

May 4, 2026

National Stock Exchange of India Limited

Exchange Plaza,
Plot No. C/1, G Block,
Bandra - Kurla Complex, Bandra (East),
Mumbai - 400 051.

BSE Limited

Corporate Relations Department,
1st Floor, New Trading Ring,
P. J. Towers, Dalal Street,
Mumbai - 400 001.

Symbol: LTF

Security Code No.: 533519

Kind Attn: Head - Listing Department / Dept. of Corporate Communications

Sub: Submission of the Business Responsibility and Sustainability Report for the financial year 2025-26

Dear Sir / Madam,

Pursuant to the requirements of Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable regulations, please find enclosed the Business Responsibility and Sustainability Report of the Company for the financial year 2025-26, which also forms part of the Integrated Annual Report for the financial year 2025-26.

We request you to take the aforesaid on record.

For **L&T Finance Limited**

Apurva Rathod
Company Secretary and Compliance Officer

Encl: as above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	▶ L67120MH2008PLC181833
2	Name of the Listed Entity	▶ L&T Finance Limited
3	Year of incorporation	▶ 2008
4	Registered office address	▶ Brindavan, Plot No. 177, C.S.T. Road, Kalina,
5	Corporate address	▶ Santacruz (East), Mumbai- 400098, Maharashtra, India
6	E-mail	▶ igrc@ltfs.com
7	Telephone	▶ +912262125000
8	Website	▶ www.ltfinance.com
9	Financial year for which reporting is being done	▶ FY26
10	Name of the Stock Exchange(s) where shares are listed	▶ BSE, NSE
11	Paid-up Capital	▶ ₹ 25,04,38,60,160
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Apurva Rathod ▶ Telephone: 022 6212 5000 Email: igrc@ltfs.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)	▶ Disclosures in this report are made on a consolidated basis
14	Name of assurance provider	▶ BDO India Services Private Limited
15	Type of assurance obtained	▶ 1) Reasonable Assurance on BRSR Core ▶ 2) Limited Assurance on select BRSR non-Core

Note: In accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, the requirement for assurance was replaced with "assessment or assurance of the specified parameter". For the BRSR FY2026 report, LTF has continued to undertake Reasonable Assurance (100% of data assurance) for core indicators and Limited Assurance on select non-core indicators.

II. PRODUCTS/SERVICES

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



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

Sr. No.	Product/service	NIC Code	% of total turnover contributed
1	Retail business	64200	98%

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	Not Applicable*	2,841 **	2,841
International	Not Applicable#		

*The Company is not engaged in any manufacturing activities, thus number of plants is not applicable.

**Offices include 1 registered/head office and 2,840 branches across India.

#The Company has no branches/operations outside India.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	23 states and 04 union territories
International (No. of countries)	Not Applicable

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

Not Applicable. LTF is a Non-banking financial institution (NBFC), with all operations in India and does not export internationally.

c. A brief on types of customers

LTF serves the lending needs of both the urban and rural sectors and has a customer base of 2.8 Cr+

Rural Finance:

- Rural Business Finance serves rural individuals and enterprises including Rural Group Loans, Micro Finance (JLG) and Micro LAP, Farmer Finance caters to farm-equipment and agri-allied needs
- Rural customers largely consist of women entrepreneurs and farmers with a customer base of 1.8 Cr+

Urban Finance:

- Urban Finance serves the needs of individuals and business owners for products including Home Loans, Loan Against Property (LAP), Personal Loans and Two-Wheeler Finance
- Urban customers consist of salaried, self-employed, business persons and professionals with a customer base of 1 Cr+
- SME Finance serves professionals, traders and other self-employed segments
- Gold Finance caters to the financing needs of individuals through gold loans

IV. EMPLOYEES

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
EMPLOYEES								
1	Permanent (E)	41,301	38,221	92.54%	3,080	7.46%	-	-
2	Other than Permanent (F)	-	-	-	-	-	-	-
3	Total employees (E + F)	41,301	38,221	92.54%	3,080	7.46%	-	-
WORKERS								
4	Permanent (G)	Not Applicable*						
5	Other than Permanent (H)							
6	Total workers (G + H)							

*As a Non-Banking Financial Company (NBFC) operating in the service sector, LTF does not engage any "workers" as defined under the BRSR framework. All personnel are classified as employees.

b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (E)	9	9	100%	0	0	0	0
2	Other than Permanent (F)	0	0	0	0	0	0	
3	Total differently abled employees (E + F)	9	9	100%	0	0	0	0
DIFFERENTLY ABLED WORKERS								
4	Permanent (G)	Not Applicable						
5	Other than permanent (H)							
6	Total differently-abled workers (G + H)							

21. Participation/inclusion/representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	29%
Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees and workers:

	FY 2025-26				FY 2024-25				FY 2023-24			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	22.8%	21.4%	-	22.7%	22.0%	23.6%	-	22.1%	25.5%	28.8%	-	25.6%
Permanent Workers	-	-	-	-	-	-	-	-	-	-	-	-

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sr. No.	Name of the holding/subsidiary/associate	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Larsen & Toubro Limited	Holding	65.99%	No*
2	L&T Financial Consultants Limited	Subsidiary	100%	Yes
3	L&T Infra Investment Partners Trustee Private Limited	Subsidiary	100%	Yes
4	L&T Infra Investment Partners Advisory Private Limited	Subsidiary	100%	Yes
5	Grameen Capital India Private Limited	Associate	26%	No#

*The holding Company is an equity listed entity and accordingly has a separate BRSR

#No significant influence as per IndAS 28 and no consolidation of accounts with LTF

VI. CSR DETAILS



25. Transparency and disclosures compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (https://www.ltfinance.com/docs/default-source/default-document-library/csr-and-esg-committee-csr-policy/csr-policy-fy27.pdf)	0	0	-	0	0	-
Investors* (other than shareholders)	Yes (https://www.ltfinance.com/grievance-redressal)	22	1	-	22	0	-
Shareholders	Yes (https://www.ltfinance.com/contact-us/get-intouch)	7	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees	Yes (https://www.ltfinance.com/docs/default-source/corporatedisclosure/policy-on-vigil-mechanism_.pdf)	50	0	-	5	1	-
Customers	Yes (https://www.ltfinance.com/grievance-redressal)	13,877	383	-	16,794	773	-
Value Chain Partners	Yes [(Third-Party Code of Conduct) https://www.ltfinance.com/docs/default-source/default-document-library/sustainability/policies/third-party-code-of-conduct.pdf]	0	0	-	0	0	-
Other	-	-	-	-	-	-	-

*Holders of Non-Convertible Debentures

All pending cases for FY26 will be resolved within guidelines specified, if any

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.

Based on the Double Materiality Assessment (DMA) conducted with internal and external stakeholders, LTF evaluates sustainability through two complementary perspectives: Impact Materiality and Financial Materiality. The assessment identified 17 material topics that present risks, opportunities, or both Here is an overview of the material topics:

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Legal and Regulatory Compliance	Risk and Opportunity	NBFCs operate in a highly regulated environment, non-compliance may lead to penalties, restrictions and reputational loss. Regulatory engagement and adoption of compliance frame-work positions LTF as a preferred partner for regulators opening access to new business segments	Strong compliance framework, automated regulatory monitoring tools, internal audits, policy reviews, and periodic board oversight	Avoidance of penalties, improved regulatory standing, reduced legal costs

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Corporate Governance and Ethics	Risk and Opportunity	Strong governance enhances investor confidence, strengthens long-term sustainability, and reduces misconduct risks. Governance plays a significant role in standardisation of procedures and accountability, if not addressed can result into lapses and negligence	Independent Board oversight, robust ESG governance structure, Code of Conduct, whistleblower mechanism	Higher investor trust, lower governance risk premium, long-term value creation
3	Risk and Crisis Management	Risk	Credit, liquidity, climate, cyber, and operational risks can impact portfolio stability	Enterprise Risk Management (ERM), climate risk assessment, early-warning signals through analytics, stress testing	Stable asset quality, reduced credit losses, better capital allocation
4	Innovation and Digitisation	Opportunity	Digital-first approach improves scale, reduces cost-to-serve, enhances customer experience	AI-led underwriting, Straight-Through Processing (STP), data-driven decisioning, digital collections	Reduced operational costs, higher productivity, increased customer acquisition
5	Privacy and Data Security	Risk	Data breaches can cause legal liabilities and loss of customer trust	Strong information security controls, ISO standards, encryption, data minimisation, cybersecurity audits	Avoided breach costs, maintained customer trust, reduced regulatory exposure
6	Return on Equity/Return to Shareholders	Opportunity	Optimising capital efficiency strengthens shareholder value	Balanced asset growth, prudent risk management, cost optimisation, responsible lending	Improved ROE, stable returns, enhanced market valuation
7	Customer Experience and Satisfaction	Opportunity	Better customer journeys increase loyalty and retention	Digital journeys, support in regional languages, grievance redressal frameworks, app-based journeys	Higher cross-sell, improved repayments, customer-led growth
8	Climate and Decarbonisation Strategy	Risk and Opportunity	Climate events impact credit performance; transition finance opportunities are growing	Carbon neutrality roadmap, green branches, renewable energy shift, EV financing, PCAF membership	Lower operating footprint, new green revenue pools, climate-aligned portfolio growth
9	Financial Inclusion	Opportunity	Serving rural/underserved segments expands market reach	Digital-first loans, rural reach strategies, STP journeys, assisted models, Social Impact programs (Digital Sakhi)	Portfolio expansion, new customer segments, stable ticket-size loan book

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

PRINCIPLE DESCRIPTION

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable	P2
P2	Businesses should provide goods and services in a manner that is sustainable and safe	P3
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	P4
P4	Businesses should respect the interests of and be responsive to all its stakeholders	P5
P5	Businesses should respect and promote human rights	P6
P6	Businesses should respect and make efforts to protect and restore the environment	P7
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	P8
P8	Businesses should promote inclusive growth and equitable development	P9
P9	Businesses should engage with and provide value to their consumers in a responsible manner	

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Sustainable and Responsible finance	Opportunity	Growing demand for green, inclusive, and sustainability-aligned financial products	Product screening, E&S tagging, exclusion list, responsible lending policy, climate-aligned product development	New sustainable finance portfolio, lower risk-weighted assets, improved sustainability scores
11	Human Capital Development	Opportunity	Skilled and engaged workforce enhances competitiveness	Capability building, digital upskilling, performance-linked training, retention programs	Higher productivity, lower attrition cost, stronger internal talent pipeline
12	Sustainable Value Chain	Opportunity	Building a responsible vendor ecosystem reduces operational risk	Vendor due-diligence, ESG criteria in procurement, onboarding standardisation, data security compliance	Reduced vendor risk, cost efficiency, strengthened supply chain reliability
13	Diversity, Equity and Inclusion	Opportunity	DEI drives innovation, performance, and culture	DEI policy, leadership goals, women-focused hiring, inclusive workplace practices, grievance redressal	Higher innovation, better talent attraction, reduced turnover cost
14	Geopolitical Risks	Risk	Global disruptions may impact supply chains, inflation, and financial markets	Scenario planning, diversified sourcing, monitoring macroeconomic indicators	Reduced exposure to volatility and economic shocks
15	Operational Eco-Efficiency	Opportunity	Reduce the overall environmental footprint (waste, water, and energy, among others) of the Company	Investing in energy-efficient infrastructure and renewable energy sources optimising operational processes to reduce waste	Cost savings from energy, waste, and resource efficiency improvements
16	Human Rights Protection	Risk	Non-compliance with human rights norms impacts reputation and legal standing Developing proactive human rights initiatives that align with global standards, partnering with organisations that promote and protect human rights and promoting transparency and responsible business practices across all operations.	Human rights policy, vendor screening, customer protection frameworks, dignified collections	Avoided legal/operational risks; strengthened brand trust
17	Community Development	Opportunity	Community investment enhances goodwill, reduces social risk, and supports inclusive growth	CSR initiatives (Project Prakruti, water conservation, SHG empowerment, Digital Sakhi 2.0)	Social license to operate, stronger rural brand presence, long-term customer relationship building

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web link of the policies, if available	Please refer the section policy compendium for the list of policies: https://www.ltfinance.com/investors/details?module=cd&sec=governance&cdcat=Policies+And+Code https://www.ltfinance.com/sustainability								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes The Company's policy extends to the value chain partners through its Third-Party Code of Conduct (TPCoC) policy								

4. **Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.**

The Company adheres to globally recognised standards and frameworks such as:

- UN Sustainability Development Goals (SDGs)
- UN Guiding Principles on Business and Human Rights (UNGPs)

The Company is signatory to:

- United Nations Global Compact (UNGC)
- Partnerships for Carbon Accounting Financial (PCAF)

The Company's Sustainability performance is aligned with leading reporting frameworks, including

- Global Reporting Initiative (GRI) Standards
- The International Capital Markets Association (ICMA)
- International Integrated Annual Reporting Council (IIRC)

The Company has adopted the following certifications and standards mapped to NGRBC principles:

Principle 1: ISO 20000:2018 (Information Technology – Service Management), ISO 9001:2015 (Quality Management Systems)

Principle 2, 4, 5, 6: ISO 41001:2018 (Facilities Management System), Green Building Certificate, ISO 14064-2:2019 (Greenhouse gases — Part 2: Specification with guidance at the project level for quantification, monitoring, and reporting of greenhouse gas emission reductions or removal enhancements)

Principle 3: ISO 45001:2018 (Occupational Health and Safety Management System)

Principle 8: ISO 26000:2010 (Guidance on social responsibility)

Principle 5, 9: ISO 27001:2022- Information Security Management Systems (ISMS)

5. **Specific commitments, goals and targets set by the entity with defined timelines, if any.**

Yes

MEDIUM-TO-LONG-TERM TARGETS

- Become carbon neutral by FY35
- Increase the share of women representation to 8% of the total workforce by FY30
- Improve customer satisfaction rate (NPS Score) to 70 by FY29
- Improve accessibility to workplace for Persons with Disability (PwDs) for all large offices and major branches by FY29
- Achieve ISO 37701:2019 Compliance Management Certification by 2028
- Increase awareness on digital and financial inclusion amongst 1 Cr community members by FY28
- Achieve 3x increase in villages covered through CSR activities by FY28 compared to FY24
- Expanding green cover by planting 5 lakh horticulture saplings, thereby augmenting farmers' income by FY28
- Quarterly consumer awareness programmes including cybersecurity awareness for customers across various social media platforms and other sources till FY27
- Encourage sustainable product financing by financing 90,000 EVs by FY27
- Achieve ISO 45001:2018 certification at 4 large offices/branches and ensure periodic reviews for compliance by FY27
- Achieve ISO 14001 Certification for Environmental Management System for Head Office by FY27

