



KFin Technologies Limited

ESG FactBook

For the year ended 31 March, 2024





About the Company

KFin Technologies Limited (KFintech) serves the mission-critical needs of asset managers with clients spanning across mutual funds, AIFs (alternative investments), pension, wealth managers and corporates in India and abroad.

The company provides SaaS based end-to-end transaction management, channel management, compliance solutions, data analytics and various other digital services to asset managers across segments, as well as outsourcing services for global players.

About the ESG Factbook

The ESG Factbook contains an additional relevant information and material ESG disclosures (Environmental, Social, and Governance). It complements our Annual Report FY2023-24.

Assurance

This ESG Factbook has not been assured, however the data and the statements presented in this factbook have been verified by internal and external teams to ensure no false information has been presented.

Feedback

For any feedback/suggestions and/or queries on this factbook, please reach out to us at compliance.corp@kfintech.com

Scope & Reporting Boundary

The reporting boundary for this ESG Factbook is limited to the standalone operations of KFin Technologies Limited unless otherwise stated. All monetary figures, unless specifically stated, are in INR.

Responsibility Statement

KFin Technologies Limited firmly believes that this ESG Factbook is a fair representation of our company's, non-financial, sustainability and operational performance for the reporting year FY 2023-24. The Board acknowledges that the contents of this factbook have been assimilated in consultation with various functions of the business and have been developed under the guidance of senior management and functional heads.



Board Type – One-tier system

As on March 31, 2024, we have a one-tier system with 10 board members, comprising of our Managing Director who is also our CEO, One Non-executive Director who is also Chairman, Four Independent Directors, one of whom is a woman Director, One Non-Executive Director and three Non-Executive Nominee Directors. The Chairperson of the Board is a Non-Executive Non-Independent Director who is neither related to any promoter or person occupying management positions at the level of the Board of Directors or at one level below the Board of Directors. There is no relationship of any sort between the directors.

Board Effectiveness

Minimum Attendance - As per the requirements of Section 174 of the Companies Act 2014, the quorum for a meeting of the Board of Directors of a company shall be one-third of its total strength or two directors, whichever is higher. KFin strictly adheres to these requirements.

With the board participating in almost all meetings, we have ensured better governance. This requirement helps maintain a quorum, encourages accountability, and supports effective decision-making processes.

Board Governance

The Board of Directors of the Company is responsible for overseeing the Corporate Governance framework. The Board adopts strategic plans and policies, monitoring the operational performance, establishing policies and processes that ensure integrity of the Company’s internal controls and risk management.

The Board has established nine board-level committees, each entrusted with specific mandates and responsibilities to oversee key areas of our business and facilitate effective delegation of functions. Committee members are carefully selected based on their expertise and skills. These committees assume the crucial roles of directing, executing, and overseeing the Company’s strategy, while also evaluating its standards, performance, risks, and opportunities. Additionally, they offer guidance, recommendations, and valuable feedback to the Board concerning their respective domains, ensuring adherence to applicable laws and regulations.



The governance of Environmental, Social, and Governance (ESG) responsibilities is integrated into the company's risk management framework. The Risk Management Committee (RMC) serves as the primary oversight body for ESG matters, reflecting the company's commitment to embedding ESG principles into its strategic decision-making processes.

The RMC's responsibilities include:

- Identifying and assessing ESG-related risks and opportunities that may impact the organization.
- Overseeing the implementation of ESG initiatives in alignment with regulatory requirements and stakeholder expectations.
- Ensuring compliance with global best practices and disclosures related to ESG performance and reporting.
- Periodically reviewing the effectiveness of ESG strategies and providing guidance to enhance outcomes.

Direct economic value generated and distributed

Robust financial performance during the reporting period with total Economic Value Generated amounting to INR 8,108.27 million.

