इंडियन रेलवे फाइनेंस कॉर्पोरेशन लिमिटेड
(भारत सरकार का उद्यम) (सीआईएन L65910DL1986GOI026363)
पंजीकृत कार्यालय: यूजी फ्लोर, ईस्ट टॉवर, एनबीसीसी प्लेस, भीष्म पितामह मार्ग, प्रगति विहार,लोधी रोड, नई दिल्ली - 110003
दूरभाष:+91-011- 24361480 ई-मेल: info@irfc.co.in, वेबसाइट: https://irfc.co.in

INDIAN RAILWAY FINANCE CORPORATION LTD.
(A Government of India Enterprise) (CIN: L65910DL1986GOI026363)
Regd. Office: UG Floor, East Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, Lodhi Road, New Delhi - 110003 Phone: +91-011- 24361480 E-mail: info@irfc.co.in, Website: https://irfc.co.in/

No: IRFC/SE/2026-27/32 **01st August 2026**

National Stock Exchange of India Limited Listing department, Exchange Plaza, Bandra- Kurla Complex, Bandra (E) Mumbai- 400 051 **Scrip Symbol: IRFC**	**BSE Limited** Listing Dept / Dept of Corporate Services, PJ Towers, Dalal Street, Mumbai -400 001 **Scrip Code: 543257**

Sub: **Business Responsibility & Sustainability Report (BRSR) along with Independent Reasonable Assurance Report for FY 2025-26**

Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time and other applicable Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26 along with Independent Reasonable Assurance Report issued by M/s JointValues ESG Services Pvt Ltd.

BRSR also forms part of the Annual Report of the Company for the Financial Year 2025-26, submitted to the stock exchanges vide letter our dated 01st August, 2026.

This is submitted for your information and record.

Thanking You,
For Indian Railway Finance Corporation Limited

VIJAY BABULAL SHIRODE
Digitally signed by VIJAY BABULAL SHIRODE
Date: 2026.08.01 17:22:45 +05'30'

(Vijay Babulal Shirode)
Company Secretary & Compliance Officer

Encl: As Above

Indian Railway Finance Corporation Ltd.
IRFC
CIN
L65910DL1986
GOI026363
New Delhi

Annexure – III

Business Responsibility & Sustainability Report

Section A: General Disclosure

I - Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L65910DL1986GOI026363
2. Name of the Listed Entity	INDIAN RAILWAY FINANCE CORPORATION LIMITED
3. Year of incorporation	December 12, 1986
4. Registered office address	UG Floor, East Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, Lodhi Road, New Delhi-110003
5. Corporate address	Same as above
6. E-mail	investors@irfc.co.in
7. Telephone	011- 24361480
8. Website	https://irfc.co.in
9. Financial year for which reporting is being done	2025 - 2026
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11. Paid-up Capital	₹ 13,068.50 Crore (As on 31st March 2026)
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Chairman & Managing Director 011-24361480 cmd@irfc.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14. Name of the Assessment or Assurance Provider	JointValues ESG Services Private Limited
15. Type of Assessment or Assurance obtained	Reasonable

II. Products and 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.	Other financial service activities, except insurance and pension funding activities	Financial leasing	95.50%

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.	Other financial service activities- Financial Leasing	64910	95.50%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	1	1
International	0	0	0

19. Markets served by the entity*:

a. Number of locations:

Locations	Number
National (No. of States)	36
International (No. of Countries)	0

** Location also includes Union Territories. Company is receiving Lease & Interest income from India*

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

The Company is registered as a Systemically Important Non-Deposit taking Non-Banking Financial Company (NBFC -ND-SI) and Infrastructure Finance Company (NBFC- IFC) with Reserve Bank of India (RBI). The contribution of exports to the turnover of the Company was 'Nil' for the financial year 2025-26.

c. A brief on types of customers

IRFC is a Govt. of India undertaking "Navratna" CPSE under the Ministry of Railways (MoR) which plays a significant role in funding the Indian Railways. Established in 1986 as the dedicated market borrowing arm for the Indian Railways. It meets the predominant portion of 'Extra Budgetary Resources' (EBR) requirement of the Indian Railways through market borrowings at the most competitive rates and terms. The Primary business of IRFC includes:

- Financing the acquisition of rolling stock assets
- Leasing of railway infrastructure assets and national projects of the GoI
- Lending to other entities under the MoR.

Company has initiated a focused diversification strategy (IRFC 2.0), for financing projects with forward & backward linkages for Railways. In alignment with the Government of India's vision of a future-ready, inclusive, and modern railway network, IRFC is actively broadening its financing footprint. Beyond its core role in railway asset financing, IRFC is expanding into sectors having forward and backward linkages to railways, such as power generation and transmission, mining, fuel, coal, metro rail, fertilizer, logistics etc.

The Company is taking several strategic steps to diversify its lending portfolio and started funding for projects other than MoR under its mandate of financing adopting "whole of Govt. of approach keeping Railways at its centre." IRFC is transforming to a diversified financier supporting broader infrastructure within the Railway ecosystem.

During FY 2025-26 IRFC has entered into MoUs with VOCPA- V.O. Chidambaranar Port Authority, RITES- Rail India Technical and Economic Service, DMRC- Delhi Metro Rail Corporation, IIFCL- India Infrastructure Finance Company Limited, REMCL- Railway Energy Management Company Limited, MMRDA- Mumbai Metropolitan Region Development Authority, JNPA- Jawaharlal Nehru Port Authority, SFCL- Sagarmala Finance Corporation Limited., etc. for strategic collaboration.

IV. Employees

20. Details at the end of the 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)	59	49	83.05%	10	16.95%
2	Other than Permanent (E)	8	7	87.50%	1	12.50%
3	**Total Emp. (D + E)**	**67**	**56**	**83.58%**	**11**	**16.42%**
	Workers					
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	**Total Emp. (D + E)**	**-**	**-**	**-**	**-**	**-**

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)	1	1	100.00%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	**Total Emp. (D + E)**	**1**	**1**	**100.00%**	**-**	**-**
DIFFERENTLY ABLED WORKERS						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	**Total Emp. (D + E)**	**-**	**-**	**-**	**-**	**-**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	5	0	0.00%
Key Management Personnel	3	0	0.00%

Note: Key Management Personnel (KMP) includes CMD, Director (Finance)-Addnl charge & Chief Financial Officer (CFO) and Company Secretary (CS).

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

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.35%	21.05%	5.77%	0.00%	21.05%	21.05%	4.88%	0.00%	4.88%
Permanent Workers	-	-	-	-	-	-	-	-	-

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	NIL	NA	0.00%	No

VI. CSR Details

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

ii. Turnover (In Crore Rupees): 27,284.15 Crore

iii. Net worth (In Crore Rupees): 56,748.76 Crore

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 2025-2026			FY 2024-2025		
		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 https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf	16	1	Out of 16 there is 1 complaint pending which does not pertains to IRFC and transferred to MoR	16	1	Out of 16 there is 1 complaint pending which does not pertains to IRFC and transferred to MoR
Investors (other than shareholders)	Yes https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf	1128	0	These complaints pertain to bond/debenture holders.	1424	0	These complaints pertain to bond/debenture holders.
Shareholders	Yes https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf	1374	0	These complaints are tracked through SEBI Scores portal, NSE & BSE investor complaint center, Smart ODR portal, Online portal for complaints and Grievances of IRFC, emails, letters.	1308	0	These complaints are tracked through SEBI Scores portal, NSE & BSE investor complaint center, Smart ODR portal, Online portal for complaints and Grievances of IRFC, emails, letters.
Employees and workers	Yes Integrated Stakeholder Grievance Redressal Document https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20	0	0	-	0	0	0

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-2026			FY 2024-2025		
		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
	REDRESSAL%20 DOCUMENT_0.pdf Whistle blower Policy https://irfc.co.in/sites/default/files/inline-files/WHISTLE%20BLOWER%20POLICY-VIGIL%20MECHANISM_0.pdf						
Customers	Yes https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf	0	0	-	0	0	-
Value Chain Partners	Yes https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf	0	0	-	0	0	-
Other (please specify)	Yes https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf	0	0	-	0	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.	Financing for green Initiative of Indian Railways - Shift from conventional to electrical locomotive, electrification of railway tracks	O	Towards achieving India's commitment of NET ZERO carbon by 2070.	-	IRFC shall experience Positive financial implication due to additional Revenue from such financing.
2.	Shifting to paperless environment to further the sustainability	O	Enhances operational efficiency, reduces costs, and supports environmental sustainability through digital communication, e-filing, and record management.	-	Positive: Cost savings, improved productivity, and operational agility.
3.	Climate Risk Management	R & O	Physical risks (floods, droughts, temperature extremes) and transitional risks (regulatory changes, stakeholder expectations), affects borrower performance and credit quality. Reputational risk may also emerge if IRFC fails to align with stakeholder expectations regarding climate-related disclosures and transparency. Despite these challenges, heightened awareness of climate change is also driving the transition to renewable energy. This creates a significant opportunity for IRFC to finance clean energy projects having forward and backward linkages with Railways and support the shift to a more sustainable future.	IRFC has implemented an ESG policy with a focus on climate change strategy. It plans to integrate climate risk assessments into project evaluations and align disclosures with RBI's draft framework on climate-related financial risks.	Negative: Risk of asset stranding caused by climate-related factors. Positive: Opportunity to access sustainable financing options.
4.	Diversity and Inclusion	O	A diverse and inclusive workforce fosters innovation, enhances decision-making, and improves employee morale and retention. This results in better collaboration, increased productivity and lower attrition.	-	Positive: Enhanced brand reputation, reduced attrition, and improved organizational performance.
5.	Data security and cyber risk management	R	Rising dependence on digital infrastructure exposes the business to cyber threats and data breaches.	Implementation of advanced cybersecurity infrastructure, regular training, and data governance policies.	Negative: Financial loss or penalties in case of data breaches or non-compliances.

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)
6.	Corporate Governance and Business Ethics	R	Strong governance and ethical practices are key to maintaining stakeholder trust, ensuring compliance, and avoiding legal or reputational risks. Unethical behavior can damage brand credibility. By promoting a culture of integrity and accountability, IRFC strengthens decision-making, supports sustainable growth, and enhances its reputation as a responsible corporate.	-	Negative: potential fines/ penalties in case of violations.
7.	Economic Development	O	Financing projects having forward and backward linkages with Railways that contribute to national economic growth and social upliftment.	-	Positive: Revenue generation and alignment with national development goals.
8.	Regulatory Compliance	R	Regulatory compliance is essential for IRFC to operate legally, avoid penalties, and maintain stakeholder trust. Non-compliance can lead to financial losses, legal issues, and reputational harm. Prioritizing compliance safeguards IRFC's credibility, supports long-term growth, and ensures continued business operations.	Continuous monitoring, internal audits, timely updates to policies and practices, and regular training for employees on applicable regulatory requirements."	Negative: potential fines/ penalties in case of violations.
9.	Employee Engagement & Wellbeing	O	Employee engagement and well-being present a valuable opportunity for IRFC. Prioritising these aspects helps in developing a motivated and committed workforce, leading to improved productivity, efficiency, and overall organisational performance. Supporting employee well-being fosters a positive work environment, reduces attrition, and enhances both physical and mental health, thereby contributing to better performance and workplace safety.	-	Positive: Improved productivity, enhanced employee morale, reduced attrition, and overall organisational effectiveness.