SHORT-TERM TARGETS

- Engagement of Independent Director(s) with external stakeholders once a year
- Train risk team on ESG issues and its role in risk management in FY26
- Drive digital collections of more than ₹ 3,000 Cr through PLANET App in FY26
- 5 Cr service resolutions through the PLANET App in FY26
- Roll out chatbot facility to guide customers on cybersecurity and safety in FY26
- Achieve sustainability focused loan/PSL of ₹ 1,000 Cr every quarter. (annual target ₹ 4,000 Cr) for FY26
- Support 75,000 farmers through Farmer Finance in FY26
- Undertake employee engagement survey in FY26
- Achieve 30,000 hours of employee training on ESG by FY26
- Achieve an average of 35 hours of training across all employee categories in FY26
- 100% of employees to be trained on occupational health and safety practices in FY26
- Conduct Hazard Identification and Risk Assessment (HIRA) at 25 branches, including zonal and small offices, to proactively identify hazards, assess risks, and implement measures for accident prevention and a safe working environment
- Conduct annual value chain awareness on human rights in FY26
- Increase the share of women representation to 18% in Senior Management positions by FY26
- Increase the share of women representation to 15% in Middle and Senior Management positions by FY26
- Maintain 100% e-waste recycling rate in FY26
- Increase disclosure on purchased goods beyond paper waste generation in FY26
- Maintain Water Positive/Surplus status in FY26

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met:

TARGET	STATUS
1. Achieve Sustainability focused loan/PSL of ₹1,000 Cr every quarter. (Annual Target ₹4000 Cr) for FY26	Raised ₹18,220 Cr
2. Increase Independent Director engagement with stakeholders once a year for each independent director in FY26	Ensured periodic engagement of all Independent Directors with external stakeholders
3. Train Risk team on ESG issues and its role in risk management in FY26	Training completed
4. Roll out Chatbot facility to guide customers on cyber security and safety in FY26	KAI chatbot equipped with cybersecurity FAQs
5. Achieve 30,000 hours of employee training in ESG by FY26	Achieved 40,295 hours
6. Support 75,000 number of farmers through Farmer Finance in FY26	1,52,490 farmers supported
7. Undertake employee engagement survey in FY26	89% of employee participated and completed the GPTW survey
8. Achieve an average of 35 hours of training across all employee categories by FY26	Achieved average 47.96 hours of training
9. Drive digital collections of more than ₹3,000 Cr through PLANET app in FY26	₹ 5,782 Cr collected
10. Service 5 Cr service resolutions through the PLANET app in FY26	5.96 Cr customer service resolutions delivered
11. Become carbon neutral by FY35	On track
12. Achieve ISO 37701:2019 Compliance Management Certification by 2028	Certification planned in FY28
13. Improve customer satisfaction rate (NPS Score) to 70 by FY29	NPS score: 60 in FY26
14. Quarterly consumer awareness programs including cyber security awareness for customers across various social media platforms and other sources till FY27	Communication on Cybersecurity through various channels on track
15. Encourage sustainable product financing by financing 90,000 EVs by FY27	62,023 EVs financed
16. 100% of employees to be trained on occupational health and safety practices in FY26	Training completed
17. Achieve ISO 45001:2018 certification at 4 large offices/branches and ensure periodic reviews for compliance by FY27	Certification in place for 3 large offices/branches (including head office) in FY26

TARGET	STATUS
18. Conduct Hazard Identification & Risk Assessment (HIRA) at 25 branches, including zonal and small offices, to proactively identify hazards, assess risks, and implement measures for accident prevention and a safe working environment.	HIRA conducted for 28 branches
19. Conduct annual value chain awareness on human rights in FY26	Annual value chain meeting conducted
20. Increase the share of women representation to 18% in Senior Management positions by FY26	13.85%
21. Increase the share of women representation to 15% in middle and Senior Management positions by FY26	10.40%
22. Increase the share of women representation to 8% of the total workforce by FY30	7.46% woman representation as of FY26
23. Improve Accessibility to workplace for Persons with Disability (PwDs) for all large offices and major branches by FY29	100% accessibility for PwD across all large branches (15,000 sq. ft.)
24. Maintain 100% E-waste recycling rate in FY26	Maintained
25. Increase disclosure on purchased goods beyond paper waste generation in FY26	Disclosure made for all categories under scope 3
26. Maintain the water positive or surplus status in FY26	Maintained
27. Achieve ISO 14001 Certification for Environmental Management System for HO by FY27	Certification planned in FY27
28. Increase awareness on digital and financial inclusion amongst 10 million community members by FY28	Awareness created for 6.9 million+ community members
29. Achieve 3x increase in villages covered through CSR activities by FY28 compared to FY24	4,959 villages covered, i.e., 2.7x in FY26
30. Expanding green cover by planting 5 lacs horticulture sapling, thereby augmenting farmers income by FY28	2.68 lakh saplings planted by FY26

Target was taken in FY22. Considering the employee mix, the Company has undertaken various initiatives towards increasing the women workforce at the field level (on-ground) and at the branch level, which witnessed a significant jump vis-à-vis previous years. This has led to an increase in the women workforce at the junior level vis-à-vis middle and senior management.

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Sustainability is deeply embedded in the Company's strategic intent and is central to how we define long-term value creation. Over the years, LTF has steadily strengthened its ESG framework and is recognised as one of the most sustainable companies in the NBFC sector, reflecting the consistency, discipline, and purpose that guides the organisation's sustainability journey. We have formulated sustainability targets across environmental, social, and governance dimensions and disclosed both the targets and the achievements in this year's Integrated Annual Report. Below is a brief description of our progress under E.S.G.

Environment

The Company is making steady progress toward its key environmental targets and remains firmly committed to achieving carbon neutrality by FY35. LTF has successfully maintained water-positive status through sustained conservation efforts for the last four consecutive years. By financing 62,023 electric vehicles (EVs), LTF successfully avoided 12,140 tCO₂e in emissions. We also continue to drive energy efficiency initiatives across our branches and offices to ensure responsible resource utilisation. This year, we piloted solar rooftop solutions at select leased branches, marking an important step towards cleaner energy adoption across our operations.

Social

The Company has been re-certified as a Great Place To Work® for a second consecutive year. The score improved from 82 to 84 for FY25, supported by a significant jump in employee participation from 73% to 89%, reaffirming our high-trust culture of credibility, respect, and fairness. Our focus on operational excellence and employee well-being is reinforced through structured Hazard Identification and Risk Assessment (HIRA) processes and ISO 45001 certifications across our larger offices and branches. We have made meaningful progress in building a more inclusive workplace. Women's representation in our workforce has grown to 7.4% from 5.4% last year, reflecting our sustained commitment to diversity, equity and inclusion and making our large branches PwD-friendly. Additionally, our focus on customer satisfaction resulted in a strong overall Net Promoter Score (NPS) of 60.

Through CSR interventions, the Company touched the lives of over 17.30 lakh+ beneficiaries this year. Our CSR flagship Digital Sakhi program reached over 15.80 lakh beneficiaries, empowering more than 8.18 lakh women with digital and financial literacy, and fostering 11,000 women entrepreneurs. Our climate-focused Jalvaibhav project sustained a replenishment of over 265 lakh kiloliters of water across Maharashtra and Karnataka. In times of need, our disaster response initiatives supported over one lakh beneficiaries.

Governance

Our commitment to strong governance is reflected in our board composition, over 50% of our board is independent, with women comprising half of those roles, and independent members chair all eligible statutory committees. This year, we further strengthened our governance architecture by establishing dedicated working groups to oversee and drive our sustainability agenda, ensuring greater accountability and structured oversight across ESG commitments.

Aligning with global best practices, we became a signatory to the United Nations Global Compact this year, reaffirming our commitment to universally accepted principles on human rights, environment, and governance. The Company also won accolades for data integrity, marketing, and communications from other institutions. Our commitment to ESG and social impact earned us the Institute of Company Secretaries' Business Responsibility & Sustainability (BRS) Award and Mahatma Awards, alongside multiple CSR honours.

As we look ahead, we remain confident that the solid foundation established enables us to deliver steady outcomes and create long-term value for all stakeholders. Across environment, social, and governance, we have demonstrated that sustainability and business performance are priorities. Having met our publicly committed sustainability targets for FY26, we enter the next phase of our journey with promising targets, deeper accountability, and an unwavering commitment to responsible growth.

8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy/policies

Sudipta Roy, Managing Director and Chief Executive Officer

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, CSR and Sustainability Committee. The role of the Corporate Social Responsibility (CSR) and Sustainability Committee is crucial in ensuring that the Company operates in a responsible and sustainable manner. The CSR and Sustainability Committee has been constituted by Board, with an Independent Director being the chairperson and 2/3rd of the members being Independent Directors. The said Committee is responsible for formulation of action plan and guidelines/policies on both, CSR as well as sustainability matters. The progress on various sustainability targets adopted by the Company is reviewed periodically by the said committee.

Composition of Committee

Name of the Committee Member	Designation	Nature of Directorship
Dr. Rajani R. Gupte	Chairperson	Independent Director
Mr. Sudipta Roy	Member	Managing Director and Chief Executive Officer
Dr. R. Seetharaman	Member	Independent Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (annually/half yearly/quarterly/any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action.	LTF has established a structured mechanism to monitor performance against these policies, including ethics, sustainability, human rights, social and environmental commitments. Compliance is assessed through periodic internal reviews, audits, and governance oversight at the management and Board level, supported by defined KPIs and control frameworks. As part of its value chain governance, the Company has implemented a Third-party Code of Conduct (TPCoC) and a Sustainable Procurement Policy, which extend its ESG criteria to suppliers, vendors, and partners as applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances.	The Company complies with the extant regulations and principles are as applicable. There were no material noncompliances with respect to statutory/regulatory requirements.																	

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:	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The Company policies and processes are subject to periodic evaluation through internal governance mechanism and independent reviews, where applicable, including evaluation by internal auditor and domain expert to ensure effectiveness, compliance and continuous improvement.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Principle 1

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

Essential Indicators

1. PERCENTAGE COVERAGE BY TRAINING AND AWARENESS PROGRAMMES ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	7	Principle 1, 2, 6 and 8: 1) Macro environment 2) Industry outlook 3) IT, Data Analytics and Digital 4) Information and Security Awareness 5) CSR and Sustainability 6) Marketing strategies	100%
Key Managerial Personnel	25	Principle 1, 2, 3, 5, 6 and 8: 1) Prevention of Sexual Harassment 2) Culture of Compliance 3) Goal Alignment and Ideation Workshop 4) Finance for Non Finance 5) Google Workspace & Gemini AI Training 6) Gemini in Action - An AI Democratization Session 7) Level Up - Receiving and Giving Feedback 8) Climate Risk Training 9) Leading with Trust 10) Vigil Mechanism 11) Anti Money Laundering & Know your Customer 12) Code of Conduct 13) Operational Risk Management 14) Environment Social Governance 15) Information Security 16) Organizational Excellence Through Leadership 17) High Performance Leadership 18) Wharton - Advanced Management Program 19) INSEAD - Business Sustainability Program	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	2,897	Principle 1, 2, 3, 5, 6 and 8: 1) Anti Money Laundering & Know your Customer 2) Code of Conduct [CoC] 3) Environment Social Governance [ESG] 4) Vigil Mechanism 5) Operational Risk Management 6) POSH 7) Information Security	100%*
Workers		Not Applicable	

*Data pertains to employees as on December 31st, 2025

2. DETAILS OF FINES/PENALTIES/PUNISHMENT/AWARD/COMPOUNDING FEES/SETTLEMENT AMOUNT PAID IN PROCEEDINGS (BY THE ENTITY OR BY DIRECTORS/KMPs) WITH REGULATORS/LAW ENFORCEMENT AGENCIES/JUDICIAL INSTITUTIONS, IN THE FINANCIAL YEAR, IN THE FOLLOWING FORMAT (NOTE: THE ENTITY SHALL MAKE DISCLOSURES ON THE BASIS OF MATERIALITY AS SPECIFIED IN REGULATION 30 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE OBLIGATIONS) REGULATIONS, 2015 AND AS DISCLOSED ON THE ENTITY'S WEBSITE):

MONETARY

	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	Nil	Nil	-	-
Settlement	-	Nil	Nil	-	-
Compounding fee	-	Nil	Nil	-	-

NON-MONETARY

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

3. OF THE INSTANCES DISCLOSED IN QUESTION 2 ABOVE, DETAILS OF THE APPEAL/REVISION PREFERRED IN CASES WHERE MONETARY OR NON-MONETARY ACTION HAS BEEN APPEALED:

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Nil

4. DOES THE ENTITY HAVE AN ANTI-CORRUPTION OR ANTI-BRIBERY POLICY? IF YES, PROVIDE DETAILS IN BRIEF AND IF AVAILABLE, PROVIDE A WEB-LINK TO THE POLICY:

Yes. LTF has an anti-corruption policy in place. The policy outlines the Company's commitment to complying with laws, rules and regulations governing officials with respect to the Company's business and other stakeholders. The policy prohibits any form of bribery or corrupt practices and provides guidance to help the Company's employees in identifying and avoiding situations that could potentially result in a violation of anti-bribery and anti-corruption laws or create any appearance of impropriety.

This policy is applicable to all Directors, officers, and employees, as well as third-parties acting on behalf of the Company in India as well as in foreign jurisdictions.

Link to the policy: <https://www.ltfinance.com/docs/default-source/corporatedisclosure/anti-corruption-policy.pdf>

5. NUMBER OF DIRECTORS/KMPS/EMPLOYEES/WORKERS AGAINST WHOM DISCIPLINARY ACTION WAS TAKEN BY ANY LAW ENFORCEMENT AGENCY FOR THE CHARGES OF BRIBERY/CORRUPTION:

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	Not Applicable	Not Applicable

6. DETAILS OF COMPLAINTS WITH REGARD TO CONFLICT OF INTEREST:

	FY 2025-26 (Current financial year)		FY 2024-25 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY ON ISSUES RELATED TO FINES/PENALTIES/ACTION TAKEN BY REGULATORS/LAW ENFORCEMENT AGENCIES/JUDICIAL INSTITUTIONS, ON CASES OF CORRUPTION AND CONFLICTS OF INTEREST:

Not Applicable

8. NUMBER OF DAYS OF ACCOUNTS PAYABLES ((ACCOUNTS PAYABLE *365)/COST OF GOODS/SERVICES PROCURED):

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Number of days of accounts payables	2.33	4.18

9. OPEN-NESS OF BUSINESS:

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

	Metrics	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of sales*	a. Sales to dealers/distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	6.59%	6.57%
	b. Sales (Sales to related parties/ Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	0	0

*We have over 14,000+ distribution touch points through which we distribute our financial services products wherein customers who come to purchase farm equipment or two-wheeler may choose our services. These distribution touch points includes authorised dealers of farm and two - wheeler OEMs with whom we have tie-ups wherein we are present in their dealerships as a financier. Similarly, for our Personal Loans and Home Loans business, we have tie-ups with Direct Selling Agents ('DSA') and developers through which customers may choose to avail home loans, loan against property, personal loans and SME finance. However, all loans are disbursed directly by LTF and these tie ups with DSAs and developers are customer touchpoints only. Therefore, this performance indicator is not applicable in case of our business mode

Leadership Indicators

1. AWARENESS PROGRAMMES CONDUCTED FOR VALUE CHAIN PARTNERS ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	All 9 principles	>75%

LTF conducted awareness programs, aligned with NGRBC principles. As part of this initiative, LTF hosted its annual sustainability value chain partners connect event in December 2025 focusing on ESG criteria and responsible business conduct.