Economic Value Generated & Distributed (EVG&D)	Specify Monetary Unit	KFintech Response
Economic Value Generated		
a) Revenues	millions (INR)	8,108.27
Economic Value Distributed		
a) Operating Costs	millions (INR)	1,810.02
b) Employee benefits and wages	millions (INR)	2,971.62
c) Payment to providers of capital	millions (INR)	39.51
d) Payments to governments	millions (INR)	797.18
e) Community Investments	millions (INR)	35.7
Economic Value Retained	millions (INR)	2,454.24



Transparency

As part of its commitment to transparency and corporate governance, KFin Technologies presents detailed disclosures on financial assistance received from governmental sources and government participation in its shareholding structure

Particulars	Response
Total monetary value of financial assistance received by the organization from any government during the reporting period including.	Nil
i. Tax relief and tax credits	Nil
ii. Subsidies	Nil
iii. Investment grants, research and development grants, and other relevant types of grant	Nil
iv. Awards	Nil
v. Royalty holidays	Nil
vi. Financial assistance from Export Credit Agencies (ECAs)	Nil
vii. Financial incentives	Nil
viii. Other financial benefits received or receivable from any government for any operation	Nil

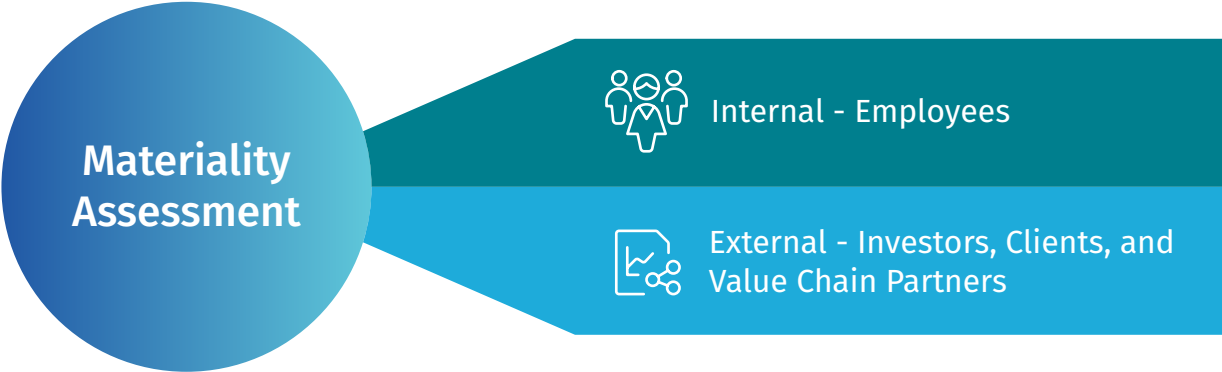
KFin Technologies further confirms that no government entity holds a stake in the company's shareholding structure. The absence of governmental presence in the ownership structure reflects the organization's private and independent corporate standing.

Materiality Analysis

A materiality assessment is a vital tool for identifying, assessing, and addressing the expectations, preferences, and priorities of stakeholders. This assessment provides an in-depth understanding of the most significant topics for KFin, enabling the development and implementation of a business strategy that considers the needs of all stakeholders. This process ensures that the ongoing generation of long-term value remains a primary focus, benefiting everyone involved.

To identify significant ESG topics, KFin actively engaged stakeholders and carried out a comprehensive materiality assessment. This evaluation considered factors expected to influence our business, ESG strategy, and overall growth, while also promoting positive environmental and community impacts in our operational areas. At KFin, we follow global best practices to align with stakeholder interests, enabling the identification of both ESG risks and opportunities.

In FY24, KFin Technologies Limited undertook a materiality assessment which involved an in-depth analysis to identify the expectations of both internal and external stakeholders. The Stakeholders included for this assessment were



Materiality Assessment Process



The first step in the materiality assessment process involved identifying relevant ESG topics for the Financial Services (Capital Markets) industry. This analysis drew on sector-specific references from global reporting frameworks such as the Sustainability Accounting Standards Board (SASB), MSCI ESG Industry Materiality Map, and Corporate Sustainability Assessments (CSA DJSI).



After examining the macro business landscape and understanding sector-specific trends relevant to our business and operational locations, a list of topics was finalized for consideration.











These topics were then shared with our internal and external stakeholders through a survey to gather their feedback on the relative priority of these ESG aspects in relation to our business operations.