Section B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1a Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes*	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1b- Has the policy been approved by the Board? (Yes/No)	Yes	Yes*	Yes	Yes	Yes	Yes	Yes	Yes	Yes

***Note:** 1 a. & 1 b. P2- IRFC being NBFC, this principle has limited applicability.

[P1]: IRFC conducts its business activities with utmost importance to ethics, transparency and accountability. The Company has various policies and codes in place defining its Ethics and Governance framework, which are in full conformity with the laws applicable to the Company. The said framework includes, and is not limited to, the following policies and codes approved by the Board of Directors of the Company:

	Name of the policy	Weblink
1c- Web Link of the Policies, if available	Board Diversity Policy	https://irfc.co.in/sites/default/files/inline-files/BOARD%20DIVERSITY%20POLICY_0.pdf
	Whistle Blower Policy	https://irfc.co.in/sites/default/files/inline-files/WHISTLE%20BLOWER%20POLICY-VIGIL%20MECHANISM_0.pdf
	Code of Business Conduct and Ethics	https://irfc.co.in/sites/default/files/inline-files/CODE%20OF%20BUSINESS%20CONDUCT%20AND%20ETHICS%20FOR%20BOARD%20MEMBERS%20AND%20SENIOR%20MANAGEMENT%20OF%20THE%20COMPANY_3.pdf
	Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions	https://irfc.co.in/sites/default/files/inline-files/RELATED%20PARTY%20TRANSACTIONS%20%E2%80%90%20POLICY%20%26%20PROCEDURES_1.pdf
	Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated Persons and their Immediate Relatives and for Fair Disclosure	https://irfc.co.in/sites/default/files/inline-files/The%20Code%20of%20Internal%20Procedures%20and%20Conduct%20for%20Prohibition%20of%20Insider%20Trading%20in%20Dealing%20with%20the%20Securities%20of%20the%20Company.pdf
	Policy on 'fit & proper' criteria of Directors	https://irfc.co.in/sites/default/files/inline-files/IRFC%20FIT%20PROPER%20CRITERIA%20POLICY_0.pdf
	Nomination and Remuneration Policy	https://irfc.co.in/sites/default/files/inline-files/NOMINATION%20AND%20REMUNERATION%20POLICY_0.pdf
	Policy of Material Disclosure of Events	https://irfc.co.in/sites/default/files/inline-files/CORPORATE%20POLICY%20ON%20MATERIALITY%20FOR%20DISCLOSURE%20OF%20EVENTS%20TO%20THE%20STOCK%20EXCHANGES_1.pdf
	Preservation of Documents and Archival Policy	https://irfc.co.in/sites/default/files/inline-files/PRESERVATION%20OF%20DOCUMENTS%20AND%20ARCHIVAL%20POLICY_1.pdf
	Related Party Transaction Policy	https://irfc.co.in/sites/default/files/inline-files/RELATED%20PARTY%20TRANSACTIONS%20%E2%80%90%20POLICY%20%26%20PROCEDURES_1.pdf
	Dividend Distribution Policy	https://irfc.co.in/sites/default/files/inline-files/DIVIDEND%20DISTRIBUTION%20POLICY_2.pdf
	KYC Prevention and Money Laundering Policy	https://irfc.co.in/sites/default/files/inline-files/KNOW%20YOUR%20CUSTOMER-KYC%20AND%20PREVENTION%20OF%20MONEY%20LAUNDERING%20ACTIVITIES-PMLA.pdf

	Name of the policy	Weblink
	Corporate Social Responsibility and Sustainability Policy	https://irfc.co.in/sites/default/files/inline-files/CSR%20Policy_0.pdf
	Stakeholder Engagement Policy	https://irfc.co.in/sites/default/files/inline-files/Stakeholder%20Engagement%20Policy_0.pdf
	Policy on Responsible Advocacy with Public and Regulatory Bodies	https://irfc.co.in/sites/default/files/inline-files/Policy%20on%20Responsible%20Advocacy%20with%20Public%20and%20Regulatory%20Bodies_0.pdf
	Human Rights Policy	https://irfc.co.in/sites/default/files/inline-files/Human%20Right%20Policy%20IRFC.pdf
	Equal Opportunity Policy	https://irfc.co.in/sites/default/files/inline-files/EQUAL%20OPPORTUINITY%20POLICY_0.pdf
	Integrated Stakeholder Grievance Redressal Document	https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf
	ESG Policy	https://irfc.co.in/sites/default/files/inline-files/ESG%20POLICY.pdf
	Terms & Conditions of Independent Director	https://irfc.co.in/sites/default/files/inline-files/TERMS%20%26%20CONDITIONS%20OF%20APPOINTMENT%20OF%20INDEPENDENT%20DIRECTORS_1.pdf
	CSR Policy	https://irfc.co.in/sites/default/files/inline-files/CSR%20Policy_0.pdf
	Policy for Claiming Unclaimed Interest/ Redemption Amount of Non- Convertible Securities	https://irfc.co.in/sites/default/files/inline-files/POLICY%20FOR%20CLAIMING%20UNCLAIMED%20INTEREST%20%26%20REDEMPTION%20AMOUNT%20OF%20NON-CONVERTIBLE%20SECURITIES.pdf

In addition to the above, there are other policies and rules, which are internal documents of the Company and are accessible to the employees of the Company on Intranet.

[P2]: The Company is a NBFC and dedicated financing arm of the Indian Railways for mobilizing funds from domestic as well as overseas Capital Markets. Details of the Company's business activities are available at https://irfc.co.in/operation/leasing-background, https://irfc.co.in/operation/lending-background and https://irfc.co.in/operation/borrowing-background. Further, CSR & Sustainability Policy of the Company is available at https://irfc.co.in/sites/default/files/inline-files/CSR%20Policy_0.pdf and ESG policy is available at https://irfc.co.in/sites/default/files/inline-files/ESG%20POLICY.pdf.

[P3]: The Company has adopted various employee-oriented policies in line with the general laws and regulations and sound ethical practices. Such policies are normally approved by the Board of Directors and are accessible to the employees of the Company. Our ESG policy is available at https://irfc.co.in/sites/default/files/inline-files/ESG%20POLICY.pdf

Further, the Company has adopted an Equal Opportunity Policy to promote an inclusive work environment and provide equal opportunities without discrimination. The policy reflects the Company's commitment towards diversity, inclusion and protection of the rights of all employees. The Equal Opportunity Policy is available at: https://irfc.co.in/sites/default/files/inline-files/EQUAL%20OPPORTUINITY%20POLICY_0.pdf

[P4]: The Company respects the interest of all its stakeholders, including those who are disadvantaged, vulnerable & marginalized. The Company works towards inclusive growth through its Corporate Social Responsibility & Sustainability Policy approved by the Board of Directors. The CSR & Sustainability Policy is available at https://irfc.co.in/sites/default/files/inline-files/CSR%20_POLICY.pdf Our stakeholder engagement policy and stakeholder grievance redressal policy are available at links https://irfc.co.in/sites/default/files/inline-files/Stakeholder%20Engagement%20Policy_0.pdf and https://irfc.co.in/sites/default/files/inline-files/INTEGRATED%20STAKEHOLDER%20GRIEVANCE%20REDRESSAL%20DOCUMENT_0.pdf

[P5]: IRFC strives to safeguard and uphold human rights in all ways possible. Human Rights policy is available at https://irfc.co.in/sites/default/files/inline-files/Human%20Right%20Policy%20IRFC.pdf. Further, the Company has adopted an Equal Opportunity Policy to promote an inclusive workplace and provide equal opportunities without discrimination. The policy supports the Company's commitment towards diversity, inclusion and protection of rights of employees. The Equal Opportunity Policy is available at: https://irfc.co.in/sites/default/files/inline-files/EQUAL%20OPPORTUINITY%20POLICY_0.pdf

The Company has a Code of Business Conduct & Ethics, which captures the behavioral and ethical standards to be followed by the Board Members and Senior Management Personnel of the Company also, sets forth an obligation to strive continuously to bring about integrity and transparency in all spheres of the activities & Work unstintingly for eradication of corruption in all spheres of life. The Code is approved by the Board of Directors. All Directors & Senior Management members affirm compliance to the same annually. The said Code is available at https://irfc.co.in/sites/default/files/inline-files/CODE%20OF%20BUSINESS%20CONDUCT%20AND%20ETHICS%20FOR%20BOARD%20MEMBERS%20AND%20SENIOR%20MANAGEMENT%20OF%20THE%20COMPANY_3.pdf

[P6]: IRFC is socially conscious organization and fully endorses the nine principles of Global Compact enunciated by the United Nations Organization (UNO) which encompass area of human rights, environment protection and labour rights. These principles of Global Compact are embedded in various organizational policies of the Company thereby facilitating their implementation in a natural way. IRFC consistently strives towards meeting the expectation of the society through proper planning and decision making that will help in achieving a real and lasting reduction of social and economic disparities as well as protecting the environment. IRFC continues to support activities that aim at improving the quality of life of both present and future generations and at the same time safeguarding the capacity of the earth to support life in all its diversity. The ESG Policy is available at https://irfc.co.in/sites/default/files/inline-files/ESG%20POLICY.pdf

[P7]: IRFC plays an active and responsible role in matters concerning public & regulatory policy. Senior officials of the Company are involved from time to time in implementation of various Government Programmes and initiatives. Our Policy on Responsible Advocacy with Public and Regulatory Bodies is available at https://irfc.co.in/sites/default/files/inline-files/Policy%20on%20Responsible%20Advocacy%20with%20Public%20and%20Regulatory%20Bodies_0.pdf

[P8]: IRFC has various policies to support inclusive growth and equitable development of all its stakeholders including equal opportunity policy for its employees which is available at https://irfc.co.in/sites/default/files/inline-files/EQUAL%20OPPORTUINITY%20POLICY_0.pdf .The Company has a Manual for Procurement of Goods, Service and Works. In addition to that, IRFC has a Board-approved CSR & Sustainability Policy, which guides CSR initiatives of the Company, many of which are directed towards inclusive growth and equitable development. IRFC's Corporate Social Responsibility and Sustainability Policy of the Company is available at https://irfc.co.in/sites/default/files/inline-files/CSR%20Policy_0.pdf

[P9]: As per RBI norms, IRFC has a Board-approved 'KYC & Prevention of Money Laundering Policy' which sets out the fair and transparent practices to be followed by the Company in its lending operations, as prescribed under RBI norms. IRFC's KYC & Prevention of Money Laundering Policy is available at https://irfc.co.in/sites/default/files/inline-files/KNOW%20YOUR%20CUSTOMER-KYC%20AND%20PREVENTION%20OF%20MONEY%20LAUNDERING%20ACTIVITIES-PMLA.pdf

2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company being CPSE enters into Memorandum of Understanding (MoU) with Ministry of Railways (MoR) every year under the framework prescribed in MoU Guidelines issued by the Department of Public Enterprises (DPE). The MoU establishes important performance metrics for the Company, which are developed in conjunction with the Ministry of Railways, Government of India and the Company's performance is evaluated on various financial and non-financial parameters. For the financial year 2024-25, based on its performance, the Company has been rated 'Excellent' by the Department of Public Enterprises (DPE).								