Key stakeholders, including eminent Indian banks, multilateral institutions, investors, and LTF's value chain partners, engaged in discussions on sustainability excellence, transparency, and shared accountability. The sessions covered double materiality, featuring financial implications of sustainability risks and their wider environmental and social impacts. The agenda highlighted financed emissions, focusing on climate accountability and the importance of accurate measurement and disclosure. Human rights was addressed, emphasising fair practices, non-discrimination, and responsible conduct the value chain.

Advancing its sector leadership, LTF hosted the inaugural PCAF India Summit in February 2026, strategically aligned with Mumbai Climate Week. The summit brought together financial institutions, accredited partners, regulators, industry leaders, and sustainability practitioners to collectively advance climate accountability. LTF continues to contribute to the development of robust methodologies for measuring financed emissions, strengthening climate transparency and accurate disclosure within the Indian financial sector.

By adopting a proactive approach to embedding sustainability principles through its TPCoC and Third-party assessments, LTF continues to drive accountability, strengthen climate-resilient practices, and enables sustainable commitments beyond its direct operations through structured partnerships and collaborations.

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. As per LTF's Code of Conduct applicable to Non-Executive Directors, the Directors cannot be involved in a situation in which they may have a direct or indirect interest that conflicts or possibly may conflict with the interest of the Company. The Directors mandatorily confirm annually that they have no conflict of interest with the Company. The Company follows the principle of 'no conflict of interest' while inducting a Director on its Board and maintains the same throughout the Board member's tenure, as per regulatory requirements.

Further, the secretarial auditor, once every year, verifies the declaration given by the Directors confirming that there is no circumstance or situation, which could impair or impact ability of a Director to discharge duties with an objective independent judgement and without any external influence.

Principle 2

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

Essential Indicators

1. PERCENTAGE OF R&D AND CAPITAL EXPENDITURE (CAPEX) INVESTMENTS IN SPECIFIC TECHNOLOGIES TO IMPROVE THE ENVIRONMENTAL AND SOCIAL IMPACTS OF PRODUCT AND PROCESSES TO TOTAL R&D AND CAPEX INVESTMENTS MADE BY THE ENTITY, RESPECTIVELY:

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

In FY26, LTF invested ₹ 10.83 Cr on 'Project Cyclops its proprietary, AI-ML-based credit engine that offers deep customer insights by analysing bureau data, account aggregators, and alternate trust signals. Project Cyclops has significantly reduced delinquencies and improved efficiency. The Company also allocated ₹ 32.25 Cr for 'Project Nostradamus' an AI-driven, real-time portfolio monitoring and management engine.

2.

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

Yes

LTF integrates sustainable sourcing through, the 'Sustainable Procurement Policy'. The policy integrates sustainability considerations into sourcing and supplier engagement through a structured approach.

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

0.1%

Aligned with the Sustainability Procurement policy, LTF has procured energy-efficient equipment, including 5-star rated ACs, to reduce energy consumption and recycled materials wherever feasible to support its environmental and sustainable objectives.

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:

LTF does not manufacture any product that needs to be reclaimed for reusing, recycling and disposing at the end of life. The Company has taken up and achieved the target of Zero-Single Use plastic at its corporate office and uses steel bins instead of plastic bins for disposal of waste generated. Through awareness on recycling and segregation of waste, LTF encourages sustainable ways of handling its waste and has appointed a certified waste segregator at Head Office as part of its action towards zero waste to landfill.

The Company remains committed to a circular economy, ensuring that 100% of e-waste generated is processed through authorised recyclers. In FY26, LTF significantly scaled its environmental oversight by partnering with independent experts to conduct detailed waste assessments across an additional 50 branches. This expansion brings its total coverage to 100 branches, providing actionable insights that allow the Company to continuously refine waste management practices across the branch network. LTF does not generate hazardous waste in course of its core business operations.

Additionally, the Company follows a procedure where expired fire extinguishers are disposed in an environmentally responsible manner. This material is handled by an authorised third-party vendor, who provides necessary documentation and certification upon the completion of disposal or recycling.

4. WHETHER EXTENDED PRODUCER RESPONSIBILITY (EPR) IS APPLICABLE TO THE ENTITY’S ACTIVITIES (YES/NO):

No. As an NBFC, LTF is engaged in providing financial services and does not manufacture, sell, or distribute any physical products. Therefore, it is not applicable.

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

Not Applicable

Leadership Indicators

1. HAS THE ENTITY CONDUCTED LIFE CYCLE PERSPECTIVE/ASSESSMENTS (LCA) FOR ANY OF ITS PRODUCTS (FOR MANUFACTURING INDUSTRY) OR FOR ITS SERVICES (FOR SERVICE INDUSTRY)? IF YES, PROVIDE DETAILS IN THE FOLLOWING FORMAT?

NIC Code	Name of product/service	% of total turnover contributed	Boundary for which the life cycle perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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No*

*LTF has undertaken estimation of its financed emissions on select portfolios annually since FY24.

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
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Not Applicable

3. PERCENTAGE OF RECYCLED OR REUSED INPUT MATERIAL TO TOTAL MATERIAL (BY VALUE) USED IN PRODUCTION (FOR MANUFACTURING INDUSTRY) OR PROVIDING SERVICES (FOR SERVICE INDUSTRY):

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Recycled paper*	92%	87%
E- Waste**	100%	100%

*Percentage of A4 recycled paper used in LTF’s business operations, mainly desktop and partly business stationery. Business stationery that is required to be preserved as per regulatory guidelines is excluded.

**Percentage of e-waste recycled represents IT equipment including desktops, laptops and peripheral devices processed through authorised recyclers.

4. OF THE PRODUCTS AND PACKAGING RECLAIMED AT END OF LIFE OF PRODUCTS, AMOUNT (IN METRIC TONNES) REUSED, RECYCLED, AND SAFELY DISPOSED OF:

Not Applicable. As a Non-banking Financial Company (NBFC) providing financial services, LTF does not manufacture any product which needs to be safely reclaimed for reusing, recycling and disposing at the end of life.

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

Not Applicable

5. RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS (AS PERCENTAGE OF PRODUCTS SOLD) FOR EACH PRODUCT CATEGORY:

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

Principle 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	38,221	38,221	100%	38,221	100%	0	0	38,221	100%	0	0
Female	3,080	3,080	100%	3,080	100%	3,080	100%	0	0	3,080	100%
Other	0	0	0	0	0	0	0	0	0	0	0
Total	41,301	41,301	100%	41,301	100%	3,080	100%	38,221	100%	3,080	100%
Other than Permanent employees											
Male	Not Applicable										
Female											
Other											
Total											

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

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

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

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Cost incurred on well- being measures as a % of total revenue of the Company	0.24%*	0.26%*

*Well-being measures spent is calculated in line with Industry Standard Note on BRSR Core reporting standard.

2. DETAILS OF RETIREMENT BENEFITS:

Benefits	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Yes	100%	Not Applicable	Yes
Gratuity	100%		Yes	100%		Yes
ESI	57%		Yes	63%		Yes
Others – please Specify	-		-	-		-

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.

LTF has ensured that its corporate office and all large branches (over 15,000 sq. ft.) meet the accessibility standards required under the Rights of Persons with Disabilities Act, 2016.

To further expand this commitment, LTF has adopted a formal target to improve workplace accessibility for Persons with Disabilities (PwDs) across additional branch offices by FY28. The Company has appointment a Liaison Officer dedicated to oversee and streamline the recruitment of Persons with Disabilities.

4. DOES THE ENTITY HAVE AN EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016? IF SO, PROVIDE A WEB-LINK TO THE POLICY:

Yes. LTF is an equal opportunity employer and ensures that the rights of differently-abled individuals are protected. The provisions and requirements of the Rights of Persons with Disabilities Act, 2016, are formally embedded within the Company's core sustainability policies and Human Resource frameworks.

The Company's DEI Policy, & Human Rights Policy specifically highlights Company's commitment to providing fair and easy access for Persons with Disabilities (PwDs) and states adherence to requirements, including the Rights of Persons with Disabilities Act, 2016.

Link to the policies:

<https://www.ltfinance.com/docs/default-source/default-document-library/sustainability/policies/human-rights-policy.pdf>

<https://www.ltfinance.com/docs/default-source/default-document-library/sustainability/policies/diversity-equity-inclusion.pdf>

5. RETURN TO WORK AND RETENTION RATES OF PERMANENT EMPLOYEES AND WORKERS THAT TOOK PARENTAL LEAVE:

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	74%	Not Applicable	
Female	100%	49%		
Other	-	-		
Total	100%	61.5%		

6. IS THERE A MECHANISM AVAILABLE TO RECEIVE AND REDRESS GRIEVANCES FOR THE FOLLOWING CATEGORIES OF EMPLOYEES AND WORKERS? IF YES, GIVE DETAILS OF THE MECHANISM IN BRIEF:

	(If yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes
Other than Permanent Employees	-

Complaints and grievances can be reported through multiple channels:

Employees can report any breach of Code of Conduct by sending an email to code@ltps.com. The Code of Conduct committee comprises of senior Company officials, who investigate the complaints thoroughly.

Incidents of sexual harassment can be reported by sending an email to wecare@ltps.com. The Internal Committee, which consists of senior Company officials/leaders, conducts appropriate investigation into the complaints.

Any unethical conduct or any action that is against LTF's interests can be reported by sending an email to whistleblower@ltps.com. The Company strives to ensure speedy resolution of grievances through various channels and ensuring confidentiality.

7. MEMBERSHIP OF EMPLOYEES AND WORKER IN ASSOCIATION(S) OR UNIONS RECOGNISED BY THE LISTED ENTITY:

Not Applicable.

Category	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	LTF does not have any employee associations. We foster a culture of open communication and equal opportunity by enabling employees to directly raise queries with senior management and engagement portals or through dedicated e-mail IDs, which are actively addressed. Additionally, through grievance redressal channels the Company ensure timely and confidential resolution of employee concerns.					
- Male						
- Female						
- Other						
Total Permanent Workers						
- Male						
- Female						
- Other						

8. DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS:

Category	FY 2025-26 (Current financial year)					FY 2024-25 (Previous financial year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	38,221	37,355	97.7%	35,668	93.3%	34,562	33,451	97%	30,245	88%
Female	3,080	2,951	95.8%	2,741	89.0%	1,959	1,883	96%	1,660	85%
Other	-	-	-	-	-	0	0	0	0	0
Total	41,301	40,306	97.6%	38,409	93.0%	36,521	35,334	97%	31,905	87%
Workers										
Male	Not Applicable									
Female										
Other										
Total										

9. DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKER:

Category	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	38,221	31,717	82.98%	34,562	29,498	85.35%
Female	3,080	2,381	77.31%	1,959	1,591	81.21%
Other	-	-	-	-	-	-
Total	41,301	34,098	82.56%	36,521	31,089	85.13%
Workers						
Male	Not Applicable					
Female						
Other						
Total						

10. HEALTH AND SAFETY MANAGEMENT SYSTEM:

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

Yes. LTF has implemented a structured, Occupational Health and Safety (OHS) management system designed to protect employees across its offices, branches, and frontline operations.

The foundational Health and Safety Policy is applicable to all operational offices and branches. In FY26, LTF successfully re-certified ISO 45001:2018 for Head Office and expanded the certification to its Ahmedabad and Bangalore branches. The Company has established a clear roadmap to further expand this certification for additional branches by FY27. Additionally, the Company conducts Hazard Identification and Risk Assessment (HIRA) as part of its proactive risk management process and has covered 28 branches during FY26 to identify potential hazards and implement preventive safety controls.

100% of its branches are equipped with firefighting equipment and emergency preparedness protocols. LTF has 24/7 Pan-India ambulance service and safety systems such as CCTV surveillance across its premises to ensure safety. Additionally, to empower the entire workforce, LTF has deployed an enhanced digital grievance redressal mechanism, allowing employees to directly report safety concerns, highlight workplace observations.

Employee well-being and safety initiatives are driven through its holistic health and safety programs for its entire workforce. Key initiatives include, comprehensive awareness campaigns focused on mental and physical well-being, and consistent internal communications to keep employees actively engaged with the Company's safety protocols and wellness benefits.

A road safety pledge is incorporated into the daily pledge of the frontline employees, to uphold the best practices of safety. For new hires, dedicated training on road safety during their induction is carried out, helmets are distributed to frontline officers as safety gear. Regular monitoring and review of all safety appliances, such as firefighting equipment and artificial defibrillators, is conducted on a regular basis.

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

Workplace safety and sustainability are embedded at the design stage. Before any new branch becomes operational, it undergoes a thorough due diligence evaluation to proactively identify potential risks, ensuring that Company's rapid expansion strictly aligns with its enterprise-wide sustainability priorities.

LTF has a Business Continuity Plan (non-IT) framework, risk assessment process that systematically identifies threats and vulnerabilities across units and locations for its delivered services and activities. The Company evaluates the impact and probabilities of these identified threats, factoring in the presence and effectiveness of existing controls.

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

Not Applicable. LTF does not employ "workers" as defined under the BRSR framework.

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

Yes. LTF provides its employees with access to comprehensive non-occupational medical, healthcare, and wellness services, shifting from periodic health interventions to a continuous, preventive care model. The key services provided include:

Healthcare Platform:

The Company provides access to a digital health platform, which offers employees outpatient department (OPD) consultations, concessional medicines, and automated follow-ups with doctors and dieticians.

Mental and Emotional Well-being Support:

Employees are provided free access to a dedicated third-party emotional well-being app that offers confidential expert counseling services, guidance for stress and anxiety, and support for personal challenges.

Insurance and Medical Access:

LTF offers Group Mediciam, personal accident, and life insurance coverage, with the flexibility to include family members. The Company encourages regular health check-ups, provides access to an on-call doctor. Additionally, the Company mandates annual health check-ups for employees at senior levels. Any deviations from the prescribed health protocols are reviewed, and appropriate actions are taken in accordance with Company policies.

11. DETAILS OF SAFETY RELATED INCIDENTS, IN THE FOLLOWING FORMAT:

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

*Data pertains to LTF premises

12. DESCRIBE THE MEASURES TAKEN BY THE ENTITY TO ENSURE A SAFE AND HEALTHY WORKPLACE:

LTF manages its occupational health and safety (OHS) through a comprehensive, system-led approach that integrates workplace safety, preventive healthcare, and emergency preparedness. The key measures undertaken by the Company include:

- A dedicated OHS Working Group has been formed, reporting to the Sustainability Steering Council (SSC), to ensure cross-functional oversight of safety priorities
- To proactively identify hazards and implement preventive controls, the Company conducted Hazard Identification and Risk Assessments (HIRA) across 28 branch locations during FY26
- Retained its ISO 45001:2018 certification at its Head Office
- Successfully expanded ISO 45001:2018 certification to the Ahmedabad and Bengaluru branches
- Cardiopulmonary Resuscitation (CPR), first aid, and fire safety training provided for its Emergency Response Team (ERT) and cross-functional employee group for preparedness at Head Office
- Enhanced digital grievance redressal platform that enables employees to directly report safety concerns, highlight workplace observations, and track their resolutions
- Recognising the unique risks of its field workforce, LTF provides mandatory road safety training to 100% of new field employees, distributes helmets and safety gear, and delivers safety awareness modules in vernacular languages
- Access to the healthcare platform for OPD consultations and automated doctor follow-ups was provided. Through the App, employees also have free access to an emotional well-being app for confidential mental health counseling
- A 24/7 Pan-India ambulance service has been made available for employees
- A healthy meal initiative has been introduced for branch employees
- Dedicated cab services are provided for women employees working late and last-mile shuttle services to ensure safe commuting
- Pregnant women receive dedicated workstations with best ergonomic infrastructure
- All branches are equipped with fire extinguishers that are regularly monitored and refilled, while emergency mock drills are conducted across branches to build employee awareness for emergency situations

13. NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

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

14. ASSESSMENTS FOR THE YEAR:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	1%
Working Conditions	1%

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:

There were no corrective actions taken for FY26. Further, the Company is in compliance with ISO 45001:2018 certification, HIRA based considerations taken for mitigation and actions plans are implemented. The Company has been following standard operating procedures so as to comply with state/local level extant regulations and ensures safety and hygiene protocols. Necessary safety practices are being followed by employees, customers and other visitors on Company premises.

