the nature of the Company's business, there has been no adverse impact on environment and the Company also expects all its value chain partners to follow existing regulations to avoid adverse impact to the environment.

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

No assessment with regard to environmental impact was conducted for the value chain partners.

8. **How many Green Credits have been generated or procured by the listed entity?**

Nil

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

Essential Indicators

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

Four

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Association of National Exchanges Members of India	National
2	Bombay Stock Exchange Brokers' Forum	National
3	Commodity Participants Association of India	National
4	Data Security Council of India (DSCI)	National

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such Advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Representation regarding Fit and Proper Person' Criteria - Schedule II of the Securities and Exchange Board of India (Intermediaries) Regulations, 2008 'Fit and Proper Person' Criteria	Representation sent to SEBI on suggestion regarding Fit and proper person criteria	No	NA	NA
2.	Representation regarding a. NSE Circular vide dated August 01, 2025 on Operational Guidelines for Non-Resident Indians(NRI) in F&O Segment b. NSE circular vide dated October 30, 2025, on Revision w.r.t client categories in Unique Client Code database	Representation email sent to SEBI & Industry Standards Forum (ISF)	No	NA	NA
3.	Representation regarding Modified norms for Nomination in Demat accounts and Mutual Fund Folios as prescribed under SEBI Circular No. SEBI/ HO/OIAE/OIAE_IAD-3/P/ ON/2025/01650 - Revise and Revamp Nomination Facilities in the Indian Securities Market dated January 10, 2025	Representation email sent to SEBI & Industry Standards For (ISF) on suggestion for modified norms for nomination in demat accounts and mutual fund folios, follow up on T+0 implementation	No	NA	NA

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

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

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

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 ₹)
Not Applicable						

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

Although IIFL Capital's core operations do not have a direct impact on local communities, the Company actively contributes to community development through its CSR initiatives undertaken through India Infoline Foundation (IIFL Foundation), the implementing agency. IIFL Capital has a CSR policy which provides for 3-tier mechanism for raising any concerns or grievances from various stakeholders and addressing the same. The Policy can be accessed on the Company's website at https://files.iiflcapital.com/assets/CSR_Policy_21_286d8045bc.pdf

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

	FY 2026 (Current Financial Year)	FY 2025 Previous Financial Year
Directly sourced from MSMEs/ small producers	10.35%	12%
Directly from within India	100%	100%

Above information pertains to IIFL Capital only.

The variation in MSME procurement reflects changes in business and procurement requirements during the year and is not indicative of any change in the Company's procurement approach.

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 2026 (Current Financial Year)	FY 2025 Previous Financial Year
Rural	-	-
Semi-urban	-	0.08%
Urban	1.28%	1.39%
Metropolitan	98.72%	98.53%

The above data pertains to IIFL Capital and IIFL Facilities Services Limited.

(Location has been categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan).

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Rajasthan	Baran	1,20,00,000.00
2	Rajasthan	Sirohi	33,00,000.00
3	Jammu & Kashmir	Baramulla	19,96,050.00
4	Uttarakhand	Haridwar	24,00,000.00

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

   Yes. The Company has a Procurement Policy that promotes inclusive and responsible sourcing by providing preference to MSMEs and other eligible suppliers, wherever feasible and aligned with business requirements.

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

   Vendors/suppliers that fall in the Scheduled Caste & Scheduled Tribe communities.

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

   10% of total procurement of IIFL Capital in relation to CSR activities undertaken through IIFL Foundation.

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

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

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

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

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Sakhiyon Ki Baadi	11,705	100%
2	Construction Support to Baran School	233	100%
3	Scholarship for Students- IIT Bombay	75	100%
4	Donation of School Bus	68	100%
5	Vocational Training in Government School	240	100%

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
6	Bicycle Donation	100	100%
7	Support to Tattva University	4,200	40%
8	Lecture Hall Construction	1,000	50%
9	Donation of Dialysis Machine	1,200	100%
10	Tree Plantation#	12,932	-
11	Support to women led start-up	1,000	80%
12	Heatwave Resilience Project	8,000	100%
13	Donation of Road Sweeper Truck	20,124	70%
14	Training in Beauty and Wellness	90	100%
15	Support to athletes and para athletes	16	100%
16	Construction support to Pahari Cultural Centre	2,400	50%

**The above CSR projects are aligned with the thematic areas as per the Company's CSR Policy.*

#The number represents the number of trees planted.