The feedback from these stakeholders was carefully reviewed by KFin's Senior Management, and the ESG aspects were evaluated based on their potential impact on our business and strategy over the short to medium term.



We identified a select set of topics that are important to both stakeholders and the business, and these have now been integrated into our overall strategic decision-making process.

Material Issue	Rationale	Type of Impact	SDGs Impacted
Occupational Health & Safety	Ensuring the well-being of our employees enhances productivity and reduces the risk of workplace incidents that could lead to financial and reputational damage. Prioritizing safety also creates a positive organizational culture, attracting and retaining talent and ensuring compliance with legal and regulatory requirement	Internal	
GHG & Energy Management	Effective GHG and energy management is important as it reduces operational costs through improved energy efficiency and minimizes the company's carbon footprint, aligning with global sustainability goals. This commitment not only enhances our reputation and competitiveness but also ensures compliance with environmental regulations.	Internal	 
Opportunities in Cleantech	Exploring opportunities in cleantech allows us to innovate and diversify our offerings, aligning with the global shift towards sustainable practices and technologies. This strategic focus can open new revenue streams and give us a competitive edge while contributing to environmental sustainability and meeting increasing market demand for eco-friendly solutions.	Internal	   
Employee Well-being & Development	Focusing on employee well-being and development is essential as it boosts morale, productivity, and retention by ensuring employees feel valued and supported in their professional growth. This investment not only enhances organizational performance but also attracts top talent and aligns with best practices in human resource management.	Internal	

Material Issue	Rationale	Type of Impact	SDGs Impacted
Business Integrity	Helps build trust with clients, partners, and stakeholders by ensuring ethical practices and transparency in all operations. Upholding strong integrity standards helps mitigate risks and ensures compliance with legal and regulatory requirements.	Internal & External	
Data Security & Privacy	Protecting sensitive information, maintaining client trust, and preventing financial and reputational damage from data breaches. Ensuring robust data protection measures also ensures compliance with legal standards and fosters a secure environment for business operations.	Internal & External	
Code of conduct & Policies	Provides clear guidelines for ethical behaviour and decision-making, fostering a culture of accountability and integrity. It helps prevent misconduct, ensures compliance with legal and regulatory standards, and reinforces the company's values.	Internal & External	
Human rights & labour practices	Protecting human rights is a fundamental component of KFin's core values. We operate with a commitment to eliminating all forms of forced and child labor. Additionally, we aim to minimize any negative impacts on local communities, with particular attention to vulnerable groups such as women, children, the elderly, disabled individuals, tribal populations, and the environment.	Internal & External	
Community relations	Building goodwill and trust with local communities, enhances KFin's social license to operate and contributing to a positive corporate image. Engaging with and supporting communities can lead to mutually beneficial partnerships, promote sustainable development.	Internal & External	  

Material Issue	Rationale	Type of Impact	SDGs Impacted
Risk management	Effective risk management is crucial for KFin to identify, assess, and mitigate potential threats, ensuring business continuity and protecting assets. By proactively managing risks, we can enhance decision-making and maintain stakeholder confidence while achieving strategic objectives.	Internal & External	
Customer relationships	Strong customer relationships are vital for KFin as they drive customer satisfaction, loyalty, and retention, ultimately contributing to sustained revenue growth. By understanding and addressing customer needs, we foster trust, encourage repeat business, and differentiate ourselves in a competitive market.	External	
Climate strategy	It is essential for us to mitigate environmental impact, aligning with global sustainability goals and reducing operational risks associated with climate change. By proactively addressing climate issues, KFin can unlock opportunities for innovation and competitive advantage in a transitioning economy	Internal	
Diversity, Equity & Inclusion	Embracing a variety of perspectives and backgrounds enriches our workplace culture and drives innovation. KFin prioritizes the representation of diverse groups within its workforce, reflecting its commitment to equal opportunity for all.	Internal	
Compliance	KFin ensures that its operations comply with all applicable rules and regulations when evaluating ethical considerations. This compliance facilitates the identification of potential ethical consequences and allows for proactive monitoring and mitigation of ethical risks.	Internal	
Waste Management	Efficient waste management is important for KFin to minimize environmental impact, reduce costs, and comply with regulatory requirements.	Internal	

Environment

As part of our commitment to reducing our environmental footprint and encouraging a culture of responsibility, we have implemented a series of initiatives designed to support eco-friendly practices both within our organization and among our employees.