Leadership Indicators

1. DOES THE ENTITY EXTEND ANY LIFE INSURANCE OR ANY COMPENSATORY PACKAGE IN THE EVENT OF DEATH OF (A) EMPLOYEES (Y/N) (B) WORKERS (Y/N):

- (A) Employees - Yes
- (B) Workers - Not Applicable

2. PROVIDE THE MEASURES UNDERTAKEN BY THE ENTITY TO ENSURE THAT STATUTORY DUES HAVE BEEN DEDUCTED AND DEPOSITED BY THE VALUE CHAIN PARTNERS:

LTF has implemented a Third-party Code of Conduct since FY22. The code establishes standards and sets expectations from its value chain partners with regards to terms of ethical and responsible business practices and conduct, including interalia statutory compliance, governance, sustainable sourcing, environmental stewardship and socially sustainable practices. Thus, through awareness and necessary certifications, LTF ensures that statutory dues have been deducted and deposited by the value chain partners.

3. PROVIDE THE NUMBER OF EMPLOYEES/WORKERS HAVING SUFFERED HIGH CONSEQUENCE WORK RELATED INJURY/ILL-HEALTH/FATALITIES (AS REPORTED IN Q11 OF ESSENTIAL INDICATORS ABOVE), WHO HAVE BEEN REHABILITATED AND PLACED IN SUITABLE EMPLOYMENT OR WHOSE FAMILY MEMBERS HAVE BEEN PLACED IN SUITABLE EMPLOYMENT:

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

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:

LTF conducts structured Value Chain Assessments annually to evaluate its suppliers, dealers, and service providers on environmental, social, and governance (ESG) parameters to ensure their alignment with sustainable business practices. In FY26, LTF automated its value chain assessment process, significantly strengthening its sustainability oversight across the supply chain process.

The assessments were conducted to evaluate <75% partners across three key dimensions, human rights and ethical labour practices, governance and compliance frameworks, and environmental stewardship. This included reviewing the presence of formal human rights policies, whistleblower mechanisms, anti-harassment and DEI frameworks, employee benefit structures, Code of Conduct adherence, data protection measures, and environmental policies including energy consumption and emissions monitoring.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	>75%
Working conditions	>75%

6. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS/ CONCERNS ARISING FROM ASSESSMENTS OF HEALTH AND SAFETY PRACTICES AND WORKING CONDITIONS OF VALUE CHAIN PARTNERS:

Nil. No significant risks or material concerns were identified.

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:

LTF adopts a structured approach to stakeholder engagement, integrating governance, technology, and community outreach to build strong relationships across its ecosystem. The Company identifies stakeholders, individuals and organisations that are impacted by its operations or capable of influencing business outcomes, through frameworks such as the Business Impact Study (BIS), Double Materiality Assessment (DMA), and third-party engagements. Stakeholders are mapped based on influence, dependency, responsibility, and vulnerability, covering key groups including investors, employees, customers, regulators, partners, and local communities.

To determine the needs and priorities of its stakeholders, LTF's ongoing engagement is increasingly enabled through a technology-first and risk-first approach. By utilising digital platforms, data analytics, and emerging AI-enabled tools, LTF maintains a continuous cycle of structured listening, learning, and faster feedback. This ensures that external expectations are integrated into core strategic priorities and that every business decision remains grounded in real needs and real impact.

To gain actionable insights into stakeholder views, concerns, and expectations, LTF uses a variety of structured engagement channels such as assessments, surveys, including Net Promoter Score, Voice of Customer, Grievance Redressal mechanism and Great Place to Work.

The Company conducted its third-party stakeholder engagement study for its CSR interventions, a proactive and one-of-its-kind initiative within the BFSI sector. The study meticulously mapped the expectations of diverse groups, including implementing partners, local communities, concerned government departments, members of Panchayat Raj institutions, local civic bodies, etc., ensuring that the CSR strategy is rooted in genuine materiality rather than internal assumptions.

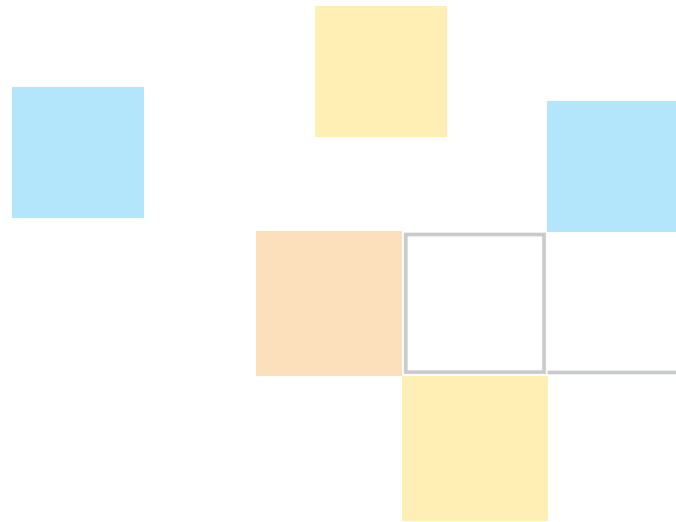


2. LIST STAKEHOLDER GROUPS IDENTIFIED AS KEY FOR YOUR ENTITY AND THE FREQUENCY OF ENGAGEMENT WITH EACH STAKEHOLDER GROUP:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-Mail, Intranet, Website, Podcasts, Whatsapp, Town Halls, Employee Survey, One-On-One Skip-Level Discussions with Managers, Human Resource Engagement Events, 270-Degree Feedback for Business Leaders and Above, Mid Term Review, Annual Review, Long-Range Planning Sessions	<ul style="list-style-type: none"> ■ Monthly ■ Quarterly ■ Half yearly ■ Annually ■ Need based 	<ul style="list-style-type: none"> a) Talent management and retention b) Employee engagement and well-being c) Learning and development d) Productivity enhancement e) Work-life balance f) Staff welfare g) Health and Safety h) Remuneration and employee benefits i) GPTW Survey and real-time feedback
Investors	No	Official Website, Quarterly Investor Presentations, Quarterly Investor Calls, Investor Meetings and Conferences, Non Deal Roadshows (NDR), Integrated Annual Report, Investor Digital Day, Stock Exchange Filings and Regulatory Disclosures, Site Visits, Annual General Meeting	<ul style="list-style-type: none"> ■ Monthly (except during specified silent periods) ■ Quarterly ■ Annually 	<ul style="list-style-type: none"> a) Market outlook b) Business strategy and performance updates c) Operational efficiency d) Long-term business performance and growth outlook e) Sustainability/ESG Risks and opportunities and sustainability strategy f) Technology adoption and digital transformation
Regulators	No	E-mail, Online/Physical Filing, Response to Draft Regulations	<ul style="list-style-type: none"> ■ As prescribed under regulations and need based 	<ul style="list-style-type: none"> a) Compliance with rules and regulations b) Corporate governance framework c) Long-term business performance d) Financial performance e) Prudent business practices f) Regulatory reporting

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Yes	E-Mail, Sms, Calls, Digital Avenues like Chat-Bot, Whatsapp, Website, Planet App, Branch Walk-Ins, Dedicated Customer Helpline, Awareness Sessions	<ul style="list-style-type: none"> ■ Monthly ■ Quarterly ■ Annually ■ Need based 	<ul style="list-style-type: none"> a) Delivering best-in-class service for customer experience and timely support b) Effective and timely customer grievance redressal mechanism c) Measuring Net Promoter Score (NPS) for customer satisfaction d) Maintaining customer data privacy and security e) Ensuring suitability of products and services f) Providing transparent and fair responsible advice g) Financial literacy and awareness on responsible borrowing, digital fraud prevention h) Promoting safe and responsible usage of digital financial services
Vendors & CSR Partners	No	Official Website, Bi-lateral Meetings, Structured Surveys, Annual Value Chain Connect and Workshops, Annual Events Like Value Chain Assessment, R.AI.SE, PCAF India Summit, TPCoC	<ul style="list-style-type: none"> ■ Quarterly ■ Annually ■ As needed 	<ul style="list-style-type: none"> a) Ensuring fair contractual terms and adherence b) ESG assessment covering sustainability across ESG c) Building transparent, ethical and long-term business relationships d) Regular exchange of technical know-how and best practices e) Promoting human rights and ethical labour practices across value chain f) Encouraging adoption of environmental policies and resource management practices g) Strengthening governance frameworks and compliance processes

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes	Community Meetings, Household Visits, Stakeholder Workshops, Press Releases, Social Media Platforms, Community Advisory Panel (Caps), CSR Programs, Field Visits, NGO Partner Services, Digital Outreach Through Planet App, Digital Sakhi, Dedicated CSR Grievance Channel	<ul style="list-style-type: none"> ■ Annually, ■ Monthly, ■ At periodic intervals as part of implementing CSR initiatives, ■ Monitoring through regularly field visits 	<ul style="list-style-type: none"> a) Stakeholder programmes to advocate sustainable customer behaviour b) Promoting digital financial inclusion c) Advocacy of best practices in community development and social impact d) Social and environmental impact engagement with disaster management, road safety projects e) Integrated water resource management and conservation f) Sustainable livelihood through CSR engagements g) Women empowerment through SHGs programs



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:

- a) The management team of the Company regularly interacts with various stakeholders at periodic intervals through varied means to gather insights as well as seek their feedback and input on pertinent issues. The insights/feedback/inputs so received are discussed and if found feasible, presented to the Board as well as its committees through various means like incorporating them in the policy framework, carrying out process improvements, etc.
- b) In addition to the aforesaid, Board members also interact with customers directly during the branch/field visits conducted by them. The Chairperson of the Audit Committee independently interacts with the auditors, credit rating agencies, and regulators and provides the feedback to the Board. Thus, there exists a strong process on consultation with the stakeholders and keeping the Board aware of the insights/feedback/inputs.
- c) LTF's Directors undertake familiarisation visits to CSR project sites, whereby they interact directly with rural beneficiaries on-ground.

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 a key input in identifying and managing material ESG topics at LTF. Through its Double Materiality Assessment (DMA), the Company engaged a diverse set of internal and external stakeholders to assess both impact and financial materiality. Insights from this exercise directly informed the prioritisation of key Sustainable issues and the development of relevant policies, frameworks, and business strategies.

To strengthen its ESG roadmap, LTF also undertook peer benchmarking and aligned with globally recognised frameworks and standards. This enabled the Company to identify best practices and embed them into its sustainability approach and long-term roadmap.

Employee feedback is systematically captured through structured engagement platforms such as the GPTW survey, which provides insights into workplace practices, well-being, and inclusion. These insights have translated into targeted interventions and programmes to enhance employee experience and organisational culture.

Additionally, LTF has undertaken independent third-party studies, including impact assessments, to evaluate the effectiveness of its CSR initiatives. These studies have helped refine programme design and improve on-ground outcomes.

The Company also engages external consultants and domain experts across key areas in alignment with evolving regulatory and global expectations.

Overall, stakeholder inputs are actively integrated into decision-making, policy formulation, and business operations.

3. PROVIDE DETAILS OF INSTANCES OF ENGAGEMENT WITH, AND ACTIONS TAKEN TO, ADDRESS THE CONCERNS OF VULNERABLE/MARGINALIZED STAKEHOLDER GROUPS.

LTF has effectively reached out to communities through its CSR programmes. The Company remained resolute in its pursuit of the Sustainable Development Goals and the empowerment of Vulnerable populations.

Principle 5

Businesses should respect and promote human rights

Essential Indicators

1. EMPLOYEES AND WORKERS WHO HAVE BEEN PROVIDED TRAINING ON HUMAN RIGHTS ISSUES AND POLICY(IES) OF THE ENTITY, IN THE FOLLOWING FORMAT:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	41,301	40,295	98%	36,521	35,255	97%
Other than permanent	-	-	-	-	-	-
Total employees	41,301	40,295	98%	36,521	35,255	97%
Workers						
Permanent	Not Applicable					
Other than permanent						
Total workers						

2. DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS, IN THE FOLLOWING FORMAT:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	38,228	1,611	4%	36,617	96%	34,562	580	2%	33,892	98%
Female	3,073	246	8%	2,827	92%	1,959	94	5%	1,865	95%
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	0									
Total employees	41,301	1,857	4%	39,444	96%	36,521	674	2%	35,757	98%
Workers										
Permanent	0									
Other than permanent										
Total workers										

3. DETAILS OF REMUNERATION/SALARY/WAGES, IN THE FOLLOWING FORMAT:

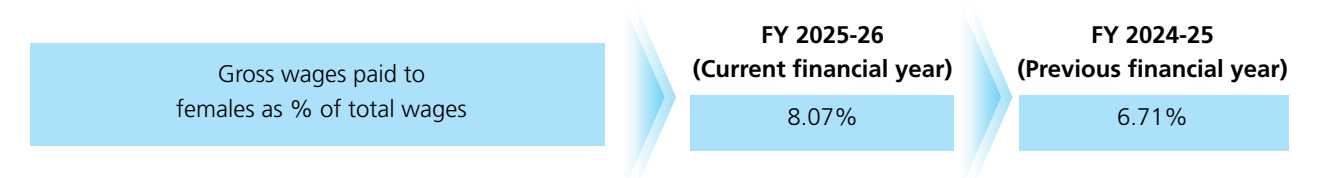
a Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	6*	35,70,000**	2	37,10,000	0	0
Key Managerial Personnel	2	7,56,59,832	1	Not Applicable	0	0
Employees other than BoD and KMP	38,203	3,45,673	3,095	2,71,965	0	0
Workers	0	0	0	0	0	0

*Remuneration of directors as on March 31, 2026 considered

**For Non-Executive Directors (except Mr. S.N. Subrahmanyam and Mr. R. Shankar Raman who do not draw remuneration from the Company), fees and commission paid in respect of the Company as per the criteria and structure approved is considered

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



4. DO YOU HAVE A FOCAL POINT (INDIVIDUAL/COMMITTEE) RESPONSIBLE FOR ADDRESSING HUMAN RIGHTS IMPACTS OR ISSUES CAUSED OR CONTRIBUTED TO BY THE BUSINESS? (YES/NO):

Yes.

5. DESCRIBE THE INTERNAL MECHANISMS IN PLACE TO REDRESS GRIEVANCES RELATED TO HUMAN RIGHTS ISSUES:

LTF has established structured, multi-channel internal mechanisms to redress grievances related to human rights, ensuring they are addressed safely, fairly, timely and effectively. These mechanisms are embedded within the Company's broader governance and compliance frameworks.