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company being CPSE enters into Memorandum of Understanding (MoU) with Ministry of Railways (MoR) every year under the framework prescribed in MoU Guidelines issued by the Department of Public Enterprises (DPE), wherein Company is evaluated on various financial and non-financial parameters. For the financial year 2024-25, based on its performance, the Company has been rated 'Excellent' by the Department of Public Enterprises (DPE).
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)	The Company remains committed to strengthening a robust and future-ready ESG framework across its operations. An ESG Policy, duly approved by the Board, is in place, outlining key focus areas, targets, and associated challenges. This policy serves as a guiding document for all ESG-related initiatives and is integrated into the Company's overall business strategy. The policy framework articulates the Company's commitment to ESG and long-term value creation for internal and external stakeholders including customers, employees, investors, regulators, business partners and community members. The ESG policy document is also available on website of the company at https://irfc.co.in/sites/default/files/inline-files/ESG%20POLICY.pdf. From an environmental perspective, the Company incorporates environmental appraisal as an integral part of its project evaluation process in line with its credit policy. This includes assessment of environmental impact, cost-benefit analysis, and evaluation of alternative strategies. Going forward, the Company aims to further enhance its ESG integration by strengthening monitoring mechanisms and aligning with evolving regulatory and stakeholder expectations. On the social front, the Company's HR policies are designed to ensure holistic employee well-being, offering competitive benefits, career progression opportunities, continuous training, and a safe and inclusive work environment. Special emphasis is placed on gender diversity, employee engagement, and a well-defined grievance redressal mechanism. Governance remains the cornerstone of the Company's sustainability agenda. The Company follows established procurement guidelines and maintains a comprehensive Risk Management Policy covering Business Continuity Planning and Disaster Management. A robust IT infrastructure is in place, including a dedicated data center, regular data backups, and an operational disaster recovery site to ensure resilience and continuity of operations. Our responsibility extends to the communities served through our CSR initiatives. These focus on rural livelihood, education, health, environment, and skill development, with rigorous Impact Evaluation. In FY 2025–26, we were required to spend ₹ 128.33 crores towards CSR activities, and we have fully spent the entire amount on various CSR projects, making a meaningful difference in the communities. The Company continues to make steady progress in strengthening its ESG practices. While challenges remain in terms of evolving regulatory requirements, data management, and integration of ESG considerations into financing decisions, the Company is committed to continuous improvement and value creation for all stakeholders through responsible and sustainable business practices.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company, led by the Chairman & Managing Director, is the highest authority, instrumental to protect and enhance stakeholders value. In the capacity of trustees, the Board ensures that the Company has a clear vision, mission and goals to fulfil and exceed the expectations of its stakeholders.
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, Chairman & Managing Director (DIN: 07518387) cmd@irfc.co.in 011-24361480

10 Details of Review of NGRBCs by the Company:

<table>
<tr><th rowspan="2">Subject for Review</th><th colspan="9">Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</th><th colspan="9">Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</th></tr>
<tr><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>Performance against above policies and follow up action</td><td colspan="18">The effectiveness of the aforementioned policies is reviewed on a periodic basis, and necessary updates are undertaken in line with applicable laws, regulations, and evolving business requirements. In addition, the Board of Directors conducts an annual review of these policies to ensure their continued relevance, adequacy, and alignment with the Company's strategic objectives and regulatory framework.</td></tr>
<tr><td>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</td><td colspan="18">On quarterly basis, the Compliance of the various applicable laws and regulations is placed before the Board of Directors, based on compliance certificate signed by all the Departmental Heads. The effectiveness of the aforementioned policies is reviewed on a periodic basis, and necessary updates are undertaken in line with applicable laws, regulations, and evolving business requirements. In addition, the Board of Directors conducts an annual review of these policies to ensure their continued relevance, adequacy, and alignment with the Company's strategic objectives and regulatory framework.</td></tr>
</table>

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<tr><td>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.</td><td colspan="18">From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various departmental heads and approved by the Board of Directors/ Chairman & Managing Director. An internal assessment of the working of the policies is done regularly. The policies are reviewed on need basis and necessary updates are carried out whenever there are changes in applicable laws and regulations or to align with business requirements.</td></tr>
</table>

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

Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE-1

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

ESSENTIAL INDICATORS

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

Segment	Total number of trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarization programme for Independent Directors organized by IICA & Experiential Learning Programme	100.00%
Key Managerial Personnel	3	Experiential Learning Programme	100.00%
Employees other than BoD and KMPs	9	Various technical and financial topics including experiential learning and personal effectiveness which are relevant for day-to-day work	98.21%
Workers	-	-	-

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?(Yes/No)
Penalty/ Fine	Principle 1	1. National Stock Exchange of India Limited 2. BSE Limited	89,65,640.00	For the financial year ended on March 31, 2026, the Company has complied with all requirements of SEBI (LODR) Regulations, 2015, the Companies Act, 2013 and rules made thereunder, applicable Secretarial Standards issued by ICSI and DPE Guidelines on Corporate Governance, as amended from time to time, except the number of Independent Directors on the Board were less than half of the total strength of Board as required under SEBI (LODR) Regulations, 2015. There has been non- compliance under Regulation 17(1), 17(2A), 18(1), 19(1)/ 19(2), 20(2)/(2A) and 21(2) for the quarter ended March 2025 & June 2025 and under Regulation 17(1), 18(1) and 19(1)/	Yes

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?(Yes/No)
				19(2) of SEBI(LODR) Regulations, 2015 for the quarter ended September, 2025 & December 2025 which pertains to the composition of the Board, quorum of Board meetings, constitution of committees namely Audit, Nomination and Remuneration, Stakeholder Relationship, and Risk Management respectively. Due to such non-compliances, NSE and BSE each imposed a fine of ₹ 44,82,820/-. Subsequent to the close of the FY 2025-26:(i) the National Stock Exchange of India Limited (NSE) vide its e-mail dated 24.04.2026, has communicated the waiver of fines levied for the period from March 2022 to December 2025 for non-compliance with Regulations 17(1), 17(2A), 18, 19, 20, and 21 of the SEBI (LODR) Regulations, 2015; and (ii) BSE Limited vide its communication dated 27.04.2026, has similarly approved the Company's request for waiver of fines levied for the same period. Further, in earlier instances of non-compliance of similar nature, BSE & NSE had already waived fine imposed on Company on the similar ground for the period March, 2021 to December, 2021.	
Settlement	Nil	NA	0	NA	No
Compounding Fee	Nil	NA	0	NA	No

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

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
In connection with fine(s) levied by NSE and BSE pertaining to the composition of the Board, quorum of Board meetings, constitution of committees namely Audit, Nomination and Remuneration, Stakeholder Relationship and Risk Management, this is to mention that the power to appoint functional/ Official Part-time Directors/ non-Official Part time Directors (Independent Directors) vests with the Government of India. The appointment of Directors in IRFC is made by the President of India through administrative ministry i.e., Ministry of Railways (MoR) and Company has no role to play in it and the non-compliance is beyond the control of the IRFC. Therefore, the Company has been requesting the appointing authority, i.e., MoR, for appointment of Directors including requisite number of Independent Directors. In view of the above, the Company has requested / is requesting the stock exchanges not to levy fine (s) and waive off the fines already imposed. Subsequent to the close of the FY 2025-26: (i) the National Stock Exchange of India Limited (NSE) vide its e-mail dated 24.04.2026, has communicated the waiver of fines levied for the period from March 2022 to December 2025 for non-compliance with Regulations 17(1), 17(2A), 18, 19, 20, and 21 of the SEBI (LODR) Regulations, 2015; and (ii) BSE Limited vide its communication dated 27.04.2026, has similarly approved the Company's request for waiver of fines levied for the same period. Further, in earlier instances of non-compliance of similar nature, BSE & NSE had already waived fine imposed on Company on the similar ground for the period March, 2021 to December, 2021.	1. National Stock Exchange of India Limited 2. BSE Limited

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.**

IRFC being CPSE follows procedures and norms of CVC regarding anti-corruption and anti-bribery and also the PIDPI Resolution of GOI (Public Interest Disclosure and Protection of Informers) relating to complaints for disclosure on any allegation of corruption or misuse of office wherein CVC is Designated Agency. Apart from the above, IRFC has also adopted Whistle Blower Policy for Directors and Employees to report their genuine concerns or grievances about unethical behavior, actual or suspected fraud or to detect and report any improper activity within the Company, which is hosted at https://irfc.co.in/sites/default/files/inline-files/WHISTLE%20_BLOWER%20POLICY-VIGIL%20MECHANISM_0.pdf Further, Code of Business Conduct & Ethics, which captures the behavioral and ethical standards to be followed by the Board Members and Senior Management Personnel of the Company also, sets forth an obligation to strive continuously to bring about integrity and transparency in all spheres of the activities & Work unstintingly for eradication of corruption in all spheres of life, which is hosted at https://irfc.co.in/sites/default/files/inline-files/CODE%20OF%20BUSINESS%20CONDUCT%20AND%20ETHICS%20FOR%20BOARD%20MEMBERS%20AND%20SENIOR%20MANAGEMENT%20OF%20THE%20COMPANY_3.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.**

Particulars	FY 2025-2026	FY 2024-2025
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2025-2026		FY 2024-2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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 2025-2026	FY 2024-2025
Number of days of accounts payable	0	0

*IRFC being a NBFC and dedicating financing arm of the Indian Railways for mobilizing funds from domestic as well as overseas Capital Markets, accordingly, the company doesn't have the outstanding trade payable

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-2026	FY 2024-2025
Concentration of purchases*	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales*	a. Sales to dealers /distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	3.34%	1.90%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	6.23%	1.12%
	d. Investments (Investments in related parties / Total Investments made)	100.00%	100.00%

* Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners under the awareness programmes)
1	Sensitizing SC/ST & women Vendors for wider participation.	18.29%

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 a Code of Conduct for Board Members and Senior Management, which covers inter-alia the process of dealing with conflict of interests. The Code of Conduct, among other things, requires Board Members and Senior Management Personnel to:

1. Not involve in taking any decision on a subject matter in which a conflict of interest arises or which in his opinion is likely to arise.
2. Shall make disclosures to the Board relating to all the material, financial and commercial transactions, if any, where they have personal interest that may have a potential conflict with the interest of the Company at large.
3. Abstain from discussion, voting or otherwise influencing a decision on any matters that may come before the Board in which they may have a conflict or potential conflict of interest.
4. Shall avoid any dealing with the Contractor or Supplier that compromises the ability to transact business on a professional, impartial and competitive basis or that may influence discretionary decision to be made by the Board Members / Company.

