LIC HFL
LIC HOUSING FINANCE LTD

4th August, 2026

The Manager, Listing Department, National Stock Exchange of India Ltd., Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai – 400 051 Scrip ID: **LICHSGFIN EQ** Email: cmlist@nse.co.in	The General Manager, Department of Corporate Services-Listing Dept., BSE Limited, 25th Floor, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001. Scrip Code : **500253** Email: corp.relations@bseindia.com

Dear Sir/Madam,

Re: Regulation 34 (2) (f) of the SEBI (LODR) Regulations, 2015.

In terms of Regulation 34 (2) (f)of the SEBI (LODR) Regulations, 2015, we are forwarding herewith Business Responsibility and Sustainability Report for the financial year 2025-2026.

This is for your information and record.

Thanking you,

Thanking you,
Yours faithfully,

For LIC Housing Finance Limited

VARSHA CHANDAR HARDASANI
Digitally signed by VARSHA CHANDAR HARDASANI
Date: 2026.08.04 17:25:55 +05'30'

Varsha Hardasani
Company Secretary and
Compliance Officer

LIC HOUSING FINANCE LTD. CORPORATE OFFICE MUMBAI

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L65922MH1989PLC052257
2	Name of the Listed Entity	LIC Housing Finance Limited
3	Year of incorporation	1989
4	Registered office address	131, Maker Tower "F" Premises, 13th Floor, Cuffe Parade, Mumbai 400005.
5	Corporate address	131, Maker Tower "F" Premises, 13th Floor, Cuffe Parade, Mumbai 400005.
6	E-mail	lichousing@lichousing.com
7	Telephone	(+91) 22 2217 8600
8	Website	www.lichousing.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹110.01 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Ms. Varsha Hardasani Company Secretary & Compliance Officer Telephone Number:022 22178610 Email Id: varsha.hardasani@lichousing.com
13	Reporting boundary (Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone-Basis Reporting
14	Name of assurance provider	SGS India Private Limited
15	Type of assurance obtained	Reasonable Assurance of BRSR Core KPIs as per SEBI guidelines

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY 2025-26)
1	Financial and insurance Service (K)	LIC Housing Finance Limited (LIC HFL) one of the largest housing finance companies in India. Its primary business activity is providing long-term finance to individuals for the purchase, construction, repair, or renovation of residential properties. Additionally, LIC HFL offers loans for non-residential purposes and provides financing to builders and developers engaged in the construction of residential projects. The company aims to facilitate housing development by offering competitive interest rates and a range of financing solutions tailored to meet the diverse needs of its customers.	100%

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	Providing loans for the purchase or construction of residential houses, commercial real estate and certain other purposes in India.	65922	100.00%

Note: https://mospi.gov.in/classification/national-industrial-classification/alphabetic-index-5digit

III. Operations

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

Location	Number of branches	Number of offices	Total
National	Not Applicable*	376	376
International		1	1

Note:

The company has a network of 376 offices including 303 Area Offices, 23 Back Offices, 39 Cluster Offices, 10 Regional Offices, 1 Corporate Office & Registered Office, spread across 23 states and 4 Union Territories in India as of 31st March 2026.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan-India (23 States + 4 Union Territories)
International (No. of Countries)	1

Note:

1. The company operates across 23 states including Andhra Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttar Pradesh, Uttarakhand, West Bengal, and 4 union territories: Puducherry, Chandigarh, Delhi, and Jammu & Kashmir.
2. International – Dubai

b. What is the contribution of exports as a percentage of the total turnover of the entity?
Not Applicable.

c. A brief on types of customers
The company serves a diverse customer base across the housing finance sector. The key types of customers include:

1. Retail Home Loan Borrowers:
This segment comprises individuals—salaried employees, professionals, self-employed persons and non-resident Indians (NRIs)—who avail loans to purchase, construct, extend or renovate residential properties, or who borrow against property for personal or business use. By serving diverse income groups and life stages, it advances financial inclusion and meets lifecycle housing needs, extending affordable credit that empowers families to own homes, improve living standards and contribute to sustainable community development.

2. Non-Individuals Borrowers:
This segment comprises corporates that borrow to purchase, construct or extend non-housing properties, or against non-residential property for business use, together with builders and developers seeking project finance for construction. Lending here is anchored in responsible project financing aligned with environmental safeguards and social-responsibility principles.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total* (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)	Other No. (D)	Other % (D / A)
			EMPLOYEES					
1	Permanent (E)	2,384	1613	67.66%	771	32.34%	0	0
2	Other than Permanent (F)	15	13	86.67%	2	13.33%	0	0
3	Total employees (E + F)	2,399	1,626	67.78%	773	32.22%	0	0
			WORKERS					
4	Permanent (G)	Not Applicable						
5	Other than Permanent (H)	Not Applicable						
6	Total workers (G + H)	Not Applicable						

Note:

Permanent Employees: This category includes all employees who have been confirmed in their roles. It also includes:

- LIC officials deputed to LIC Housing Finance Limited (LIC HFL), and
- LICHFL employees deputed to its subsidiaries.

Other-than-Permanent Employees: This category comprises probationers and management trainees, who are confirmed as permanent on successful completion of their term. The Company employs no SEBI-defined workers; housekeeping and security services are outsourced, with vendor payments settled against invoices.

b. Differently abled Employees and workers:

Sno	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)
	DIFFERENTLY ABLED EMPLOYEES							
1	Permanent (E)	5	4	80%	1	20%	0	0%
2	Other than Permanent (F)	0	0	0	0	0	0	0%
3	Total differently abled employees (E + F)	5	4	80%	1	20%	0	0%
	DIFFERENTLY ABLED WORKERS							
4	Permanent (G)	Not Applicable						
5	Other than permanent (H)	Not Applicable						
6	Total differently-abled workers (G+H)	Not Applicable						

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	8%
Key Management Personnel	3	1	33%

Note: Key Management Personnel includes the MD & CEO, CFO, and Company Secretary. The MD & CEO also serves as a member of the Board of Directors.

22. Turnover rate for permanent employees and workers

	FY 2025-26				FY 2024-25				FY 2023-24			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	8.36%	8.04%	0%	8.26%	3.41%	3.92%	0%	3.57%	5.57%	3.91%	0%	5.03%
Permanent Workers	Not Applicable											

Note: The turnover percentage is calculated based on all employee exits including resignation, termination, retirement, early retirement, repatriation of LIC employees to LICHFL, and cessation of service due to death while excluding transfers of LICHFL employees to subsidiaries on deputation.

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	LICHFL Care Homes Limited	Subsidiary	100%	No
2	LICHFL Financial Services Limited	Subsidiary	100%	No
3	LICHFL Trustee Company Limited	Subsidiary	100%	No
4	LICHFL Asset Management Co. Limited	Subsidiary	94.62%	No
5	LIC Mutual Fund Trustee Co. Limited	Associate	35.30%	No
6	LIC Mutual Fund Asset Management Co. Limited	Associate	30.33%	No

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013[1]:** (Yes/No): Yes

(ii) **Turnover (in ₹):** 28,764.63 Crore[2].

(iii) **Net worth (in ₹):** 39,365.59 Crore[3].

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 2025-26			FY 2024-25		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, the Company has various mechanisms in place for addressing the concerns of investors. Even the RTA as well as the Debenture trustees are extended arms of the Company who may be reached out in case of any queries. Although there are no specific policies for the grievance redressal of the investors, the Company does resolve the grievances by operation of law. Further, various informative material for the investors is available on the website of the company namely under the section 'Investors'.	0	0	NA	0	0	NA
Shareholders	Yes, the Company has various mechanisms in place for addressing the concerns of shareholders and investors. Even the RTA as well as the Debenture trustees are extended arms of the Company who may be reached out in case of any queries. Although there are no specific policies for the grievance redressal of the investors, the Company does resolve the grievances by operation of law. Further, various informative material for the investors is available on the website of the company namely under the section 'Investors'.	25	0	NA	29	0	All Complaints were Resolved in the same year

1 Section 135 of the Companies Act, 2013 requires qualifying companies to constitute a CSR Committee and to spend at least 2% of the average net profits of the three preceding financial years on Corporate Social Responsibility activities.

2 Turnover represents total revenue from operations for FY 2025-26 as per the Company's audited financial statements. One Crore equals ten million (₹ 1 Crore = ₹ 10,000,000).

3 Net worth comprises paid-up share capital and free reserves as defined under Section 2(57) of the Companies Act, 2013, based on the audited financial statements for FY 2025-26.

Stakeholder group from whom complaint is received	Grievance-Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, the company has a grievance redressal mechanism in place, and Whistleblower and POSH policies are in public domain.	0	0	NA	0	0	NA
Customers	Yes, LIC HFL empower customers to voice their concerns through various channels: The informative customer portal offers helpful resources and allows them to write or call LIC HFL directly, all inquiries are captured in the Integrated Customer Relationship Module (ICRM) for efficient follow-up, The company also offer additional contact options	3073	1	1 Complaint was pending at the end of the year	3,494	0	0 Complaints were resolved in FY 2025-26
Value chain Partners	Yes, Value chain partner can contact our designated nodal officers to address their concerns. The company also have fair practice codes for market intermediaries and recovery agents readily available on https://www.lichousing.com/	0	0	NA	0	0	NA
Other (Depositors)	Yes, Depositors have two convenient ways to contact us: through our website or through the designated Service Provider for Deposits.	2434	5	5 Complaints were pending at the end of the year	3034	0	3034 Complaints were resolved as on FY 2025-26

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	Corporate Governance and Ethics	Risk and Opportunity	Risk: Engaging in unethical conduct places organizations at significant risk, leading to reputational harm, regulatory sanctions, and diminished stakeholder confidence. For a financial institution such as LIC Housing Finance, where integrity and reliability underpin stakeholder relationships, upholding ethical standards is indispensable. Opportunity: A robust culture of ethics and governance not only enhances organizational reputation but also fosters greater stakeholder trust and drives operational efficiency. For LIC Housing Finance, this commitment directly supports its mandate while strengthening long-term relationships with customers, partners, and regulators.	To proactively mitigate risks, LIC Housing Finance enforces a comprehensive Code of Conduct that requires employees and stakeholders to uphold the highest standards of ethical behaviour. Regular training programs on ethics and compliance are conducted to reinforce these principles and ensure consistent adherence across the organization. Transparent reporting mechanisms for unethical behaviour are in place. Internal Audit Committee monitors adherence to ethical standards.	Negative: The financial repercussions, though / sometimes indirect, can be substantial ranging from legal expenses and regulatory fines to loss of business stemming from weakened stakeholder confidence and reputational damage. Positive: By cultivating a strong ethical culture, LIC Housing Finance can reinforce stakeholder trust, fostering enduring relationships and driving sustainable business performance. This commitment enhances investor confidence, strengthens customer loyalty, and contributes to reduced costs associated with risk management and regulatory compliance.