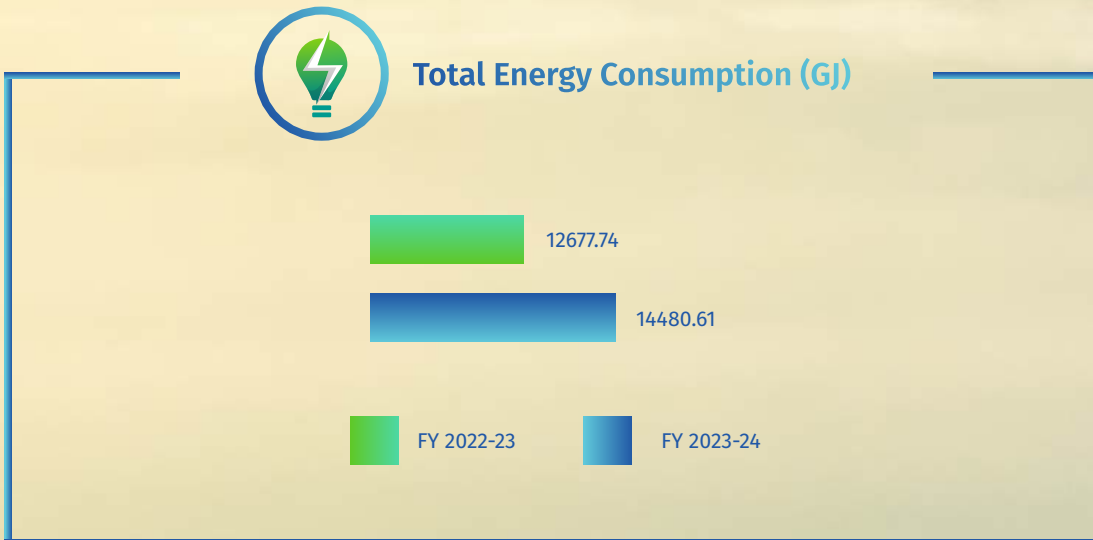
One of the key steps we've taken is the launch of our Sustainability Awareness Month program, aimed at raising environmental awareness among our employees. Through this initiative, we actively engage our employees with information and resources to empower them in making sustainable choices. We have partnered with travel service providers who offer electric vehicle (EV) fleets to meet our travel needs, ensuring that our business travel aligns with our sustainability goals. To support the widespread adoption of electric vehicles, we are also installing EV charging stations at our offices, making it easier and more convenient for employees to make the switch to cleaner transportation. These steps are part of our ongoing efforts to reduce our environmental impact, and we remain committed to finding more ways to contribute to a more sustainable future.



Energy

At KFin Technologies, we recognize the critical role that energy consumption plays in our environmental impact. As a part of our ongoing commitment to sustainability, we continuously assess and optimize our energy usage across all operations. Our goal is to reduce our carbon footprint while maintaining operational efficiency. Energy management and the monitoring of energy consumption are integral to this process, ensuring we make informed decisions and drive improvements.

Energy consumption within the organization



Note: In FY23-24, Our energy consumption rose due to an increased employee headcount, resulting in a larger office footprint. Additionally, more employees returning to the office, prompted by limited work from home advisory, further contributed to this rise.

Energy Management and Efficiency Measures

Enhancing energy efficiency is a core focus of our sustainability strategy. We are committed to implementing innovative measures that not only reduce our environmental impact but also support our long-term operational efficiency. To achieve this, we have adopted a multi-faceted approach, beginning with optimizing our office spaces.

- We have transitioned to energy-efficient lighting systems, incorporating LED technology and occupancy sensors to ensure optimum energy utilization.
- We have installed energy-efficient air conditioning systems across the workspace.
- As an energy efficiency initiative we have implemented Sun Control Films, this is proven to be effective in reducing heat from the sun, thereby enhancing energy efficiency and comfort levels within our workspaces.
- KFin utilizes renewable energy sources for powering our data centres which are outsourced, thus optimizing energy use.
- We are now exploring opportunities to setting ambitious, science-based decarbonization targets.