5. Shall avoid having any personal and /or financial interest in any business dealings concerning the Company.

The Code is available at https://irfc.co.in/sites/default/files/inline-files/CODE%20OF%20BUSINESS%20CONDUCT%20AND%20ETHICS%20FOR%20BOARD%20MEMBERS%20AND%20SENIOR%20MANAGEMENT%20OF%20THE%20COMPANY_3.pdf Further, whenever any director has a direct or indirect stake in an agenda/matter, they would refrain from participating in the discussion. Also, in accordance with laid down provisions of Companies Act, 2013 and SEBI Regulations Director(s) discloses their interests in any Company or body's corporate firm, or other association of individuals by giving a notice in writing on annual basis (or whenever there is a change); and the same is put up to the Board of Directors.

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.

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	-	-	IRFC does not own or operate any manufacturing facilities. Accordingly, there are no specific R&D or Capex investments related to technologies for environmental or social impact improvements.
Capex	-	-	IRFC does not own or operate any manufacturing facilities. Accordingly, there are no specific R&D or Capex investments related to technologies for environmental or social impact improvements.

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

Yes

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

100%. All procurements at IRFC are conducted through the Government e-Marketplace (GeM) portal, which ensures adherence to sustainable and transparent procurement practices.

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

Plastics (including packaging)	Given the nature of business and operations, the Company does not have material plastic waste, e-waste and other waste. Further, the Company does not have any hazardous waste. Disposal of old, unserviceable & obsolete IT equipment's, identified as e-waste, is done through registered Recyclers/Re-processers under Central Pollution Control Board, Government of India & State Pollution Control Committee Board. The Company has significantly reduced the use of plastic and actively encourages the adoption of eco-friendly alternatives such as jute bags, cloth bags, ceramic cups, and steel bottles. Furthermore, mechanisms have been introduced to promote the use of products made from recycled plastic, reinforcing our commitment to sustainable practices.
E-waste	Given the nature of business and operations, the Company does not have material plastic waste, e-waste and other waste. Further, the Company does not have any hazardous waste. Disposal of old, unserviceable & obsolete IT equipment's, identified as e-waste, is done through registered Recyclers/Re-processers under Central Pollution Control Board, Government of India & State Pollution Control Committee Board. The Company has significantly reduced the use of plastic and actively encourages the adoption of eco-friendly alternatives such as jute bags, cloth bags, ceramic cups, and steel bottles. Furthermore, mechanisms have been introduced to promote the use of products made from recycled plastic, reinforcing our commitment to sustainable practices.

Hazardous waste	Given the nature of business and operations, the Company does not have material plastic waste, e-waste and other waste. Further, the Company does not have any hazardous waste. Disposal of old, unserviceable & obsolete IT equipment's, identified as e-waste, is done through registered Recyclers/Re-processers under Central Pollution Control Board, Government of India & State Pollution Control Committee Board. The Company has significantly reduced the use of plastic and actively encourages the adoption of eco-friendly alternatives such as jute bags, cloth bags, ceramic cups, and steel bottles. Furthermore, mechanisms have been introduced to promote the use of products made from recycled plastic, reinforcing our commitment to sustainable practices.
Other waste	Given the nature of business and operations, the Company does not have material plastic waste, e-waste and other waste. Further, the Company does not have any hazardous waste. Disposal of old, unserviceable & obsolete IT equipment's, identified as e-waste, is done through registered Recyclers/Re-processers under Central Pollution Control Board, Government of India & State Pollution Control Committee Board. The Company has significantly reduced the use of plastic and actively encourages the adoption of eco-friendly alternatives such as jute bags, cloth bags, ceramic cups, and steel bottles. Furthermore, mechanisms have been introduced to promote the use of products made from recycled plastic, reinforcing our commitment to sustainable practices.

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

Not Applicable, as the Company operates solely as a Non-Banking Financial Company (NBFC). Its business activities are limited to providing financial and leasing services and do not involve the production, handling, or distribution of consumer goods that fall under the scope of EPR regulations. Accordingly, the requirement relating to waste collection plans under EPR provisions is not applicable to the Company. Hence, compliance with EPR-related provisions is not required for IRFC operations.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

Not Applicable. Being a NBFC categorized as IFC, the main products offered by IRFC include is to finance the acquisition of rolling stock assets, leasing of railway infrastructure assets, and lending to other entities under the MoR. IRFC does not perform Life Cycle Assessments (LCA) for its business activity alike a manufacturing entity does for physical products. IRFC uses a leasing approach to fund Indian Railways' Rolling stock and project assets. The normal lease term is 30 years, with a primary component of 15 years and a secondary component of 15 years. During the primary lease period, the principal component & interest are recovered. Secondary lease period assets are normally transferred to the MoR for a nominal sum at the conclusion of the lease. We have a cost-plus leasing agreement with the MoR. The details of leasing, lending and borrowing operations of the Company are available on the website of the Company at https://irfc.co.in. Company has initiated diversification, for financing projects with forward & backward linkages for Railways. IRFC has incorporated ESG considerations into its project appraisal. It incorporates environmental appraisal as an integral part of its project evaluation process in line with its credit policy. This includes assessment of environmental impact, cost-benefit analysis etc. This strategy serves a similar purpose to that of an LCA by evaluating and mitigating the environmental impacts of the projects they finance.

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
Other financial service activities-Financial Leasing	No significant social or environmental concern / risk is envisaged from the Company's business activities, as IRFC is not engaged in manufacturing or production of physical goods.	IRFC is not a manufacturing Company. Further, as per the credit policy of the Company, the evaluation of the project covers the Environmental Appraisal aspect also. The analysis of environmentally sensitive projects will address several issues like measurement of environmental impact, cost- benefit analysis, assessment of alternative strategy etc.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-2026	FY 2024-2025
Considering the nature of business and operations, the percentage of recycled or reused input material used by the Company is negligible. There are no primary input materials used since the nature of operations is focused on financial and lending activities	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:**

Particulars	FY 2025-2026			FY 2024-2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
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
Not Applicable	

PRINCIPLE-3

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

ESSENTIAL INDICATORS

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

Category	Total (A)	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	49	0	0.00%	49	100.00%	0	0.00%	49	100.00%	0	0.00%
Female	10	0	0.00%	10	100.00%	10	100.00%	0	0.00%	0	0.00%
Total	**59**	**0**	**0.00%**	**59**	**100.00%**	**10**	**16.95%**	**49**	**83.05%**	**0**	**0.00%**
Other than Permanent employees											
Male	7	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**8**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

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

Category	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	FY 2025-2026	FY 2024-2025
Cost incurred on well-being measures as a % of total revenue of the company	0.0022%	0.0010%

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

Benefits	FY 2025-2026*			FY 2024-2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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	86.57%	NA	Yes	100.00%	NA	Yes
Gratuity	86.57%	NA	Yes	100.00%	NA	Yes
ESI	0.00%	NA	NA	0.00%	NA	NA
Others-Specify	0.00%	NA	Yes	100.00%	NA	Yes

* Considered only Permanent Employees ([Excluded DF (Addl. Charge)]

3. **Accessibility of workplaces.**

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

Yes

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 policy is available at the website of the company at https://irfc.co.in/sites/default/files/inline-files/EQUAL%20OPPORTUINITY%20POLICY_1.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	100.00%	0.00%	-	-
Female	100.00%	0.00%	-	-
Total	**100.00%**	**0.00%**	**-**	**-**

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	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	No	NA
Other than Permanent Workers	No	NA
Permanent Employees	Yes	A detailed grievance redressal mechanism is in place and accessible to the employees of the Company through intranet.
Other than Permanent Employees	No	NA

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

Category	FY 2025-2026			FY 2024-2025		
	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	59	0	0.00%	45	0	0.00%
Male	49	0	0.00%	36	0	0.00%
Female	10	0	0.00%	9	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%

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

Category	FY 2025-2026					FY 2024-2025				
	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	56	56	100.00%	47	83.93%	36	0	0.00%	36	100.00%
Female	11	11	100.00%	10	90.91%	9	0	0.00%	8	88.89%

Category	FY 2025-2026					FY 2024-2025				
	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)
Total	**67**	**67**	**100.00%**	**57**	**85.07%**	**45**	**0**	**0.00%**	**44**	**97.78%**
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

	FY 2025-2026			FY 2024-2025		
	Total(A)	No.(B)	%(B/A)	Total(C)	No.(D)	%(D/C)
Employees						
Male	56	49	87.50%	36	36	100.00%
Female	11	10	90.91%	9	9	100.00%
Total	**67**	**59**	**88.06%**	**45**	**45**	**100.00%**
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**

10. Health and safety management system.

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

Yes, Considering the nature of business and operations, the occupational health and safety issues are minimal. The Company takes care of health and well-being of its employees by reimbursing in-patient and out-patient medical costs, provision for leaves on medical grounds, rehabilitation policy in case of death or permanent disability, which are applicable for all employees.

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

Not applicable

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

Not applicable

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

Yes, IRFC have its own Medical Policy which provides IPD/OPD facilities to its Employees. The Company has also engaged a Doctor at the workplace.

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

Safety Incident/Number	Category	FY 2025-2026	FY 2024-2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

Company is committed to providing a safe and healthy workplace to ensure a culture of safety throughout the organization. Considering the nature of business and operations, the occupational health and safety issues are minimal. The Company takes care of health and well-being of its employees by reimbursing in-patient and out-patient medical costs, provision for leaves on medical grounds, rehabilitation policy in case of death or permanent disability, which are applicable for all employees. The Company has also engaged a Doctor at the workplace.

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

	FY 2025-2026			FY 2024-2025		
	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	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

14. Assessments for the year.

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

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.