S. No.	Material issue identifled	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity. (Indicate positive or negative implications)
2	Customer Privacy & Data Security	Risk	Safeguarding customer privacy and ensuring data security are vital to maintaining trust and protecting sensitive information. In the financial sector, robust data protection measures are essential to prevent breaches that could cause serious reputational and financial harm. Compliance with frameworks such as the Digital Personal Data Protection Act, 2023 reinforces accountability and guarantees that customer data remains secure throughout its lifecycle.	Implement robust cybersecurity controls by integrating advanced security checks within applications and software. Increase IT audit frequency, shifting from biannual to annual reviews, to proactively identify and remediate vulnerabilities. Adopt and enforce comprehensive IT policies covering areas such as Anti-Virus, Backup, Email Security, and Internet Security, ensuring a structured and consistent approach to safeguarding information. Conduct regular employee training on data protection and cybersecurity awareness to reduce human error and enhance organizational resilience against threats. Ensure regulatory compliance with the Digital Personal Data Protection Act, 2023 by embedding technical and organizational safeguards measures aligned with regulatory guidelines.	Negative: Failing to comply with data protection laws can lead to heavy fines, reputational damage, and loss of customer trust. Data breaches also bring extra costs for system recovery, reviews, and improvements after the incident.

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)
3	Climate risk	Risk	Climate risk presents a significant challenge for LIC Housing Finance, directly affecting its lending portfolio and operational resilience. Physical risks such as extreme weather events, flooding, and heatwaves can damage property collateral, reduce asset valuations and increase credit risk. Transition risks from the global shift to a low-carbon economy may render certain industries less viable, leading to higher loan default probabilities. Additionally, stricter environmental regulations could elevate compliance costs and restrict lending opportunities in carbon-intensive sectors, thereby impacting business growth.	LIC Housing Finance has established a comprehensive risk management framework to proactively identify and address business risks, with climate-related risks now being integrated into this structure. Climate considerations are being incorporated into credit appraisal processes to ensure thorough evaluation of borrower exposures. The organization also factors climate risk into property valuations and actively promotes insurance coverage to safeguard collateral. Continuous monitoring of climate risk exposure and the effectiveness of mitigation strategies remains essential for adapting to evolving environmental conditions and ensuring long-term resilience.	Negative: For LIC Housing Finance, climate-related risks could manifest in several ways: increased loan defaults where borrowers are impacted by extreme weather events, reduced collateral values in vulnerable property sectors, rising insurance premiums that affect affordability, and higher compliance costs driven by stringent environmental regulations. Together, these factors can materially influence portfolio performance and operational resilience.
4	Customer Satisfaction	Opportunity	For LIC Housing Finance, customer satisfaction is critical to both retention and sustainable growth. By systematically capturing and leveraging customer feedback, the organization can refine its products and services to align more closely with customer needs, thereby strengthening satisfaction and loyalty. This customer-centric approach not only differentiates LIC HFL from competitors but also builds a strong market reputation and long-term stakeholder confidence.	Regularly review and analyse customer feedback to identify emerging trends and areas requiring improvement. Implement targeted changes based on feedback to enhance product offerings and service delivery. Train employees to prioritize customer satisfaction, equipping them to consistently deliver exceptional service and build lasting customer relationships.	Positive: Enhancing customer satisfaction enables LIC Housing Finance to strengthen retention while organically expanding its customer base through positive referrals. This not only drives revenue growth and market share but also builds enduring relationships that reduce reliance on costly marketing and acquisition efforts. Over time, this customer-centric approach contributes to stronger financial performance and a more resilient competitive position.

S. No.	Material issue identifled	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity. (Indicate positive or negative implications)
5	Employee well-being and safety	Risk and Opportunity	Employee well-being and safety are vital to sustaining a productive and resilient workforce at LIC Housing Finance. Recognizing these factors as both risks and opportunities enables the organization to proactively address challenges such as reduced productivity and absenteeism, while simultaneously leveraging the benefits of a healthy, engaged, and motivated workforce. This approach not only mitigates operational risks but also strengthens organizational performance and long-term sustainability.	Implement comprehensive health and safety programs to ensure a secure and supportive working environment across all offices. Offer health benefits and conduct regular wellness initiatives to promote both physical and mental well-being among employees. Develop structured well-being and development programs that enhance engagement, boost performance, and foster a resilient workforce.	Positive: Prioritizing employee well-being can lower absenteeism and boost overall productivity. Higher job satisfaction and morale strengthen retention, reducing recruitment and training expenses. A supportive workplace culture enhances organizational performance and contributes to sustainable profitability. Negative: Implementing health and safety programs entails additional costs. Wellness and development programs demand upfront costs before long-term returns are realized.
6	Energy and Emissions	Risk and Opportunity	For LIC Housing Finance, emissions management represents a dual dimension of risk and opportunity. Poor oversight could expose the organization to regulatory penalties, rising operational costs, and reputational setbacks. On the other hand, embedding sustainable practices into operations can unlock efficiency gains, reduce long-term expenses, and strengthen brand equity, positioning LIC HFL as a responsible and competitive leader in the housing finance sector.	Adopt energy-efficient practices across operations to optimize resource use and lower long-term costs. Expand renewable energy adoption to reduce dependence on fossil fuels and align with sustainability goals. Undertake periodic carbon footprint evaluations to track progress and strengthen emissions management. Foster stakeholder engagement and transparency by actively promoting sustainability initiatives and reporting outcomes.	Positive: Improved energy efficiency and reduced consumption generate significant cost savings. Strengthening brand reputation and enhanced customer trust can open new business opportunities and partnerships. Negative: Implementing energy-efficient technologies and renewable infrastructure requires substantial upfront investment. Failure to meet emissions targets or ensure compliance could result in regulatory fines and penalties.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity. (Indicate positive or negative implications)
7	Regulatory Compliance	Risk	For LIC Housing Finance, regulatory compliance is a critical priority to ensure adherence to legal standards and safeguard against penalties or reputational harm. Non-compliance exposes the organization to significant risks, including financial fines, operational disruptions, and heightened scrutiny from regulatory authorities.	Perform systematic audits to ensure adherence to all applicable laws, standards, and internal policies. Develop and maintain frameworks that are regularly updated to reflect evolving regulatory requirements. Implement strong internal control mechanisms supported by effective leadership oversight of compliance activities. Equip employees with knowledge of regulatory requirements and best practices through ongoing training programs.	Negative: Potential fines and penalties for non-compliance with regulations, leading to financial losses. Business disruptions and reputational risks resulting from compliance failures. Increased scrutiny from regulatory bodies, which can incur further operational costs.
8	Financial Performance	Opportunity	Financial performance is a foundation of LIC Housing Finance's ability to expand, innovate, and strengthen its competitive position. By consistently improving key financial metrics, the organization can unlock growth opportunities, enhance shareholder value, and allocate resources toward advanced technologies and new markets.	Establish stringent monitoring mechanisms with regular follow-ups to sustain asset quality and minimize risk. Provide Early Warning signals to borrowers to help them understand the importance of timely repayment. Dedicated team for regular monitoring of day-to-day collections and ensure a robust System Recovery vertical.	Positive: Enhanced ability to invest in technology upgrades and market expansion, boosting competitive advantage. Improved shareholder value and investor confidence, potentially attracting more investment and funding opportunities.
9	Brand and Reputation Management	Opportunity	Brand and Reputation Management	Expand its presence across social media platforms and enhance customer engagement programs to build stronger connections and increase brand awareness. Focus on delivering high-quality products and services that consistently meet customer expectations.	Positive: Improved public image and building stakeholder trust can lead to better business opportunities and partnerships

S. No.	Material issue identifled	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)
10	Human Capital development	Opportunity	Human capital development is essential for LIC Housing Finance to cultivate a skilled, motivated workforce capable of driving innovation and achieving organizational objectives. By investing in employee capabilities, the company enhances the quality of loan underwriting and strengthens risk management practices.	Design comprehensive training and development initiatives aligned with different career stages and roles. Encourage professional growth through workshops, seminars, and e-learning platforms. Celebrate employee contributions to foster motivation, engagement, and retention. Develop leadership programs to prepare future leaders and ensure a robust succession planning process.	Positive: Developing employee skills boosts productivity and sparks innovation. At the same time, higher job satisfaction helps retain talent, cutting down on hiring and training costs.
11	Diversity, Equity and Inclusion	Opportunity	Diversity, equity, and inclusion (DEI) are essential for fostering an innovative workforce at LIC Housing Finance. A diverse and inclusive workplace enhances employee engagement, satisfaction, and retention, ultimately strengthening organizational performance and long-term competitiveness.	Implement robust diversity programs to actively recruit and retain diverse talent across all organizational levels. Establish and enforce equal opportunity policies that guarantee fair treatment and advancement for all employees. Promote an inclusive workplace culture by providing training on unconscious bias, cultural competence, and inclusive leadership. Encourage employee resource groups and forums for discussion to foster a sense of community and belonging.	Positive: Increased innovation and creativity from diverse perspectives can lead to enhanced product development and service delivery. Boost employee satisfaction and engagement, leading to improved retention rates and reduced recruitment and training expenses. A strong reputation for DEI can attract top-tier talent and expand market reach, driving business growth and profitability.