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

Essential Indicators

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

The Company has established a robust customer grievance redressal framework to ensure timely receipt, tracking, and resolution of customer complaints and feedback. Complaints and service requests can be lodged through multiple channels, including Relationship Managers (RMs), branch offices, customer service helplines, emails, web-based queries, social media platforms, letters, personal visits, chatbot services, WhatsApp services, and regulatory platforms such as SEBI, stock exchanges, and depositories.

A centralised Customer Relationship Management (CRM) system is used to record, track, and monitor all complaints and queries. Each complaint is assigned a unique case ID and is subject to an automated escalation matrix to ensure timely resolution. Dedicated customer service teams and regulatory grievance handling teams investigate and respond to complaints within prescribed turnaround timelines, with escalations to senior management where required.

The Company also provides self-service tools, including the **IIFL Capital Help** portal, **Ask IIFL Chatbot**, and **WhatsApp-based services**, enabling customers to access information, raise queries, and receive support on a 24x7 basis.

Complaints received through regulatory channels are separately tracked and monitored through a centralised database, with regular reviews of complaint status, resolution timelines, and corrective actions. Feedback and complaint trends are periodically analysed to identify process improvements and strengthen customer service mechanisms. Regular reports on customer grievances and their resolution status are reviewed by senior management, Audit Committee and the Board.

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	Not applicable to our products & services.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2026 (Current Financial Year)		Remarks	FY 2025 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other *	0	0	NA	8	6	Alleging deficiency in service

**The complaints pertain to consumer cases.*

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes. IIFL Capital has established and implemented a comprehensive Information and Cyber Security Framework governed through its Board-approved Information and Cyber Security Policy. The framework is designed to protect the confidentiality, integrity and availability of information assets and stakeholder data through a combination of organisational, people, physical, and technological controls. It includes formal processes for cyber risk management, security governance, threat intelligence, security monitoring, incident response, vendor risk management, access control, data classification, data leakage prevention, vulnerability management, business continuity, and cyber resilience. The Policy also specifically addresses privacy and protection of personally identifiable information (PII) and requires compliance with applicable legal, regulatory, and contractual requirements, including data protection and privacy obligations.

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

There were no complaints reported during the reporting period relating to advertising, delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls or penalty / action taken by regulatory authorities on safety of products / services. Accordingly no material corrective action was required to be taken by the Company in FY 2026.

IIFL Capital has implemented a Board-approved Information and Cyber Security framework supported by robust governance, cyber risk management, SOC-based continuous monitoring, vulnerability management, data leakage prevention, access controls, vendor risk management, incident response, and privacy safeguards for customer information and personally identifiable information (PII). The framework is periodically reviewed to address evolving cyber threats and strengthen the organisation's cyber resilience posture.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches - Nil

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

c. Impact, if any, of the data breaches – Not applicable

Leadership Indicators

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

Information regarding the products and services offered by the Company is comprehensively available across several channels and platforms, ensuring transparency and ease of access for all stakeholders. These avenues include:

Official website:

Information on products and services of the Company can be accessed at www.iiflcapital.com

Mobile Application:

One Stop Shop for Smart Financial Market Investors. Available on Google Play store and Apple App. Detailed at https://www.indiainfoline.com/iifl-markets-mobile-app

Help Desk & Customer Care:

Direct support for inquiries related to products and services available at https://www.iiflcapital.com/contact-us

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

Consumers are regularly informed and educated about safe and responsible usage of service through updation of information on the website of the Company and sending regular emails, SMS and notification in this regard.

