Jammu and Kashmir Bank Limited

Corporate Headquarters
M A Road, Srinagar 190001
Kashmir, India
CIN: L65110JK1938SGC000048

T +91 (0)194 248 3775
F +91 (0)194 248 1928

W www.jkb.bank.in
E board.sectt@jkbmail.com

J&K Bank

Board Secretariat

Ref:-JKB/BS/F3652/2026/110
Date: 29th August, 2026

National Stock Exchange of India Limited
Exchange Plaza 5th Floor
Plot No. C/1 G-Block
Bandra Kurla Complex
Bandra (E) Mumbai – 400 051
Symbol: J&KBANK

The BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001
Scrip Code:532209

Sub: - Business Responsibility and Sustainability Report for Financial Year 2025-26

Dear Sirs,

In continuation of our letter no. JKB/BS/F3652/2025/108 dated 29th August, 2026 and pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith a copy of the Business Responsibility and Sustainability Report for FY 2025-26 for the 88th Annual General Meeting (AGM) of the Bank. The same is also available on the website of the Bank at:

https://jkb.bank.in/Investor/financial-information/annual-reports

This is submitted for your information and appropriate dissemination.

Thanking you

Yours faithfully
For Jammu and Kashmir Bank Limited

Mohammad Shafi Mir

Digitally signed by Mohammad Shafi Mir
DN: c=IN, o=Personal, postalCode=191131, l=Ganderbal, st=Jammu and Kashmir, street=ganjipora batwina, Batvena, Ganderbal Jammu and Kashmir India 191131, title=5504, 2.5.4.20=f967bd71f559747b387d419e56605e9e342b989bde651ebf36672be670c15047, serialNumber=66e7c458fadfd58d0b1e3af6cfa93526782626d2f4a82a11e8de9af7cbcce6cd, email=shafi.mir@jkbmail.com, cn=Mohammad Shafi Mir
Date: 2026.08.29 21:21:37 +05'30'

(Mohammad Shafi Mir)
Company Secretary

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	L65110JK1938SGC000048
2	**Name of the Listed Entity**	Jammu and Kashmir Bank Limited
3	**Year of incorporation**	1938
4	**Registered office address**	Corporate Headquarters, M. A. Road, Srinagar, Kashmir - 190001
5	**Corporate address**	Corporate Headquarters, M. A. Road, Srinagar, Kashmir - 190001
6	**E-mail**	board.sectt@jkbmail.com
7	**Telephone**	+91-194-248-1930-35
8	**Website**	https://jkb.bank.in/
9	**Financial year for which reporting is being done**	FY 2025-26 (1st April, 2025 - 31st March, 2026)
10	**Name of the Stock Exchange(s) where shares are listed**	• National Stock Exchange of India Limited • BSE Limited
11	**Paid-up Capital**	INR 11,011.82 lacs
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	**Mr. Mohammad Shafi Mir** Company Secretary & Compliance Officer Phone: +91-194-2481928 Email: board.sectt@jkbmail.com
13	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).**	The disclosures made in this report are on a standalone basis.
14	**Name of assurance provider**	SR Asia
15	**Type of assurance obtained**	Reasonable assurance on BRSR Core

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Banking and Financial Services (Commercial Bank)	Banking activities viz. retail, corporate banking, investments, cross-selling etc.	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.	J&K Bank operates in three major segments: 1. Retail, 2. Corporate & 3. Treasury. **Retail Business:** Bank caters to a varied client base which includes individuals, employees, professionals, small businesses, and Non-Resident Indians (NRIs). The offerings under retail are CASA Accounts, term deposits, housing loans, car loans, mortgage loans, personal loans, KCC, LAP, Debit/Credit, Cards cross-selling - Insurance and Mutual fund Products and remittance services etc. **Corporate:** Bank serves a diverse clientele including Corporates, Government, PSUs, SMEs etc. **Treasury Department:** The department looks after investments in various securities, market instruments etc. and manages Bank's liquidity requirements.	64191	100

III. Operations

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

Location	Number of plants	Number of offices
National	Nil	• **1,017 branches** (including 09 IARCs) • **99 Easy Banking Units** (USBs) • **23 Extension Counters** • **58 Offices** (1 Corporate, 13 Zonal, 35 Cluster, 3 RCCs and other offices 6) • **1437 ATMs and 173 CRMs**
International	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	18 States & 4 Union Territories
International (No. of Countries)	Nil

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

The Bank ordinarily doesn't directly contribute to the exports. However, the Bank has customised products and services for its customers relating to their foreign exchange related requirements, viz. Exports, Imports, other overseas payments and inward remittances. Bank provides pre and post shipment credit facilities. Packing Credit Loan, both in Rupee and Foreign Currency, thereby enabling the customers for procurement of their raw materials and Post shipment credit facilities, viz. Export Bills negotiation under LC terms, advance against export bills, etc.

c. A brief on types of customers:

J&K Bank serves a diversified customer base across retail, institutional, and priority segments, reflecting its role as a key financial services organisation in India:

Key Customers	Details of Customer Segment
Retail Customers	Individuals including salaried employees, pensioners, and self-employed persons, availing savings and current accounts, deposits, and retail lending products such as housing, personal, and vehicle loans.
Government & Public Sector	Central and State/UT Governments, public sector undertakings (PSUs), and government departments, with the Bank playing a significant role in treasury operations, salary disbursements, and implementation of government schemes including Direct Benefit Transfers (DBT).
Corporate and MSME Customers	Large corporates, small and medium enterprises (MSMEs), and business entities, supported through working capital finance, term loans, trade finance, and cash management services.
Priority Sector & Inclusion Segments	Farmers, artisans, self-help groups (SHGs), and other underserved segments, aligned with priority sector lending mandates and financial inclusion objectives.
Institutional Customers	Educational institutions, universities, and other organisations availing banking, deposit, transaction & other financial services.
Emerging Segments	Start-ups and new-age enterprises, supported through tailored financial solutions and credit access.

IV. Employees

20. Details as at the end of Financial Year (FY2025-26)

a. Employees and workers (including differently abled)

		FY 2025-26				
S. No.	Particulars	Total (A)	Male No. (B)	Percentage % (B/A)	Female No. (C)	Percentage % (C/A)
		EMPLOYEES				
1	Permanent (D)	11,934	8,838	74%	3,096	26%
2	Other than Permanent (E)	203	177	87%	26	13%
3	Total employees (D + E)	12,137	9,015	74%	3,122	26%
		WORKERS*				
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total workers (F + G)	NA	NA	NA	NA	NA

* Note: As a banking institution, the Bank does not engage workers; accordingly, disclosures relating to workers are not applicable.

b. Differently abled Employees and workers

		FY 2025-26				
S. No.	Particulars	Total (A)	Male No. (B)	Percentage % (B/A)	Female No. (C)	Percentage % (C/A)
		DIFFERENTLY ABLED EMPLOYEES				
1	Permanent (D)	37	27	73%	10	27%
2	Other than Permanent/Contractual/Third Party (E)	NIL	NIL	NA	NIL	NA
3	Total differently abled employees (D + E)	37	27	73%	10	27%
		DIFFERENTLY ABLED WORKERS*				
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent/Contractual/Third Party (G)	NA	NA	NA	NA	NA
6	Total differently abled workers (F+G)	NA	NA	NA	NA	NA

*Note: As a banking institution, the Bank does not engage workers; accordingly, disclosures relating to workers are not applicable.

21. Participation/Inclusion/Representation of women

Representative Stakeholder	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors (BOD)*	9	1	11%
Key Management Personnel (KMP)	4	0	0

*Excluding Whole-Time Directors (MD&CEO and ED) as same are included in KMPs

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Turnover rate for Permanent Employees (%)	0.31	0.64	0.39	0.46	0.44	0.45	1.07	1.14	1.09
Turnover rate for Permanent Workers (%)	-	-	-	-	-	-	-	-	-

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	JKB Financial Services Limited	Subsidiary	100%	No
2	Jammu and Kashmir Grameen Bank	Associate	35%	No
3	Jammu & Kashmir Asset Reconstruction Limited	Associate	49%[1]	No

[1] The Jammu & Kashmir Asset Reconstruction Limited was incorporated jointly by Government of J&K and Jammu & Kashmir Bank Ltd on 28.04.2017. The Bank has subscribed capital to the tune of H98 lakhs whereas Government has subscribed H102 lakh. In the meantime the promoters have decided to windup the Company and the Bank in turn has approached the Registrar of Companies (ROC) with an application to remove the name of the Company from the register of companies under Section 248 of the Companies Act, 2013. The application of the Bank is under consideration with ROC.