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)
12	Prudent Risk Management	Risk	Prudent risk management is essential for LIC Housing Finance to safeguard assets, ensure business continuity, and maintain stakeholder trust. Weak risk practices, on the other hand, can lead to rising non-performing housing loans, undermining financial stability and long-term growth.	Develop comprehensive risk management frameworks that align with industry best practices and regulatory requirements. Conduct regular risk assessments to identify, evaluate, and prioritize potential risks across all areas of the business. Implement robust risk mitigation strategies, including insurance coverage, contingency planning, and crisis management protocols. Foster a risk-aware culture by providing training and resources to employees, ensuring they understand and adhere to risk management practices. LIC HFL uses credit scoring and portfolio reviews to manage risk.	Negative: Potential financial losses from unmanaged risks, including operational disruptions, legal liabilities, and reputational damage. Organizations face increased costs when addressing and recovering from risk events, impacting profitability and long-term sustainability.
13	Sustainable and Responsible Financing	Opportunity	Sustainable and responsible financing offers LIC Housing Finance a strategic opportunity to align its products with societal expectations and environmental goals. With regulators increasingly prioritizing sustainability and consumers demanding responsible investment options, LIC HFL can strengthen its market position by embedding sustainable practices into its financing operations.	Introduce green financial products that fund environmentally responsible projects and initiatives. Engage investors and customers to raise awareness and strengthen understanding of responsible finance. Monitor and report on the impacts of sustainable financing to ensure transparency and accountability. Collaborate with industry leaders and partners to drive innovation and broaden sustainable financing opportunities.	Positive: Increased revenue from sustainable finance products as demand grows for environmentally and socially responsible investment options. Strengthen brand reputation and customer loyalty by demonstrating a clear commitment to sustainability and ethical business practices.
14	Waste Management Risk	Risk	Water management is a critical issue for LIC HFL due to the increasing scarcity of water resources and stringent regulatory demands for sustainable usage. Water scarcity affects property values and operational costs in housing finance.	Implement water-saving technologies and practices to optimize usage across operations and reduce environmental impact. LIC HFL promotes water-efficient homes and office practices.	Negative: Non-compliance with water management regulations can result in significant costs, including fines and penalties, as well as higher operational expenses from inefficient water usage.

S. No.	Material issue identifled	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)
15	Waste Management	Risk	Waste management is a significant concern due to environmental regulations and societal expectations for responsible disposal and recycling. Poor waste practices in financed projects lead to fines and liabilities.	Establish comprehensive waste management strategies to reduce waste generation and encourage recycling across projects. Collaborate with specialized waste management partners to enhance disposal practices and strengthen recycling initiatives. LIC HFL supports eco-friendly construction and waste monitoring.	Negative: Poor waste management practices can lead to significant costs, including high disposal expenses, regulatory fines for non-compliance, and reputational damage that undermines stakeholder trust.
16	Community Relations and Well-being	Opportunity	Community relations and well-being are crucial for LIC HFL as they offer a pathway to build trust, strengthen the company's reputation, and contribute positively to societal development.	Maintain ongoing dialogue with community stakeholders to understand their priorities, needs, and expectations. Implement targeted initiatives that address local challenges in areas such as education, healthcare, and economic development. Continuously monitor and evaluate program outcomes to ensure the effectiveness, sustainability, and long-term impact of community well-being efforts.	Positive: Strengthened brand reputation and improved community relations can drive greater customer loyalty and unlock potential market growth. Enhanced corporate image and trust within communities can attract new business opportunities and partnerships.
17	Sustainable Procurement	Opportunity	Sustainable procurement is increasingly important due to rising expectations for environmental and social responsibility in supply chains. Responsible sourcing can reduce costs, enhance supply chain stability.	Digitalisation of internal processes in procurement and servicing can streamline operations, improve efficiency, and enhance transparency.	Positive: Saves cost and builds operational resilience.

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.

S. No.	Principle Description
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7*	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available	All the policies are available at https://www.lichousing.com/investors/policy-codes								
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)	All stakeholders, including value chain partners, are expected to uphold the policies in their interactions with us.								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.									
Principle 1	Although the company has not formally adopted any external code or certification, its policies are aligned with industry best practices, comply with all relevant regulations, and actively involve stakeholders to ensure responsible and transparent operations. ISO/IEC 27001:2022 – Information Security Management System certification for protection of critical IT infrastructure and information processing facilities within the purview of the Near Disaster Recovery Site.								
Principle 2									
Principle 3									
Principle 4									
Principle 5									
Principle 6									
Principle 7									
Principle 8									
Principle 9									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	LIC Housing Finance Limited continues to strengthen its ESG practices through various initiatives aligned with responsible business conduct, environmental stewardship, employee well-being, customer responsibility and good governance. While the Company has not set externally disclosed quantified commitments, goals or targets with defined timelines at present, it monitors the progress of its ESG initiatives on an ongoing basis and evaluates opportunities to further enhance its sustainability performance. These include: • Ensuring that the Company's financial products and services are made available to all eligible customers without discrimination. • Periodically evaluating opportunities for branch expansion, including in Tier II and Tier III locations, based on business viability and customer outreach requirements. • Promoting a safe, inclusive and respectful workplace for employees. • Encouraging the use of video conferencing and digital meeting platforms to reduce avoidable business travel and associated emissions. • Promoting the use of recycled copier paper and sustainable stationery wherever feasible. • Exploring opportunities to transition to renewable energy, wherever operationally and commercially feasible. • Installing energy-efficient lighting, including replacement of CFL lighting with LED lights across most premises. • Installing motion sensor-based lighting at select locations to optimise energy consumption. • Monitoring energy consumption and emissions trends to identify potential energy-saving opportunities.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	LICHFL is dedicated to achieving the commitments and targets as they are fundamental to the company's mission. While LIC HFL does not have specific commitments, goals, or targets with defined timelines at this moment, the company is committed to establishing such targets soon to better align the efforts with measurable outcomes.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7*	P8	P9
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 at its core believes that sustainable practices are essential to building a resilient and prosperous future for all. The BRSR Policy of the Company aligns with its goal of sustainable development and aims to minimise risks and impacts through robust and documented systems. ESG goals include ensuring profitability with ethical, environmental & social responsibility, mainstreaming ESG practices into business & operations and getting a head start on emerging ESG issues. The Company believes that going forward, with collective efforts, will make considerable progress towards integrating ESG considerations into its decision-making processes, policies and practices.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Name: Shri T Adhikari Designation: MD & CEO								
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, LIC Housing Finance Limited (LICHFL) is committed to sustainability, guided by an ESG Committee at the board level that oversees its initiatives. This committee works closely with senior management to evaluate the company's social, environmental, and economic impacts, identify ESG opportunities, and set clear goals supported by actionable plans. Functional teams across LICHFL actively contribute to this process, meeting regularly to review progress and strengthen systems and processes for effective decision-making.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, Committees of the Board									On need-basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, Committees of the Board. The Company follows the regulations, as applicable.									On need-basis								

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

Note: The Company has obtained an independent opinion on its Green Financing Framework from Vinod Kothari Consultants Private Limited.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Regulatory amendments, SARFAESI, valuation, project finance risks, ESG/BRSR1₹	100%
Key Managerial Personnel	1	Regulatory amendments, SARFAESI, valuation, project finance risks, ESG/BRSR	100%
Employees other than BoD and KMPs	51	Audit, legal, credit appraisal, Sanchay deposits, receivables, induction, leadership, digitization, fraud prevention, risk management, consumer protection, ESG, BRSR, NBFC regulations, green housing, etc.	56.39%
Workers	Not Applicable		

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[4] (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	Monetary				
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	Not Applicable

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

Yes. The Company has adopted a Code of Conduct & Ethics that enforces a strict zero-tolerance stance on bribery and corruption and commits the organisation to conducting all business with integrity, fairness and professionalism. Robust controls and clear guidelines prevent misconduct, and employees are actively encouraged to report malpractice—reinforcing a culture of transparency and accountability. During the annual Vigilance Awareness Week, every employee undertakes an Integrity Pledge and updates their compliance status through the employee management portal.

The following policies and codes of the Company imbibe the matter pertaining to anti-corruption or anti-bribery:

Name of the Policy	Web link
Whistle Blower Policy & Vigil Mechanism	https://cdn.lichousing.com/2025/01/Whistle_Blower_Policy.pdf
Fair Practices Code	https://cdn.lichousing.com/2025/01/FAIR_PRACTICES_CODE.pdf
Code of Conduct for Direct recovery Agents	https://cdn.lichousing.com/2025/01/CODE_OF_CONDUCT_FOR_THE_RECOVERY_AGENTS.pdf
Code of Conduct for Marketing Intermediaries	https://cdn.lichousing.com/2025/01/CODE-OF-CONDUCT-FOR-MARKETING-INTERMEDIARIES.pdf
Code of Internal Procedure and Conduct for Insider Trading	https://cdn.lichousing.com/2025/01/Prohibition-of-Insider-Trading.pdf
Code Of Conduct for Board Members and Senior Management	https://cdn.lichousing.com/2025/01/Code-of-Conduct-for-Board-Members-and-Senior-management.pdf
Business Responsibility and Sustainability Policy	https://cdn.lichousing.com/2025/01/BRSR-Policy.pdf
Anti-Fraud Policy	https://cdn.lichousing.com/2025/01/Anti_Fraud_Policy.pdf

The Company reinforces this commitment each year through its Vigilance Awareness Week campaign, during which all employees undertake the Integrity Pledge and record it on the employee management portal.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	Not Applicable	Not Applicable

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

	FY 2025-26 Current Financial Year		FY 2024-25 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

During the year, there were no cases of corruption and conflicts of interest.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Number of days of accounts payables	33.23	86.59

Note: Accounts Payables include trade payables as per Note No. 14 of the Standalone Financial Statements for the year ended on 31.03.2026. Cost of goods / services procured include actual Fees & Commission expenses and other expenses incurred during the Financial Year 2025-26 (not on amortised basis) and capex additions as per Note 12 excluding CSR expenses as per Note 34 of the Standalone Financial Statements for the year ended on 31.03.2026. Linked to the Industry Standards.

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:**

	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.41%	4.65%
	b. Sales (Sales to related parties / Total Sales)	0.03%	0.03%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.0004%	0.0007%
	d. Investments (Investments in related parties / Total Investments made)	3.91%	2.03%

Note: Purchases & sales with the related parties are considered as per IGAAP.