We have effectively incorporated use of EV's in our potential official visits, that as an average of 20 bookings per month. This effort helps in reducing our company's scope 3 emissions and so far 5,965.163 miles have been covered. As an additional effort, we have installed electric vehicle (EV) chargers within our premises, encouraging the adoption of electric vehicles by our employees. We encourage employees to adopt simple habits, such as turning off unused equipment and reducing energy consumption during off-peak hours.

To ensure we are prepared for future challenges, we will integrate climate-related risks into our Enterprise Risk Management (ERM) framework. This will help us proactively manage the potential impacts of climate change on our operations, ensuring that sustainability remains at the heart of our long-term strategy.



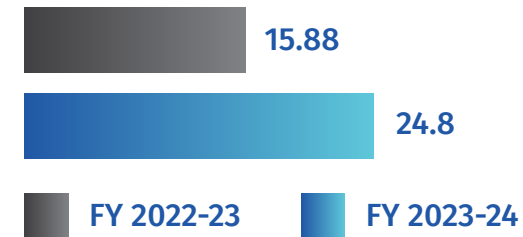
As part of our commitment, we have also adopted a Greenhouse Gas (GHG) Policy and actively measure and report our emissions across Scope 1, Scope 2, and select Scope 3 categories. This GHG quantification lays the foundation for our decarbonization strategy.

Since FY 2022-23, we have been closely monitoring our Scope 1 and Scope 2 emissions, which include direct emissions from our operations and indirect emissions from the energy we purchase.

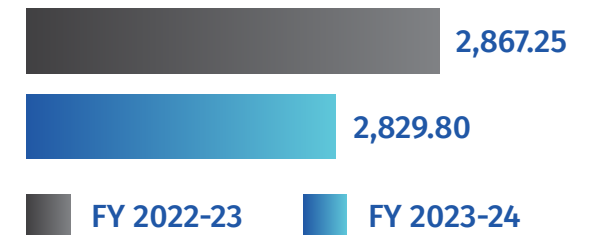
We have started monitoring our Scope 3 emissions in FY2023-24. This is an important step as we work to fully understand and manage the emissions across all aspects of our business.

Through these ongoing efforts, we aim to ensure that we are dedicated to continuously improving our emissions management to support sustainable growth.

Scope 1 (Direct) Emission in mtCo2e



Scope 2 (Indirect) Emission in mtCo2e



Note: In FY23-24 Our Scope 1 emissions have seen a reduction due to reduced use of diesel generators. Our Scope 2 emissions increased as a result of higher electricity consumption driven by growing number of employees and increased office footprint. This increase reflects the energy needs associated with accommodating more staff in the office space.

Emissions



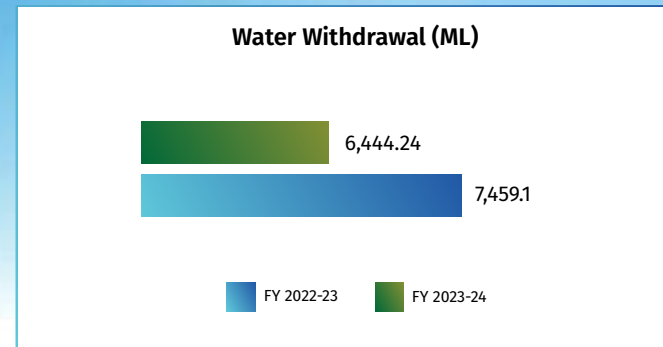
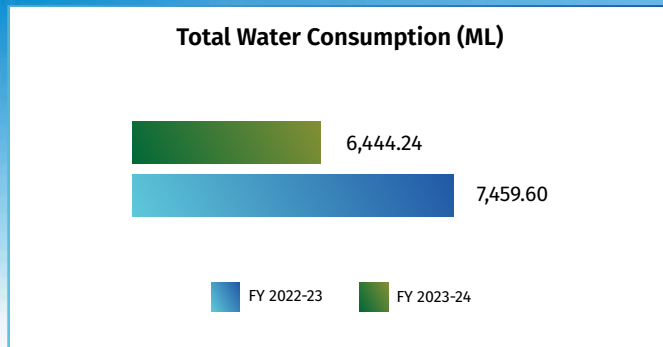
Water

We recognize that water is a vital and finite resource that plays a critical role in our operations and the communities we serve. Our overall water consumption has decreased by 13.6% from previous year. We understand the need to responsibly manage water usage and protect this essential resource for future generations.