VI. CSR details

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

Yes

(ii) Turnover (in ₹) -

₹ 140,850,425,740.21

(iii) Net worth (in ₹) -

₹ 150,458,562,971.01

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)	FY2025-26			FY2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks (e.g., categorisation of grievances if available)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
CSR Communities	Yes	0	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY2025-26 Number of complaints filed during the year	FY2025-26 Number of complaints pending resolution at close of the year	FY2025-26 Remarks (e.g., categorisation of grievances if available)	FY2024-25 Number of complaints filed during the year	FY2024-25 Number of complaints pending resolution at close of the year	FY2024-25 Remarks
Investor (Other than Shareholders)	Yes https://jkb.bank.in/investor-relations	0	0	NA	0	0	NA
Shareholders	Yes	164	0	All complaints resolved	26	0	All complaints resolved
Employees and workers	Yes https://reports.jkbank.com/jkbcms/login	286	0	All complaints resolved	0	0	NA
Customers	Yes https://custcare.jkbank.in	50,351	1,600	-	94,447	1,414	-
Value Chain Partners	No	NA	NA	NA	NA	NA	NA
Others	No	NA	NA	NA	NA	NA	NA

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.

Sr. No.	Material Issue Identified	Indicate whether risk/Opportunity	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	Climate Risk and Portfolio Resilience	Risk	Climate change is increasingly relevant for banks due to its potential impact on borrowers, financed assets and collateral values. For J&K Bank, climate-related physical and transition risks may affect sectors and customer segments exposed to extreme weather events, changing resource availability, regulatory shifts and market transition towards low-carbon activities. These risks can influence borrower cash flows, repayment capacity, asset quality and long-term creditworthiness. The Bank has already recognised that part of its credit portfolio may be exposed to climate-vulnerable sectors and assets, both as financed assets and collateral.	The Bank will continue strengthening its climate risk assessment framework by integrating climate considerations into credit appraisal, sectoral risk reviews, collateral assessment and portfolio monitoring. Scenario analysis and sensitivity assessment may be used to evaluate the possible impact of key climate risk drivers on business operations and financial exposures. Capacity building across risk, credit and business teams may further support informed decision-making.	**Negative:** potential impact on asset quality, credit costs, collateral valuation and long-term portfolio resilience.

Sr. No.	Material Issue Identified	Indicate whether risk/Opportunity	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.	Climate Finance and Green Business Growth	Opportunity	The transition to a low-carbon economy presents an opportunity for the Bank to support emerging financing needs in renewable energy, energy efficiency, cleaner technologies, sustainable agriculture and climate-aligned infrastructure. With government initiatives increasingly promoting renewable and cleaner sources of energy, climate finance can enable the Bank to diversify its lending portfolio, support customers in transition and participate in India's sustainable development priorities. The Bank has already identified climate finance as an opportunity and is monitoring the evolving landscape for customised products and services.	Not Applicable	**Positive:** potential for new business growth, portfolio diversification, enhanced customer engagement and improved positioning as a responsible regional financial institution.
3.	Inclusive Banking and Community Development	Opportunity	As a bank with deep regional presence and a diverse customer base, J&K Bank has an important role in advancing financial inclusion, livelihood creation and socio-economic development. The Bank serves individuals, governments, PSUs, MSMEs, corporates, artisans, farmers and start-ups, and offers products across education, housing, MSME, agriculture and micro segments. It also extends credit to SHGs/ JLGs and supports employment generation schemes of the Government of India and Government of Jammu & Kashmir.	-	**Positive:** stronger brand equity, deeper customer relationships, portfolio expansion in priority segments and contribution to regional economic development.
4.	Community Trust, Social Responsibility and Local Resilience	Risk	The Bank's long-term value creation is closely linked to the trust and well-being of the communities in which it operates. Any perceived misalignment with community needs, inadequate support during local crises, or weak engagement with vulnerable groups may affect reputation, stakeholder confidence and social licence to operate. The Bank has identified social responsibility as a material risk, noting that businesses must remain connected to community needs and avoid actions that may harm community interests.	The Bank will continue to engage with communities through inclusive development, employment support, skill enhancement initiatives, relief and rehabilitation support, and responsible compliance practices. It may further strengthen structured stakeholder engagement, community feedback mechanisms and impact-oriented CSR programmes to ensure that interventions remain relevant to local needs and developmental priorities.	**Negative:** potential reputational impact, reduced stakeholder trust and weakened ability to create long-term social value if community expectations are not effectively addressed.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Description		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.	**Disclosure Question**	**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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	**Yes.** The policies are approved by the Board/Board-level Committees/competent authority, as applicable, in line with the Bank's internal governance structure and regulatory requirements.								
	c. Web Link of the Policies, if available	The Bank's publicly available policies are hosted on its official website under the Corporate Governance Policies and Policy Documents sections. **Weblinks:** • Corporate Governance Policies: https://jkb.bank.in/Investor/corporate-governance-policies • Policy Documents: https://jkb.bank.in/policies Further, certain internal policies, procedures, manuals and operational guidelines mapped to the NGRBC principles are available on the Bank's internal intranet/ employee portal and are accessible to relevant employees for implementation and compliance purposes.								
2	Whether the entity has translated the policy into procedures. (Yes/No)	**Yes, wherever applicable.** The Bank has translated its key policies into procedures, manuals, SOPs, operating guidelines, circulars and internal control mechanisms to enable effective implementation. Certain policies are supported by function-specific procedures and operational instructions, which are made available to relevant employees through the Bank's internal communication channels and intranet/employee portal.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	**Yes, wherever applicable.** Relevant policy requirements and responsible business conduct expectations are extended to value chain partners through contractual clauses, vendor onboarding/due diligence, service-level agreements, compliance requirements, confidentiality and data security obligations, and monitoring mechanisms.								
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Bank follows applicable national regulatory and statutory frameworks including RBI guidelines, SEBI LODR Regulations, Companies Act, 2013, Banking Regulation Act, 1949 and the NGRBC/BRSR framework. In addition, the Bank has adopted recognised information security standards such as ISO 27001:2022 for its Information Security Management System across the IT domain, along with CMMI Level 4 appraisal/maturity recognition for relevant technology practices. In addition the Bank is PCI DSS certified for card data.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Bank is engaged in the business of banking and financial services and does not undertake manufacturing or factory-related operations. Nevertheless, the Bank remains committed to conducting its business and core operations in a manner that minimises adverse impact on the environment and society. As part of this commitment, the Bank continues to promote digitisation across its operations and customer service channels to reduce dependence on physical resources, improve operational efficiency and contribute towards lowering carbon emissions. The Bank's efforts include encouraging digital banking, paperless processes and technology-enabled service delivery, thereby supporting responsible resource consumption and environmentally conscious banking practices. Bank has also undertaken Carbon Neutral Target for Year 2040 and associated activities to achieve it. The bank is in the process of baseline assessment and interim target development.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Bank continues to provide a wide range of banking products and services through its branch network, ATMs, Cash Deposit Machines and digital channels such as Mobile Banking, WhatsApp Banking, Internet Banking, Point of Sale services and UPI. These digital channels enable customers to carry out banking transactions without the need to physically visit branches, thereby reducing customer travel, saving time and energy, and contributing to a lower environmental footprint. The Bank has also implemented a Document Management System and e-office initiatives as part of its Go Green approach. These initiatives support reduced paper consumption, improved process efficiency and lower usage of material resources. Collectively, the Bank's digital and paperless initiatives contribute towards minimising environmental impact while enhancing customer convenience and operational effectiveness.								

Description	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.	Disclosure Question	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

A Responsible Banking Model with Sustainability at the Core

Sustainability, governance and stakeholder trust are embedded in the way Jammu and Kashmir Bank Limited conducts its business. As a financial services institution with a deep regional presence and a diversified customer base, we recognise that responsible banking is central to building long-term value for our customers, communities, employees, shareholders and the broader economy. During FY 2025-26, we continued to strengthen our ESG approach through enhanced governance disclosures, broader alignment with the National Guidelines on Responsible Business Conduct, stakeholder engagement, digital transformation, climate risk considerations and inclusive development initiatives.

The year marked continued progress in our sustainability journey, with the Bank identifying key material responsible business conduct issues including climate risk and portfolio resilience, climate finance and green business growth, inclusive banking and community development, and community trust, social responsibility and local resilience. These topics reflect the Bank's recognition of both risks and opportunities arising from climate change, evolving stakeholder expectations, regional development needs and the transition towards a more sustainable economy. The Bank is working towards strengthening its climate risk assessment framework by integrating climate considerations into credit appraisal, sectoral risk reviews, collateral assessment and portfolio monitoring, supported by scenario and sensitivity analysis over time.

Our governance structure continues to provide oversight and direction to responsible business practices. The Board of the Bank, through its respective Committees, oversees the implementation of Business Responsibility policies, while the Corporate Social Responsibility & Environmental, Social and Governance Committee is responsible for decision-making on sustainability-related matters. During the year, the Bank strengthened its NGRBC alignment, with all nine principles marked as covered through the Bank's policies, procedures, governance framework and internal operating mechanisms. This represents an improvement from the previous BRSR, where Principle 7 was not separately covered, and reflects our continued effort to strengthen ethical, transparent and accountable engagement with regulators, statutory authorities, government bodies and industry forums.