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
More than 525 trainings / awareness programs were conducted for Marketing Intermediaries in FY 2025-26.	Topics / Principles covered under Training programmes as follows: • Business Planning for FY 2025-26. • Marketing of Newly launched products viz Griha Sugam, Griha Bhoomi Equity, Griha Rakshak etc. • How to market Other than Home loan products? • Product knowledge and detailing of different housing loan scheme. • Strengthening Builder Relationship for Retails Business.	Approximately 95% of Marketing Intermediaries (Value Chain Partners) were covered under the awareness programs during FY 2025–26 (based on extensive coverage across all regions and clusters).

Note: In 2025-26 LICHFL had 39 Cluster Offices and 303 Area Offices all over India. All Offices conducted training for their Marketing Intermediaries on monthly basis on different topics to develop product knowledge and Marketing of different products.

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

Yes, the Company has adopted the following policies and terms of appointment, which incorporate provisions to avoid and manage conflicts of interest involving members of the Board:

Name of the Policies/ Terms of appointment	Web link
Terms And Conditions of Appointment of Managing Director & CEO	https://cdn.lichousing.com/2025/01/TermsAndConditions-of-appointment-of-Managing-Director.pdf
Terms and conditions of appointment of independent director	https://cdn.lichousing.com/2025/01/Terms-And-Conditions-of-appointment-of-Independent-Directors.pdf
Terms And Conditions of Appointment of Non-Executive Director	https://cdn.lichousing.com/2025/01/TermsAndConditions-of-appointment-of-Non-Independent-Director-2023.pdf
Code of conduct for Board members and senior management	https://cdn.lichousing.com/2025/01/Code-of-Conduct-for-Board-Members-and-Senior-management.pdf
Related Party Transaction Policy and Procedures	https://cdn.lichousing.com/2025/01/Related_Party_Transaction.pdf

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

Essential Indicators

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

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

Note: The Company primarily operates in the financial services sector. As such, its capital expenditure is largely directed towards information technology infrastructure, including IT hardware and software.

The Company is committed to reducing its environmental footprint and continues to invest in sustainable, energy-efficient initiatives. A strong digital ecosystem has improved operational efficiency and lowered resource consumption. During the year, green initiatives included a rooftop solar system at one office, power-factor correctors and automated lighting-control sensors that optimise energy use.

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

   No. However, LIC Housing Finance Limited, being a financial services institution with relatively low material resource intensity, has adopted several sustainable practices to align with its environmental responsibility goals. The Company focuses on optimizing resource consumption, minimizing waste, and promoting energy-efficient operations.

   Key sustainable sourcing practices include:

   - Adoption of sustainable stationery such as recycled copier paper, introduced in late FY 2024–25

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

   Not Applicable.However, the Company continued to undertake sustainable sourcing and responsible consumption initiatives, particularly through the use of sustainable stationery. During FY 2025–26, the Company used approximately 21,100 reams of sustainable A4 paper, resulting in estimated environmental benefits, including conservation of 1,319 trees, saving of approximately 14,34,800 litres of water, and avoidance of 42,200 kilograms of CO_2 emissions.

   These initiatives reflect the Company's commitment to resource efficiency, responsible consumption, waste reduction and circular economy principles. Going forward, the Company aims to strengthen data tracking and reporting mechanisms to enable more comprehensive disclosure of sustainably sourced inputs.

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.**

   LIC Housing Finance Limited is engaged in the business of housing finance and related financial services and does not manufacture or sell physical products. Accordingly, the requirement relating to reclaiming products at the end of life is not directly applicable to the Company in the same manner as it applies to manufacturing or product-based entities.

   However, the Company recognises the importance of responsible waste management arising from its office and administrative operations. The Company has adopted measures for reduction, reuse, recycling and safe disposal of waste generated through its operations, as detailed below:

   a) **Plastics, including packaging:**

   The Company discourages the use of single-use plastics across its offices and promotes reusable and recyclable alternatives wherever feasible. Measures such as reduced use of plastic folders and increased adoption of digital documentation are undertaken to minimise plastic consumption in office operations.

   b) **E-waste:**

   End-of-life electronic equipment such as computers, laptops, printers, scanners, monitors and other IT assets are identified, collected and disposed of through authorised e-waste recyclers/vendors. Prior to disposal, the Company follows internal asset disposal protocols, including asset tagging and secure data removal/destruction, wherever applicable. The process is undertaken in line with the applicable provisions of the E-Waste (Management) Rules, 2022.

   c) **Hazardous waste:**

   Given the nature of its business operations as a financial services institution, the Company generates negligible hazardous waste. Limited hazardous or potentially hazardous items, such as batteries, toner cartridges and similar office-related consumables, if generated, are disposed of through authorised or certified vendors in accordance with applicable regulatory requirements.

d) **Other waste, including paper waste, stationery, cardboard and general office waste:**

The Company undertakes initiatives to optimise resource consumption and reduce office-generated waste. These include digitalisation of processes, reduced printing, use of electronic documentation and adoption of sustainable stationery practices, including recycled copier paper.

The Company continues to identify opportunities to strengthen sustainable consumption and responsible waste management practices across its operations. Waste tracking and monitoring mechanisms are currently being strengthened in a phased manner, with coverage proposed to be expanded across additional offices over time.

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.**

Extended Producer Responsibility (EPR) is not applicable to the Company. EPR obligations under the Plastic Waste Management Rules, 2016, E-Waste (Management) Rules, 2022, and Battery Waste Management Rules, 2022 apply to producers, importers, and brand owners of specified product categories. As a housing finance company engaged in the business of providing housing and other loans, the Company does not manufacture, import, or place any EPR-covered products in the market, and therefore does not fall within the scope of EPR regulations.

While not classified as a Producer under EPR Rules, the Company disposes of e-waste and other waste generated from its office and branch operations through CPCB-authorized recyclers/vendors, in line with its broader environmental stewardship commitments.

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?**

Not applicable, as a housing finance company, the Company's core activity is the provision of financial services (housing loans), which does not involve a product life cycle of this nature. Accordingly, LCA has not been considered material to the Company's business and has not been undertaken.

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

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Not Applicable		

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

As a financial-services company, the Company does not sell or distribute physical products. The limited physical resources needed to deliver its services are sourced directly from Original Equipment Manufacturers (OEMs). This requirement is therefore not relevant to its operations.

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste	Not Applicable					
Hazardous waste	Not Applicable					
Other waste	Not Applicable					

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

Essential Indicators

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

Category	Total* (A)	% of employees covered by									
		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	1613	1613	100%	1613	100%	0	-	1613	100%	0	-
Female	771	771	100%	771	100%	771	100%	0	-	0	-
Other	0	0	-	0	-	0	-	0	-	0	-
Total	**2384**	**2384**	**100%**	**2384**	**100%**	**771**	**100%**	**1613**	**100%**	**0**	**-**
Other than Permanent employees											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

Note:

1. Permanent employees are eligible for the above-mentioned benefits.
2. LIC HFL is committed to supporting its employees and is actively exploring additional solutions to assist working parents, reinforcing its commitment to an inclusive workplace.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	Not Applicable										
Female	Not Applicable										
Other	Not Applicable										
Total	Not Applicable										
Other than Permanent workers											
Male	Not Applicable										
Female	Not Applicable										
Other	Not Applicable										
Total	Not Applicable										

Note: The company does not have any workers as defined in the guidance note issued by SEBI. All the housekeeping and security support team have been engaged through a Third Party.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well - being measures as a % of total revenue of the company	0.06%	0.04%

Note: As part of the company's continued investment in employee well-being, LIC HFL provides comprehensive Group Insurance and Mediclaim coverage to ensure a safety net for the employees. The total expenditure under well-being measures includes Group Insurance, Mediclaim, Medical Lumpsum, and Preventive Health Checkups.

2. **Details of retirement benefits.**

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Yes	100%	Not Applicable	Yes
Gratuity	100%	Not Applicable	Yes	100%	Not Applicable	Yes
ESI	Not Applicable					
Others – please specify	NA					

All Permanent employees are eligible for PF, gratuity, and leave encashment upon retirement

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[5]? If not, whether any steps are being taken by the entity in this regard.

The Company is committed to an inclusive environment and to maintaining accessibility across all its offices. Appropriate infrastructure and facilities are provided at locations where differently abled employees are posted, ensuring their comfort and ease of access.

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.**

No. The Company does not maintain a standalone Equal Opportunity Policy as set out in the Act; it is, nonetheless, committed to an inclusive workplace. LIC HFL promotes fairness in recruitment, training and career development for persons with disabilities, and provides appropriate infrastructure and facilities at offices where differently abled employees are posted.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Not Applicable	NA
Female	100%	100%		
Other	0%	0%		
Total	**100%**	**100%**		

In compliance with the Maternity Benefit Act, 1961[6], the Company grants maternity leave of up to six months for each of two children. Female employees face no discrimination in availing this leave, and on resuming duty their earlier position or profile is restored.

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

	(If yes, then give details of the mechanism in brief)
Permanent Employees	Permanent employees may raise grievances directly with the Human Resources (HR) Department or through their reporting manager, depending on the nature of the issue. In exceptional cases, employees may escalate concerns directly to the General Manager (HR). Additionally, a feedback portal is available on the Company's intranet to facilitate issue escalation and resolution.
Other than Permanent Employees	This category includes management trainees and employees on probation. LIC Housing Finance Limited maintains a uniform grievance redressal mechanism for all employees, regardless of employment status. These employees have access to the same grievance channels as permanent employees, including the HR Department, reporting managers, and the intranet-based feedback portal.

5 The Rights of Persons with Disabilities Act, 2016 obliges establishments to provide a non-discriminatory and accessible working environment for persons with disabilities.

6 The Maternity Benefit Act, 1961 (as amended in 2017) entitles eligible women employees to up to 26 weeks of paid maternity leave for the first two children.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total* employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	Not Applicable					
Female						
Other						
Total Permanent Workers						
Male	Not Applicable					
Female						
Other						

All employees and workers are free to form or join trade unions, to refrain from doing so, or to bargain collectively. In keeping with its respect for individual privacy and freedom of association, LIC HFL does not maintain data on employees' membership of associations or unions.