We are also using Sewage Treatment Plant (STP) with an aim to treat and reduce the used water within the premises itself. This has led to the accomplishment of zero liquid discharge outside the building, ensuring our operations have no negative impact on local water sources. We make it a priority to use water responsibly and efficiently in every part of our business

As a digital-first company, we use technology to minimize our water usage. Our data centers, which support our financial services, are designed to use as little water as possible for cooling. We also work with local communities and partners to help promote water conservation.

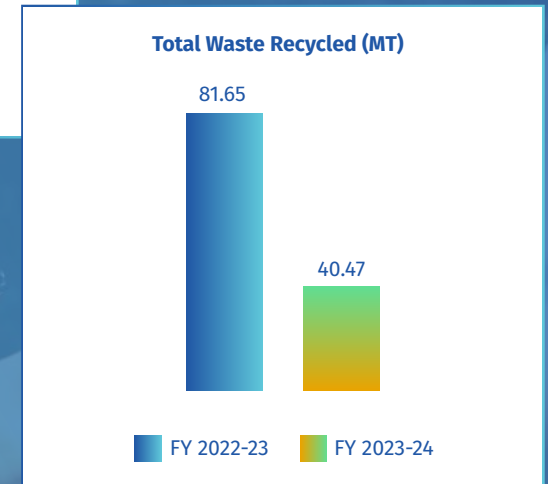
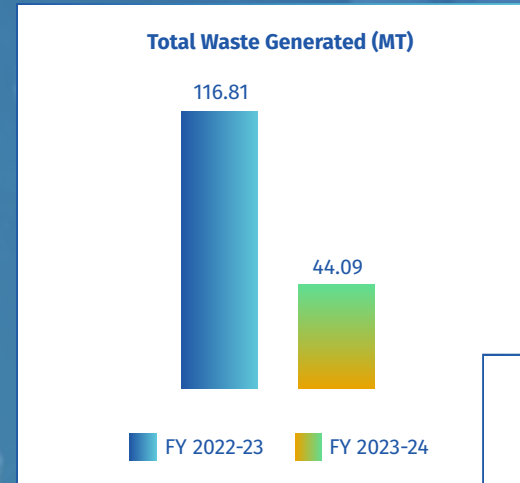
We are committed to improving our water management and making a positive impact on the environment and the communities we serve.



Waste

At KFin, we recognize the importance of responsible waste management in fostering a sustainable future. As part of our commitment to environmental stewardship, we have implemented several initiatives aimed at reducing waste and minimizing our ecological footprint. A key focus has been limiting the use of plastic within our operations, replacing it with eco-friendly alternatives wherever possible.

In line with industry-wide efforts, we also adhere to strict e-waste handling regulations, ensuring compliance with environmental guidelines. This not only helps us avoid potential financial penalties but also contributes to a cleaner, greener environment. Our robust and established Waste Management Policy is specifically focused on the responsible disposal of electronic waste. Through this policy, we have partnered with certified vendors who specialize in the environmentally friendly disposal and recycling of e-waste, ensuring that it is processed in compliance with legal and environmental standards.



Waste Management

We have adopted a robust Waste and E-Waste Management Policy to guide our efforts in responsible waste disposal and recycling. We engage only with vendors who hold recognized environmental certifications and have the capability to recycle materials effectively. While we are committed to continuous improvement in waste reduction with a substantial decrease in our annual waste generation. A large portion of the waste we produce is recyclable, further supporting our commitment to sustainability.