Environmental stewardship remains an evolving priority for the Bank. While our direct operational footprint is relatively limited due to the nature of banking services, we recognise the importance of improving measurement discipline and reducing the environmental impact of our operations. The Bank has undertaken a Carbon Neutral Target for 2040 and continues to promote digital banking, paperless processes, e-office initiatives and document management systems to reduce dependence on physical resources and improve operational efficiency. During FY 2025-26, total energy consumption stood at 153,153.18 GJ as compared to 160,297.37 GJ in FY 2024-25. Scope 1 emissions were 7,774.15 tCO_2e and Scope 2 emissions were 14,731.91 tCO_2e, with total Scope 1 and Scope 2 emissions reducing from 23,958.21 tCO_2e in FY 2024-25 to 22,506.06 tCO_2e in FY 2025-26.

We also recognise that climate risk and financed portfolio resilience remain material challenges for the banking sector. Climate-related physical and transition risks may affect borrowers, financed assets, collateral values, repayment capacity and long-term creditworthiness. At the same time, climate finance represents a growth opportunity for the Bank, particularly in areas such as renewable energy, cleaner technologies, energy efficiency, sustainable agriculture and climate-aligned infrastructure. We will continue to monitor these developments and explore products and services that support India's low-carbon transition and regional sustainable development priorities.

The year also saw progress on the social and inclusive development front. The Bank continues to serve a diverse customer base including individuals, government departments, PSUs, MSMEs, corporates, farmers, artisans, self-help groups, educational institutions and start-ups. During FY 2025-26, 21.64% of input material was directly sourced from MSMEs and small producers, as compared with 14.58% in FY 2024-25, reflecting increased support to smaller suppliers and broader economic participation.

Our CSR initiatives continued to support communities in healthcare, education, digital and financial literacy, gender sensitisation, empowerment of persons with disabilities, livelihood development, green mobility, child welfare and environmental initiatives. During FY 2025-26, the Bank implemented a wide range of CSR projects including Secure Clicks for cyber hygiene, Project RISE for gender sensitisation, entrepreneurial training in honey production, women's wellness outreach in Ladakh, Project Samarth for persons with disabilities, Project Smart Shiksha for digital learning, plantation drives, healthcare infrastructure support and financial inclusion outreach.

With a focus on nurturing human capital, the Bank continued to support employee wellbeing, capability building and grievance redressal. As on the end of FY 2025-26, the Bank had 12,137 employees, including 11,934 permanent employees and 203 other than permanent employees. Women represented approximately 26% of the workforce, while female representation on the Board stood at 11%. Permanent employee turnover reduced from 0.45% in FY 2024-25 to 0.39% in FY 2025-26. The Bank also maintained an HRMS-based grievance redressal portal, through which 286 employee complaints were filed and resolved during the year.

Consumer trust continues to be central to our operating model. The Bank has a multi-channel grievance redressal framework through customer care, branches, email, digital banking platforms, website channels and the Customer Service Request Tracking System. The Bank reported no data breaches during FY 2025-26 and continues to operate with a Board-approved Cyber Security Policy covering malware protection, data leak prevention, network security and threat intelligence.

Looking ahead, the Bank remains committed to responsible growth, stronger ESG governance, inclusive banking, climate resilience, customer trust, employee wellbeing and community development. Our focus will be on deepening climate risk integration, strengthening sustainability data systems, supporting climate-aligned financing opportunities, enhancing responsible customer engagement and continuing impact-led CSR across the communities we serve.

Sudhir Gupta
Executive Director

Description	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. **Disclosure Question**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/(ies).	The Board of the Bank through respective Committees.								
9 Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, the Bank has Corporate Social Responsibility & Environmental Social and Governance Committee of the Bank which is responsible for decision making on the sustainability related issues. The committee includes:								

Name	Designation
Ms. Shahla Ayoub	Chairperson (Independent Director)
Mr. Amitava Chatterjee	Member (MD & CEO)
Mr. Anand Kumar	Member (Independent Director)
Mr. Sudhir Gupta	Member (Executive Director)
Mr. Prafulla Premsukh Chhajed	Member (Independent Director)

10 Details of Review of NGRBCs by the Company:

	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee (P1–P9)	Frequency (Annually/Half yearly/ Quarterly/Any other – please specify) (P1–P9)
Performance against above policies and follow up action	Yes	At regular interval/on a requirement basis
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	At regular interval/on a requirement 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–P9	No

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)					N/A				
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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

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 programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	4	1 Governance and Assurance for Directors on the Banks 2 Certification Programme in IT and Cyber Security for Board Members 3 Programme for Non-Executive Chairman & Directors on the Board of Banks, NBFCs, FIs 4 ICSI Board Mentorship Programme	67%
Key Managerial Personnel	6	**Principle 1, 3 & 9:** Workshop with Banks on Cyber enabled frauds and money mule accounts, Certificate course in IT & Cyber Security, Programme on Company Secretaries and Secretaries to the Board of Banks, Corporate Governance, ICSI Board Mentorship Programme, Leadership that gets results.	75%
Employees other than BoD and KMPs	210	**Principle 1, 3, 5 & 9:** Programme on Internal complaints (POSH Act), Marketing and Operations, Customer Service Excellence, Credit Management, Branch Management, Money Mule accounts, Compliance sensitisation programs, Leadership development programs, Cyber Frauds in Banks, Forex Business, Cross Border Transactions, Corporate Social Responsibility, Treasury Programs, and Corporate Governance.	45%
Workers	NA	NA	NA

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

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
			Monetary		
Penalty/Fine	Nil	Reserve Bank of India	2,76,631.67*	Penalty imposed by RBI on Currency Chests	Yes
	Nil	Reserve Bank of India	1,90,000.00*	Penalty imposed by RBI on ATM Cash Outs	Yes
	Nil	Reserve Bank of India	50,000.00*	Penalty imposed by RBI on Branches	No
	Nil	Reserve bank of India	99,30,000.00	Penalty on non-compliance with certain directions issued by the RBI	Yes
	Nil	MoF, GoI (GST)	1108.00	Delayed remittance of GST	No
	Nil	BSE	5900.00	Delayed submission of Cash Flow Statement	Yes
	Nil	MoF, GoI (GST)	4,79,316.00#	GST authorities had declared Input Tax Credit (ITC) availed on invoices of M/s TRIG Detective Pvt. Ltd as ineligible due to retrospective cancellation of their Uttarakhand GST registration.	Yes
	Nil	NCPI	29,35,313.49##	Imposed by NPCI due to failure to implement control mandated in RMD004A dated 20th November 2023, the same stands recovered from the vendor M/s Mobileware.	No
	Nil	CBDT	29,582.26	Imposed by CBDT on account of delayed Remittance of CIN	No

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

*The amounts marked with (*) have been recovered from the concerned employees.
Out of the penalty amount of ₹1.90 lakh mentioned above, 04 instances amounting to ₹0.35 lakh have been waived/reversed by RBI.

#There are 02 instances of GST amounting to ₹4,79,316 wherein the GST authorities have declared Input Tax Credit (ITC) availed on invoices of M/s TRIG Detective Pvt. Ltd. as ineligible due to retrospective cancellation of their Uttarakhand GST registration. The Bank has filed an appeal in this regard.

##Out of the penalty amount mentioned, an amount of ₹29,35,313.49 pertaining to 02 instances has been recovered from the vendor M/s Mobileware.

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
Penalty Imposed on ATM cash outs	Reserve Bank of India
Penalty Imposed on Currency Chest	Reserve Bank of India
Non compliance with certain directions	Reserve Bank of India
Delayed submission of Cash Flow Statement	The BSE Limited
GST authorities have declared ITC availed on invoices of M/s TRIG Detective Pvt Ltd as ineligible ITC due to retrospective cancelation of their Uttarakhand GST Registration. *Two assessment orders furnished by GST Authorities as follows: GST Assessment order Ref No:ZD050725003157N Dated 03-07-2025 u/s 74 GST Act, 2017 for FY 2019-2020.	Government of India, Ministry of Finance (GST Authority)

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.

J&K Bank does not have a standalone anti-corruption or anti-bribery policy; however, provisions relating to the prohibition of corruption and bribery are embedded in the Officers' Service Manual (OSM-2022) under the Conduct Rules, which is accessible to all employees.

To strengthen oversight, the Bank has a dedicated Vigilance function led by an Independent Chief Vigilance Officer (CVO), reporting to the MD & CEO, which monitors vigilance activities, identifies corruption-prone areas, and conducts surveillance through periodic inspections and assessments.

The Bank has also established a Whistle-Blower Mechanism in compliance with the Companies Act, 2013 and SEBI requirements, along with a Protected Disclosures Scheme aligned with RBI guidelines, to enable reporting of unethical practices in a secure and confidential manner.