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

Consumers are informed of any risk of disruption/discontinuation of essential services through call centre, website, emails and SMS.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

IIFL Capital follows all guidelines issued by Regulators like Securities Exchange Board of India and Association of Mutual Funds in India (AMFI) for any product solicitation. The Company takes pre-requisite approval from local and other regulatory agencies for any promotional activities thereby leading to ethical marketing and advertising practices. With respect to Mutual Funds our relationship representatives are AMFI certified to solicit the product that suits the customer. The Company follows basic code of conduct and ethics defined to solicit other wealth management products.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The Company measures customer satisfaction through feedback links included in written client communications and Interactive Voice Response (IVR) based feedback for call interactions. During FY 2026, the Company recorded a Customer Satisfaction Score (CSAT) of 77% demonstrating a high level of customer satisfaction with its services.

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION ON BRSR CORE IN IIFL CAPITAL SERVICES LIMITED

To,
The Board of Directors,
IIFL Capital Services Limited
Mumbai – Maharashtra, India

We ("Kirtane & Pandit LLP" or "the firm") have undertaken to perform a reasonable assurance engagement, for IIFL Capital Services Limited ("IIFLCSL" or "the Company") in respect of the agreed Sustainability Information, listed below (the "Identified Sustainability Information") pertaining to Business Responsibility and Sustainability Report Core ("BRSR Core"), as notified by SEBI vide Circular dated July 12, 2023. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ("BRSR" or "the report") of the Company for the year ended March 31, 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners, environmental engineers and specialists.

IDENTIFIED SUSTAINABILITY INFORMATION

Our scope of reasonable assurance consists of the BRSR Core indicators listed in the Annexure I to our report. The reporting and assurance boundary of the Report covers the performance of IIFL Capital Services Limited together with its subsidiary, IIFL Facilities Services Limited, on a consolidated basis (as disclosed in Question 13 of Section A: General Disclosure of the BRSR), that fall under the direct operational control of the Company, unless otherwise stated in the table below:

BRSR Core Indicator	Reporting & Assurance Boundary
Principle 1, Essential Indicator 8 (Number of days of accounts payable)	Reported for IIFL Capital Services Limited only (standalone), as disclosed by way of note under the respective question of the BRSR.
Principle 1, Essential Indicator 9 (Open-ness of business)	Reported for IIFL Capital Services Limited only (standalone), as disclosed by way of note under the respective question of the BRSR.

REPORTING CRITERIA

- The criteria used by the Company to prepare the Identified Sustainability Information is BRSR Core –
- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Framework issued by SEBI Circular dated July 12, 2023.
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/ CFD/PoD2/CIR/P/0155 dated November 11, 2024 (the "SEBI Master Circular");
- SEBI Press Release PR No.36/2024 dated December 18, 2024; Industry Standards on Reporting of BRSR Core as per SEBI Circular SEBI/HO/CFD/CFD-PoD- 1/P/ CIR/2024/177 dated December 20, 2024; and
- SEBI Circular SEBI/HO/CFD/CFD - PoD-1/P/ CIR/2025/42 dated March 28, 2025.
- Standard on Sustainability Assurance Engagements (SSAE) 3000 and SSAE 3410 issued by the Sustainability Reporting Standards Board (SRSB) of the Institute of Chartered Accountants of India (ICAI), effective March 31, 2024

Our reasonable assurance engagement was with respect to the year ended March 31, 2026 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the report and, therefore, do not express any opinion thereon.

MANAGEMENT'S RESPONSIBILITY

The Company's Management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information on BRSR Core, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR (including BRSR Core) and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

INHERENT LIMITATIONS

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint, waste. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

OUR INDEPENDENCE AND QUALITY CONTROL

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and have the required competencies and experience to conduct this assurance engagement.