In FY 23-24, We achieved a 62% reduction in waste generation primarily due to decrease in generation of e-waste. Our commitment to sustainability was further underscored by recycling approximately 90% of the waste produced, a significant improvement from 70% in the previous year



SOCIAL

KFin nurtures a work environment that cultivates a sense of belonging, enhances creativity, supports collaboration, and inspires innovative thinking. We are dedicated to making a positive impact that benefits all stakeholders by leveraging our most valuable asset—our employees. We consistently explore innovative approaches to enhance our operations, minimize our environmental footprint, and prioritize employee well-being. At the core of KFin's values is the deep-seated belief that our people are the key drivers of the company's success and are instrumental in providing advanced solutions to our clients.

Highlights of the year



Our Talent Landscape

By attracting top talent, we aim to develop future leaders. We have adopted a more streamlined process flow for hiring and onboarding new employees, including interns, to strengthen our people foundations. We use our talent acquisition team as well as our hiring partners to scout for the best talent with relevant technology-led experience in the financial services industry to drive growth, innovation, new product development, and delivery excellence. Our strategy is to align the new hires with the transforming needs of our growing and diverse customer network and expanding geographic footprints.

We are also diversifying our talent mix and opening centres of excellence by collaborating with the best engineering colleges in tier 2 locations to add fresh talent to foster the culture to win and wanting to win.

Details of the workforce hired in FY24 are presented in the table below.

New Employee Hire:

Category	<30	30-50	>50	Male	Female	Total
Senior	-	3	1	2	2	4
Middle	5	33	6	12	32	44
Junior	115	135	8	72	186	258
Non- management	1053	267	5	453	872	1325

Employee Turnover:

Category	<30	30-50	>50	Male	Female	Total
Senior	-	6	2	6	2	8
Middle	2	28	4	31	3	34
Junior	85	175	4	201	63	264
Non- management	713	378	3	774	320	1094

At KFin, we analyse employee turnover data to create targeted retention strategies. In FY24, employee turnover for KFin Technologies Limited came down to 25% from 35% in the previous year.

Diversity, Equity & Inclusion

KFin cultivates an inclusive environment where each individual feels valued and respected. We strongly believe that diversity in perspectives, experiences, and backgrounds encourages innovation and enhances decision-making. Our goal is to establish an atmosphere where employees can motivate each other to achieve their full potential, guided by transparency, ethics, and accountability. We are dedicated to nurturing a workforce diverse in age and gender, thereby improving business performance through targeted initiatives.

With respect to our workforce for FY 2023-24, approximately 27% of our employees were female as against 25% in FY2022-23, which showcases how gender diversity has been one of the prominent elements of the talent strategy.

Our people policy promotes inclusivity, diversity, hybrid work culture, and flexible work timings. We also support females through tie-up with safe and high-quality childcare facility, near to workplace, to drive best productivity when they are at job.

We are an equal opportunity employer. Our organizational policy prohibits any types of discrimination such as color, caste, creed, gender, nationality, religion, and race.

Diversity of governance bodies and employees

Diversity of Board by gender	Unit	Response
Males	Nos.	9
Female	Nos.	1
Total	Nos.	10
Percentage of female representation	%	10%
Diversity of Board by age		
<30	Nos.	0
30-50	Nos.	3
>50	Nos.	7
Total	Nos.	10
Total No. of Board Members	Nos.	10



Diversity of Senior Management by Gender	Unit	Response
Males	Nos.	64
Female	Nos.	6
Total	Nos.	70
Percentage of female representation	%	9%
Diversity of Senior Management by age		
<30	Nos.	0
30-50	Nos.	31
>50	Nos.	39
Total	Nos.	70
Total no. of employees in senior management	Nos.	70
Diversity of Middle Management by Gender		
Males	Nos.	252
Female	Nos.	52
Total	Nos.	304
Percentage of female representation	%	17%
Diversity of Middle Management by age		
<30	Nos.	9
30-50	Nos.	201
>50	Nos.	94
Total	Nos.	304
Total no. of employees in middle management	Nos.	304
Diversity of Junior Management by Gender		
Males	Nos.	1139
Female	Nos.	268
Total	Nos.	1407
Percentage of female representation	%	19%