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	NA	NA

6. **Details of complaints regarding 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	Nil	0	Nil
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	Nil	0	Nil

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.**

	FY 2025-26 (Current Financial Year)				
Regulatory Action	Incident description	Number	Incident type	Corrective action	Attachment of MOM
	Nil	NA	NA	NA	NA

	FY 2024-25 (Previous Financial Year)				
Regulatory Action	Incident description	Number	Incident type	Corrective action	Attachment of MOM
	Nil	NA	NA	NA	NA

8. **Number of days of accounts payables (Accounts payable * 365)/Cost of goods/Services procured) in the following format** (BRSR Core Attribute 8: Fairness in Engaging with Customers and Suppliers) –

	FY 2025-26	FY 2024-25
Number of days of accounts payables	5.48	4.29

9. **Open-ness of business**
(BRSR Core Attribute 9: Open-ness of business)

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases[2]	a. Purchases from trading houses as % of total purchases	Nil	NA
	b. Number of trading houses where purchase is made from	Nil	NA
	c. Purchase from top 10 trading houses as % of total purchase from trading houses	Nil	NA
Concentration of Sales[3]	a. Sales to dealers/distribution as % of total sales	Nil	NA
	b. Number of dealers/distributions to whom sales are made	Nil	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	NA
Share of RPTs in	a. Purchases (Purchases with related parties/total purchases)	NA	NA
	b. Sales (Sales to related parties/total sales)	NA	NA
	c. Loans & Advances (Loans & Advances given to related parties/total loans & advances)	0.006%	0.014%
	d. (Investments in related parties/total investments made)	0.97%	0.61%

[3] Trading house metrics non-applicable to banking

[2] Dealer metrics non-applicable to banking

LEADERSHIP INDICATORS

1. **Awareness programs conducted for value chain partners (VCP) on any of the principles during the financial year:**

Total number of awareness programs held for VCP	Topics/principles covered under the training	Attendance of VCP	Total VCPs	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil	NA	NA	NA	NA

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 Bank has in place a process to monitor/manage conflict of interests involving Members of the Board. As part of the process, the Bank obtains declaration on an annual basis from the Board of Directors. Besides the Bank has formulated and adopted working Code of Conduct for Board of Directors & Senior Management of the Bank. The Code inter-alia prescribes the circumstances which may likely lead to conflict of interest.

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	FY 2024-25	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	0.1%	0.15%	NA

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

   No

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

   NA

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

   Not Applicable, as the Bank provides financial services and is not engaged in any manufacturing activity. The Bank follows the sustainable waste management practices and procedures for the effective disposal of generated waste.

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.**

   No

LEADERSHIP INDICATORS

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

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

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

Name of Product / Service	Description of the risk / concern	Action Taken
NA	NA	NA

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NA	NA	NA

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	8,838	0*	0*	8,838	100%	NA		8,838	100%	0	0
Female	3,096	0*	0*	3,096	100%	3,096	100%	NA		0	0
Total	**11,934**	**0***	**0***	**11,934**	**100%**	**3,096**	**25.94%**	**8,838**	**74.06%**	**0**	**0**

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)
Other than Permanent Employees											
Male	177	0*	0*	177	100%	NA		0	0	0	0
Female	26	0*	0*	26	100%	0	0	NA		0	0
Total	**203**	**0***	**0***	**203**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**

*Note 1: Health insurance is not provided to active employees. However, the Bank provides reimbursement to all its employees for expenses incurred on medical expenses as per the medical reimbursement policy of the Bank. For FY 2025-26, an amount of approximately INR 22 Crores was incurred by the Bank on account of reimbursement of medical expenses of employees.

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	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA		NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Other than Permanent Workers											
Male	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA		NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

(BRSR Core Attribute 5: Enhancing Employee Wellbeing and Safety)

Cost incurred on well-being measures as a % of total revenue of the Company	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.57	0.59

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Employee Provident Fund	31%	NA	Yes	35.4%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
Employees' State Insurance (ESI)	NA	NA	NA	NA	NA	NA
Others	NIL	NA	NA	NIL	NA	NA

3. **Accessibility of workplaces**

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

Yes, as per the regulatory requirements, all J&K Bank branch/office premises are designed and provided for easy access to differently abled employees. Ramps are facilitated wherever possible in the premises of Bank branches and ATMs.

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.**

Equal opportunity Policy as per the Rights of Persons with Disabilities Act, 2016 is not in place. However, the Bank ensures that employees with disabilities are provided equal opportunity within the organisation.

5. **Return to work[4] and Retention rates[5] of permanent employees and workers that took parental leave.**

Sl. No.	Particulars	Permanent Employees			Permanent Workers		
		Male	Female	Total	Male	Female	Total
1	Returned to work rate	100%	100%	100%	NA	NA	NA
2	Retention rate	100%	100%	100%	NA	NA	NA

[4]The Company has used the following formulas to calculate return to work rate, for each category of employee (male/female/others): (Total number of employees that did return to work after parental leave in the reporting period * 100)/(Total number of employees due to return to work after taking parental leave in the reporting period) = Return to work rate

[5]Retention rate determines who returned to work after parental leave ended and were still employed 12 months later. It has been calculated using the following formula: (Total number of employees retained 12 months after returning to work following a period of parental leave * 100)/(Total number of employees returning from parental leave in the prior reporting period)

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

	Yes/No (If yes, then give details of the mechanism in brief)	Details of mechanism
Permanent Workers	NA	NA
Other than Permanent Workers	NA	
Permanent Employees	Yes	A dedicated Grievance Redressal portal has been implemented within the Banks HRMS solution wherein all employees can lodge their grievances.
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	11,934	11,780	99%	12,251	11,851	97%
Male	8,838	8,704	99%	9,108	8,722	96%
Female	3,096	3,076	98%	3,143	3,129	99%
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	%(C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	9,015	NA	NA	3,836	43%	9,108	NA	NA	4,204	46%
Female	3,122	NA	NA	1,645	53%	3,143	NA	NA	1,556	49%
Total	**12,137**	**NA**	**NA**	**5,481**	**45%**	**12,251**	**NA**	**NA**	**5,760**	**47%**
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	8,838	8,838	100%	9,108	9,108	100%
Female	3,096	3,096	100%	3,143	3,143	100%
Total	**11,934**	**11,934**	**100%**	**12,251**	**12,251**	**100%**
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

10. **Health and safety management system:**

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

NA

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

NA

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

NA

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

Yes, as an employee wellbeing measure, the Bank has established a medical reimbursement scheme for its employees. As per the said scheme, the Bank reimburses the medical expenses incurred by employees and their dependent family members.

11. **Details of safety related incidents, in the following format:**
(BRSR Core Attribute 5: Enhancing Employee Wellbeing and Safety)

Safety incident/numbers	Categories	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers		
Total recordable work-related injuries	0	0	0
No. of fatalities	0	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0	0

*Including in the contract workforce

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

The Bank ensures the safety and health of its employees by ensuring that the workplace environment is equipped with necessary infrastructure. The Bank also takes into consideration the standard Work related hazards associated with Electrical/ Fire related incidents, and necessary infrastructure has been deployed at Offices/Branches to mitigate the associated risks. In order to provide safety to the Female employees of the Bank, an internal committee has been formulated by the Bank in accordance with the Sexual Harassment of Women at workplace (Prevention, prohibition and Redressal) Act, 2013.

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

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

14. Assessments for the year

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

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

No such issues pending

LEADERSHIP INDICATORS

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

(A) Employees (Y/N) Yes, the Bank provides compensatory package in the form of Group insurance cover as well as group accidental insurance cover to all its regular employees.

(B) Workers (Y/N) NA

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

The Bank ensures that all applicable taxes and statutory dues are deducted and deposited in accordance with the extant regulatory guidelines. The Bank expects its value chain partners, including service providers, to ensure compliance with all applicable statutory dues and regulatory requirements.

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

	Total no. of affected employees/workers	
	FY2025-26	FY2024-25
Employees	Nil	Nil
Workers	NA	NA
	No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2025-26	FY2024-25
Employees	Nil	Nil
Workers	NA	NA

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

   No

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

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

6. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.** Not Applicable

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1. **Describe the processes for identifying key stakeholder groups of the entity.**
   The Bank is committed to build strong, purpose-driven stakeholder partnerships through continuous engagement. By understanding their evolving needs and priorities, we develop innovative solutions that foster trust, drive sustainable growth and create long-term value.