LTF's structured induction program 'Parichay' provides employees with a comprehensive introduction to the Company's culture, policies, and operations. It ensures early alignment with organisational expectations by covering regulatory awareness, the Code of Conduct and POSH, along with other code modules.

Code of Conduct Committee and Internal Committee, ensures adherence to human rights is a critical component of LTF Code of Conduct. Any violations or deviations from the human rights standards can be directly reported via email (code@lfs.com) to the Code of Conduct Committee. The Company has constituted Disciplinary Action Committee (DAC1 and DAC2) to investigate matters related to misconduct and violations. Grievances relating specifically to sexual harassment and workplace misconduct are monitored by the Internal Committee. This committee includes an external independent member to ensure complaints are addressed fairly. Investigations are conducted promptly, with strict confidentiality and sensitivity to safeguard employee dignity.

The Company has established a Vigil Mechanism/Whistleblower Policy. This policy enables Directors and employees and external service providers to report genuine concerns regarding unethical behavior, fraud, or Code of Conduct violations. Reports can be submitted through multiple secure channels, including email, written communication, and oral reporting. All matters reported are monitored by the Whistleblower Investigation Committee, which ensures an objective assessment, timely resolution, and appropriate corrective action while maintaining strict anonymity.

6. NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	7	4	These cases are under investigation and would be concluded within the timeline defined, if any.	10	1	-
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	-

Note: As on March 31, 2026, 4 complaints were pending resolution of which 1 concluded before release of BRSR

7. COMPLAINTS FILED UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013, IN THE FOLLOWING FORMAT:

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	7	10
Complaints on POSH as a % of female employees/workers	0.23%	0.51%
Complaints on POSH upheld	6	6

8. MECHANISMS TO PREVENT ADVERSE CONSEQUENCES TO THE COMPLAINANT IN DISCRIMINATION AND HARASSMENT CASES:

- LTF has set up a dedicated email address for employees to report incidents of sexual harassment. To protect the complainant's privacy and maintain confidentiality, the Internal Committee only has access to this email box. An external member serves on the Internal Committee to ensure fair assessment.
- In compliance with regulatory requirements, a Vigil Mechanism policy is in place, not only ensuring a structured process for reporting issues without fear of retaliation but also protecting employees from unfair prejudicial employment practices.
- External complaints are received through the Whistleblower mechanism. The mechanism is strictly governed by the Whistleblower Investigation Committee, which conducts assessments, ensures timely resolutions, and recommends appropriate corrective actions.

9. DO HUMAN RIGHTS REQUIREMENTS FORM PART OF YOUR BUSINESS AGREEMENTS AND CONTRACTS? (YES/NO)

Yes.

10. ASSESSMENTS OF THE YEAR:

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

11. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS/ CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 9 ABOVE:

Nil. No significant risks or material concerns were identified that required corrective actions.

Leadership Indicators

1. DETAILS OF A BUSINESS PROCESS BEING MODIFIED/INTRODUCED AS A RESULT OF ADDRESSING HUMAN RIGHTS GRIEVANCES/COMPLAINTS:

No significant complaints were substantiated which required modification/introduction of business process. LTF manages grievances through a comprehensive, structured grievance redressal process with reporting channels easily accessible to all employees through the Company's intranet and website. In FY26, LTF further strengthened this process by launching grievance redressal mechanism on its HRMS portal (Workline) platform enabling employees to report concerns related to workplace conditions more effectively and confidentially.

2. DETAILS OF THE SCOPE AND COVERAGE OF ANY HUMAN RIGHTS DUE-DILIGENCE CONDUCTED

For promoting human rights and ethical labour practices, the Company has implemented formal policies. To strengthen human rights awareness across value Chain Partners, LTF hosted its annual ESG value chain Connect in December 2025, engaging partners specifically on human rights, and responsible business conduct.

Internally, human rights are governed continuously through the Company's Human Rights Policy, Code of Conduct, and structured grievance mechanisms which ensure a zero-tolerance approach to discrimination, child labour, forced labour, and harassment.

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?

LTF has successfully achieved 100% accessibility across its large offices and major branches (15,000 sq. ft. and above). The Company has adopted a formal target to further improve workplace accessibility for (PwDs) across additional branch offices by FY28. A Liaison Officer has been appointed to oversee and manage the recruitment and inclusion of PwDs. This commitment is formally documented and enforced through the Company's Human Rights Policy and Diversity, Equity and Inclusion (DEI) Policy.

4. DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:

To strengthen sustainability alignment, the Company has digitised its value chain oversight to ensure deeper sustainability integration.

Following structured assessments of key upstream and downstream partners, the Company now utilises a digital framework to measure and monitor value chain partners performance across critical ESG dimensions, including key focus areas:

- Promoting human rights and ethical labour practices across partner organisations
- Encouraging the adoption of environmental policies and resource management practices
- Strengthening governance frameworks, including whistleblower mechanisms, compliance processes, and data protection measures
- Engaging partners on BRSR principles and responsible business conduct

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	top 75% of LTF's value chain
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

5. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS/ CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 4 ABOVE:

Based on the value chain assessments conducted in FY26, LTF did not identify any specific "significant risks" or material breaches requiring emergency remediation.



Principle 6 Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. DETAILS OF TOTAL ENERGY CONSUMPTION (IN JOULES OR MULTIPLES) AND ENERGY INTENSITY, IN THE FOLLOWING FORMAT:

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
From Renewable Sources		
Total electricity consumption (A)	28,302.54 GJ	18,242.38 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A + B + C)	28,302.54 GJ	18,242.38 GJ
From Non-Renewable Sources		
Total electricity consumption (D)	8,891.64 GJ	9,506.46 GJ
Total fuel consumption (E)	619.45 GJ	1,053.32 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D + E + F)	9,511.09 GJ	10,559.78 GJ
Total energy consumed (A + B + C + D + E + F)	37,813.63 GJ	28,802.16 GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000000211	0.000000181
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.000004293	0.000003733
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	0.92 GJ/FTE	0.79 GJ/FTE

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, an independent reasonable assurance has been carried out by BDO India Services Private Limited. An assurance statement is attached as 'Annexure' to this report.

2. DOES THE ENTITY HAVE ANY SITES/FACILITIES IDENTIFIED AS DESIGNATED CONSUMERS (DCS) UNDER THE PERFORMANCE, ACHIEVE AND TRADE (PAT) SCHEME OF THE GOVERNMENT OF INDIA? (Y/N) IF YES, DISCLOSE WHETHER TARGETS SET UNDER THE PAT SCHEME HAVE BEEN ACHIEVED. IN CASE TARGETS HAVE NOT BEEN ACHIEVED, PROVIDE THE REMEDIAL ACTION TAKEN, IF ANY:

Not Applicable. LTF is an NBFC which does not fall under the energy-intensive sectors that are classified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) scheme of the Government of India.

However, LTF proactively implements rigorous energy efficiency measures across its network. As part of its infrastructure planning and branch selection process, LTF conducts environmental due diligence evaluation for every new branch.

Furthermore, to drive energy conservation efforts, the Company through its sustainable procurement policy encourages the sourcing of energy-efficient infrastructure, like LED lighting, 3-5-star-rated air-conditioning systems, high-efficiency HVAC systems, and BLDC fans across its branches.

3. PROVIDE DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER, IN THE FOLLOWING FORMAT:

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water (Municipal water supplies)	5,13,644.55	4,55,914.44
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,13,644.55	4,55,914.44
Total volume of water consumption (in kilolitres)	5,13,644.55	4,55,914.44
Water intensity per rupee of turnover (Total Water consumption/ Revenue from operations)	0.00000287	0.00000286
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.00005831	0.00005909
Water intensity in terms of physical Output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	12.44	12.48

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, an independent reasonable assurance has been carried out by BDO India Services Private Limited. An assurance statement is attached as 'Annexure' to this report.

4. PROVIDE THE FOLLOWING DETAILS RELATED TO WATER DISCHARGED:

As a financial services institution with office-based operations, LTF does not generate industrial effluents. The Company's wastewater primarily consists of domestic sewage. To manage this responsibly and enhance water recycling, LTF successfully revamped and fully operationalised a Sewage Treatment Plant (STP) at its Head Office, Mumbai during FY25. Recycled water, from the STP is effectively reused to meet a significant portion of the campus's non-potable water demands.

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Not Applicable

5. HAS THE ENTITY IMPLEMENTED A MECHANISM FOR ZERO LIQUID DISCHARGE? IF YES, PROVIDE DETAILS OF ITS COVERAGE AND IMPLEMENTATION:

As an NBFC, LTF's operations are strictly office-based and do not generate industrial effluents that typically necessitate a formal Zero Liquid Discharge (ZLD) mechanism. As an office-based NBFC, LTF generates no industrial effluents requiring formal Zero Liquid Discharge (ZLD) mechanisms. However, the Company actively minimizes freshwater consumption through circular practices. In FY26, the Head Office Sewage Treatment Plant (STP) repurposed treated wastewater for non-potable uses, including gardening and deep cleaning. Additionally, LTF conducted third-party water assessments for its top 10 branches, identifying key initiatives to optimize usage and reduce discharge as part of its ongoing water stewardship.

6. PLEASE PROVIDE DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY, IN THE FOLLOWING FORMAT:

LTF operates as an NBFC with a service-oriented model and no manufacturing activities. Consequently, there are no industrial point-source emissions at any location. Air emission data (SOx, NOx, and PM) is reported exclusively for the Head Office (owned premises), which is the only facility under direct operational control where monitoring is applicable. Emissions at leased branches are considered immaterial due to the absence of independent industrial equipment and the nature of administrative operations.

Parameter	Please specify unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
NOx	PPM	50.1	51.60
SOx	Mg/Nm3	20	41.20
Particulate matter (PM)	Mg/Nm3	27	64.40
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – Please specify	-	-	-

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

Yes, an independent limited assurance has been carried out by BDO India Services Private Limited. An assurance statement is attached as 'Annexure' to this report.

7. PROVIDE DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY, IN THE FOLLOWING FORMAT:

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
*Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	63.78	386.23
**Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,763.07	1,909.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO ₂ equivalent/₹	0.000000010	0.000000014
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/₹ Revenue from operations adjusted for PPP	0.000000207	0.0000002975

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/FTE	0.04	0.06

*Fugitive Scope 1 emissions of Refrigerant have undergone methodology change due to availability of actual consumption data this year, as compared to assumption based conservative approach of the previous year.

**Scope 2 has been reported based on market-based approach in which green power consumption and green energy attributes i.e. iREC are considered.

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, an independent reasonable assurance has been carried out by BDO India Services Private Limited. An assurance statement is attached as 'Annexure' to this report.

8. DOES THE ENTITY HAVE ANY PROJECT RELATED TO REDUCING GREENHOUSE GAS EMISSION? IF YES, THEN PROVIDE DETAILS:

Yes, the Company's decarbonisation/Net-Zero transition plan is focused on energy-saving measures and switching to green power, solar rooftops and green attributes wherever available and feasible.

In FY26, the Company's renewable energy share, is ~76% through green power and green attributes in its operations. To help cut down on energy use, the Company has started implementing energy reduction initiatives identified in detailed energy audit/assessment of top 50 branches conducted in FY25 and in FY26 also undertook automated energy assessment of ~500 branches PAN India. These include the deployment of Internet of Things (IoT)-based energy management solutions across seven branches, piloting smart meters, supporting RE projects through procuring green attributes, and standardising energy-efficient equipment in all new offices—such as sensor-based LED lighting, variable frequency drives (VFDs) for air handling units, BLDC fans, high-efficiency HVAC systems, energy-efficient 5-star air conditioners and other operational and capex based initiatives.

Following comprehensive evaluations of renewable energy feasibility across our footprint, LTF has deployed rooftop solar installations at select significant locations and offices. During the reporting period, the Company installed ~18 KWp of rooftop solar PV across 6 locations. This initiative enables on-site renewable energy generation, reduces our reliance on grid-based power, and successfully avoided operational GHG emissions.

Other initiatives include using low GWP refrigerants like R32, an ATC system for chiller maintenance, replacing DG sets with inverters, optimising diesel consumption for backup power, deploying rooftop solar installations at select locations, and expanding EV charging stations beyond the corporate Head Office to the Kalina City-2 and Ahmedabad locations. Notably, ~78% of all Maharashtra branches operate on green power

The Company has taken up the initiatives of tree plantation through its "Project Prakruti" for sequester carbon, planting over 2.68 lakh saplings and has diligently implemented ISO 14064-2:2019 standards to ensure that its miyawaki plantation project's carbon sequestration measurements, monitoring processes, and subsequent reports adhere to international best practices, through rigorous adherence to ISO 14064-2:2019 guidelines, LTF has established robust protocols for accurately quantifying and verifying carbon sequestration levels.

Furthermore, the Company's decarbonisation strategy actively targets value-chain emissions. Waste recycling and structured assessments cut waste to landfills (Scope 3, Category 5). Shared mobility initiatives, such as carpooling and shuttle services, reduce fuel use and commuting emissions (Scope 3, Category 7). Additionally, digitalisation through platforms like the PLANET 3.0 App avoids emissions by significantly reducing paper consumption and physical branch visits.

9. PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY, IN THE FOLLOWING FORMAT:

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
*Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	3.26	4.4
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	18.48
Battery waste (E)	0	0.73
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)	763.14	242.47
Total (A + B + C + D + E + F + G + H)	766.40	266.08
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.0000000043	0.0000000017
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.0000000870	0.0000000345
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	0.019	0.007
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	50.79	50.86
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	50.79	50.86
Intensity (Kg of Waste Recycled Recovered/Total Waste Generated)	0.07	0.19
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	715.62	215.22
(iii) Other disposal operations	0	0
Total	715.62	215.22
Intensity (Kg/MT of Waste disposed/Total Waste generated)	0.93	0.81

*The numbers have increased due to increased operations, manpower and change in the calculation approach

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

Yes, an independent reasonable assurance has been carried out by BDO India Services Private Limited. An assurance statement is attached as 'Annexure' to this report.

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:

As a Non-Banking Financial Company (NBFC) engaged in providing financial services, LTF's operations are office-based and do not involve manufacturing or product processing. Consequently, the Company's products and processes do not involve the usage, generation, or disposal of any hazardous and toxic chemicals.

To minimise operational waste and advance towards its "Zero Waste to Landfill" ambition, the Company adopts a disciplined, approach. Key waste management practices include conducting structured waste assessments across a cumulative 100 branches (including 50 new branches assessed by an independent expert in FY26), achieving zero single-use plastic status at the Head Office and ensuring 100% segregation and recycling of municipal waste. As part of the assessment in FY26 waste awareness session were conducted by waste experts in 50 of our rural based branches. In FY26, LTF has tied up 3 additional branches total waste recycling to ensure zero waste to landfill branches to reach 5 branches (including Head Office).

Additionally, LTF has a dedicated E-Waste Policy, electronic waste is centrally collected and safely disposed of exclusively through authorised recyclers within 180 days. LTF also drives waste reduction through digitalisation, leveraging platforms like the PLANET 3.0 App and enabling 100% digital disbursements to significantly reduce paper dependence and material intensity. During the reporting period, these combined initiatives enabled the Company to recycle ~51 tonnes of waste, marking a two-fold year-on-year increase.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			Not Applicable

None of our owned offices fall under ecologically sensitive areas.