8. Details of training given to employees and workers:

Category	Total* (A)	FY 2025-26 Current Financial Year				Total (D)	FY 2024-25 Previous Financial Year			
		On Health and safety measures		On Skill upgradation			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	1626	113	6.95%	888	54.61%	1720	57	3.31%	624	36.28%
Female	773	44	5.69%	465	60.16%	822	28	3.41%	270	32.85%
Other	0	0	0	0	0	0	0	-	0	-
Total	**2399**	**157**	**6.544%**	**1353**	**56.40%**	**2542**	**85**	**3.34%**	**894**	**35.17%**
Workers										
Male	Not Applicable					Not Applicable				
Female	NA					NA				
Other	NA					NA				
Total	**NA**					**NA**				

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1626	1626	100%	1720	1720	100%
Female	773	773	100%	822	822	100%
Other	0	0	0	0	0	0
Total	2399	2399	100%	2542	2542	100%
Workers						
Male	Not Applicable					
Female						
Other						
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, what is the coverage of such a system?

Yes. LIC Housing Finance Limited operates a structured employee health-and-safety approach suited to a financial-services institution. Although its core business of extending housing loans is largely desk-bound, the Company recognises the health risks inherent in such roles and is committed to safeguarding employee well-being.

The Company's health and safety management system includes the following key initiatives:

- **Preventive Health Check-ups:** Annual health screenings are provided to all employees aged 35 and above to encourage early detection and prevention of health issues.
- **Group Mediclaim Policy:** Comprehensive medical insurance is extended to employees and their families, ensuring financial support during medical emergencies.
- Ex-Gratia Reimbursement: Where the cost of treating a critical illness exceeds Mediclaim limits, the Company may provide additional financial assistance on a case-by-case basis.
- **Medical Lump Sum Allowance:** An annual medical allowance is provided to all employees to support out-of-pocket medical expenses.
- **Paid Sick Leave:** Employees are entitled to paid sick leave, enabling them to rest and recover without financial stress.
- **First Aid Readiness:** First aid kits are maintained at all office premises to address minor health emergencies.
- Safety and Wellness Programmes: The Company conducts regular awareness sessions and training on fire safety and general health to foster a safe workplace culture. Fire drills, evacuation training and equipment inspections are carried out periodically across locations to ensure preparedness and compliance with safety norms.

These initiatives are designed not only to ensure compliance with health and safety standards but also to foster a supportive and health-conscious workplace environment.

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

The Company conducts regular safety inspections across offices, including checks of fire extinguishers and elevators, and trains employees in emergency procedures and safe equipment use. Periodic mock drills for fire, earthquake and evacuation scenarios reinforce preparedness, while wellness sessions and preventive health check-ups for employees aged over 35 support early risk identification. A group health-insurance policy covers employees and their dependents.

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

As a financial-services institution with an entirely office-based workforce, the Company does not undertake hazardous physical operations, manufacturing or fieldwork that would expose employees to occupational physical hazards. Formal mechanisms for workers to remove themselves from imminent physical danger are therefore not directly applicable. Employees may nonetheless raise any workplace-safety concern through the Company's established grievance-redressal channels.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, the company prioritizes employee well-being by providing a robust healthcare program.

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	0	0
	Workers	Not Applicable	
No. of fatalities	Employees	0	0
	Workers	Not Applicable	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	Not Applicable	

Note: LIC HFL has implemented workplace health and safety measures across its offices. No reportable safety incidents were recorded during the reporting period. The Company has no SEBI-defined workers. Housekeeping and security services are outsourced, with vendor payments made against invoices.

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

The Company places strong emphasis on employee well-being through a comprehensive occupational health-and-safety management system. Its commitment to a safe and healthy workplace is reflected in the following measures:

- Comprehensive Health Programmes: Periodic health check-ups, wellness initiatives and access to quality medical care encourage proactive health management and support overall productivity.
- **Robust Safety Infrastructure:**

  A multi-layered safety framework has been implemented across office locations, which includes:

  - o CCTV surveillance in critical areas
  - o Fire alarms integrated with fire and smoke detection systems
  - o Readily accessible fire extinguishers and first-aid kits
  - o Routine inspection and maintenance of all safety equipment
  - o Installation of earthing pits and lightning conductors (at applicable locations)
  - o Provision of safe drinking water in all offices
  - o Adequate ventilation systems to ensure a healthy indoor environment

  These initiatives reflect the Company's ongoing efforts to uphold high standards of occupational safety and employee welfare.

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

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

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	-
Working Conditions	-

Note: None of the plants and offices have been formally assessed by external entities, statutory authorities, or third parties. The Company's internal team assesses the said parameters during quality management assessments.

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.

During FY 2025-26, LIC Housing Finance Limited recorded no lost-time injuries, fatalities or reportable occupational-health incidents across its corporate office and branch network. No corrective-action plans were therefore triggered under the Company's incident-response protocol.

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 – Not Applicable

The Company provides life-insurance cover to all eligible employees under the Group Savings Linked Insurance (GSLI) Scheme[7], bearing a portion of the premium. On the death of an employee in service, the insured amount is paid to the legal beneficiary.

All statutory dues—Provident Fund, gratuity and final settlement—are processed on priority to provide timely financial support to the bereaved family.

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

   The Company ensures that all applicable statutory dues are duly deducted and deposited in line with prevailing regulations, subject to regular review under its internal and statutory audit frameworks.

   The Company also expects its value-chain partners to uphold business responsibility, transparency and regulatory compliance. These expectations are embedded in contractual agreements and form an integral part of its commitment to responsible sourcing and governance.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Employees	0	0	0	0
Workers	Not Applicable			

Note: There were no work-related injuries reporting in the financial year.

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

   Yes. LIC Housing Finance Limited supports employees throughout their career lifecycle, including transitions arising from retirement or separation. Throughout their tenure, employees gain broad exposure to core financial functions alongside regular technical, functional and soft-skills training that strengthens their competencies and supports continued employability.

   Employees also receive guidance on pension schemes, post-retirement healthcare options and investment planning where applicable, enabling informed financial and lifestyle decisions.

   Although a formal transition-assistance programme is not currently in place, the skills, experience and professional development gained during employment equip individuals for gainful engagement after retirement or on conclusion of their service.

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 conditions	-
Working conditions	

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

   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.**

   LIC Housing Finance Limited identifies its key stakeholder groups systematically, weighing their influence, interest, dependency and impact on the Company's operations and value creation. The approach reflects business dependencies, regulatory obligations, operational considerations and social relevance, with groups defined through internal assessments by individual business units based on their roles, service areas and communication needs.

   The identified stakeholder groups include:

   - Customers – retail and institutional, Depositors & Lenders
   - Employees
   - Investors and shareholders

- Regulatory and government authorities
- Value chain partners – vendors, associates, and service providers
- Communities in operational geographies
- Media and communication platforms

Each business function is responsible for establishing clear, effective channels of stakeholder engagement that address concerns, capture feedback and support sustainable decision-making.

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
Government and regulatory authorities	No	Letters, email, one on-one meetings, Conference calls, videoconference	Need based	• To seek clarifications and regulatory inspections and responding to queries and communicating challenges. • To provide recommendations, knowledge sharing.
Shareholders	No	Quarterly results, Investor presentations, Annual Report, Annual General Meeting, Investor/analysts calls and meet, Media releases, Website.	Ongoing engagement with at least one engagement on a quarterly basis	• To seek approval of the shareholders on the items as statutorily or regulatorily required • To answer investor queries on financial performance • To present business performance highlights to investors • To discuss publicly available Company information to shareholders and investors
NGOs	No	Community Meetings	Quarterly	Engagement on CSR activities
Academia	No	-	-	-
Employees	No	Direct contact, Email, Intranet portal, senior leadership connect programs, team engagements, surveys, and Calls	Ongoing engagement on daily basis	• To ensure a safe and inclusive workplace for employees and offer opportunities for their professional advancement. • To increase and encourage employee engagement in normal business courses.
Customers	No	Multiple channels – physical and digital	Frequent and need based	To maintain regular communication with customers throughout the loan's lifecycle and address any issues they may have.
Suppliers	No	Business partner meets, conferences and forums, One-to-one meetings, Telephonic and email, business management portal and app	Frequent and need based	

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
Local community	No	Through LIC HFL's on-ground CSR implementation partners and in person visits by LIC HFL employees/CSR assessment agencies	Continuous/ Need based	• LIC HFL work towards budling self-reliant communities in marginalised India, to mitigate the problems in the areas of Health, • Education, livelihood and rural development. • LIC HFL CSR works in 26 states and 2 UTs by joining hands with government departments, Panchayati Raj Institutes, Nonprofit Organizations, and communities. • Currently LIC HFL has created footprints in 80 Aspirational Districts and driving core agenda of inclusive and sustainable growth for all.
Investors	No	Website, meetings, E-mails	Quarterly	Providing relevant information, progress, strategic initiatives and performances, future action plans
Shareholders	No	E-mail	Quarterly	Providing relevant information, progress, strategic initiatives and performances, future action plans
Media	No	Newspaper, pamphlets, social media, website	Need-based / as required	Latest developments of the company

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.**

   LIC HFL engages continuously with its stakeholders through multiple channels and at scheduled intervals. Management regularly updates investors, customers, channel partners and analysts on strategy and performance, with relevant business functions leading these interactions and senior executives participating as needed. Critical issues and feedback are escalated to the appropriate Board committees. The Company treats stakeholder feedback as a driver of long-term value creation and uses it to improve its products, services and conduct. During the year, LIC HFL conducted a Stakeholder Engagement and Materiality Assessment[8] to sharpen its understanding of material environmental, social and governance topics, and it continues to gather input through surveys and questionnaires.

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

   Yes. Stakeholder consultation is integral to LIC HFL's materiality assessment, engaging customers, analysts and investors through surveys. The Company analyses these insights to build a materiality matrix that informs its sustainability strategy, helping it prioritise critical issues, identify risks and opportunities, and develop measures that mitigate negative impacts while enhancing positive outcomes. This alignment with stakeholder needs and expectations strengthens the Company's environmental and social performance.