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 (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholders & Investors	No	Annual General Meetings, conference calls, investor interactions, financial disclosures, results presentations and corporate communications.	Ongoing	To maintain transparent communication and provide insights into the Bank's performance, strategy and long-term value creation. Sustainable growth, profitability, asset quality, capital strength, shareholder returns, governance and transparency.
Customers	No	Branches and business touchpoints, digital channels, customer meets, surveys, contact centre, grievance redressal mechanisms, print and electronic media, J&K Bank diary etc.	Ongoing	To understand evolving banking needs, enhance customer experience and strengthen trust and relationships Convenient, secure, accessible and responsive banking services; competitive products; digital convenience; effective grievance redressal; data security & privacy.
Employees	No	Intranet portal, HRMS portal, employee feedback portal, internal communications including newsletters, surveys and emails, leadership interactions and management visits to branches, training and development programmes, etc.	Ongoing	To foster an engaged, capable and inclusive workforce and understand employee expectations and workplace priorities. Career progression, learning and development, capacity building, recognition, wellbeing, a better workplace and fair opportunities for growth.
Regulators	No	Regulatory submissions, meetings, inspections, consultations and periodic reporting.	Ongoing	To maintain constructive engagement, ensure regulatory alignment and contribute to a sound, resilient and inclusive banking ecosystem. Regulatory compliance, sound governance, financial stability, risk management and responsible banking.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and Administration	No	Institutional meetings, programme reviews, UTLBC meetings, government scheme implementation and dedicated relationship channels.	Ongoing	To strengthen the Bank's relationship with Government and participate actively in various developmental initiatives undertaken by Government. Effective credit dispensation under government schemes and implementation of various social welfare schemes, financial inclusion, priority-sector lending, economic development and efficient banking services.
Service Providers/ Vendors	No	Partner/vendor meetings, reviews, digital platforms and contractual engagements.	Need basis	To build reliable, transparent and mutually beneficial relationships that support efficient service delivery and operational resilience. Fair and transparent relationships, timely implementation of processes, business continuity and responsible practices.
Society & Communities	No	CSR initiatives, financial literacy programmes, community outreach and stakeholder consultations.	Need basis	To understand community needs and contribute to inclusive and sustainable socio-economic development. Inclusive growth, livelihood opportunities, community development, education, financial literacy, community development and social impact.
Rating Agencies & Analysts	No	Analyst interactions, financial disclosures, presentations, information sharing, etc.	Need basis Quarterly/ Half-yearly / Annually	To facilitate an informed and transparent assessment of the Bank's financial strength, credit profile and future prospects. Financial performance, credit profile, governance, transparent communication, risk management and quality of disclosures.

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   The Bank has established structured mechanisms to incorporate stakeholder perspectives on economic, environmental, and social matters into its decision-making processes. At the operational level, stakeholder consultations are undertaken through regular engagement with customers and other key stakeholders.

   Additionally, stakeholder inputs are systematically gathered through the Bank's Corporate Social Responsibility (CSR) framework. As part of this process, the Bank engages with NGOs, government agencies, community-based organisations, and local institutions to identify region-specific socio-economic and environmental priorities.

   These consultations are typically managed by relevant functional teams, including CSR and business units, and the insights obtained are consolidated and reported to senior management and the Board through periodic updates, CSR reports, and governance forums. This ensures that feedback from grassroots-level engagements informs strategic decision-making and enhances the Board's understanding of stakeholder concerns and emerging sustainability issues.

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 actively used to support the identification and management of environmental and social topics.

   The Bank has established structured mechanisms to capture and evaluate stakeholder inputs, particularly from customers. Customer feedback is systematically reviewed through formal governance channels, including the Customer Service Committee, which enables the Board to consider stakeholder concerns while shaping policies and strategic priorities.

Inputs received from stakeholders are incorporated into the Bank's policies and operational practices by aligning service delivery, grievance redressal, and product design with customer expectations and evolving social needs. This approach ensures that the Bank remains responsive to stakeholder concerns while strengthening service quality and transparency.

Further, the Bank's emphasis on stakeholder engagement supports continuous improvement in its social performance by integrating feedback into decision-making processes at the Board level.

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

With respect to vulnerable and marginalized stakeholder groups, the Bank undertakes targeted initiatives through its Corporate Social Responsibility (CSR) programs. These efforts are focused on improving socio-economic outcomes for underserved communities, including low-income households, women, persons with disabilities, tribal populations, and individuals in remote or conflict-affected regions.

The Bank emphasises community participation in the planning and implementation of its CSR initiatives, ensuring that interventions are need-based, locally relevant, and sustainable. Through these efforts, the Bank seeks to strengthen its engagement with marginalized groups and contribute meaningfully to inclusive growth and equitable development.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

	FY 2025-26			FY 2024-25		
Category	**Total (A)**	**No. employees/ workers covered (B)**	**% (B/A)**	**Total (C)**	**No. employees/ workers covered (D)**	**% (D/C)**
			Employees			
Permanent	11,934	2,745	23%	12,251	5,760	47%
Other than permanent	203	0	0	254	0	0
Total Employees	**12,137**	**2,745**	**22%**	**12,505**	**5,760**	**46%**
			Workers			
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

100% of employees of the Bank are paid more than or equal to the minimum wage, as applicable in their respective jurisdiction.

	FY 2025-26					FY2024-25				
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
Category	**Total (A)**	**No. (B)**	**% (B/A)**	**No.(C)**	**% (C/A)**	**Total (D)**	**No. (E)**	**% (E/D)**	**No. (F)**	**% (F/D)**
					Employees					
					Permanent					
Male	8,838	0	-	8,838	100%	9,108	0	-	9,108	100%
Female	3,096	0	-	3,096	100%	3,143	0	-	3,143	100%
					Other than Permanent					
Male	177	0	-	177	100%	217	0	-	217	100%
Female	26	0	-	26	100%	37	0	-	37	100%

Category	FY 2025-26					FY2024-25				
	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)
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	08*	22,58,245	01	0
Key Managerial Personnel	4	64,95,000	0	NA
Employees other than BoD and KMP	9,015	12,87,000	3,122	16,99,000
Workers (Permanent)	NA	NA	NA	NA

*Note 1: Excluding whole time Directors (MD& CEO and ED)

As on 31.03.2026, there were 11 directors on the Board of the Bank including 02 Whole-Time Directors. Out of 09 Non-Executive Directors the remuneration was paid to 06 directors only, whereas 03 Non-Executive Directors, including Woman Independent Director, were not entitled to receive remuneration as per the Articles of Association of the Bank.

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

(BRSR Core Attribute 6: Enabling Gender Diversity in Business)

	FY2025-26	FY2024-25
Gross wages paid to females as % of total wages - (B/A)	20.7%	26.24%

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, for protection and promotion of Human rights within the Bank, the position of Industrial Relations Officer has been put in place. Employee grievances are received by the office of the IRO through established Grievances portal as well through other channels (Email, etc) and are processed as per applicable guidelines.

Furthermore, in compliance to the provisions of 'The Sexual Harassment Of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013', the Bank has constituted a Management Level committee, as the 'Internal Complaints Committee' for redressal of complaints/grievances regarding sexual harassment.

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

The Bank has deployed an "Employee grievance" portal on the Bank's Intranet for employees to record and register their grievance.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	03	0	-	02	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

(BRSR Core Attribute 6: Enabling Gender Diversity in Business)

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	03	02
Complaints on POSH as a % of female employees/workers	0.09	0.06
Complaints on POSH upheld	01	0

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

The Bank addresses matters related to prevention of sexual harassment at the workplace with utmost sensitivity and confidentiality, in compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. A robust grievance redressal mechanism is in place to ensure timely and fair resolution of complaints.

Further, the Bank ensures protection against any form of discrimination or victimisation for employees who report concerns or misconduct under the Whistle Blower Policy. Any act of retaliation against individuals raising concerns in good faith is strictly prohibited and subject to disciplinary action.

In addition, the Bank upholds human rights principles across its operations by incorporating relevant requirements within its business agreements and contracts, wherever applicable, thereby reinforcing its commitment to ethical conduct and a safe, inclusive workplace.

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

10. **Assessment for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	Nil
Forced/involuntary labor	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil

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

    Nil

LEADERSHIP INDICATORS

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

   Nil

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

   Nil

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?**

   As per the regulatory requirements, branch/office premises are designed and provided for easy access to differently abled employees. Ramps are facilitated wherever possible in the premises of Bank branches and ATMs.

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

   Nil

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

   Nil

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

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

   (BRSR Core Attribute 3: Energy footprint)

Parameter	Units	FY2025-26	FY2024-25
From renewable sources			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	0	0
From non-renewable sources			
Total electricity consumption (D)	GJ	74,697.03	82,187.45
Total fuel consumption (E)	GJ	78,456.15	78,109.92
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	153,153.18	160,297.37
Total energy consumed (A+B+C+D+E+F)	GJ	153,153.18	160,297.37
Energy intensity per rupee of turnover	GJ/crore ₹	10.87	11.72
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	GJ/million $	22.11	24.23
Energy intensity in terms of physical output*	GJ/Product	NA	NA

Note 1: 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 – SR Asia

Note 2: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 3: For 'intensity per rupee of turnover, total revenue from operations has been considered as turnover as per Audited Consolidated Financial Statements.

Note 4: Physical output intensity is not applicable as the bank does not manufacture any products.

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

No

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

(BRSR Core Attribute 2: Water footprint)

Parameter	Units	FY2025-26	FY2024-25
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	68.42	82.02
(iii) Third party water	KL	74.913	70.912
(iv) Seawater/desalinated water	KL	0	0
(v) Others	KL	0.504	0.504
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	KL	143.83	153.43
Total volume of water consumption (in kiloliters)	KL	133.18	143.20
Water intensity per rupee of turnover	KL/crore ₹	0.009	0.010
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	KL/million $	0.019	0.021
Water intensity in terms of physical output*	KL/Product	NA	NA

Note 1: 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 – SR Asia

Note 2: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 3: For 'intensity per rupee of turnover, total revenue from operations has been considered as turnover as per Audited Consolidated Financial Statements.