Not Applicable

LEADERSHIP INDICATORS

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

(A) Employees - Yes

(B) Workers (Y/N)- Not applicable

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

Value chain partners are onboarded through a defined tendering and vendor selection process. The tender terms and conditions require value chain partners to comply with all applicable statutory and regulatory requirements, including the deduction and timely deposit of statutory dues.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-2026	FY 2024-2025	FY 2025-2026	FY 2024-2025
Employees	-	-	-	-
Workers	-	-	-	-

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

No

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

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

Note: No assessment of Value chain partners during FY 2025-26

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

Not Applicable

PRINCIPLE-4

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

ESSENTIAL INDICATORS

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

The Company/ IRFC has developed a thorough and well-structured stakeholder engagement policy designed to streamline the process of identifying, engaging with and managing its various stakeholders. This policy delineates the approach for identifying, engaging, and managing stakeholders. In the context of this policy, a stakeholder denotes individuals or groups who are either directly or indirectly impacted by the activities of IRFC, along with those who hold vested interests in IRFC's business operations or possess the capacity to influence the outcomes of such operations. IRFC recognizes employees, business associates (suppliers, vendors, partners, and service providers), shareholders/investors, banking institutions, regulatory bodies, customers, and neighbouring communities as pivotal stakeholders. Internal stakeholders include employees and staff of the Company and external stakeholders include equity shareholders, bondholders, creditors, bankers, borrowers and customers, Governmental bodies and regulatory authorities including State Government(s), Reserve Bank of India, Ministry of Corporate Affairs, Securities and Exchange Board of India, Stock Exchanges etc. The stakeholder identification process is ongoing and dynamic, allowing the Company to remain aligned with evolving stakeholder needs and expectations. By proactively engaging with stakeholders, we aim to address their concerns, mitigate potential risks, and foster enduring relationships that are critical to our long-term success. The Stakeholder engagement policy is also available on website of the Company at https://irfc.co.in/sites/default/files/inline-files/Stakeholder%20Engagement%20Policy_0.pdf

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email,SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email/ SMS/ Letters/Telephone/ Newspaper publications/ Press Release/ Website/ Dissemination of information through Stock Exchange Mechanism/ Annual Report	Need Based & As and when Investors call is conducted and General Meetings etc.	Communication of financial results, adoption of financial statement and transaction of ordinary and special business as needed. Business updates and Addressing requests/ grievances of shareholders from time to time.
Bondholders	No	Email/ Website/ Dissemination of information through Stock Exchange Mechanism	Need based	Allotment, Interest Servicing, Redemption Payment, Bond Certificate/Demat Credit. Addressing requests/grievances of bondholders from time to time. special business from time to time.

Stakeholder Group	Whether identified as Vulnerable & Marginalized 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
Value Chain Partners	No	Email/SMS/Website/ Letters/ Telephone /GeM, workshops, Awareness programme and other portals of Government.	Need based	Meetings were organized for relationship building updates on key developments in the Company & addressing their issues.
Employees	No	Training/ Personal Interactions/ Notice Board/ Emails/social media/ Departmental Meetings/ Cultural Events/ Team Building/	Need based	Facilitating learning & development, communication of various policies, guidelines, aware about key developments in the Company and addressing their issues, Promote open communication, mutual trust, and a collaborative, inclusive work culture.
Regulatory Bodies	No	MoUs/quarterly progress reports/ annual reports/meetings	On quarterly, Annual and Need based	Support government missions, Relationship building, Discussion on major investment plans, Discussions with regulatory bodies w.r.t. regulations, amendments, approvals and assessments.
Communities	Yes	Impact assessment/ CSR Activities/Personal interactions/ Project-based discussions	Need Based	Community development and wellbeing, CSR projects
Customers	No	Email/SMS /Website Letters/Telephone	Need Based	For project execution, discussions, disbursements

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 already has various Board-approved policies in place, to address the economic, and social topics relating to its business. The said policies have been developed over a period of time based on the inputs from relevant stakeholders. Stakeholder engagement is not merely a one-time event, it is an integral component of the Company's business processes and is approached as an ongoing effort. Stakeholder consultations are typically undertaken by respective groups, business heads with relevant company officers. The feedbacks/identified issues of corporate concerns are escalated to the Board-level through various Board committees which overseas aspects like Business risk, CSR & Sustainability, Marketing Strategies& Information Technology Oversight, Planning & Projects, Dispute Settlement etc.

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.**

   IRFC has established mechanisms for stakeholder consultation to support the identification and management of environmental and social topics. The Company has in place an ESG Policy reflecting its commitment to environmental sustainability, social responsibility, and sound governance practices. The policy is available on the Company's website at https://irfc.co.in/sites/default/files/inline-files/ESG%20POLICY.pdf Inputs and feedback from both internal and external stakeholders are regularly considered to strengthen policies and improve operational practices. These stakeholders include employees, borrowers (such as the Ministry of Railways and other railway entities), investors, regulators, and other relevant parties. Through these mechanisms, IRFC ensures continuous improvement in its environmental and social governance practices and aligns its operations with stakeholder expectations and regulatory requirements.

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

IRFC is registered on GeM (Government e-Marketplace), Sambandh, Samadhan and TReDS (Trade Receivables Discounting System) portals of the Government of India (GoI) and effectively using the same and Company also promotes procurement from MSEs & women entrepreneurs and extends certain facilities in its procurement procedures. It is also noteworthy, that there was no complaint against IRFC regarding delay in payments or any other grievance by any MSE vendor, on Government of India's Samadhan portal during the year. Beyond Vendor Engagement the Company also makes efforts on a regular basis to reach out to those equity shareholders and bondholders, who have unclaimed / unpaid dividends amounts/shares or unclaimed redemption amounts lying with the Company, so that such investors do not miss out on getting their rightful dues.

Moreover, IRFC Corporate Social Responsibility (CSR) programs are centred on uplifting socially and economically disadvantaged groups. These initiatives are comprehensive and target key areas, including education, healthcare, skill development, sanitation and assistance for persons with disabilities. Our CSR initiatives also focus on upliftment of marginalized, poor, needy, deprived, underprivileged and differently abled persons.

PRINCIPLE-5

Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY 2025-2026			FY 2024-2025		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	59	59	100.00%	45	45	100.00%
Other than permanent	8	8	100.00%	3	0	0.00%
Total Employees	**67**	**67**	**100.00%**	**48**	**45**	**93.75%**
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	**-**	**-**	**-**	**-**	**-**	**-**

Note: The Human Rights and Equal Opportunity Policy of Indian Railway Finance Corporation has been circulated among all employees of IRFC and is also available on the official IRFC website for awareness.

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

Category	FY 2025-2026					FY 2024-2025				
	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	59	0	0.00%	59	100.00%	45	0	0.00%	45	100%
Male	49	0	0.00%	49	100.00%	36	0	0.00%	36	100%
Female	10	0	0.00%	10	100.00%	9	0	0.00%	9	100%
Other than permanent	8	0	0.00%	8	100.00%	3	0	0.00%	3	100%
Male	7	0	0.00%	7	100.00%	3	0	0.00%	3	100%
Female	1	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%

Category	FY 2025-2026					FY 2024-2025				
	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
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	1	1,16,50,703.00	1	88,75,865.00
Key Managerial Personnel	1	37,48,896.00	0	0.00
Employees other than BoD and KMP	46	20,63,477.00	12	26,51,440.50
Workers	Not Applicable			

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

	FY 2025-2026	FY 2024-2025
Gross wages paid to females as % of total wages	23.99%	25.34%

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

Yes

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

a) Yes, the Company is committed to provide equal employment opportunities without any discrimination on the grounds of disability, gender, caste, religion, race, state, background, colour, and maintaining a work environment that is free from harassment based on the above considerations.

b) Abiding by the provisions of the Minimum Wages Act 1971, the minimum wages paid to the employees and contractors are revised periodically. The salary paid to employees of all categories fulfils all norms of the Act as prescribed.

c) Being a Government Company and a Central Public Sector Enterprise under the Ministry of Railways, its HR policies reflect the incorporation of Human Rights, which cover all the employees and relative aspects pertaining to Vendors/Suppliers/Contractors through contract conditions.

d) Further, IRFC 'CDA Rules' also define the desirable and non-desirable acts and conduct for the employees. There is a laid down procedure for actions in case of non-compliance with the defined terms as well as for any inappropriate or unwelcome sexually oriented behaviour.

e) The Company has a policy towards sexual harassment at the workplace, which has been implemented. All reported cases of sexual harassment are inquired into by an Internal Complaints Committee. Internal Complaints Committees (ICCs) have been constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to redress complaints received on sexual harassment. If proved, disciplinary action is taken in accordance with the Conduct, Discipline and Appeal Rules (CDA Rules) against the delinquent employee. To promote fair and equitable employment relationship, a scheme for Grievance Redressal of employees is also in place which ensures a time bound redressal of grievances.

f) IRFC has a comprehensive Whistle Blower Policy in place enabling employees to report malpractices such as misuse or abuse of authority, fraud or suspected fraud, violation of Company rules, manipulations, and matters affecting the interests of the Company with necessary safeguards for the protection of the whistle blower.

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

Particulars	FY 2025-2026			FY 2024-2025		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2025-2026	FY 2024-2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	0	0

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

Pursuant to the Whistle Blower Policy of the Company, necessary mechanism has been put in place to provide protection to the complainant, wherever required. The Whistle Blower Policy is available at https://irfc.co.in/sites/default/files/inline-files/WHISTLE%20 BLOWER%20POLICY-VIGIL%20MECHANISM_0.pdf IRFC believes that a sustainable organization rests on the foundation of ethics and respect for human rights. The Company ensures diversity and equal opportunities in workplace and upholds that career advancement is based on talent and performance. Cases related to prevention of sexual harassment at workplace are treated with utmost sensitivity and confidentially in line with the guidelines of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

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

The financial relationship of the Company with the Ministry of Railways is based on a Financial Lease arrangement, which is regulated by a standard lease agreement. For Non MoR borrowers as per the financial agreements. Further to protect the human rights of employees, IRFC has adopted employee- oriented policies, in line with the general laws and sound ethical practices.

10. Assessments for the year.

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child Labour	NIL
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

IRFC has PoSH Committee and Grievance Redressal Policy, the details of which is displayed at the office Notice Board for immediate response and assistance whenever required.

LEADERSHIP INDICATORS

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

Not applicable

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

IRFC has a Human Rights Policy in place that guides the organization's commitment to protecting and promoting human rights . As part of its human rights due diligence framework, IRFC conducts periodic meetings with employees belonging to SC, ST, and OBC categories to address their concerns and ensure effective grievance redressal. In addition, a dedicated Grievance Redressal Committee has been constituted to receive, examine, and resolve employee grievances in a fair, transparent and timely manner.

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

Yes

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

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

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

Not Applicable with reference to reply given at Q4 above.

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.**

Parameterh	Unit	FY 2025-2026	FY 2024-2025
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	0	0
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	0	0
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	586.59	385.1
Total fuel consumption (E)	Gigajoule (GJ)	314.86	0
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non renewable sources (D+E+F)	Gigajoule (GJ)	901.45	385.1
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	901.45	385.1
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Crore ₹	0.03	0.003
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / 10 MN USD	0.61	0
Energy intensity in terms of physical output	Gigajoule (GJ) / FTE	13.45	0
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency - Yes, JointValues ESG Services Private Limited

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

   Not Applicable

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

Parameter	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1,615.19	496.8
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	1,615.19	496.8
Total volume of water consumption (in kilo litres)	323.04	496.8
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilo litres / Crore Rs.)	0.0118	0.004
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.24	0
Water intensity in terms of physical output	4.82	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency - Yes, JointValues ESG Services Private Limited

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

Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	1,292.15	0
- No treatment	1,292.15	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	397.44
- No treatment	0	397.44
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	1,292.15	397.44

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency - Yes, JointValues ESG Services Private Limited

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

   Not Applicable

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

Parameter	Please specify unit	FY 2025-2026	FY 2024-2025
NOx	µg/m3	0	0
SOx	µg/m3	0	0
Particulate matter (PM)	µg/m3	0	0
Persistent organic pollutants (POP)	µg/m3	0	0
Volatile organic compounds (VOC)	µg/m3	0	0
Hazardous air pollutants (HAP)	µg/m3	0	0
Others – please specify	µg/m3	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency- No, Not Applicable, as IRFC is a NBFC and is not involved in manufacturing of any kind of product. Therefore, air emission is negligible.