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

   LIC Housing Finance Limited addresses the concerns of vulnerable and marginalised groups primarily through its Corporate Social Responsibility (CSR) initiatives, which target the challenges faced by disadvantaged segments of society. Details of

8 A materiality assessment is a structured process that identifies and prioritises the ESG issues most significant to a business and its stakeholders, commonly visualised in a materiality matrix.

these projects and their impact are set out in the CSR Report; the projects approved for FY 2025-26 are available at CSR Projects Report. Through these initiatives, LIC HFL reaffirms its commitment to inclusive growth and to uplifting communities in need.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2,384	935	39.22%	2,352	481	20%
Other than permanent	15	4	26.67%	190	109	57%
Total employees	**2,399**	**939**	**39.14%**	**2,542**	**590**	**23%**
Workers						
Permanent	Not Applicable					
Other than permanent						
Total workers						

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

Category	FY 2025-26					FY 2024-25				
	Total (A)*	Equal to minimum wage		More than minimum wage		Total (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										
Male	1,613	0	0	1,613	100%	1,590	0	0	1,590	100%
Female	771	0	0	771	100%	762	0	0	762	100%
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent										
Male	13	0	0	13	100%	130	0	0	130	100%
Female	2	0	0	2	100%	30	0	0	30	100%
Workers										
Permanent	Not Applicable					Not Applicable				
Male										
Female										
Other than permanent										
Male										
Female										

Note: *Company is compliant with major governmental laws related to minimum wages. Minimum wages are paid to each employee (permanent & other than permanent employees) of the organization. Further, the Company does not have any workforce who can be termed as “workers”

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	11	13,50,000	1	22,10,000	0	-
Key Managerial Personnel	2	88,12,351.11	1	41,84,894.00	0	-
Employees other than BoD and KMP	1624	21,06,972.20	772	19,43,685.19	0	-
Workers	Not Applicable					

Note:

1. The details of the Board of Directors do not include the MD & CEO, as they are covered under Key Managerial Personnel. Non-Executive Nominee Directors are not paid any sitting fees for attending Board or Committee meetings and are therefore excluded from the sitting fees disclosure.
2. Median cannot be calculated as there is only one-woman representative in the Board of Directors & KMP
3. The total number of employees considered for computing the median remuneration includes all employees eligible to receive salary as of March 31, 2026, as well as former employees (who separated from the Company due to retirement, resignation, death, or termination) to whom salary payments were made during the year.
4. The Company does not have any worker as defined in the guidance note of BRSR.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	30.79%	31.06%

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

Yes. The Company is committed to a safe and respectful workplace for all employees. LIC HFL has adopted a comprehensive, Board-approved policy aligned with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013[9]. To ensure effective implementation, dedicated Internal Committees have been constituted at the Corporate Office and across all Ten Regional Offices.

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

LIC Housing Finance Limited is committed to protecting complainants from any adverse consequences in cases of discrimination or harassment and maintains robust mechanisms and policies to ensure a safe, supportive environment for employees, customers and stakeholders. It regularly sensitises employees on preventing sexual harassment through awareness workshops and training programmes, fostering a culture of dignity, fairness and zero tolerance for misconduct.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No new cases were received during the current reporting year.	1	0	Case was resolved as on March 2026
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

Note: the case pending from the previous year was duly addressed and resolved during the year, reflecting the Company's commitment to timely grievance redressal.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0%	0.12%
Complaints on POSH upheld	0	0

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

The Company safeguards complainants against adverse consequences in discrimination and harassment cases through established mechanisms and policies that promote a safe, healthy and non-discriminatory environment for all employees. It regularly sensitises its workforce on the prevention of sexual harassment through workshops and awareness programmes.

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

Yes. The Important Terms & Conditions displayed in every office are guided by fair-practice codes rooted in justice and equity, reflecting the Company's commitment to operating in a manner that respects and supports human rights.

10. **Assessments of the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/involuntary labour	0
Sexual harassment	100%
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

Not Applicable

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**

-

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

Yes. The Company ensures accessibility across all front-end offices: most branches are on the ground floor or served by elevators where required, and the Corporate Office provides ramps and other infrastructure to support the movement of differently abled visitors.

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	Not Applicable
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Others – please specify	
Wages	

Note: LICHFL has plans to assess its value chain partners on the environment impacts in the subsequent years based on regulatory guidelines and disclose.

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

No significant risks/concerns were seen with respect to the above matters with the Value Chain partners.

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[10], in the following format:**

Parameter		FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From Renewable Sources			
Total electricity consumption (A)	GJ	3,174.05	553.94
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption (A+B+C)	GJ	3,174.05	553.94
From Non-Renewable Sources			
Total electricity consumption (D)	GJ	11140.12	18,959.48
*Total fuel consumption (E)	GJ	92.01	89.27
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	11,232.13	19,048.75
Total energy consumed (A+B+C+D+E+F)	GJ	14,406.18	19,602.69
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	GJ/₹	0.0000000501	0.0000000699
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/USD	0.000001019	0.000001444
Energy intensity in terms of physical output	GJ	-	-
Energy intensity (optional) – Per FTE	GJ	6.01	7.71

***Note:**

1. Petrol consumption from owned vehicles (Company owned car) reported as non – renewable energy fuel consumption
2. All DG sets consuming diesel have been replaced with battery-based UPS across most of offices. Hence, non-renewable fuel consumption has decreased significantly over the past year.
3. PPP conversion factor of 20.66 INR/USD considered for FY 2024-25.[11]
4. PPP conversion factor of 20.34 INR/USD considered for FY 2025-26.
5. Total fuel consumption (Diesel from DG sets) has been reduced since last financial year as DG sets have been replaced with UPS systems.

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, independent assurance has been carried out by SGS India Private Limited.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme[12] 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

10 Energy intensity expresses total energy consumption normalised per full-time equivalent (FTE) employee, enabling comparison of energy efficiency independent of changes in headcount.

11 Purchasing Power Parity (PPP) conversion factors are applied to express intensity ratios in internationally comparable terms, as contemplated by the BRSR reporting format.

12 The Perform, Achieve and Trade (PAT) scheme is a market-based mechanism administered by the Bureau of Energy Efficiency to improve energy efficiency in designated energy-intensive sectors.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water (Municipal water supplies)	28068.3	30705.3
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	28068.3	30705.3
Total volume of water consumption (in kilolitres)	28068.3	30705.3
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	0.0000001	0.0000001
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000020	0.0000023
Water intensity in terms of physical output	-	-
Water intensity (optional) – Per FTE	11.70	12.66

***Note:**

1. PPP conversion factor of 20.66 INR/USD considered for FY 2024-25.
2. PPP conversion factor of 20.34 INR/USD considered for FY 2025-26.
3. Water intensity (Per FTE) data has been updated for FY 2025-26.
4. The organization's water consumption has been estimated using an average of 45 liters per employee per day, aligned with ISF standards (NBC–2016). This calculation considers the number of full-time equivalent employees and their working days.
5. FY 2024-25, water intensity has been assessed based on the number of full-time equivalent (FTE) employees, in accordance with the updated BRSR guidelines.

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, independent assurance has been carried out by SGS India Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
No treatment	22,454.6	24,564.2
With treatment – please specify level of treatment	0	0
(v) Others	-	-
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	22,454.6	24,564.2

Note: Discharge is estimated at 80% of water consumption and is primarily discharged into municipal sewerage / drainage systems (NITI Aayog 2016).

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, independent assurance has been carried out by SGS India 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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Not Applicable LICHFL reports on GHG emissions for its operations. Given the nature of the business, details of air emissions other than GHG are not material to the organization.		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – Please specify			

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

No

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	6.46	4.43
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2197.08	3,827.89
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/rupee	0.00000000800	0.00000001366
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent/ rupee equivalent adjusted to PPP (PPP-National currency units/US dollar)	0.00000015600	0.00000028188
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e/employee	0.92	1.51

1. Scope 1 Emissions: Energy consumption from diesel & petrol consumption calculated using the DEFRA emissions factor[13]
2. Scope 2 Emissions: CEA-published grid emission factor[14] used the emissions calculation
3 PPP conversion factor of 20.66 INR/USD considered for FY 2024-25.
4. PPP conversion factor of 20.34 INR/USD considered for FY 2025-26.
5. Total scope 1 & 2 emissions intensity (Per FTE) data pertaining to FY 2024-25 has been updated based on a revised calculation approach.

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, independent assurance has been carried out by SGS India Private Limited.

13 Scope 1 (direct) emissions are calculated using the greenhouse-gas conversion factors published by the UK Department for Environment, Food and Rural Affairs (DEFRA).

14 Scope 2 (purchased energy) emissions are calculated using the grid emission factor published by the Central Electricity Authority (CEA), Government of India.

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

Yes, LIC HFL is actively pursuing a range of initiatives to lower greenhouse gas emissions. Key actions include:

LED lighting upgrades: Conventional lighting across office locations has been replaced with energy-efficient LED fixtures, improving energy efficiency and delivering a measurable reduction in carbon emissions in line with the Company's sustainability goals.

Renewable energy procurement: From January 2025, LIC HFL began sourcing renewable (green) energy from utility providers for twenty-two of its offices. By FY 2025-26 this initiative alone had avoided approximately 626.00 tonnes of CO^2e[15] emissions, demonstrating the tangible impact of clean-energy adoption.

On-site solar installation: In March 2025 the Company commissioned its first in-house project, a 10 kWp rooftop solar[16] power plant. The installation reduces reliance on grid electricity, lowers the carbon footprint and reflects LIC HFL's commitment to renewable-energy integration.

AI-driven energy optimisation: An AI-powered module monitors and optimises energy consumption across selected offices, using analytics to identify inefficiencies and recommend corrective action—improving efficiency through data-driven decisions.

Sensor- and timer-controlled lighting: Automated lighting systems across facilities ensure lights operate only when needed, cutting electricity consumption and operational costs while improving efficiency.

Power-factor correction equipment: Selected offices are fitted with Power Factor (PF) correction devices that improve electrical efficiency, reduce losses from reactive power, enhance power quality and contribute to both cost savings and system stability.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	0	0
E-waste **(B)**	0.478	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. (Food Waste)	17.712	0
Total (A+B + C + D + E + F + G + H)	18.190	0
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000000063	0
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000001286	0
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	0.007582325969	0

15 CO_2e (carbon dioxide equivalent) is a standard unit expressing the global-warming potential of various greenhouse gases in terms of the equivalent quantity of carbon dioxide.

16 kWp (kilowatt-peak) denotes the maximum rated power output of a solar photovoltaic installation under standard test conditions.