Note 4: Physical output intensity is not applicable as the bank does not manufacture any products.

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

(BRSR Core Attribute 2: Water footprint)

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment	0	0

Parameter		FY2025-26	FY2024-25
iii)	To Seawater	0	0
	- No treatment	0	0
	- With treatment	0	0
iv)	Sent to third parties	10.64	10.22
	- No treatment	10.64	10.22
	- With treatment	0	0
(v)	Others	0	0
	- No treatment	0	0
	- With treatment - please specify level of treatment	0	0
Total water discharged (in kiloliters)		**10.64**	**10.22**

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 - SR Asia

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

No

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

Parameter	Please specify unit	FY2025-26	FY2024-25
NOx	Metric Tonnes (MT)	144.78	9.52
SOx	Metric Tonnes (MT)	144.76	9.52
Particulate matter (PM)	Not Assessed in this Financial Year		
Volatile organic compounds (VOC)			

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 - SR Asia

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

(BRSR Core Attribute 1: Green-house gas (GHG) footprint)

Parameter	Units	FY2025-26	FY2024-25
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	7,774.15	7,749.02
Total Scope 2 emissions	Metric tonnes of CO_2 equivalent	14,731.91	16,209.19
Total Scope 1 and Scope 2 emissions per crore rupee of turnover	Metric tonnes of CO_2 equivalent per crore ₹	1.59	1.75
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO_2 equivalent per million $	3.25	3.62
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	NA	NA	NA

Note 1: 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 - SR Asia

Note 2: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 3: For 'intensity per rupee of turnover, total revenue from operations has been considered as turnover as per Audited Consolidated Financial Statements.

Note 4: Physical output intensity is not applicable as the bank does not manufacture any products.

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

Yes, the Bank has undertaken projects and initiatives aimed at reducing Greenhouse Gas (GHG) emissions. Details are provided below:

1. Installation of Solar Panels: The Bank has initiated installing solar panels to generate electricity from a clean and renewable energy source. The initiative will help to reduce dependence on conventional grid electricity generated from fossil fuels, thereby lowering greenhouse gas emissions and contributing to a reduction in the Bank's carbon footprint.
2. Use of CPCB IV+ Compliant Diesel Generator (DG) Sets: The Bank has deployed CPCB IV+ compliant DG sets that meet the latest emission norms prescribed by the Central Pollution Control Board (CPCB). These DG sets are designed to reduce emissions of particulate matter and other air pollutants compared to conventional generators, supporting cleaner operations and improved environmental performance.

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

(BRSR Core Attribute 4: Embracing circularity - details related to waste management by the entity)

Parameter	FY2025-26	FY2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	0	0
E-waste **(B)**	74.409*	0
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	68.092	60.0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	0	0
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total Waste Generated (MT)	**142.501**	**60.0**
Waste intensity per rupee of turnover (MT/crore ₹)	0.0101	0.0043
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/million $)	0.0205	0.0090
Waste intensity in terms of physical output*		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycle	74.409**	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**74.409**	**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		
Total		

*The value for E-waste has been estimated considering a standard desktop weight and the number of desktops disposed of

**All the desktops are given back to vendors under the buy-back program and is assumed to be recycled by the vendors

Note 1: 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 - SR Asia

Note 2: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 3: For 'intensity per rupee of turnover, total revenue from operations has been considered as turnover as per Audited Consolidated Financial Statements.

Note 4: Physical output intensity is not applicable as the bank does not manufacture any products.

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

J&K Bank follows a structured approach toward responsible waste management across its establishments, in line with applicable environmental regulations and best practices. Waste generated from operations is primarily non-hazardous in nature, such as paper, packaging material, food waste and e-waste. The waste generated is systematically gathered by housekeeping personnel and subsequently collected at a designated collection point from where it is collected by Municipal Corporation for further processing and disposal in accordance with their established protocol.

Key waste management practices include:

- Segregation at source into recyclable and non-recyclable streams to facilitate effective disposal.
- Paper waste reduction initiatives, including digitisation of processes, use of electronic communication, and promotion of paperless transactions.
- E-waste management through authorised recyclers, ensuring safe disposal of electronic equipment in compliance with regulatory requirements.
- Safe disposal of hazardous waste, such as batteries and printer cartridges, through certified vendors.

As a service-based organisation, the Company has limited use of hazardous or toxic chemicals in its operations.

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.
NA*			

*Note: The Bank does not have operations in/around 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
NA					

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

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	Details of fines/ penalties/action	Corrective action taken, if any
			NA		

LEADERSHIP INDICATORS

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

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

(i) Name of the area:

(ii) Nature of operations:

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

Parameter	Units	FY2025-26	FY2024-25
Water withdrawal by source (in kiloliters)			
(i) Surface water			
(ii) Groundwater			
(iii) Third party water			
(iv) Seawater/desalinated water			
(v) Others			
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)		NA	
Total volume of water consumption (in kiloliters)			
Water intensity per rupee of turnover (Water consumed/turnover)			
Water discharge by destination and level of treatment (in kiloliters)			
(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		NA	
- No treatment			
- With treatment - please specify level of treatment			
(v) Others			
- No treatment			
- With treatment - please specify level of treatment			
Total water discharged (in kiloliters)			

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

*Note: The Bank does not have withdrawal, consumption and discharge in areas of water stress

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

Parameter	Units	FY2025-26	FY2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_2e	Not Assessed	Not Assessed
Total Scope 3 emissions per rupee of turnover	tCO_2e	Not Assessed	Not Assessed
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity	tCO_2e	Not Assessed	Not Assessed

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 - SR Asia

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.**

NA

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
-	Nil	NA	NA

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

The Business Continuity Plan (BCP) enables the Bank to maintain or promptly resume critical operations and customer services in the event of unforeseen disruptions. Its objectives include minimising financial loss, ensuring continuity of services to customers and market participants, and mitigating adverse impacts on strategy, reputation, operations, liquidity, credit quality, market position, and regulatory compliance.

The Bank's BCP framework is aligned with ISO 22301 standards. In compliance with these standards, the Bank has conducted relevant training, performed Business Impact Analysis (BIA) across processes and applications, established recovery strategies, identified crisis scenarios, and completed audits of its Business Continuity Management System (BCMS).

The BCP framework is structured into four key documents:

a. **BCP Policy:** The BCP Policy defines the Bank's overall approach to Business Continuity Management (BCM) and sets the foundation for a structured, integrated, and sustainable resilience framework. It outlines the guiding principles for ensuring continuity of critical operations, safeguarding stakeholders, and minimising the impact of disruptions. The policy also establishes governance mechanisms and reinforces the Bank's commitment to proactive preparedness, enabling timely and effective response to unforeseen events.

b. **Business Continuity Plan:** The Business Continuity Plan operationalises the Bank's continuity strategy by identifying critical business processes and prioritising their recovery during disruptions. It incorporates Business Impact Analysis (BIA) to assess the impact of interruptions and to determine Recovery Time Objectives (RTO) and Recovery Point Objectives (RPO). Based on this assessment, business functions are categorised by criticality, ensuring a structured and prioritised recovery approach that supports timely restoration of key operations.

c. **Crisis Management Plan:** The Crisis Management Plan establishes a structured response framework for managing incidents and crisis situations. It defines roles, responsibilities, and escalation protocols to ensure coordinated decision-making and swift action. The plan focuses on containing disruptions, preventing escalation, and restoring normal operations efficiently while minimising business impact.

d. **BCMS Scope Document:** The BCMS Scope Document defines the coverage and applicability of the Bank's Business Continuity Management System at an enterprise level. It outlines the boundaries, functions, and processes included within the BCM framework, ensuring consistency and alignment across the organisation.

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.**

   The Bank is in the process of assessing it's value chain for environmental, social and governance impacts, and will be disclosing the same in the upcoming years.

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

   Nil

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

   a. **By the listed entity:** Nil

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** Nil

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

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

      6

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Banks Association	National
2	Fixed Income Money Market & Derivatives Association of India (FIMMDA)	National
3	Foreign Exchange Dealers Association of India (FEDAI)	National
4	Forex Association of India (FAI)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	Kashmir Chamber of Commerce & Industry (KCCI)	State

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

LEADERSHIP INDICATORS

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

   The Bank does not participate in policy advocacy but is involved in consultation/discussion forums with the government and other bodies in the banking industries.

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**

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
-	NIL	NA	NA	NA	NA

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 INR)
-	Nil	NA	NA	NA	NA	NA

3. **Describe the mechanisms to receive and redress grievances of the community.:** No Grievances, received from the community in current financial year.