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

Parameter	Unit	FY 2025-2026	FY 2024-2025
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes OF CO2 equivalent	33.53	20.97
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes OF CO2 equivalent	115.69	77.77
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG ehmissions / Revenue from operations)	Metric tonnes OF CO2e / Crores	0.01	0
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes OF CO2e / 10 MN USD	0.1112	0.0008
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes OF CO2e / FTE	2.23	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency - Yes, M/s JointValues ESG Services Private Limited

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

Not Applicable. Indian Railways is working on a mission mode to become the largest Green Railways in the world, and is moving to become a 'net zero emitter' before 2030. It is planning to do so through investing in massive electrification, development of freight corridors, energy-efficient and carbon friendly technologies, harness potential of Solar energy etc. to reduce its carbon footprint. IRFC will continue to help Ministry of Railways to support Governments commitments.

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

Parameter	FY 2025-2026	FY 2024-2025
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4.68	0.08

Parameter	FY 2025-2026	FY 2024-2025
Total (A+B + C + D + E + F + G + H)	**4.68**	**0.08**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (metric tonnes / Crore Rs.)	0.0002	0.0008
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0035	0
Waste intensity in terms of physical output	0.07	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	4.68	0
Total	**4.68**	**0**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - Yes, JointValues ESG Services Private Limited. In FY 25-26, the quantum of E waste and battery waste generated is minimal. Hence, it has not been disposed off as required under E Waste and Battery Waste Management Rules.

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.

Disposal of old, un-serviceable & obsolete IT equipment, identified as e-waste, is done through registered recyclers/re-processors under Central Pollution Control Board and State Pollution Control Committee/Board, by following the procedure defined under IRFC's Procurement Guidelines.

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

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.
Registered office of the Company is only in New Delhi.	The Company is a NBFC. Office of the Company is not located in ecologically sensitive area.	No

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	Nil	-	No	No	NA

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

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
IRFC is not a manufacturing company. Hence, the given question has limited relevance. However, the Company complies with applicable environmental regulations in respect of its premises and operations. The Company also does Environment appraisal to analyze any detrimental environmental impact and how to mitigate the same. The factors include the water, air, land, sound, geographical location. The analysis of environmentally sensitive projects addresses several issues like measurement of environmental impact, cost-benefit analysis, assessment of alternative strategy etc.	Not Applicable	NIL	NA

LEADERSHIP INDICATORS

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

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

   (i) Name of the area- Not Applicable

   (ii) Nature of operations- Not Applicable

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

Parameter	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0	0
Water intensity in terms of physical output	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2025-2026	FY 2024-2025
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilo litres)	0	0

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

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

Parameter	Unit	FY 2025-2026	FY 2024-2025
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	39.27	0
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/ Crore ₹	0.00144	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0	0

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency - *No, Not Applicable*

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

Not Applicable

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.

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
IRFC had awarded the contract for implementation of ERP in IRFC including servers for cloud hosting and disaster recovery to M/s RailTel Corporation Ltd. IRFC had gone live with eFile & HRMS module. ERP implementation has minimized paper consumption and manual processes.	IRFC had awarded the contract for implementation of ERP in IRFC including servers for cloud hosting and disaster recovery to M/s RailTel Corporation Ltd. IRFC had gone live with eFile & HRMS module. ERP implementation has minimized paper consumption and manual processes.	Successful implementation and operationalization of ERP system in IRFC, including cloud hosting and disaster recovery infrastructure through RailTel Corporation Ltd.. Go-live of eFile and HRMS modules, resulting in streamlined digital workflow and improved employee management processes. Significant reduction in paper consumption through adoption of electronic file movement and digital record management. Minimization of manual processes, leading to enhanced operational efficiency, transparency, and faster decision-making. Improved data availability and centralized information management across departments. Strengthened business continuity and data security through cloud hosting and disaster recovery arrangements. Enhanced process standardization and automation, contributing towards better governance and ease of administration.

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

The Company has a comprehensive risk management policy, which essentially covers Business Continuity and disaster management Plan. Currently, IRFC has already set up a disaster recovery site where all the applications are hosted. Regular backup of all the critical data is being taken as per the policy of the organization.

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

No, as Indian Railway Finance Corporation, being a Non-Banking Financial Company (NBFC), is not engaged in any operational or manufacturing activities that have a direct adverse impact on the environment.

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

None

8. Introduction of Green Credits Disclosure

i. Green Credits generated or procured by the listed entity.

During the FY 2025-26, IRFC undertook initiatives aligned with sustainable and environmentally responsible operations through procurement of 12 Hybrid Cars during January/February 2026 for official use. The adoption of hybrid vehicle technology is aimed at reducing dependence on conventional fossil fuels, lowering greenhouse gas emissions, and improving fuel efficiency in comparison to conventional vehicles. The initiative contributes towards reduction in the Company's environmental footprint and supports the broader objectives of green mobility, energy conservation, and sustainable development. The use of hybrid vehicles is expected to result in lower carbon emissions and reduced environmental impact arising from transportation-related activities of the Company. Further, the initiative is in line with the principles underlying the Government of India's Green Credit Programme, which encourages voluntary environmental actions and sustainable practices by organizations. Although no tradable or formally certified Green Credits were generated or procured by the Company during the reporting period, the procurement and deployment of hybrid vehicles reflect IRFC's commitment towards environmentally sustainable practices and transition towards greener operations.

ii. Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value).

The Company is primarily engaged in the business of financial services and leasing/financing activities and does not have a manufacturing or process-intensive operational value chain involving significant direct environmental impact. Accordingly, no Green Credits were generated or procured by the top ten value chain partners (based on purchase and sales value) during the reporting period, as the Company has neither mandated nor operationalized any formal mechanism for tracking, certification, procurement, or reporting of Green Credits by such value chain partners. Nevertheless, the Company continues to encourage adoption of environmentally responsible practices among its stakeholders and business partners and remains committed towards supporting sustainability initiatives and green mobility in line with evolving regulatory and environmental frameworks.

PRINCIPLE-7

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

ESSENTIAL INDICATORS

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

   One(1)

   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	India International Centre	National

Note: We have associated with IIC

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
Not Applicable		

Note: No adverse orders were passed from regulatory authorities.

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
Not Applicable					

Note: IRFC a government of India Enterprise body under the Ministry of Railways plays a significant role in funding the Indian Railways -"the national operator of railway system". The Company consistently engages with governmental bodies, regulatory authorities, legislative entities, and industry associations to advocate for policies, frameworks, and financial mechanisms that strengthen the growth, modernization, and sustainability of India's railway infrastructure. As a Government Company under the administrative control of the Ministry of Railways (MoR), IRFC recognizes its responsibility to conduct advocacy in a manner consistent with its public sector character, statutory obligations, and values of integrity, accountability, and transparency. IRFC commits to responsible advocacy while engaging with these stakeholders. The Board of Directors and senior officials of IRFC actively participate in formulating various policies relating to the railway sector and serve on the committees, and working groups established by the Ministry of Railways, Government of India, if any. The Company has also adopted the "Policy on Responsible Advocacy with Public and Regulatory Bodies" and is available on website of the Company at https://irfc.co.in/sites/default/files/inline-files/Policy%20on%20Responsible%20Advocacy%20with%20Public%20and%20Regulatory%20Bodies_0.pdf

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.

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
IRFC is a Non-Banking Financial Company (NBFC) and does not directly undertake infrastructure construction, land acquisition, or development activities requiring Rehabilitation & Resettlement (R&R). Accordingly, no R&R projects were undertaken by the Company during the reporting period.	Not Applicable				

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

IRFC maintains a structured grievance redressal mechanism through its official website, dedicated email channels, stakeholder engagement processes, and grievance handling systems. Community concerns, if any, related to CSR initiatives or stakeholder interactions may be submitted through these channels and are addressed by the concerned department in a timely and transparent manner. The Company also encourages feedback from beneficiaries and implementing agencies for continuous improvement of its CSR interventions. Impact assessment as per the CSR policy is also undertaken.

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

	FY 2025-2026	FY 2024-2025
Directly sourced from MSMEs/ small producers	59.69%	95.91%
Directly from within India	100.00%	100.00%

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

Location	FY 2025-2026	FY 2024-2025
Rural	0.00%	0.00%
Semi-urban	0.00%	0.00%
Urban	0.00%	0.00%
Metropolitan	100.00%	100.00%

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

Note: IRFC is a Non-Banking Financial Company (NBFC) with its registered office located in New Delhi. As the Company operates from a single location and does not have offices in smaller towns, this question has limited applicability. Additionally, as a Navratana Central Public Sector Enterprise (CPSE), the Company adheres to the guidelines issued by the Department of Public Enterprises (DPE) regarding employment and wage practices.

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not applicable	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 INR)
1	Bihar	Aurangabad	18,05,646.00
2	Bihar	Banka	28,25,646.00
3	Bihar	Begusari	3,05,646.00
4	Bihar	Gaya	72,08,283.00
5	Bihar	Jamui	3,05,646.00
6	Bihar	Khagaria	3,05,646.00
7	Bihar	Muzzafarpur	17,13,088.00
8	Chhattisgarh	Dantewada	74,246.00
9	Chhattisgarh	Narayanpur	2,06,981.00
10	Haryana	Nuh	25,87,260.00
11	Himanchal Pradesh	Chamba	12,10,000.00
12	Jharkhand	Bokaro	38,88,800.00
13	Jharkhand	Gumla	74,246.00
14	Jharkhand	Sahibganj	44,09,433.00
15	Jharkhand	Simdega	38,88,800.00
16	Maharashtra	Jalgaon	28,29,480.00
17	Maharashtra	Nanded	1,97,840.00
18	Maharashtra	Osmanabad	74,246.00
19	Odisha	Aspirational Districts of Odisha	40,00,000.00
20	PAN India	Aspirational Districts	2,75,10,748.00
21	Rajasthan	Barmer	2,06,981.00
22	Uttar Pradesh	Chitrakoot	10,20,626.00
23	Uttar Pradesh	Fatehpur	10,00,518.00

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

No, IRFC does not have a standalone preferential procurement policy for marginalized or vulnerable groups. However, procurement is conducted through the Government e-Marketplace (GeM) portal, which incorporates provisions and preferences for such groups as per its General Terms & Conditions (https://gem.gov.in/page/gtc).

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

IRFC procures goods & services from MSME vendors and also to allow price preference to MSMEs and women entrepreneurs. The Company extends various facilities in its procurement procedures to registered MSMEs, such as supply of tender sets free of cost, exemption from payment of earnest money etc.