The firm applies Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

OUR RESPONSIBILITY

Our responsibility is to express a reasonable assurance conclusion on the Identified Sustainability Information limited to BRSR Core listed in Annexure I, based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records. Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and measurement of the Identified Sustainability Information.
- Made inquiries of the Company's Management, including those responsible for preparing the BRSR report, finance team, human resource team amongst others and those with the responsibility for managing the Company's BRSR.
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for managing, recording and reporting on the Identified Sustainability Information.
- Based on above understanding and the risk that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of the further procedures.
- Performed the substantive testing on a sample basis of the Identified Sustainability Information.
- Performed the analytical procedures to support the reasonableness of the data
- Assessed the records and performed the testing including re-calculations.
- Where applicable, for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited standalone and consolidated financial statements of the Company for the year ended March 31, 2026 and the underlying trial balance.
- Obtained the representations from the Management.

We have also performed such other procedures as we consider necessary in the circumstances.

Exclusions:

Our assurance scope excludes the following and therefore we do not express a conclusion on the same:

- Operations of the Company other than the Identified Sustainability Information in Annexure-I
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e. April 01, 2025 to March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Testing of any financial numbers.
- Data, statements, and claims already available in the public domain through Annual Report, Sustainability Report, or other sources available in the public domain.
- The Company's compliance with regulations, acts, and guidelines with respect to various regulatory agencies and other legal matters, including Companies Act, 2013, and SEBI LODR Regulations, beyond the scope of BRSR Core.

OTHER MATTER

The Company's Management is responsible for the other information. The other information comprises the information included within the BRSR other than Identified Sustainability Information and our independent assurance report dated 23-07-2026 thereon. Accordingly, previous year's information (not subject to our assurance) mentioned in the report is not comparable with the information mentioned.

Our opinion on the Identified Sustainability Information does not cover the Other information and we do not express any form of assurance thereon. In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the Other information and, in doing so, consider whether the Other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this Other information, we are required to report that fact. We have nothing to report in this regard

OPINION

Based on the reasonable assurance procedures we have performed in accordance with SSAE 3000 (and SSAE 3410 for GHG disclosures) and the evidence we have obtained, in our opinion, the Identified Sustainability Information of IIFL Capital Services Limited for the year ended March 31, 2026, as listed in Annexure I to this report, is prepared, in all material respects, in accordance with the Reporting Criteria as stated above. This constitutes a reasonable assurance conclusion as defined under SSAE 3000 issued by the ICAI.

RESTRICTION ON USE

Our reasonable assurance report has been prepared and addressed to the Board of Directors of IIFL Capital Services Limited at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities in relation to attributes of BRSR Core (included in BRSR). Accordingly, we accept no liability to anyone, other than the Company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For Kirtane & Pandit LLP
Chartered Accountants
Firm registration Number 105215W/W100057

Akshay B. Purandare
Partner
Membership No. 141984
Place- Mumbai
Date: July 23, 2026
UDIN: 26141984FFGZPV4298

ANNEXURE-I

BRSR Core Attributes — Reasonable Assurance FY 2026

Sustainability Information where reasonable assurance is carried out	Cross Reference to BRSR 2025-26
Number of days of accounts payable	Under Principle 1 Question 8 of Essential Indicators
Open-ness of business	Under Principle 1 Question 9 of Essential Indicators
Spending on measures towards well-being of employees	Under Principle 3 Question 1(c) of Essential Indicators
Details of safety related incidents for employees	Under Principle 3 Question 11 of Essential Indicators
Gross wages paid to female as % of wages paid	Under Principle 5 Question 3(b) of Essential Indicators
Complaints on POSH	Under Principle 5 Question 7 of Essential Indicators
Energy footprint	Under Principle 6 Question 1 of Essential Indicators
Water footprint	Under Principle 6 Question 3 of Essential Indicators
Water Discharge by destination and levels of Treatment	Under Principle 6 Question 4 of Essential Indicators
Green-house gas (GHG) footprint	Under Principle 6 Question 7 of Essential Indicators
Waste Management	Under Principle 6 Question 9 of Essential Indicators
Input Material sourced	Under Principle 8 Question 4 of Essential Indicators
Job Creation in smaller towns	Under Principle 8 Question 5 of Essential Indicators
Instances involving loss/breach of data of customers	Under Principle 9 Question 7 of Essential Indicators