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

   (BRSR Core Attribute 7: Enabling Inclusive Development)

	FY2025-26	FY2024-25
Directly sourced from MSMEs/small producers	21.64%	14.58%
Directly from within India	100%	100%

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

   (BRSR core attribute 7: Enabling Inclusive Development)

Location	FY2025-26	FY2024-25
Rural	35%	36%
Semi-urban	15.5%	16%
Urban	28%	26%
Metropolitan	21.5%	21%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
NA	NA

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

S. No	State	Aspirational District	Amount spent (in INR)
1	Jammu & Kashmir (Union Territory)	Kupwara, Baramulla	₹ 12,18,000

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?** NA

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

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
-	Nil	NA	NA	NA

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
NA	NA	NA

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

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Secure Clicks - A Campaign for Cyber Hygiene & Digital Awareness	700000	10
2.	Augmenting Public Seating Infrastructure in Community Spaces through Benches	4200	10
3.	Support for Transport and Physiotherapy Infrastructure at Life Help Centre for Child Care-LHCC (One transport Vehicle and One Treadmill)	40	100
4.	Study Kits to Underprivileged Children	20	100
5.	Project RISE - Respecting Identities & Supporting Equality, an initiative on Gender Sensitisation	50000	50
6.	Awareness Campaign for Financial Inclusion and Social Security Schemes primarily in Gram Panchayats	1844000	50
7.	SMS Campaign on Financial/Digital awareness	5685000	10

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
8.	Entrepreneurial Training Programme on Honey Production in Ramban, Baramulla and Kupwara	350	100
9.	Support for Physiotherapy & Well-being Centre at Ghar Apnaa – Senior Citizen Care Home, Jammu	22	100
10.	Swachh Pathshala - Construction of Solarised Toilet Units in Schools of Ladakh	592	100
11.	Safe Drinking Water Initiative – University of Kashmir, South Campus	2000	10
12.	Deployment of Mobile Vans for Financial Inclusion Outreach in J&K	150000	10
13.	Nurturing Hope – Child Sponsorship through SOS Children's Village India.	16	100
14.	Inclusive Mobility Initiative – Support for Composite Regional Centres in Jammu & Srinagar through provision of two vehicles	45000	100
15.	Project Sabzaar- Plantation Drive in Collaboration with Indian Army (South)	10000	10
16.	J&K Bank Heart Clinic on Wheels	5000	100
17.	Women's Wellness Outreach – Breast Cancer Early Screening Initiative in Ladakh	23000	100
18.	SMS Awareness Campaign on Social Security Schemes	1580978	10
19.	Repair and Renovation of Washrooms and Facelifting of Library at High Court of J&K and Ladakh	4400	10
20.	Strengthening Patient Care Infrastructure at District Hospital Kargil (Trolleys, Wheelchairs, Hygiene material)	9125	100
21.	Improving Patient Mobility Infrastructure at District Hospital Leh (hydraulic and Stretcher trolleys)	36500	100
22.	Augmenting Infrastructure at APNA BHOJNALAYA run by Sewa Bharti	109500	10
23.	Contribution to Armed Forces Flag Day Fund (AFFDF)	825	100
24.	Hunar se Rozgaar - Contribution to JKBRSETI Society	6955	100
25.	Green Mobility Infrastructure Support to IIM Jammu	11000	50
26.	Nutritional Support for 150 TB Patients in Kargil through District TB Office.	150	100
27.	Sports Promotion through Contribution to Football Academies of the Bank	44	100
28	Strengthening Surgical Care at SNM Hospital, Leh through One Anesthesia Workstation	3650	100
29.	Health Infra support to GMC Srinagar (Medical equipment-Bone Dexa, Echo, USG)	10000	100
30.	Mini Ambulance to Government College for Women, Parade Ground, Jammu	730	10
31.	Project VIKAS: Diverse CSR Interventions Across All 20 Districts of JK	75000	10
32.	Healthcare Infra Support to GMC Jammu & GMC Handwara	5840	10
33.	Making Education Accessible: Providing 5 buses to IUST, Awantipora	205	50
34.	Enhancing Student Mobility - Providing buses to 15 Degree Colleges of JK	480	50
35.	Project Samarth – J&K Bank's Collaboration with ALIMCO for the Welfare and Empowerment of Persons with Disabilities (PwDs)	2842	100
36.	Project Smart Shiksha: Digital Learning Enablement Across 27 Army Goodwill Schools of J&K and Ladakh	8332	100
37.	Bus to the School of Agriculture Science & Technology, Kargil Campus, University of Ladakh	32	100
38.	Re-Leaf Jammu – Plantation Drive in Collaboration with Chenab Brigade of Indian Army	40000	10
39.	Strengthening Allied Educational Infrastructure at SKUAST, Jammu	3150	50

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
40.	Strengthening Learning and Training Infrastructure at National Institute of Electronics and Information Technology (NIELIT) Jammu & Srinagar	305	50
41.	Nutritional Support for TB Patients in Leh through District TB Office.	95	100
42.	Strengthening infrastructure at Zaiba Aapa Institute of Inclusive Education for specially-abled children	120	100
43.	Strengthening Solid Waste Management Infrastructure at Shiv Khori Shrine, Reasi	150000	10
44.	Samajdhar Bano Scam Se Bacho - A campaign on Digital Literacy	750000	50
45.	Strengthening Digital Learning and Green Campus Mobility at the University of Mumbai	10000	50
46	30KW Solar Power Plant to BALGRAN a Charitable Home for Destitute Children	150	100
47.	Augmenting Educational Infrastructure at Bhartiya Shiksha Samiti-run Schools in Jammu & Udhampur	472	100
48.	Healthcare Infra Support to AIIMS Jammu for Advanced Surgical Care	1925	10

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 Bank has established a robust and multi-channel grievance redressal framework to ensure timely and effective handling of customer complaints and feedback. Customers can register their grievances through various accessible channels, including:

- Telephonic support via the Bank's Contact center - Toll Free number - 1800-890-2122
- Online submission through the Bank's website
- Written complaints submitted at any branch of the Bank
- Email communication through designated email IDs
- Digital banking platforms, including mobile and internet banking services

A centralised Customer Service Request Tracking System (CSRTS) is in place to manage complaints efficiently. Accessible via the Bank's website and digital channels, the system provides instant acknowledgement with a unique reference ID for tracking. Complaints are resolved within a defined turnaround time of 30 days.

Unresolved or rejected complaints are escalated to the Internal Ombudsman for independent review. If the decision is upheld, customers are informed and may further approach the RBI Ombudsman (RBIO).

Additionally, complaints received through external platforms such as CPGRAMS, DFS, NCH, and JK Samadhan, as well as via post and email, are processed through the CSRTS to ensure consistency and effective resolution.

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

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

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	35	0	All received complaints were resolved and there was no pending resolution at the end of the year.	24	0	All received complaints were resolved and there was no pending resolution at the end of the year.
Advertising	0	0	NA	0	0	NA
Cyber-security	259	0	All received complaints were resolved and there was no pending resolution at the end of the year.	361	0	All received complaints were resolved and there was no pending resolution at the end of the year.
Delivery of essential services	540	0	All received complaints were resolved and there was no pending resolution at the end of the year.	898	17	-
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	49517	1600	-	93164	1397	-

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

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

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, J&K Bank has a Board-Approved Cyber Security policy in place. The policy comprehensively covers Protection from Malware, Data Leak Prevention, Security of Network Services and Threat Intelligence program to identify, analyse & address cyber threats.

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

Nil

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

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

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

c. **Impact, if any, of the data breaches:** Not Applicable

LEADERSHIP INDICATORS

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

Products & Services Information of the Bank is made available through multimedia channels/platforms that include Bank's social media handles:

- Facebook: https://www.facebook.com/jnkbank/
- X (formerly twitter): https://x.com/JandKBank
- Instagram: https://www.instagram.com/jkbankofficial/
- YouTube: https://www.youtube.com/c/JKBankofficial?sub_confirmation=1
- LinkedIn: https://www.linkedin.com/company/jandkbank/

In addition to it, the information is also available on Bank's website (https://jkb.bank.in/) and WhatsApp banking/Chatbot.

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

J&K Bank Limited conducts comprehensive cyber awareness initiatives monthly across both social & print media platforms. Cyber awareness booklets are disseminated via digital communication channels, such as WhatsApp, while internal digital signage boards consistently present awareness materials to customers within every branch.

Critical security messaging is broadcasted via high visibility digital billboards situated in prominent public locations to maximize community outreach.

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

In case of any disruption or interruption to critical services, the Bank ensures timely and transparent communication through multiple channels, including print media, electronic and social media, emails, SMS alerts, and scrolling notifications on its official website.

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

Alongside hosting information about its products and services on its website, the Bank also promotes this information through social media channels, LCD screens installed across branch and office premises, and digital signage at various locations.