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

₹ 8.31 crore approx

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 & marginalized groups
1	Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan	5000	0.00%
2	Rajasthan Vanvasi Kalayan Parishad Udaipur	500	0.00%
3	Pune Vaidyakiya Seva Va Sanshodhan Pratishthan	878838	100.00%
4	Rashtrotthana Parishat	362	100.00%
5	Swami Ramkrishna Paramhans Shiksha Samiti Gopalpur, Raisan	300	100.00%
6	Laghu Udyog Bharati	175	100.00%
7	The International Divya Parivar Society (IDPS)	200000	100.00%
8	Deendayal Research Institute	602000	100.00%
9	Gati Shakti Vishwavidyalaya*	0	0.00%
10	Railway Women's Welfare Central Organisation	200000	100.00%
11	Eastern Railway, Asansol Division*	0	0.00%
12	South Eastern Railway, Chakradharpur*	0	0.00%
13	Izzatnagar Divisional Hospital*	0	0.00%
14	Central Railway School & Jr. College, Kalyan	1500	100.00%
15	Divisional Office, Western Railway*	0	0.00%
16	Divisional Railway Hospital, Bikaner*	0	0.00%
17	North Western Railway Women’s Welfare Organisation*	0	0.00%
18	District Magistrate and Collector Dhalai	1000000	100.00%
19	Mizoram Tourism Development Authority (MTDA)*	0	0.00%
20	East Central Railway (ECR)*	0	0.00%

*Exact number of beneficiaries cannot be determined

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.**

IRFC primarily finances the Indian Railways and entities operating within the railway ecosystem. The Company’s principal business includes leasing of rolling stock assets and railway infrastructure assets. During recent years, IRFC has also diversified into lending to other projects/entities such as NTPC, NTPC REL, DFCCIL, HURL, PVUNL and others having forward and backward linkages with the Railways. The Company maintains continuous engagement with its borrowers and stakeholders during the lifecycle of transactions, including servicing, monitoring and compliance-related interactions. Further, as IRFC largely operates in a financing model with Government entities/PSUs and does not undertake retail lending activities, the applicability of consumer grievance-related mechanisms is limited in nature.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

Note: Being a NBFC categorized as IFC, the main products offered by IRFC include is to finance the acquisition of rolling stock assets, leasing of railway infrastructure assets, and lending to other entities under the MoR. We lend funds to MoR and other Railway Entities in order to fuel their growth plan. In alignment with the Government of India's vision of a future-ready, inclusive, and modern railway network, IRFC is actively broadening its financing footprint. Beyond its core role in railway asset financing, IRFC is expanding into sectors having forward and backward linkages to railways, such as power generation and transmission, mining, fuel, coal, warehousing, telecom, hospitality etc. The details of leasing, lending and borrowings operations of the Company are available on the website of the Company at https://irfc.co.in.

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

	FY 2025-2026			FY 2024-2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes, the Company has a comprehensive risk management policy which essentially covers cyber security and related aspects. The policy is an internal document of the Company.

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

Not Applicable

7. **Provide the following information relating to data breaches:**

   a. Number of instances of data breaches-

   Nil

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

   Nil

   c. **Impact, if any, of the data breaches-**

   Nil

LEADERSHIP INDICATORS

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

   Information relating to the Company's services, lending activities, financial results, investor presentations, annual reports and other disclosures is available on the official website of the Company at https://irfc.co.in

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

   Considering the nature of IRFC's business model and borrower profile, the question of consumer education relating to safe and responsible usage of products/services has limited applicability. Nevertheless, IRFC maintains continuous engagement with its borrowers through structured documentation, financing agreements, compliance mechanisms and regular interactions to ensure transparency, responsible financial practices and adherence to applicable terms and conditions.

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

   IRFC, being a Government of India Navratna CPSE under the Ministry of Railways, functions as the dedicated market borrowing arm of Indian Railways and plays a key role in mobilising funds to meet a significant portion of the Extra Budgetary Resources (EBR) requirements of the railway sector. Its core activities include financing the acquisition of rolling stock assets, leasing of railway infrastructure assets and national projects of the Government of India, and lending to entities under the Ministry of Railways. The Company is taking several strategic steps to diversify its lending portfolio and started funding for projects other than MoR under its mandate of financing adopting "whole of Govt. of approach keeping Railways at its centre." IRFC is transforming to a diversified financier supporting broader infrastructure within the Railway ecosystem In this context, the concept of "consumers" and "essential services" is not applicable in the conventional sense, as IRFC operates as a financial enabler rather than a direct service provider. The mechanisms in place to inform stakeholders of any risk of disruption or discontinuation of financing services are based on regulatory compliance, transparency, and structured institutional communication. IRFC ensures timely disclosures to regulatory authorities in accordance with applicable laws and guidelines, along with periodic and event-based filings to stock exchanges to maintain transparency for investors and other stakeholders. In addition, the Company maintains continuous and formal communication with the Ministry of Railways and other railway entities regarding financing arrangements, repayment schedules and any material changes, wherever applicable. IRFC also engages with credit rating agencies on a regular basis to ensure dissemination of its financial position and operational stability to market participants. Through these mechanisms, the Company ensures transparent and timely communication of any material developments that may impact its financing operations.

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

   Yes, Relevant information relating to the Company's borrowing and lending activities, financial performance and other disclosures is made available through statutory filings, annual reports, investor presentations and disclosures hosted on the Company's website. Further, considering the institutional and wholesale nature of the Company's business and borrower profile, no separate consumer satisfaction survey was carried out during the year.

Independent Reasonable Assurance Statement

To,
Indian Railways Finance Corporation Limited (IRFC Limited)
UG Floor, East Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, Lodhi Road, New Delhi – 110003

JointValues ESG Services Pvt. Ltd. (hereinafter referred to as "JointValues") was appointed and engaged by the management of the Indian Railways Finance Corporation Limited (hereinafter referred to as the "Company" or "IRFC") for performing an independent assurance of the nine core attributes as mentioned in SEBI's BRSR Core[1] format[2] for information pertaining to Environmental, Social, and Governance performance disclosed by the Company in the Business Responsibility and Sustainability Report (BRSR) for the 'reporting period' April 1, 2025 to March 31, 2026 considering related formats and criteria[3, 4, 5, 6, 7] for listed entities issued by SEBI.

JointValues performed the engagement through a multidisciplinary team of experienced professionals and subject-matter specialists, on attributes pertaining to Environmental, Social, and Governance performance of the Company reported through BRSR Core, to obtain sufficient evidence to support the professional judgement, and provide the basis for conducting reasonable assurance within the defined scope and boundary of the engagement.

The Assurance team applied professional judgement, skills, and techniques with professional scepticism in a systematic engagement process to arrive at an independent opinion about the subject matters within the scope and boundary of the engagement.

Methodology

JointValues conducted this reasonable assurance of the Company in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance

Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB).

JointValues conducted the engagement process with adherence to ethical requirements, professional standards, and compliance with applicable legal and regulatory requirements, in line with the International Standards on Quality Management (ISQM), Quality Management for Firms that Perform Audits or Reviews of Financial Statements or Other Assurance or Related Services Engagement issued by IAASB.

During the engagement, the assurance team complied with JointValues's Code of Conduct, that defines independence and other ethical requirements and aligns with the best practices and the International Code of Ethics (ICE) for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Limitations and Exclusions

- Preparing the Company's BRSR information requires management to set the criteria, decide what information is relevant to include, and make estimates and assumptions that impact the reported information.
- Reducing engagement risk to zero is rarely attainable; therefore, reasonable assurance is less than absolute assurance.
- Calculating and measuring certain amounts and BRSR Core metrics, such as GHG emissions, water, waste and energy footprint, involves assumptions/estimations and inherent measurement uncertainty. Even though we obtain sufficient appropriate evidence to support our opinion, it does not eliminate the uncertainty in these amounts and metrics.
- Evaluation, verification and assessment of any Company's financial performance and data have been out of the scope of this engagement, except relying on the Company's third-party audited financial reports as provided to us during the course of engagement, wherever materially required concerning the nine core attributes of the BRSR core. The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.

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[1]Annexure-I in SEBI's circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

[2]Annexure-II in SEBI's circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

[3]Regulation 34(2)(f) of SEBI' Listing Obligations and Disclosure Requirements (SEBI LODR).

[4]SEBI vide circular number SEBI/HO/CFD-PoD-2/CIR/P/0155 dated 11th November, 2024

[5]SEBI circular number SEBI/HO/CFD-PoD-1/D/CIR/2024/177 dated 20th December, 2024

[6]Circular number SEBI/HO/CFD-PoD-1/CIR/2025/42 dated 28th March, 2025

[7]GHG Verification and Validation conducted against GHG Protocol and ISO 14064 - 1:2018, ISO 14064 - 2:2019 and ISO 14064 - 3:2019.

- Aspects of the BRSR and the data and information (qualitative or quantitative) as per BRSR Core attributes.

- The engagement does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.

- The assurance does not extend to mapping the BRSR with reporting frameworks other than those specifically mentioned. This engagement does not consider assessments or comparisons with frameworks beyond the specified ones.

- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.

- 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.

- Activities and practices followed outside the defined assurance period stated herein above.

Procedures Followed

Given the circumstances of the engagement, in performing the engagement procedures, we have:

- Interacted with relevant personnel of Company's management responsible for Sustainability, Environmental, Social and Governance (ESG) and their team through a combination of virtual meeting interactions at the Company's corporate head office for understanding the process of collecting, collating the subject matter as per SEBI Circular for BRSR Core.

- Assessed the appropriateness of various assumptions, estimations and materiality thresholds used by the Company for data analysis.

- Performed analytical procedures to analyse trends in the historical data and accordingly ascertain the reasonableness of the data reported in the current year.

- Performed substantive testing on a sample basis of the identified sustainability indicators, to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported, including returns and internal monitoring reports filed to various authorities by the Company and relied upon by us. This includes assessing records and performing testing, including recalculation of sample data.

The selection of the assurance approach was based on our professional judgment, considering the risk assessment and various aspects of assurance. Our opinion on the continuing effectiveness of the Company's internal controls is out of the scope of this assurance statement. Our responsibilities under those standards are further described in this statement's "Our Responsibilities" section.

Our Responsibilities

- Planning and performing the engagement to obtain reasonable assurance that the disclosures about the BRSR Core are free from material misstatement.

- Exercising professional scepticism, judgement, skills and techniques in systematic engagement process.

- Forming an independent opinion about the underlying subject matter within the scope and boundary of the engagement based on the procedures performed and the evidence obtained.

Other Information

Our reasonable assurance engagement was with respect to the information for the period April 1, 2025 to March 31, 2026 only and not on any other elements included in the BRSR or any report linked to BRSR and, therefore, do not express any conclusion thereon.

Independence, Quality Control and Competence

JointValues is independent of the Company and has not been involved in any non-audit, non-assurance or non-assessment nature of engagement during the financial year 2025-26 for which JointValues has conducted independent assurance of BRSR core for the Company.