12. DETAILS OF ENVIRONMENTAL IMPACT ASSESSMENTS OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR:

Not Applicable As a Non-Banking Financial Company (NBFC), LTF is engaged in providing financial services and does not undertake any manufacturing operations or large-scale physical projects that mandate an Environmental Impact Assessment (EIA) under applicable environmental laws in India.

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

LTF operates out of leased premises except its Head Office and the nature of business does not warrant Environmental Impact assessment.

13. IS THE ENTITY COMPLIANT WITH THE APPLICABLE ENVIRONMENTAL LAW/REGULATIONS/GUIDELINES IN INDIA; SUCH AS THE WATER (PREVENTION AND CONTROL OF POLLUTION) ACT, AIR (PREVENTION AND CONTROL OF POLLUTION) ACT, ENVIRONMENT PROTECTION ACT AND RULES THEREUNDER (Y/N). IF NOT, PROVIDE DETAILS OF ALL SUCH NON-COMPLIANCES, IN THE FOLLOWING FORMAT:

Yes. LTF operates within a comprehensive compliance framework designed to ensure strict adherence to all applicable laws, regulations, and regulatory directives, which includes fulfilling obligations. During the reporting period, the Company did not record any significant instances of non-compliance with environmental laws, regulations, or guidelines

Sr. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable
The Company is in compliance with all applicable laws as per mandatory requirements.

Leadership Indicators

1. WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE IN AREAS OF WATER STRESS (IN KILOLITRES):

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

- (i) **Name of the area:**
- (ii) **Nature of operations:**
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Not Applicable. All the branches of the Company are located in residential/commercial areas.

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
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Water withdrawal by source (in kilolitres)

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

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Not Applicable

2. PLEASE PROVIDE DETAILS OF TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY, IN THE FOLLOWING FORMAT:

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	64,612.69	49,140.00*
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/₹	0.00000036	0.00000031
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/FTE	1.56	1.35

*Increase in Scope 3 emissions is due to increased operations, procurement and manpower Includes, S3 categories (C1, C2, C3, C5, C6, C7, C8)

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, an independent limited assurance has been carried out by BDO India Services Private Limited. An assurance statement is attached as 'Annexure' to this report.

3. WITH RESPECT TO THE ECOLOGICALLY SENSITIVE AREAS REPORTED AT QUESTION 11 OF ESSENTIAL INDICATORS ABOVE, PROVIDE DETAILS OF SIGNIFICANT DIRECT & INDIRECT IMPACT OF THE ENTITY ON BIODIVERSITY IN SUCH AREAS ALONG-WITH PREVENTION AND REMEDIATION ACTIVITIES:

Not Applicable

4. IF THE ENTITY HAS UNDERTAKEN ANY SPECIFIC INITIATIVES OR USED INNOVATIVE TECHNOLOGY OR SOLUTIONS TO IMPROVE RESOURCE EFFICIENCY, OR REDUCE IMPACT DUE TO EMISSIONS/EFFLUENT DISCHARGE/WASTE GENERATED, PLEASE PROVIDE DETAILS OF THE SAME AS WELL AS OUTCOME OF SUCH INITIATIVES, AS PER THE FOLLOWING FORMAT:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Conversion of branches into green power	Sourcing green power through tie-up with distribution companies supplying power in the branches	Scope 2 emissions reduction: <ul style="list-style-type: none"> The renewable energy share in the Company's operations increased from 33% to ~38% in FY26 purely from green power (excluding green attributes). Successfully avoiding ~2,741 tCO₂e of emissions
2	Sourcing of green attributes	Sourcing green attributes (iRECs) where green power is not feasible towards climate action commitments	Scope 2 emissions reduction: <ul style="list-style-type: none"> The green attributes use in rural branches where due to technical challenges sourcing green power is not feasible iRECs were sourced avoiding ~2,840 tCO₂e of emissions
3	Rooftop solar installations	Deploying rooftop solar panels across select locations and offices	Scope 2 emissions reduction: <ul style="list-style-type: none"> Installed 18 KWp of rooftop solar panels across 6 locations, successfully avoiding operational emissions
4	EV charging Infrastructure at HO and key offices	Renewable power sourcing for EVs through the expansion of EV charging infrastructure beyond the Head Office campus to the Kalina City-2 office in Mumbai and the Ahmedabad office	Encouragement for EV adoption: <ul style="list-style-type: none"> Actively encourages employees and visitors to opt for Electric Vehicles (EVs) rather than diesel/petrol-based engines, supporting the broader adoption of low-emission mobility. Additionally in FY26 offices with EV charging station are operated on green power
5	5 Star AC for all new branches	Procurement of energy-efficient 5-star-rated ACs (with R32 refrigerant), which are now mandated as a standard specification for all new facilities and expanding branch networks where feasible	Increased energy efficiency: <ul style="list-style-type: none"> Reduction in energy consumption and thus associated GHG emissions and energy cost
6	Scaling Waste Recycling Operations	Expanded the waste recycling program by increasing the number of participating branches from 2 in FY25 to 5 in FY26. This involves segregation of municipal waste and routing it exclusively through authorised waste handlers and recyclers	Reduction in waste to landfills: <ul style="list-style-type: none"> Successfully diverted more waste from landfills, resulting in a direct reduction in Scope 3 (Category 5: Waste Generated in Operations) emissions

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Carpool and shared mobility initiatives	Actively encouraged carpool commutes by collaborating with the 'sRide' platform to promote shared mobility among the workforce. Additionally, provided employee shuttle and bus services for last-mile connectivity at select branches from nearest railway station/public transport facility	Encouraging emission reduction savings: <ul style="list-style-type: none"> Reduced individual fuel consumption and carbon footprint, leading to a reduction in Scope 3 (Category 7: Employee Commute) emissions
8	Waste assessment study of 50 new branches and awareness sessions	Conducted a detailed waste assessment study across 50 new branches via an independent expert, taking the cumulative total to 100 branches assessed	Reduction in waste generation: <ul style="list-style-type: none"> Achieved better waste segregation and targeted reduction at the source, contributing to a further reduction in Scope 3 (Category 5: Waste Generated in Operations) emissions. Along with the assessment awareness creation sessions were also conducted through experts for the branch staff.
9	AI & OCR based Energy assessment	Deployed AI- and Optical Character Recognition (OCR) enabled systems to conduct assessment of energy consumption patterns across 500+ branches.	Resource optimisation: <ul style="list-style-type: none"> Enhanced energy efficiency across the network, driving a reduction in Scope 2 (Indirect Emissions from Energy Consumption)
10	Installation of smart meters at select locations	Installation of smart meters for small meeting centre branches in rural remote areas where direct meters are not present	Enhanced data accuracy and resource tracking: <ul style="list-style-type: none"> Significantly improved environmental data capture, enabling real-time energy visibility, better load management, and informed decision-making to support operational decarbonisation
11	Cloud Infrastructure Optimisation	The organisation has undertaken a structured cloud optimisation program by migrating workloads to energy-efficient cloud infrastructure and continuously optimising compute and storage utilisation. This includes: <ul style="list-style-type: none"> Right-sizing of virtual machines and storage Auto-scaling to match demand dynamically Decommissioning of idle/underutilised resources Leveraging cloud-native, energy-efficient architectures 	Improved infrastructure utilisation efficiency

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
12	Business process re-engineering	During FY26, the organisation continued to scale its enterprise automation program across core business and support functions including disbursement, lead & sourcing, collection & services, finance, HR, IT Core, analytics, marketing, DevOps, call center and business operations. A combination of workflow automation, bots, system integrations, and digital process improvements were deployed to streamline high-volume and repetitive processes. During the year, 64 automation use cases were operationalised, of which several were newly launched in FY26 while others continued to generate sustained benefits from earlier deployments. The program focused on improving operational productivity, reducing manual dependency, enabling faster transaction processing, and creating scalable digital operations across functions	<ul style="list-style-type: none"> Significant annualized cost savings realized through automation 90 lac+ transactions enabled through automated processes Faster turnaround times and improved process accuracy Reduced manual dependency and enhanced productivity Scalable digital operations across functions
13	Digital-First Customer Journeys (Paperless Operations)	LTF Finance has enabled end-to-end digital and paperless customer journeys across products, including critical processes such as customer ID verification, income assessment, risk based checks, e-signs, and approval workflows have been automated to deliver a seamless onboarding experience. Seamless journeys have also been strengthened through automated case allocation, multi-modal touch-free payment options, and digital receipt issuance. Customer servicing has been extensively digitised through the PLANET app, PLANET web and LTF website. There is an integrated experience across channels	<ul style="list-style-type: none"> Paperless and faster onboarding experience across product journeys Reduced physical documentation, branch dependency, and manual processing Improved efficiency in collections through digital allocation and payment journeys Enhanced customer convenience through touch-free servicing channels 89+% of customer servicing fulfilled through digital/self-service channels, reducing physical interactions and paper usage

5. DOES THE ENTITY HAVE A BUSINESS CONTINUITY AND DISASTER MANAGEMENT PLAN? GIVE DETAILS IN 100 WORDS/WEB LINK.

LTF maintains a comprehensive Business Continuity Policy (Non-IT) framework to encompass operational and human capital continuity. The Board's Risk Management Committee actively oversees and reviews the business continuity plans to ensure enterprise resilience.

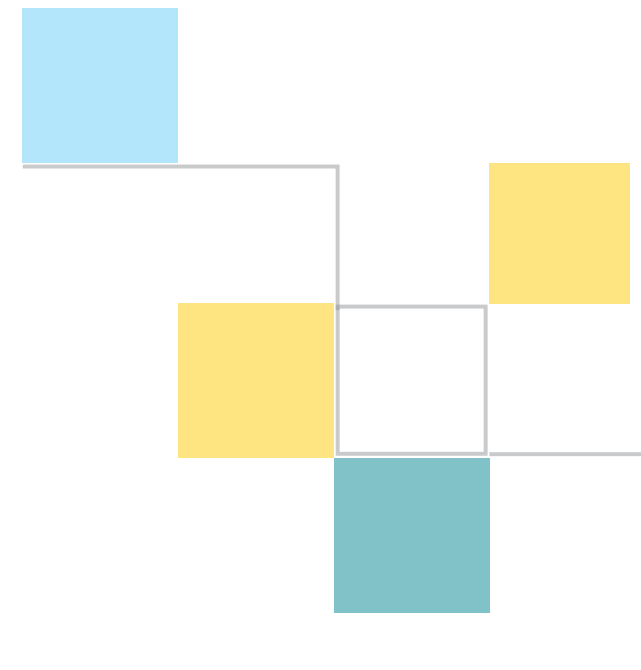
The Business Continuity Plan (BCP) is a critical component of LTF's risk management framework. It is designed to ensure the continuity of essential business functions and services in the face of unforeseen disruptions. The primary objective of this plan is to provide a structured, actionable framework to respond effectively to an incident, minimize downtime, protect critical assets and facilitate a rapid and organized recovery. By defining key roles, responsibilities, and procedures, this document serves as a guide for maintaining operational stability and mitigating the impact of any interruption on our stakeholders, partners, and customers. The framework includes forward-looking scenario analysis, periodic testing under multiple adverse scenarios.

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:

LTF conducts structured assessments covering a significant share of its upstream and downstream partners. evaluating partners on environmental parameters, including formal climate policies, GHG emissions, renewable energy usage, and waste management tracking. To strengthen Value Chain governance, we have deployed a dedicated assessment tool that transitions our oversight from periodic manual reviews to a real-time, automated monitoring framework. LTF's value chain is also governed by its Sustainable Procurement Policy and TPCoC and LTF actively engages with its partners through capacity-building initiatives, sustainability dialogues, annual value chain connect to drive alignment on social and environmental priorities.

7. PERCENTAGE OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED FOR ENVIRONMENTAL IMPACTS:

In FY26, 75% of value chain partners were considered for assessment.



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.**
LTF's active memberships, leadership roles, and affiliations with seven (7) key trade, industry, and sustainability chambers/associations.
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/affiliated to.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	NBFC Committee, FICCI	National
2	Confederation of Indian Industry	National
3	Microfinance Institutions Network	National
4	Finance Industry Development Council	National
5	CII WR Sub-Committee on Business Responsibility	State
6	United Nations Global Compact Network (UNGCC)	International
7	Partnership for Carbon Accounting Financials (PCAF)	International

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
No adverse regulatory action taken or underway related to anti competitive conduct		

Leadership Indicators

1. DETAILS OF PUBLIC POLICY POSITIONS ADVOCATED BY THE ENTITY:

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify)	Web Link, if available
1	The Company has actively engaged in public policy advocacy, making several representations to various authorities regarding the practical challenges faced in implementing regulatory requirements. Additionally, we have made proactive suggestions to improve these frameworks. LTF promotes robust corporate governance standards, emphasising on transparency and accountability. The Company has made representations to regulatory bodies about the challenges in meeting extensive reporting requirements and have suggested streamlined reporting frameworks that reduce administrative burdens while maintaining transparency. Through direct engagement with regulatory bodies, participation in industry associations, and collaboration with other stakeholders, LTF strives to drive policy changes that uphold high standards while considering the practicalities of implementation for businesses. This not only addresses the practical challenges but also highlights the proactive steps the Company has taken to suggest improvements, demonstrating a forward thinking and collaborative approach to public policy advocacy.	As a proactive measure, the Company provides various suggestions/ proposals along with the necessary rationale to the regulators on various consultation papers issued from time to time prior to them becoming effective in the form of a statute. An update on the representations made to the regulatory authorities is placed before the Board along with other regulatory changes that currently impact/would impact the Company along with necessary synopsis	No	As and when needed	-

Principle 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. DETAILS OF SOCIAL IMPACT ASSESSMENTS (SIA) OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results Communicated in public domain (Yes/No)	Relevant Web link
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In accordance with CSR regulations, no projects required a Social Impact Assessment (SIA) during the current financial year

2. PROVIDE INFORMATION ON PROJECT(S) FOR WHICH ONGOING REHABILITATION AND RESETTLEMENT (R&R) IS BEING UNDERTAKEN BY YOUR ENTITY, IN THE FOLLOWING FORMAT:

Sr. 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 ₹)
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Not Applicable

LTF is a Non-banking Financial Company (NBFC) and provides financial services. It operates out of leased premises except its HO and the nature of business does not warrant Rehabilitation and Resettlement (R&R).

3. DESCRIBE THE MECHANISMS TO RECEIVE AND REDRESS GRIEVANCES OF THE COMMUNITY:

LTF ensures that its Corporate Social Responsibility (CSR) projects are conducted in a responsible and transparent manner, actively encouraging participation from community members and stakeholders. The establishment of a robust Community Grievance Redressal Mechanism underscores the Company's commitment to accountability when addressing any concerns related to its CSR programmes.

To strengthen transparency, LTF has ensured that at every project location, dedicated grievance redressal officers is designated, who operates independently to ensure that all complaints are handled impartially and without bias. Additionally, it is ensured that POSH policy of its implementing agencies are displayed in the project offices and is adequately adhered and Community Advisory Panels (CAPs) a group of local people working together hold quarterly meetings with local representatives to gather on-ground feedback and suggest programmatic improvements.