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

Yes

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INDEPENDENT PRACTITIONERS' REASONABLE ASSURANCE REPORT

To the Board of Directors

Jammu & Kashmir Bank Limited
Corporate Headquarters, M. A. Road,
Srinagar, Jammu & Kashmir – 190001, India

Profile of the Assurance Provider

Social Responsibility Asia (SR Asia) is a premier international sustainability advisory and assurance institution operating across the Asia-Pacific region. We deliver end-to-end Environmental, Social, and Governance (ESG) solutions, advanced climate accounting, sustainable finance advisory, social impact evaluations, and independent non-financial assurance. SR Asia is an **AccountAbility (UK) Licensed Assurance Provider** and an accredited organizational member of the United Nations Climate Technology Centre and Network (**UN CTCN**).

Scope of Engagement & Subject Matter

We were engaged by Jammu & Kashmir Bank Limited ("the Bank") to perform an independent **Reasonable Assurance engagement** on the specified Key Performance Indicators (KPIs) presented in the Bank's **Business Responsibility and Sustainability Report (BRSR) Core** (Annexure-I) for the financial year ended March 31, 2026 (commencing April 1, 2025).

The assurance framework strictly complies with regulatory guidelines issued by the Securities and Exchange Board of India (SEBI), pursuant to **SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026**.

Assurance Criteria & Professional Standards

Our engagement was planned and executed in accordance with internationally recognized assurance frameworks:

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

CIN No: U93000DL2012NPL231376 **GST :** 09AAQCS9621N1ZE **Udyam Reg. No:** UDYAM-UP-29-0003108

Social Responsibility Asia (SR Asia)
Corp. Office: 4F-CS-25, Ansal Plaza Mall, Vaishali Sector-1, Ghaziabad (NCR Region), Uttar Pradesh 201010, INDIA Landline/Mobile: +91-120-4103023; +91-9810059109 Email: info@sr-asia.org | Website: www.sr-asia.org
Regd. Office: A-39, FF Complex, Okhla Phase-3, New Delhi-110020 India
International office: Bangladesh, Fiji, Indonesia, India, Japan, Malaysia, Philippians Singapore, Sri Lanka, Vietnam

- **AA1000 Assurance Standard (AA1000AS v3):** Type 2 Reasonable Assurance (evaluating adherence to the principles of Inclusivity, Materiality, Responsiveness, and Impact, alongside data reliability).

Assured Sustainability Information (ASI)	Reporting Period	Criteria & Regulatory Benchmarks
BRSR Core Mandatory ESG Attributes (9 Core Attributes & Specified KPIs listed in Table 1)	April 1, 2025 – March 31, 2026	• SEBI BRSR Core Guidance & Verification Methodologies • Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015 • Applicable RBI Circulars & Banking Regulation Act, 1949

Professional Competence & Multidisciplinary Engagement Team

The engagement was conducted by a multidisciplinary team of certified sustainability practitioners, chartered environmentalists, greenhouse gas lead auditors, and social governance specialists possessing extensive financial sector domain expertise.

System of Quality Management

SR Asia applies the **International Standard on Quality Management 1 (ISQM 1)**, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*. Accordingly, we design, implement, and operate a rigorous system of quality management including documented policies, standard operating procedures regarding professional conduct, ethical standards, and applicable legal and regulatory requirements.

Summary of Assurance Procedures Executed

A reasonable assurance engagement involves performing procedures to obtain high, but not absolute, level of assurance and evidence regarding the selected indicators. Our risk-based substantive verification procedures included:

- **Strategic Walkthroughs & Inception Inquiries:** Conducted technical entry briefings with key process owners, department heads, and ESG committees to assess systems architecture, data flow mechanisms, and operational control points.

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- **Internal Control Evaluation:** Assessed the design and operating effectiveness of data management systems, automated controls, and protocols deployed to aggregate and review BRSR Core metrics.
- **Substantive Analytical Procedures & Source Verification:** Conducted rigorous 100% and sample-based cross-examinations of primary data against authentic source evidence (e.g., utility logbooks, metered billing, emission factor coefficients, POSH registers, payroll datasets, third-party vendor invoices, and waste manifest certificates).
- **Re-calculation & Modeling Validation:** Reperformed complex mathematical calculations, energy conversion factors, PPP-adjusted revenue intensity formulas, and Scope 1 & Scope 2 GHG emission computations in line with the GHG Protocol Corporate Standard.
- **Management Review & Resolution of Findings:** Formally communicated interim audit queries, evaluated corrective adjustments made by the Bank, and reviewed final consolidated disclosures prior to issuance of this statement.

Management's Responsibility

The Management of Jammu & Kashmir Bank Limited is solely responsible for:

- Selecting, establishing, and applying appropriate reporting criteria in conformity with SEBI mandates and regulatory frameworks.
- Designing, implementing, and maintaining robust internal control systems to ensure that the preparation of BRSR Core disclosures is free from material misstatement, whether due to fraud or error.
- Ensuring the accuracy, completeness, and integrity of data inputs, underlying records, estimations, and non-financial assertions.

Assurance Practitioners' Responsibility

Our responsibility is to express an independent, evidence-based Reasonable Assurance conclusion on the Bank's BRSR Core disclosures based on our procedures.

Inherent Limitations

Non-financial datasets and sustainability parameters (such as GHG emissions, energy conversions, and water footprint) are subject to inherent measurement uncertainties stemming from allowable scientific estimation techniques, conversion factors, and data aggregation limitations defined in applicable reporting standards. Obtaining sufficient and appropriate assurance evidence reduces assurance risk to an acceptably low level but does not eliminate inherent scientific variance.

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Exclusions

The assurance scope explicitly excludes:

- Financial statements, statutory accounting records, and regulatory capital adequacy metrics audited by statutory financial auditors.
- Operations, facilities, or subsidiaries beyond the defined operational control boundary and reporting period (FY 2025–26).
- Forward-looking statements, strategic aspirations, and qualitative targets set by the Bank.

Statement of Independence, Ethics, and Code of Conduct

SR Asia complies with the integrity, objectivity, professional competence, due care, confidentiality, and professional behavior requirements established under the AccountAbility UK guidelines. We maintain complete independence; no member of the assurance team possesses any financial, advisory, commercial, or governance interest in Jammu & Kashmir Bank Limited that could compromise impartiality.

Reasonable Assurance Opinion

In our professional opinion, based on the procedures performed and the evidence obtained:

The sustainability disclosures presented in the BRSR Core of Jammu & Kashmir Bank Limited for the financial year ended March 31, 2026, are prepared, in all material respects, in accordance with SEBI circulars, applicable guidance notes, and the designated reporting criteria.

Assured Sustainability Information (BRSR Core Metrics)

SEBI BRSR Core Indicator	Description	Level of Assurance
P6 E7	Details of Greenhouse Gas Emissions (Scope 1)	Reasonable
P6 E7	Details of Greenhouse Gas Emissions (Scope 2)	Reasonable
P6 E7	Greenhouse Gas Emissions Intensity (Scope 1 and Scope 2)	Reasonable
P6 E3	Total Water Consumption	Reasonable
P6 E3	Water Consumption Intensity	Reasonable
P6 E4	Water Discharged by Destination and Treatment Levels	Reasonable

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P6 E1	Total Energy Consumption	Reasonable
P6 E1	Total Energy Mix (Renewable vs. Non-Renewable %)	Reasonable
P6 E1	Energy Intensity	Reasonable
P6 E9	Waste Generated by Category	Reasonable
P6 E9	Waste Intensity	Reasonable
P6 E9	Waste Disposed by Disposal Method	Reasonable
P6 E9	Waste Recovered through Recycling, Reusing, or Recovery Operations	Reasonable
P3 E1(c)	Spending on Employee and Worker Well-being as a % of Total Revenue	Reasonable
P3 E11	Safety-Related Incidents for Employees and Contract Workforce	Reasonable
P5 E3(b)	Gross Wages Paid to Females as a % of Total Wages Paid	Reasonable
P5 E7	Complaints filed, % of female workforce, and upheld cases under POSH Act, 2013	Reasonable
P8 E4	Input Material Sourced from MSMEs / Small Producers and within India (% of total)	Reasonable
P8 E5	Job Creation in Smaller Towns (Wages paid to persons employed in smaller towns)	Reasonable
P9 E7	Customer Data Loss/Breach Instances as a % of Total Cyber Security Events	Reasonable
P1 E8	Number of Days of Accounts Payable	Reasonable
P1 E9	Concentration of Purchases/Sales with Trading Houses, Dealers, & Related Parties; Related Party Loans/Investments	Reasonable

BIRENDRA DUTT RATURI

Digitally signed by BIRENDRA DUTT RATURI
DN: cn=BIRENDRA DUTT RATURI c=IN o=PERSONAL
Reason: I am the author of this document
Location:
Date: 2026-08-18 10:17+05:30

For SR Asia

Birendra Raturi
Director & Lead Assurance Practitioner

SR Asia
Registration No. C14012601 (AccountAbility UK)
Date: August 18, 2026

Place: New Delhi, India

CIN No: U93000DL2012NPL231376 **GST :** 09AAQCS9621N1ZE **Udyam Reg. No:** UDYAM-UP-29-0003108

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