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	18.190	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**18.190**	**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	0	0
Total	**0**	**0**

Note:

1. Waste generation is limited due to the office-based nature of the Company's operations.
2. Non-Hazardous waste (Food Waste): Tracking currently limited to five locations (Nov–Mar); coverage to be expanded across additional offices in a phased manner.

   E-waste: Collection undertaken at two locations during the year; planned rollout to other office locations going forward.
3. PPP conversion factor of 20.66 INR/USD considered for FY 2024-25.
4. PPP conversion factor of 20.34 INR/USD considered for FY 2025-26.
5. E-waste: recycled through authorised recyclers.
6. Food waste: sent to authorised vendor.
7. FY 2024–25 waste data was not comprehensively tracked and has therefore been disclosed as Nil / Not Available.

***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, independent assurance has been carried out by SGS India Private Limited.

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 waste.

LIC HFL uses no hazardous or toxic chemicals in its operations or processes. Given the nature of its financial-services business, physical scrap is minimal; nonetheless, the Company remains committed to managing the waste arising from its routine activities sustainably.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Given the nature of the business, the organization does not have any operations or offices in ecologically sensitive areas			

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

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
LIC HFL is compliant with all applicable environmental laws, regulations and guidelines in India.				

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

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

No

2. **Please provide details of total Scope 3 emissions[17] & its intensity, in the following format:**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO_2e	1607.16	7176.59
Total Scope 3 emissions per rupee of turnover	tCO_2e/ Rupee	0.000000006	0.00000002558
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO_2e/FTE	0.67	2.82

During FY 2025-26, the Company assessed its Scope 3 greenhouse gas (GHG) emissions for selected categories in line with the Greenhouse Gas Protocol[18], covering Category 1 (Purchased Goods and Services), Category 3 (Fuel- and Energy-related Activities not included in Scope 1 and 2) and Category 5 (Waste Generated in Operations) and Category 8 (Upstream leased assets).

These reported Scope 3 emissions and the related intensity metrics cover only the categories above and do not represent the Company's full Scope 3 inventory. The Company is progressively expanding Scope 3 coverage in a phased manner, subject to improvements in data availability and quality.

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

No

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.**

Given its business as a financial-services institution, the Company has minimal direct impact on biodiversity. However, LIC HFL requires the large-scale infrastructure and real-estate projects it finances to comply with all applicable environmental laws, including biodiversity-protection regulations, as part of its environmental and social risk-assessment framework for project finance.

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:**

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of LEDs at Offices	Replaced conventional lighting with energy-efficient LED fixtures across office locations.	Achieved improved energy efficiency and a reduction in carbon emissions.
2	Green Tariff Procurement	Procured renewable (green) energy from utility providers for twenty-two office locations	As of FY 2025-26, green energy usage at Twenty-two offices has resulted in a reduction of approximately 626 tonnes of CO_2e emissions.
3	AI-based Energy Optimization	Implemented an AI-powered module to monitor and optimize energy consumption across selected offices. The system leverages intelligent analytics to identify inefficiencies and suggest corrective actions to minimize energy loss.	Enhanced energy efficiency by enabling data-driven decisions and proactive measures to reduce unnecessary energy usage.
4	Sensor-based and Timer-controlled Lighting Systems	Implemented sensor-based lighting systems and timer-controlled lighting across facilities. Signages with timer-based control have been deployed across the company's branches to reduce unnecessary energy usage.	Improved energy efficiency through automated lighting control, leading to reduced electricity consumption and operational costs.
5	Installation of Power Factor Correction Equipment	Installed Power Factor (PF) correction devices at selected facilities to improve electrical efficiency and reduce energy losses caused by reactive power.	Improved power quality, reduced electricity wastage, and optimized energy consumption, contributing to cost savings and system stability. Power factor correction reduces reactive power demand, ensuring more efficient operation of electrical systems. By minimizing energy waste, companies can reduce electricity bills and avoid penalties imposed by utilities for low power factor.

17

18 The Greenhouse Gas Protocol is the most widely used international standard for measuring and managing greenhouse-gas emissions, developed by the World Resources Institute and the World Business Council for Sustainable Development.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	Tree Plantation	LIC HFL undertook a strategic afforestation initiative aimed at supporting environmental restoration, enhancing biodiversity, and contributing to climate change mitigation. As part of this initiative, 70,000 saplings were planted during FY 2025–26. The programme includes long-term maintenance measures and periodic monitoring of sapling survival rates to ensure sustained ecological benefits.	The initiative is expected to contribute to environmental restoration and climate change mitigation through carbon dioxide sequestration and biodiversity enhancement. An updated assessment of sapling survival rates will be disclosed in the subsequent reporting period to strengthen transparency and accountability.
7	Digitalisation	LIC HFL implemented targeted digital transformation measures, including enterprise-wide electronic document management systems. These initiatives enabled the Company to reduce paper consumption by approximately 1,00,000 sheets during FY 2025–26.	This initiative supports responsible resource consumption and contributes to reducing the Company's environmental footprint.

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

Yes. LIC Housing Finance Limited maintains a comprehensive Business Continuity Plan (BCP) and Disaster Recovery Plan (DRP) to ensure uninterrupted delivery of critical services during any disruption. The framework covers risk identification, emergency-response protocols, IT system recovery, data backup and stakeholder communication. Regular mock drills and awareness training maintain organisational readiness, and the BCP is reviewed and updated periodically to reflect changes in the business environment and regulatory requirements.

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.

LIC HFL recognises the importance of understanding and managing the environmental and social impacts of its operations and value chain. In line with its commitment to sustainable practice, the Company is integrating Environmental, Social and Governance (ESG) considerations into its business processes.

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

LIC HFL plans to assess its value-chain partners for environmental impacts in subsequent years, in line with regulatory guidance, and will take appropriate corrective and mitigation measures.

8. How many Green Credits[19] have been generated or procured:

a.	By the listed entity	-
b.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	-

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.

-

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	NIL	NIL

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

Name of authority	Brief of the case	Corrective action taken
NIL	-	-

There were no reported instances of anti-competitive conduct involving the Company during the reporting period.

19 Green Credits are tradable incentives issued under the Green Credit Programme notified by the Government of India in 2023 to encourage voluntary, market-based environmental action.

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 the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company does not actively engage in policy advocacy. However, the Company participates in external forums and industry meetings related to the housing finance sector. In these settings, the Company may provide feedback, share insights, and make recommendations on emerging regulations and other relevant matters impacting the sector.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Company maintains strong, multi-channel mechanisms to receive and resolve grievances. Customers and stakeholders can raise concerns through the official grievance-redressal portal (Policy on Grievance Redressal), by email, toll-free numbers or written correspondence, or in person at a branch office.

LIC HFL places high value on community engagement and operates a transparent, multi-tiered grievance process for its CSR initiatives. Communities are encouraged to raise concerns first with the implementing NGO partner at the project site; unresolved issues may be escalated to the LIC HFL-designated SPOC for the project, then to the CSR team at the Corporate Office, and finally to the Head of Department (HOD) level to ensure fairness and timeliness.

These processes are reinforced through regular site visits, structured feedback sessions and quarterly monitoring interactions, ensuring that grassroots voices are consistently heard, acknowledged and acted upon.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	3.06%*	3.26%*
Sourced directly from within India	100%	100%

*The extraction process is limited to MSME vendors with a specific designation within the vendor portal.

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	2%	2%
Semi-urban	5%	5%
Urban	41%	40%
Metropolitan	52%	53%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in ₹ Crore)
1	Assam	Hailakandi	1.7
2	Kerala	Wayanad	0.75
3	Tamil Nadu	Virudhunagar	0.24
4	Tamil Nadu	Ramanathapuram	0.21
5	Telangana	Komaram Bheem	1.29
6	Bihar	Nawada	0.57
7	Telangana	Jayashankar	1.76
8	Odisha	Kalahandi	1.27
9	Assam	Barpeta	0.62
10	Gujarat	Dahod	0.64
11	Himachal Pradesh	Chamba	1.76
12	Karnataka	Yadgir	0.5
13	Rajasthan	Dholpur	0.99
14	Tripura	Dhalai	1.34
15	Uttar Pradesh	Chitrakoot	1.59
16	Bihar	Jamui	0.51
17	Arunachal Pradesh	Namsai	0.9
18	Rajasthan	Jaisalmer	1.14
19	Chhattisgarh	Mahasamund	1.6
20	Karnataka	Yadgir	1.13
21	Sikkim	Gyalshing	1.65
22	Jharkhand	Sahebganj	1.55
23	Jharkhand	Gumla	0.1
24	Jharkhand	Latehar	0.1
25	Jharkhand	Ramgarh	0.1
26	Uttar Pradesh	Bahraich	0.66
27	Mizoram	Mamit	0.55
28	Assam	Goalpara	0.7
29	Jharkhand	Ramgarh	0.72
30	Bihar	Purnia	1.36
31	Madhya Pradesh	Singrauli	1.48
32	Bihar	Araria	0.35
33	Madhya Pradesh	Khandwa	1.47
34	Uttar Pradesh	Siddharthnagar	1.52
35	Punjab	Moga	1.57
36	Rajasthan	Sirohi	0.45
37	Himachal Pradesh	Chamba	0.68
38	Jharkhand	Godda	0.7
39	Tripura	Dhalai	0.56
40	Maharashtra	Nandurbar	0.18
41	Maharashtra	Washim	0.18
42	Meghalaya	Ri Bhoi	1.24
43	Maharashtra	Osmanabad	0.84
44	Kerala	Wayanad	0.85

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

   No

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

   -

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

   -

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

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

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

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

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	HRIDAY (Integrated Rural Development)	81,669	90
2	Sanjeevani (Health)	4,72,089	80
3	Sangam (Livelihood Enhancement)	19,708	100
4	Udhyam (Skill Development)	9,939	100
5	CTH (Remedial Education for Children of Migrant Workers)	350	100
6	SATHI (Digitalization of Government Schools)	29,118	100
7	Sujalam (Conservation and Enhancement of Natural Water Bodies)	18,423	90
8	Green Tomorrow (Waste Management)	1,43,927	70
9	Green Tomorrow (Ecological Conservation)	68,750	80
10	Astha (Elderly care and support)	700	100
11	Hunar (Livelihod support to traditional artisans)	200	100
12	Lakshya (Inclusive development of youth through sports)	830	100
13	Social Trailblazer (Support for incubation of startups)	15	100
14	Sarthak (Economic Welfare for Persons with Disabilities (PwD))	1,896	100
15	Vidya (Transformation of schools and skill development)	4,296	100
16	Parivesh (Safe Drinking Water)	4,500	100
17	Parivesh (Waste Management)	2,75,087	80
18	Parivesh (Animal Welfare)	-	-
19	Special Project (Infrastructure Development of Hospital)	18,000	100
20	Special Project (Promotion of non-formal education)	4,560	100
21	Special Project (Protection of Art and Culture)	45	100
22	Special Project (Renewable energy Upgradation of School)	2,700	100
23	Special Project (Animal Welfare)	-	-
24	Special Project (Skill development and Livelihood Enhancement)	5,000	100
25	Special Project (Infrastructure Development of Hostel)	25	100

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

Essential Indicators

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

The Company operates a comprehensive grievance-redressal framework, supported by multiple customer-engagement and complaint-management platforms, to register, monitor and resolve grievances efficiently. These mechanisms ensure timely resolution and transparency and enhance the overall customer experience.