Continuous monitoring and evaluation are undertaken through monthly reviews with NGO partners, enabling timely interventions. This is complemented by quarterly on-site field visits and real-time tracking via digital dashboards, which provide firsthand insights into project implementation and help identify and address potential challenges swiftly. This approach has resulted in strong community trust and zero grievances recorded in FY26.

Any concerns or questions regarding the CSR programmes can be directed to the dedicated channel at csr@lfs.com

4. PERCENTAGE OF INPUT MATERIAL (INPUTS TO TOTAL INPUTS BY VALUE) SOURCED FROM SUPPLIERS:

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Directly sourced from MSMEs/small producers	22.15%	18.22%
Sourced directly from within the district and neighboring districts	99.51%	99.57%

5. JOB CREATION IN SMALLER TOWNS – DISCLOSE WAGES PAID TO PERSONS EMPLOYED (INCLUDING EMPLOYEES OR WORKERS EMPLOYED ON A PERMANENT OR NON-PERMANENT/ON CONTRACT BASIS) IN THE FOLLOWING LOCATIONS, AS % OF TOTAL WAGE COST:

Location	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Rural	61%	57.63%
Semi-urban	5%	5.36%
Urban	8%	8.30%
Metropolitan	26%	28.71%

Leadership Indicators

1. PROVIDE DETAILS OF ACTIONS TAKEN TO MITIGATE ANY NEGATIVE SOCIAL IMPACTS IDENTIFIED IN THE SOCIAL IMPACT ASSESSMENTS (REFERENCE: QUESTION 1 OF ESSENTIAL INDICATORS ABOVE):

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. PROVIDE THE FOLLOWING INFORMATION ON CSR PROJECTS UNDERTAKEN BY YOUR ENTITY IN DESIGNATED ASPIRATIONAL DISTRICTS AS IDENTIFIED BY GOVERNMENT BODIES:

Sr. No.	State	Aspirational District	Amount spent (In ₹)
1	West Bengal	Murshidabad	1,74,56,826
2	Maharashtra	Dharashiv (Osmanabad)	6,80,000
3	Punjab	Firozpur	2,11,250
4	Uttar Pradesh	Chandauli	24,42,664
5	Bihar	Begusarai	1,02,875
6	Bihar	Katihar	6,50,993
7	Bihar	Khagaria	49,380
8	Rajasthan	Baran	6,27,440
9	Rajasthan	Sirohi	2,76,000

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

Yes. The Company integrates social and environmental responsibility into its supplier engagements through its Sustainable Procurement Policy and Third-Party Code of Conduct. Under this value chain governance framework, LTF actively encourages its partners to adopt sustainable sourcing practices and support inclusive engagement.

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

Not Applicable

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

Not Applicable

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:

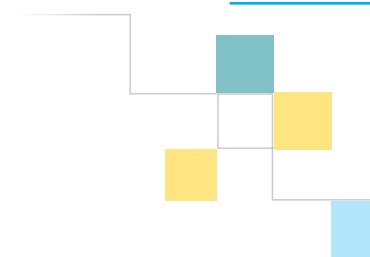
Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				
No intellectual properties acquired on traditional knowledge.				

5. DETAILS OF CORRECTIVE ACTIONS TAKEN OR UNDERWAY, BASED ON ANY ADVERSE ORDER IN INTELLECTUAL PROPERTY RELATED DISPUTES WHEREIN USAGE OF TRADITIONAL KNOWLEDGE IS INVOLVED:

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

6. DETAILS OF BENEFICIARIES OF CSR PROJECTS:

CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Digital Sakhi North Karnataka	2,51,506	66%
Digital Sakhi South Karnataka	1,88,320	66%
Digital Sakhi Kerala	1,43,296	57%
Digital Sakhi Tamil Nadu (Madurai)	1,45,283	64%
Digital Sakhi Uttar Pradesh (Gorakhpur)	1,40,433	62%
Digital Sakhi Bihar (Supaul)	1,46,059	57%
Digital Sakhi WB (Murshidabad)	1,41,440	68%
Digital Sakhi Uttar Pradesh (Kushinagar)	1,20,459	61%
Digital Sakhi Bihar (Saharsha)	1,21,446	62%
Digital Sakhi Rajasthan	1,20,769	75%
Digital Sakhi Gujarat	62,582	66%
Project Prakruti	204	48%
Road Safety Awareness	18,510	63%
Disaster Relief	1,00,000	66%
Health Camps	20,324	56%
Jalvaibhav	10,505	37%
Total	17,31,136	-



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:

- Customer complaints are addressed through a variety of multi-layered grievance redressal processes that are hosted on platforms like emails, phones, websites, and the Planet App
- A CRM system is in place to record and handle all complaints received through various channels
- Depending on the nature of concern, complaints are categorised and are routed to dedicated complaint resolution teams with clearly defined escalation matrix – starting from the first touchpoint complaints, moving to the Grievance Redressal officer or Principal Nodal Officer and finally escalations raised to the Regulator
- The Customer Experience servicing team oversees the complaint management process, supported by functional teams across the Company with Root Cause Analysis (RCA) to identify the underlying causes of complaints, basis which the corrective measure and preventive measures are taken
- In line with the RBI directives, an Internal Ombudsman has been appointed to handle customer complaints which are partially or wholly rejected by the Company. Further based on the Internal Ombudsman’s views and compliance recommendations, the focus is on continuous improvement on complaint reduction

2. TURNOVER OF PRODUCTS AND/SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/SERVICE THAT CARRY INFORMATION ABOUT:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	LTF is a Non-banking Financial Company (NBFC) and provides financial services. We do not manufacture any product or have a service that can carry information about the question.
Recycling and/or safe disposal	

3. NUMBER OF CONSUMER COMPLAINTS IN RESPECT OF THE FOLLOWING:

	FY 2025-26 (Current financial year)		Remarks	FY 2024-25 (Previous financial year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security (Digital Complaints)	0	0	-	0	0	-
Delivery of essential services	13,877	383	-	16,794	773	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

4. DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES:

	Number	Reasons for recall
Voluntary recalls		Not Applicable
Forced recalls		LTF is a Non-banking Financial Company (NBFC) and provides financial services. We do not manufacture any product which needs to be recalled voluntarily

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, LTF maintains a robust framework governed by its Data Privacy Policy and Cybersecurity Policy. This policy defines strict safeguards for protecting customer and business information to and mitigate cybersecurity risks across the Company the policy objectives are supported through continuous awareness programs, fraud prevention initiatives, and cybersecurity training.

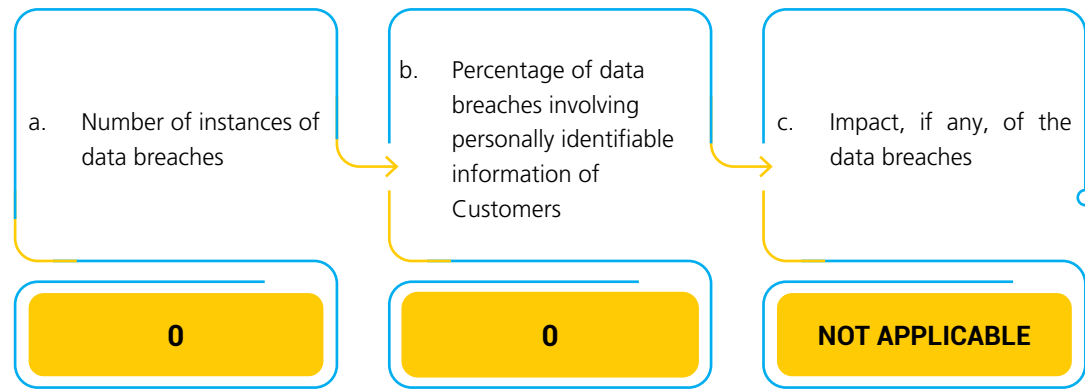
The Company has implemented an Information Security Management System mapped to ISO 27001:2022 standards reinforcing its commitment to information security.

Web-link to the Policy: <https://www.ltfinance.com/privacy-policy>.

6. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY ON ISSUES RELATING TO ADVERTISING, AND DELIVERY OF ESSENTIAL SERVICES; CYBER SECURITY AND DATA PRIVACY OF CUSTOMERS; RE-OCCURRENCE OF INSTANCES OF PRODUCT RECALLS; PENALTY/ACTION TAKEN BY REGULATORY AUTHORITIES ON SAFETY OF PRODUCTS/SERVICES:

There were no issues identified and thus no corrective actions were required to be taken.

7. PROVIDE THE FOLLOWING INFORMATION RELATING TO DATA BREACHES:



Leadership Indicators

1. CHANNELS/PLATFORMS WHERE INFORMATION ON PRODUCTS AND SERVICES OF THE ENTITY CAN BE ACCESSED (PROVIDE WEB LINK, IF AVAILABLE):

Information regarding LTF's products and services are available on its website. (<https://www.ltfinance.com/>)

Official Website

The Company's website offers detailed product information, multiple digital loan journeys, and financial tools such as EMI calculators. The official web link is www.ltfinance.com

Mobile Application

The **PLANET App** ecosystem (including the newly launched PLANET 3.0) allows users to access direct-to-consumer (D2C) loan journeys, product details, and digital servicing.

Physical Branch Network

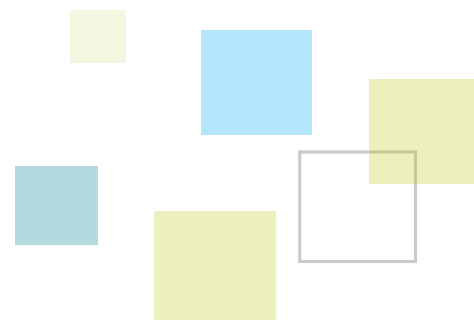
Transparent product communication, which clearly outlines product features, pricing, repayment obligations, and customer rights, is made available across LTF's nationwide branch network.

Digital & Social Media Platforms

Product information and financial awareness campaigns are disseminated through various digital marketing channels, including SMS, WhatsApp, social media platforms, in-app notifications, and videos.

Conversational AI

Customers can also access real-time product information and query resolutions through AI-powered assistants like **KAI**, a multilingual conversational chatbot.



2. STEPS TAKEN TO INFORM AND EDUCATE CONSUMERS ABOUT SAFE AND RESPONSIBLE USAGE OF PRODUCTS AND/OR SERVICES:

LTF has implemented robust systems to ensure that the customers always have access to information on its products and services. Additionally, the Company has developed the customer awareness training module, which is available on its website (<https://www.ltfinance.com/>) and covers topics such as customer advisory, interest rate model, gradation of risk, schedule of charges, Prime Lending Rates (PLR), the ombudsman scheme, the self-help option, the list of terminated service providers and the process. Customer education blogs are also available on the website.

3. MECHANISMS IN PLACE TO INFORM CONSUMERS OF ANY RISK OF DISRUPTION/DISCONTINUATION OF ESSENTIAL SERVICES:

Yes. LTF has established a comprehensive Business Continuity Policy (BCP) to ensure operational resilience and manage potential disruptions. In the event of any risk of disruption or discontinuation of essential services, the Company leverages a robust, multi-channel communication framework to keep consumers informed.

The communication modes utilised include:

- **Targeted Digital Communication:** Direct notification via SMS, WhatsApp, and email to affected customers
- **App & Online Ecosystem:** In-app notifications and real-time alerts through the PLANET App ecosystem, as well as updates on the Company's website
- **Public Channels:** Regular updates across LTF's official social media platforms
- **On-Ground & Support Networks:** Information dissemination through the physical branch network, call centres, and dedicated helplines to ensure comprehensive customer reach

4. DOES THE ENTITY DISPLAY PRODUCT INFORMATION ON THE PRODUCT OVER AND ABOVE WHAT IS MANDATED AS PER LOCAL LAWS? (YES/NO/NOT APPLICABLE) IF YES, PROVIDE DETAILS IN BRIEF. DID YOUR ENTITY CARRY OUT ANY SURVEY WITH REGARD TO CONSUMER SATISFACTION RELATING TO THE MAJOR PRODUCTS/SERVICES OF THE ENTITY, SIGNIFICANT LOCATIONS OF OPERATION OF THE ENTITY OR THE ENTITY AS A WHOLE? (YES/NO):

Yes.

Product Information & Awareness Details:

Yes. LTF promotes responsible borrowing through transparent and customer-centric product communication across its branches, digital platforms, and marketing channels, clearly outlining product features, pricing, repayment obligations, and customer rights. Over and above regulatory requirements, the Company enables informed decision-making through PLANET App ecosystem and comprehensive financial literacy programmes. During this year, LTF further strengthened its outreach through a nationwide financial awareness drive educating customers on loan management, responsible borrowing, RBI-mandated rights, and digital fraud prevention, supported by the risk awareness mascot Sachet Kumar. Consumer Satisfaction Survey: Yes. LTF conducts satisfaction assessment through a comprehensive Net Promoter Score (NPS) framework implemented across its rural and urban businesses. This includes an Onboarding NPS to measure satisfaction during the loan application and onboarding process and a Transactional NPS to gauge satisfaction across service interactions at contact centres, branches, and digital platforms. Additionally, as part of its Voice of Customer framework, the Company undertakes product-specific customer surveys and hosts in-person engagement initiatives, such as Green Hands Meets, to capture deeper insights to continuously enhance service delivery.