In the course of this engagement, assurance practitioner exercised professional judgement and applied professional scepticism consistent with the provisions of ISAE 3000 (Revised), which prescribes that unless information provided by the firm or other parties suggests otherwise, the engagement team is entitled to rely on the firm's system of quality control. In such circumstances, and to the extent so relied upon, JointValues placed appropriate and limited reliance on the Company's representations regarding its system of quality control and the continuing effectiveness of its internal management processes, with its professional opinion informed by the safeguards embedded therein, including the competence and structure of the Company's management systems, adherence to applicable regulatory requirements, and the overall rigour of the Company's governance and continuance procedures. The responsibility for the completeness, accuracy and integrity of the underlying data and primary computation inputs rests solely with the management of the Company.

The independent assurance opinion statement has been prepared for the stakeholders of the Company only for the purpose of verifying its non-financial sustainability information relating to Environment, Social and Governance disclosures as required in the SEBI's BRSR core format, particularly described in the scope above.

Scope and Boundary of Assurance

The scope of this engagement, as agreed upon by JointValues and the Company, was to provide reasonable assurance on the non-financial sustainability disclosure covered under nine core attributes of the BRSR Core format, as provided by the Company to JointValues in the BRSR format. The values related to the nine core attributes of BRSR Core as provided by the Company are mentioned in Annexure-I to the assurance statement.

The reporting boundary of the Company's BRSR is "Standalone basis" which includes all operations and facilities directly held under the holding entity, and not the subsidiaries. The table in Annexure-I below shows the reporting boundaries and scope of disclosure on which the opinion is being issued for the reporting period from April 1, 2025, to March 31, 2026.

Opinion

Based on the procedures performed, evidence obtained, explanations provided by management and subject to inherent limitations outlined above, JointValues expresses its opinion that the nine core attributes as per the BRSR Core, as disclosed by the Company through the BRSR format, are reasonably assured for the reporting boundary and scope as mentioned in this statement.

Responsibilities of Management at the Company

By publishing this assurance statement, the management of the Company acknowledges and understands that they are, inter-alia, responsible for the information provided in the BRSR for:

- Designing, implementing, and maintaining internal controls to ensure the information is free from material misstatement, including preventing deliberate misrepresentation.
- Selecting or establishing suitable criteria for preparing the information, considering applicable laws and regulations, identifying key aspects, engaging with stakeholders, and preparing and presenting the information according to the reporting criteria.
- Disclosing the applicable criteria used for preparation in the relevant report or statement.
- Preparing and calculating the information in accordance with the reporting criteria.
- Ensuring the reporting criteria are available to assurance providers and intended users with relevant explanations and assumptions.
- Establishing targets, goals, and performance measures and implementing actions to achieve them.
- Identifying and describing inherent limitations in measuring or evaluating information according to the reporting criteria.
- Providing details of the management personnel responsible for the disclosed information.
- Ensuring compliance with laws, regulations, or applicable contracts and preventing fraud.

Limitation of Liability and Legal Disclaimer

In no event, the assurance agency and assurance practitioners, for the opinion in this assurance statement, shall be liable to any party for any direct, indirect, incidental, compensatory, punitive, special, or consequential damages, costs, expenses, legal fees, or losses (including, without limitation, lost income or lost profits and opportunity costs or losses caused by negligence) in connection with any use of the content in this assurance statement.

This assurance statement is not intended to be produced by any user in any court of law. The assurance practitioners and the agency absolve themselves from legal or other representation to any third party for any consequences arising from using this assurance statement.

The Intended Use or Purpose of this Assurance Statement

The information provided by the Company related to BRSR Core in the BRSR and our reasonable assurance statement is intended only for users who have reasonable knowledge of the BRSR Core attributes and who have read the information with reasonable diligence and understand that the attributes are prepared and assured at appropriate levels of materiality.

Except for the publication along with the BRSR as part of the annual report or for internal purposes by the Company, this assurance statement is not intended to be used by anyone for the publication of any selected paragraphs or excerpts elsewhere, nor should the design or content be altered for any purpose.

This document is intended to be used in its original form without modification by the management of the Company. JointValues will not be responsible for monitoring disclosures made by the Company after the date of issuance of assurance. In the event that any material deviation comes to the attention, JointValues may bring it to the notice of the Company and, if considered necessary in the context of regulatory expectations, also communicate the same to relevant stakeholders and authority concerned.

In sections where BRSR has specific requirements to indicate if any independent assessment, evaluation, assurance has been carried out by any external agency and if any reference has been made to JointValues, such should be interpreted as reasonable assurance provided by JointValues, if such requirements form a part of BRSR Core only on which JointValues has given its opinion.

For and on behalf of

JointValues®
Advancing Sustainability

JointValues ESG Services Pvt. Ltd.

Sd/-
J. S. Kamyotra
Verifier and Assurer
Date: Jun 27, 2026

Sd/-
Ritu A Tomar
Commercial Contract Signatory

Annexure-I of Assurance Statement for BRSR Core of IRFC for FY 2025-26

	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	Remark on boundary and scope
1	Greenhouse gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Principle 6, Question (Q) 7 of essential indicators	GHG (CO2e) Emission in Million Metric Tonnes (Mn MT) / Kilotonnes (KT) / Metric Tonnes (MT) Direct emissions from organization's owned-or controlled sources	33.53 Metric Tonnes of CO_2e (tCO2e)	On account of Refrigerant and Petrol consumption
		Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Principle 6, Q7 of essential indicators	GHG (CO2e) Emission in Mn MT / KT / MT Indirect emissions from the generation of energy that is purchased from a utility provider	115.69 tCO_2e	On account of Electricity consumption
		GHG Emission Intensity (Scope 1 +2)	Principle 6, Q7 of essential indicators	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP	0.1112 tCO_2e/ Crore (Cr) US Dollars (USD) adjusted for PPP	
			Principle 6, Q7 of essential indicators	Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	2.23 tCO_2e/ Full Time Employee (FTE)	
2	Water footprint	Total volume of water consumption	Principle 6, Q3 of essential indicators	Million Litre (Lt) or Kilolitre (KL)	323.04 KL	
		Water consumption intensity	Principle 6, Q3 of essential indicators	Million Lt or KL /Rupee adjusted for PPP	0.24 KL/Cr USD adjusted for PPP	
			Principle 6, Q3 of essential indicators	Million Lt or KL / Productor Service	4.82 KL/ Full Time Employee (FTE)	
		Water Discharge by destination and levels of Treatment	Principle 6, Q4 of essential indicators	Million Lt or KL	1292.15 KL	
3	Energy footprint	Total energy consumed	Principle 6, Q1 of essential indicators	In Joules or multiples	901.45 Gigajoules (GJ)	On account of Liquid Fuel and Electricity
		% of energy consumed from renewable sources	Principle 6, Q1 of essential indicators	In % Terms	0 %	
		Energy intensity	Principle 6, Q1 of essential indicators	Joules or multiples/ Rupee adjusted for PPP	0.61 GJ/Cr USD adjusted for PPP	
			Principle 6, Q1 of essential indicators	Joules or multiples / Product or Service	13.45 GJ/Full Time Employee (FTE)	

	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	Remark on boundary and scope
4	Embracing circularity - details related to waste manageme nt by the entity	Plastic waste (A)	Principle 6, Q9 of essential indicators	Kg / MT	0 Metric Tonne (MT)	
		E-waste (B)	Principle 6, Q9 of essential indicators	Kg / MT	0 MT	As mentioned in P6, Q9 of BRSR
		Bio-medical waste (C)	Principle 6, Q9 of essential indicators	Kg / MT	0 MT	
		Construction and demolition waste (D)	Principle 6, Q9 of essential indicators	Kg / MT	0 MT	
		Battery waste (E)	Principle 6, Q9 of essential indicators	Kg / MT	0 MT	As mentioned in P6, Q9 of BRSR
		Radioactive waste (F)	Principle 6, Q9 of essential indicators	Kg / MT	0 MT	
		Other Hazardous waste. Please specify, if any. (G)	Principle 6, Q9 of essential indicators	Kg / MT	0 MT	
		Other Non Hazardous waste. Please specify, if any. (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Principle 6, Q9 of essential indicators	Kg / MT	4.68 MT	
		Total waste quantity (A+B+ C+D+E+F+G+H)	Principle 6, Q9 of essential indicators	Kg / MT	4.68 MT	
		Waste intensity	Principle 6, Q9 of essential indicators	Kg or MT / Rupee adjusted for PPP	0.0035 MT/ Cr USD adjusted for PPP	
			0.0035 MT/ Cr USD adjusted for PPP	Kg or MT / Employee (FTE) (Unit of Product or Service)	0.07 MT/Full Time Employee (FTE)	
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	Principle 6, Q9 of essential indicators	Kg or MT	0 MT	
			Principle 6, Q9 of essential indicators	Intensity	0	
		For each category of waste generated, total waste disposed by nature of disposal method	Principle 6, Q9 of essential indicators	Kg or MT	4.68 MT	
				Intensity	1	

	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	Remark on boundary and scope
5	Enhancing safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Principle 3, Q1(c) of essential indicators	In % terms	0.0022 %	
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Principle 3, Q11 of essential indicators	Number of Permanent Disabilities	0	
				Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	
				No. of fatalities	0	
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	Principle 5, Q3(b) of essential indicators	In % terms	23.99 %	
		Complaints on POSH	Principle 5, Q7 of essential indicators	Total Complaints on Sexual Harassment (POSH) reported	0	
				Complaints on POSH as a % of female employees / workers	0%	
				Complaints on POSH upheld	0	
7	Enabling Inclusive Developme nt	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Principle 8, Q4 of essential indicators	In % terms – As % of total purchases by value	MSMEs/ small Producers: 59.69 % Within India-100 %	
		Job creation in smaller towns – Wages paid to persons employed in	Principle 8, Q5 of essential indicators	In % terms – As % of total wage cost	Rural: 0% Semi-Urban: 0%	
		smaller towns (permanent or non-permanent / on contract) as % of total wage cost			Urban: 0% Metropolitan : 100%	

	BRSR Core Attribute	Parameter	Cross-reference to the BRSR	Measurement	Disclosure by the Company in print ready BRSR produced for assurance procedures	Remark on boundary and scope
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Principle 9, Q7 of essential indicators	In % terms	0 %	
		Number of days of accounts payable	Principle 1, Q8 of essential indicators	(Accounts payable * 365) / Cost of goods/services procured	0 days	Refer Note[8]
9	Open-ness of business	Concentration of purchases G sales done with trading houses, dealers, and related parties Loan sand advances G investments with related parties	Principle 1, Q9 of essential indicators	• Purchases from trading houses as %of total purchases	0%	
				• Number of trading houses where purchases are made from	0	
				• Purchases from top 10 trading houses as % of total purchases from trading houses	0%	
				• Sales to dealers / distributors as % of total sales	0%	
				• Number of dealers / distributors to whom sales are made	0	
				• Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	
				Share of RPTs (as respective %age) in - Purchases - Sales - Loans & advances - Investments	- 0% - 3.34% - 6.23% - 100%	

[8] The Company did not have any Trade Payables as disclosed in the audited fi nancial statements. Accordingly, the value under this specifi c disclosure is reported Nil. Other Payables ageing schedule is provided as Note 14.1 of audited Financial Statement by the Company