Channels for Complaint Registration

a) Integrated Customer Relationship Management (ICRM) Portal: An internal platform through which customer grievances and service requests are registered, tracked, monitored and resolved in a structured manner.

b) National Housing Bank (NHB) Portal: A regulatory grievance-redressal platform administered by the National Housing Bank that enables customers to lodge housing-finance complaints for resolution.

c) National Consumer Helpline (NCH) Portal: A Government of India platform that facilitates the registration and resolution of consumer complaints across service categories.

d) Centralized Public Grievance Redress and Monitoring System (CPGRAMS)[20]: A Government of India portal through which housing-loan complaints are received and processed via the National Housing Bank for resolution.

e) Task Management System (TMS): A dedicated platform for monitoring and resolving customer grievances and service concerns received directly through the Office of the Managing Director & Chief Executive Officer (MD & CEO).

The Company monitors and reviews grievances across all channels to ensure prompt resolution, effective complaint management and continuous improvement in service standards—strengthening customer trust and satisfaction.

Key Initiatives and Highlights

1. The Company conducted an online CRM training programme on 03 September 2025 for CRM officials across Regional Offices and DRM Administrators, strengthening grievance-management capability and ensuring consistent service delivery.
2. The Company's call centre remained a key engagement channel, handling 1,66,917 calls during the year and providing timely support for customer queries and service requests.
3. As part of the Company's 36th Foundation Day celebrations, the CRM Department led customer-engagement and community-outreach activities across offices, including a blood-donation camp at the Raipur Area Office that drew around 45 participants—customers, employees and Marketing Intermediaries.
4. At customer meets held at the Patna Back Office, plants and chocolates were distributed to customers as a gesture of appreciation and to strengthen relationships.
5. Reflecting its commitment to environmental sustainability and customer engagement, the Company undertook eco-friendly initiatives such as distributing plants and jute bags across various locations.
6. The Lucknow, Jeoni Mandi and Aliganj offices marked Foundation Day with customer-appreciation initiatives, distributing mementos at branch premises and during outreach visits to customers' residences.
7. The Chandigarh Back Office ran training for employees across Area Offices on new and enhanced product offerings, alongside regular monthly sessions for Marketing Intermediaries on product changes, evolving customer needs and competitive developments.
8. The CRM function continued to strengthen customer engagement, raise service-delivery standards, promote stakeholder participation and support customer-centric initiatives across the organisation.

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

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

*Since the Company is in the business of providing housing loans this aspect has limited applicability in respect of the Company.

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security (Digital Complaints)	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: Credit Information Companies (CIC) related complaints	2434	5	2,434 Complaints were resolved in FY 2025-26 Including 5 from Previous year	3034	5	3,029 Complaints were resolved in FY 2024-25

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

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

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

Yes. LIC HFL maintains a comprehensive suite of IT policies to guard against cybersecurity threats and data-privacy risks. These include the Anti-Virus Policy, Backup Policy, Email Security Policy, Internet Security Policy, IT Asset Inventory Policy, Mobile Computing Policy, Physical & Environmental Security Policy, User Accounts & Password Security Policy, Website Security Policy, IT Asset Disposal Policy, Data Center Information Security Policy, Business Continuity Plan, IT Cybersecurity Policy, Policy for IT Development & Change Management, Cyber Crisis Management Plan, Social Media Policy and Information Security Audit Policy. Together they provide a structured, robust framework that protects sensitive information, ensures business continuity and upholds the highest standards of cybersecurity and data privacy.

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

There have been no instances relating to advertising, delivery of essential services, cybersecurity or data privacy, recurrence of product recalls, or regulatory penalties concerning the safety of products or services. No corrective action has therefore been required or is currently underway.

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

a. **Number of instances of data breaches:**

During FY 2025–26, the Company recorded Nil instances of data breaches, reflecting the continued effectiveness of its information security, data protection, and customer privacy safeguards.

b. **Percentage of data breaches involving personally identifiable information of customers:**

Not Applicable, as there were no reported instances of data breaches during FY 2025–26.

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

Not Applicable, as no data breach or cybersecurity incident involving loss or breach of customer data was reported during FY 2025–26.

Leadership Indicators

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

   Information on the Company's products and services is available on its official website (https://www.lichousing.com). In addition, notice boards at all branch offices set out product features, applicable charges and other key information, ensuring transparency and accessibility for customers.

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

   LIC HFL actively educates customers on the safe and responsible use of its products and services. The Most Important Terms and Conditions (MITC)[21] are prominently displayed on the Company's website and on branch notice boards. Customers receive regular SMS and email reminders not to share sensitive personal or financial information, and the website offers educational content, safety tips and FAQs on digital transactions and fraud prevention to promote secure, informed behaviour.

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

   The Company promptly sends email and SMS alerts to customers in the event of any anticipated or actual service disruption, and communicates restoration updates through the same channels. This transparency helps customers make informed decisions and reflects LIC HFL's commitment to proactive communication and service continuity.

4 A. **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.**

   Yes. The Company communicates all relevant terms and conditions of its housing-loan schemes to applicants before financing. Product features, fees and charges, interest rates and grievance-redressal mechanisms are displayed at all branch offices, as required by regulation, and on its website. The Most Important Terms and Conditions (MITC) are included in the loan kit and explained to customers before disbursement, reflecting the Company's commitment to fairness and transparency.

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

   No. While the Company has not conducted a formal consumer-satisfaction survey, it maintains a structured mechanism to collect and analyse customer feedback, which informs product development and service enhancements.

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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement on Business Responsibility and Sustainability Report (BRSR) Core of LIC Housing Finance Limited (the 'Company') for the period April 01, 2025, to March 31, 2026.

To,
The Board of Directors,
LIC Housing Finance Limited ,

Maker Tower F, 131 Premises, 13th floor,
Cuffe Parade Mumbai Maharashtra 400005

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by LIC Housing Finance Limited (the 'Company') to conduct an independent assurance of the Company's BRSR Core attributes pertaining to the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for BRSR core attributes. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report is prepared with reference to the following:

- Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026), dated 30 January 2026 circular (BRSR Core Framework for Assurance).
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all LIC Housing Finance Limited's Stakeholders.

Responsibilities

The information in the report and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material information included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Reasonable level of Assurance w.r.t. BRSR core indicators under 9 ESG Attributes. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historic Financial Information, and ISAE 3410 - Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Standards Board.

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance

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in accordance with ISAE 3000 (Revised). It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm its independence from LIC Housing Finance Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Core Indicators (KPIs) within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries include LIC Housing Finance Limited and its regional offices spread across India.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core KPIs, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in “Findings and Conclusions.”
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company’s statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

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Findings and Conclusions

BRSR Core Indicators:

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report, on the BRSR Core Indicators (as listed below) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared based on the BRSR reporting guidelines prescribed by Securities and Exchange Board of India (SEBI).

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

Sr.No.	BRSR Core Attributes	BRSR Core Indicators
1	Greenhouse gas (GHG) footprint	≈ Total Scope 1 emissions ≈ Total Scope 2 emissions ≈ GHG Emission Intensity (Scope 1 +2)
2	Water footprint	≈ Total water withdrawn ≈ Total water consumption ≈ Water consumption intensity ≈ Water Discharge by destination and levels of Treatment
3	Energy footprint	≈ Total energy consumed ≈ % of energy consumed from renewable sources ≈ Energy intensity
4	Embracing circularity	≈ Plastic waste ≈ E-waste ≈ Bio-Medical Waste ≈ Construction and Demolition Waste ≈ Battery waste ≈ Other hazardous waste ≈ Other non-hazardous waste ≈ Total waste generated ≈ Waste intensity ≈ Total waste recovered through recycling, re-using or other recovery operations ≈ Total waste disposed by nature of disposal method
5	Employee well-being and safety	≈ Spending on measures towards well-being of employees as a % of total revenue from operations of the Company ≈ Details of safety related incidents for employees ≈ This includes: A) Number of permanent disabilities B) Lost Time Inquiry Frequency Rate (LTIFR) (per one million-person hours worked) C) No. of Fatalities
6	Enabling gender diversity in business	≈ Gross wages paid to females as % of total wages paid ≈ Complaints on POSH Complaints on POSH. This includes: A) Total complaints on Sexual Harassment (POSH) reported B) Complaints on POSH as a % of female employees/workers C) Complaints on POSH upheld
7	Enabling inclusive development	≈ Input material sourced from MSMEs/ small producers as % of total purchases directly sourced from MSMEs/ small producers and directly from within India

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Sr.No.	BRSR Core Attributes	BRSR Core Indicators
		≈ Job creation in smaller towns - Wages paid to people employed in smaller towns as % of total wage cost
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 ≈ Number of days of accounts payable
9	Open-ness of business	≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties

For and on behalf of SGS India Private Limited

 **Kalpesh Thombare** Technical Reviewer *National Manager – ESG & Sustainability Services, SGS India.* 30th June ,2026.	 **Namrata Kamble** Verifier *Sr. Technical Associate - ESG & Sustainability Services, SGS India* Team Member – Vaibhavi Kulkarni 30th June ,2026.