VALUE CHAIN ASSESSMENT - BRSR CORE REPORTING FOR VALUE CHAIN PARTNERS

BRSR Core Indicators	Unit	Final Attributed Metric Value
1. Green-House Gas (GHG) footprint		
Total Scope 1 Emissions	tCO ₂ e	988.31
Total Scope 2 Emissions	tCO ₂ e	2,487.91
Scope 1 & 2 Emission Intensity	tCO ₂ e/INR	0.00000014
2. Water		
Total Water Consumption - Water Consumption	Kilo Litres	33,820.60
Total Water consumption intensity - Water consumption intensity	Kilo Litres/INR	0.0013774
Water Withdrawal by Source:		
Surface Water	Kilo Litres	4,393.02
Ground Water	Kilo Litres	11,587.71
Sea Water/Desalinated Water	Kilo Litres	3.84
Third Party Water	Kilo Litres	11,862.07
Source: Others	Kilo Litres	13,887.69
Water Discharge by Destination:		
Surface Water -	Kilo Litres	1,119.36
Ground Water -	Kilo Litres	1,135.81
Sea Water -	Kilo Litres	42.61
Third Party -	Kilo Litres	1,499.47
Others -	Kilo Litres	4,196.97
Water Discharge by Level of Treatment:		
No treatment -	Kilo Litres	5,352.35
Primary treatment	Kilo Litres	2,599.26
Secondary treatment	Kilo Litres	42.61
3. Energy footprint		
Total Energy Consumed	GJ	13,998.18
Energy Intensity	GJ/INR	0.0000006
Percentage Energy from Renewable Sources	Fraction	0.07
4. Embracing circularity		
Total Waste Generated:	Metric Tonnes	604.36
Construction and Demolition Waste	Metric Tonnes	345.93
Other Non Hazardous	Metric Tonnes	247.42
Other Hazardous Waste	Metric Tonnes	5.7
Battery Waste	Metric Tonnes	2.01
Electronic waste	Metric Tonnes	1.79
Plastic Waste	Metric Tonnes	1.51
Biomedical Waste	Metric Tonnes	0
Radioactive Waste	Metric Tonnes	0

BRSR Core Indicators	Unit	Final Attributed Metric Value
Total Waste Generation Intensity:	Metric Tonnes/INR	0.00000002
Waste Reuse:	Metric Tonnes	80.18
Battery Waste	Metric Tonnes	0.04
Electronic waste	Metric Tonnes	0.02
Other Non Hazardous Waste	Metric Tonnes	80.13
Battery Waste Recovered through Other Options:	Metric Tonnes	0
Other Non Hazardous Waste Recovered through Other Options:	Metric Tonnes	0.36
Waste Recycled - Waste Recovery:	Metric Tonnes	29.38
Battery Waste	Metric Tonnes	0.29
Biomedical Waste	Metric Tonnes	0
Electronic waste	Metric Tonnes	1.3
Other Hazardous Waste	Metric Tonnes	0
Other Non Hazardous Waste	Metric Tonnes	27.75
Plastic Waste	Metric Tonnes	0.03
Waste Disposal Incineration:	Metric Tonnes	0.15
Battery Waste	Metric Tonnes	0.02
Biomedical Waste	Metric Tonnes	0
Electronic waste	Metric Tonnes	0.02
Other Hazardous Waste	Metric Tonnes	0
Plastic Waste Incinerated	Metric Tonnes	0.11
Waste Disposal Landfill:	Metric Tonnes	156.12
Battery Waste	Metric Tonnes	0.28
Biomedical Waste	Metric Tonnes	0
Construction & Demolition Waste	Metric Tonnes	9.89
Electronic waste	Metric Tonnes	0.18
Other Hazardous Waste	Metric Tonnes	5.66
Other Non Hazardous Waste	Metric Tonnes	138.89
Plastic Waste	Metric Tonnes	1.22
Radioactive Waste	Metric Tonnes	0
Other Disposal Options:	Metric Tonnes	339.49
Battery Waste	Metric Tonnes	0.36
Construction & Demolition Waste	Metric Tonnes	335.48
Other Non Hazardous Waste	Metric Tonnes	3.63
Plastic Waste	Metric Tonnes	0.02
5. Enhancing Employee Wellbeing and Safety		
Number of Fatalities	Number	0.04
Permanent Disabilities	Number	0.01
Work Related Injuries	Number	0.2
Final Lost Time Injury Frequency Rate (per one million person hours worked)	Ratio	0.01

BRSR Core Indicators	Unit	Final Attributed Metric Value
6. Enabling Gender Diversity in Business		
POSH:		
Complaints Filed	Number	0.59
Percent Complaints of Females	Fraction	0.14
Complaints Upheld	Number	0.27
Percentage of Gross Wages Paid to Females:	Fraction	0.18
7. Enabling Inclusive Development		
Input materials sourced:		
Sourced from MSMEs/Small Producers	Fraction	0.11
Sourced from within India	Fraction	0.76
Job Creation Wages paid to persons employed in:		
Rural Areas	Fraction	0.07
Semi Urban Areas	Fraction	0.11
Urban Areas	Fraction	0.18
Metropolitan Areas	Fraction	0.46
8. Fairness in Engaging with Customers and Suppliers		
Data Breaches:		
Data breaches involving information of customers	Fraction	-
Number of Data Breaches	Number	-
Final Number of days of accounts payables	Number	0.38
9. Open-ness of business		
Concentration of purchases and sales:		
Number of Dealers, Distributors to whom sales are made	Number	-
Number of Trading Houses Where Purchases are made from	Number	0.31
Percent Purchases from top 10 Trading Houses	Fraction	0.93
Percent Purchases from Trading Houses	Fraction	0.03
Percent Sales to Dealers/Distributors	Fraction	-
Percent Sales to top 10 Dealers, Distributors	Fraction	
Loans, Advances and Investments with Related party:		
Share of RPTs in Investments	Fraction	0.06
Share of RPTs in Loans and Advances	Fraction	0.02
Share of RPTs in Purchases	Fraction	0.03
Share of RPTs in Sales	Fraction	0.01

Note: In compliance with the SEBI BRSR Core framework for FY26, your Company has identified its significant value chain partners based on the prescribed threshold of individually comprising 2% or more of the entity's total purchases or sales by value. The assessment was conducted through a combination of direct stakeholder engagement via questionnaires and the review of latest (FY25) publicly available data to ensure reporting continuity. Total 13 value chain partners met the required 2% criterion. Out of the total 13 value chain partners data for 9 partners (Aggregating to 32% of total spend of the Company) has been disclosed herein. In accordance with the "voluntary" disclosure approach permitted by SEBI for the transition period, 4 partners have been excluded as India-specific data was neither shared by the entities nor available in the public domain, thus precluding their inclusion in the current reported metrics.



BDO India Services Private Limited
Magnum Global Park, Floor 21,
Sector 58, Golf Course Extension
Road, Gurgaon-122001, Haryana INDIA

Independent Assurance Statement

To

The Board of Directors
L&T Finance Limited,
6th Floor, Brindavan, Plot No. 177, C.S.T Road,
Kalina, Santacruz (East), Mumbai - 400 098.

Independent Assurance Statement on Business Responsibility and Sustainability Report (BRSR) disclosures and Integrated Annual Report (IR) for the financial year 2025-26.

Introduction and objective of engagement

L&T Finance Limited (the 'Company') has developed its Business Responsibility and Sustainability Report ('BRSR') including the BRSR Core Indicators¹, based on the BRSR reporting guidelines prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct, 2018 (NGRBC), and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard. The Company has also developed its Integrated Annual Report 2025-26 ('IR') based on the principles of the Integrated Reporting (<IR>) Framework published by the International Integrated Reporting Council (IIRC). The BRSR would form a part of the IR.

BDO India Services Private Limited (BDO) was engaged by the Company to provide independent assurance on select non-financial sustainability disclosures in the BRSR and IR (the 'Report') for the period 1st April 2025 to 31st March 2026.

The Company's responsibilities

The content of the Report and its presentation are the sole responsibilities of the Management of the Company. The Company's Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

BDO's responsibility

BDO's responsibility, as agreed with the Management of the Company, is to provide assurance on the BRSR Core Indicators and those of IR as described in the 'Scope & boundary of assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard and criteria

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement", issued by the International Auditing and Standards Board.

We applied the criteria of 'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report), and criteria of 'Limited' Assurance for select non-financial information of the IAR (Integrated Annual Report) and other than Core indicators of BRSR.

Scope & boundary of assurance

We have assured BRSR Core Indicators¹, selected BRSR Non-core Indicators and Integrated Annual Report sustainability indicators (as set out under Appendix 1 to this statement), pertaining to the Company's non-financial performance for the period 1st April 2025 through 31st March 2026. We understand that the financial information in the BRSR Core is derived from the Company's audited financial records.

The reporting scope and boundary cover the Company's operations.

Assurance methodology

Our assurance process entailed conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. The physical verification on sample basis was carried out at the following locations:

- Corporate Office, Brindavan, Mumbai;
- Branch Office, Mahape;
- Branch Office, Goregaon;
- Branch Office, Borivali.

We used our professional judgement as Assurance Provider for selection of samples of the Company's locations/facilities and non-financial information for the verifications.

¹ SEBI vide Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023



We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included:

- Evaluation of appropriateness of the quantification methods used to arrive at the non-financial/sustainability information of the BRSR Core Indicators and IR;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at both corporate and plant/facility levels who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.

Limitations & exclusions

There are inherent limitations in assurance engagement, including, for example, the use of judgment and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

The assurance scope specifically excludes:

- Data and information outside the defined reporting period (1st April 2025 to 31st March 2026);
- Review of the ‘economic and/or financial performance indicators’ included in the Reports or on which reporting is based; we have been informed by the Company that these are derived from the Company’s audited financial records;
- The Company’s statements and claims related to any topics other than those listed in the ‘Scope and boundary of assurance’;
- The Company’s statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

Our observations

We have reviewed the disclosures in the “Report” for the reporting period from 1st April 2025 through 31st March 2026. The disclosures of the Company, covered under the ‘Scope and boundary of assurance’, are fairly reliable.

Our conclusions

Based on the scope of our review, we concluded the following:

- Reasonable Assurance of BRSR Core indicators: The non-financial sustainability disclosures of the BRSR Core indicators as mentioned in ‘Scope and boundary of assurance’ fulfil the criteria of relevance, completeness, reliability, neutrality, and understandability as per ‘reasonable’ assurance criteria;
- Limited Assurance of selected indicators for BRSR (other than core) and IR: Based on the procedures performed, nothing has come to our attention that causes us not to believe that the disclosures are presented fairly, in all material respects, as per ‘limited’ assurance criteria.

Our assurance team and independence

BDO India Services Private Limited is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India Services Private Limited is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For BDO India Services Private Limited

Dipankar Ghosh
Partner | Sustainability & ESG
Business Advisory Services
Gurugram, Haryana
01 May 2026



Appendix 1

The sustainability non-financial indicators considered during the engagement are based on GRI Standard and BRSR Framework, as presented below.

A. BRSR Core Indicators

Sr. No.	Principle/ Indicator/ Reference	Attribute	Parameter
1	Principle 6-E7	Green-house gas (GHG) footprint	1. Total scope 1 emissions 2. Total scope 2 emissions 3. GHG emission Intensity (Scope 1 + 2): a) Total Scope 1 and Scope 2 emissions per rupee of turnover b) Total Scope 1 and Scope 2 emission per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Total Scope 1 and Scope 2 emission intensity in terms of physical output
2	Principle 6-E3 Principle 6-E4	Water footprint	1. Total water withdrawn 2. Total volume of water consumption 3. Water consumption intensity: a) Water consumption per rupee of turnover b) Water consumption per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Water intensity in terms of physical output 4. Water Discharge by destination and levels of Treatment
3	Principle 6-E1	Energy footprint	1. Total energy consumed 2. % of energy consumed from renewable sources 3. Energy intensity: a) Energy consumed per rupee of turnover b) Energy consumed per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Energy intensity in terms of physical output
4	Principle 6 - E9	Embracing circularity- details related to waste management by the entity	1. Total waste generated 2. Waste generated intensity: a) Waste generated per rupee of turnover b) Waste generated per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Waste intensity in terms of physical output 3. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Principle 3 - E1(C) Principle 3 - E11	Enhancing employee wellbeing and Safety	1. Spending on measures towards well- being of employees and workers- cost incurred as a % of total revenue of the company. 2. Details of safety related incidents for employees and workers a) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) b) Total recordable work-related injuries c) No. of fatalities d) High consequence work-related injury or ill-health (excluding fatalities)
6	Principle 5 - E3(b) Principle 5 - E7	Enabling Gender Diversity in Business	1. Gross wages paid to females as a % of total wages paid 2. Complaints on POSH a) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) b) Complaints on POSH as a % of female employees / workers c) Complaints on POSH upheld
7	Principle 8 - E4 Principle 8 - E5	Enabling Inclusive Development	1. Input material sourced from following sources as % of total purchases Directly sourced from MSMEs/ small producers and directly from within India 2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
8	Principle 9 - E7 Principle 1 - E8	Fairness in Engaging with Customers and Suppliers	1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable



9	Principle 1 - E9	Open-ness of business	<ol style="list-style-type: none"> Concentration of purchases & sales done with trading houses, dealers, and related parties <ol style="list-style-type: none"> Purchases from trading houses as % of total purchases Number of trading houses where purchases are made from Purchases from top 10 trading houses as % of total purchases from trading houses Sales to dealers / distributors as % of total sales Number of dealers / distributors to whom sales are made Sales to top 10 dealers / distributors as % of total sales to dealers / distributors Loans and advances & investments with related parties Share of RPTs (as respective %age) in: <ol style="list-style-type: none"> Purchases Sales Loans & advances Investments
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		Category 6: Business travel Category 7: Employee Commute Category 8: Upstream leased assets Category 15: Financed Emissions
8	306-3	Waste generated
9	306-4	Waste diverted from disposal
10	306-5	Waste directed to disposal
11	401-1	New employee hires and employee turnover
12	401-3	Parental leaves
13	404-1	Average learning hours per year per employee
14	405-1	Diversity of governance bodies and employees
15	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

B. BRSR Indicators

Sr. No.	Principle Reference	Attribute	Indicator Description
1	Principle 1- E1	Details of training given to employees and workers.	<ol style="list-style-type: none"> BOD KMP Employees other than BoD and KMP Workers
2	Principle 1- L1	Details of training given to value chain partners	<ol style="list-style-type: none"> Awareness programmes conducted for value chain partners on any of the principles during the financial year.
3	Principle 2- E2	Sustainable Sourcing	<ol style="list-style-type: none"> Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably
4	Principle 3 - E2	Retirement Benefits for employees	<ol style="list-style-type: none"> Employees covered under PF Employees covered under Gratuity Employees covered under ESIC
5	Principle 3- E8	Details of training given to employees and workers.	<ol style="list-style-type: none"> On Health and safety measures On Skill upgradation
6	Principle 3- E9	Performance and career development reviews of employees and worker	<ol style="list-style-type: none"> Male Female
3	Principle 5- E1	Training on human rights.	<ol style="list-style-type: none"> Training for permanent employees Training for non-permanent employees
4	Principle 5- E2	Minimum wages paid to employees	<ol style="list-style-type: none"> Equal to minimum wage More than minimum wage
5	Principle 5- E3 (a)	Median remuneration / wages	<ol style="list-style-type: none"> BOD KMP Employees other than BoD and KMP Workers

C. GRI Indicators

Sr. No.	Indicator Reference	Indicator Description
1	2-7	Employees
2	3-1	Process to determine material topics
3	302-1	Energy consumption within the organization
4	303-5	Water consumption
5	305-1	Direct (Scope 1) GHG emissions
6	305-2	Energy indirect (Scope 2) GHG emissions
7	305-3	Other indirect (Scope 3) GHG emissions Specific Categories: Category 1: Purchased goods and services Category 2: Capital Goods Category 3: Fuel- and Energy-Related Activities Category 5: Waste Generated in Operations

D. Internally defined management criteria

Sr. No.	Indicator title	Indicator Description
1	Responsible lending	Responsible lending to women entrepreneurs (no. of active women borrowers who received micro loans)
2	Water Replenishment	Water Replenishment considering storage capacity and type of soil of water structure and run off days calculated using SCS-CN (soil curve number) method
3	Carbon Sequestration	Carbon sequestration calculation basis guidance in clean Development Mechanism (CDM) A/R (Afforestation/reforestation) methodology
4	Value Chain Disclosures	Value Chain disclosure on select BRSR core indicators (aligned with SEBI's guideline of attributing to value chain partners individually comprising 2% or more of the listed entity's purchase and sales (by value) respectively, and under 75% of cumulative purchase and sales (by value) of the reporting entity) <ol style="list-style-type: none"> Green-House Gas (GHG) footprint Water Energy footprint Embracing circularity Enhancing Employee Wellbeing and Safety Enabling Gender Diversity in Business Enabling Inclusive Development <ul style="list-style-type: none"> Input materials sourced Fairness in Engaging with Customers and Suppliers Open-ness of business

Notes:

- For BRSR indicators, "E" denotes Essential Indicators and "L" denotes Leadership Indicators.