Diversity of Junior Management by age		
<30	Nos.	202
30-50	Nos.	1026
>50	Nos.	179
Total	Nos.	1407
Total no. of employees in junior management	Nos.	1407
Diversity of non-management by Gender		
Males	Nos.	3276
Female	Nos.	1483
Total	Nos.	4759
Percentage of female representation	%	31%
Diversity of non-management by age		
<30	Nos.	2274
30-50	Nos.	2117
>50	Nos.	368
Total	Nos.	4759
Total no. of employees in non- management positions	Nos.	4759



Proportion of senior management hired from the local community

Particulars	Response
Percentage of senior management at significant locations of operation that are hired from the local community.	100%

Employee well-being and development

KFin is committed to the holistic well-being of our employees. To sustain a culture that genuinely supports and encourages workplace well-being, we continuously innovate through our wellness programs and initiatives. Our employees play a crucial role in driving our performance and ensuring the satisfaction of our clients and communities. Acknowledging the ongoing changes in workplaces, we employ a comprehensive and intentional approach to workplace training. By investing in the physical and mental health of our team, we foster a positive work environment and boost productivity.

At KFin, our focus on creating a holistic work environment for our employees is evident in the flexible leave benefits we provide. These benefits are tailored to support our employees in both personal and professional aspects, enabling them to perform effectively in their roles while maintaining a healthy work-life balance. In addition to the mandated parental leave, KFin provides its employees with bereavement leave, paternity leave, adoption leave, and happy day leave, fostering a supportive environment that contributes to overall employee development and satisfaction.

Parental Leave

The table below outlines the flexible leave benefits utilized by our employees during the reporting year.

Particulars	Unit	Male	Female	Total
Employees that were entitled to parental leave	Nos.	4135	1464	5599
Employees that took parental leave	Nos.	59	71	130
Employees that returned to work in the reporting period after parental leave ended	Nos.	59	70	129
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Nos.	58	68	125
Return to work rate of employees that took parental leave	%	100	99	99.5%
Retention rate of employees that took parental leave	%	98	95	96.5%

KFin offers a comprehensive array of benefits to nurture an inclusive environment for its workforce. Beyond providing mandatory benefits such as Provident Fund (PF) and Employee State Insurance Corporation (ESIC), we extend our support by offering access to essential non-occupational medical and healthcare services through group accident policies, group Medclaim, and life insurance policies.

Employee well-being is a top priority at KFin, and this commitment is reflected in our collaborative and open work culture across all regions. We are actively investing in employee-friendly policies that foster a results-driven, rewarding, and transparent work environment. Our diverse business operations provide employees with opportunities to work across different regions and roles, including international assignments, as part of our job rotation policy.

To further promote well-being, we offer e-sessions focused on enhancing fitness, nutrition, positivity, health, financial independence, and confidence, featuring activities such as yoga and music. Additionally, KFin hosts 'Utsav,' an annual event that allows employees to showcase their talents and engage in vibrant celebrations, enriching our dynamic community.

Training & Development

KFin provides a variety of training and development opportunities to its employees, spanning multiple categories. By investing in continuous learning, KFin ensures its workforce remains agile and adaptable in a dynamic market, enhancing individual performance while fostering career growth and job satisfaction.

Our comprehensive 360-degree Learning and Development (L&D) approach integrates both structured and unstructured training programs, delivered through in-person, online, and third-party schedules. These meticulously crafted programs are designed to maximize impact and achieve targeted objectives, running throughout the year to equip employees with advanced technical skills and best practices.

Our in-house e-learning management system (LMS), fully integrated with our Human Resource Management System (HRMS), is based on the 3C model (Competency, Capability, Capacity). This design provides flexibility for the L&D team, functional managers, and business heads to select and assign relevant training sessions tailored to their team members' needs.

Additionally, KFin continued with their existing programs and has established several new ones such as Harrison Assessments, Experiential Outbound Training, IVY league courses on general management and leadership and a Toastmasters club to promote the professional development and growth of our employees. By advancing communication excellence, leadership development, and fostering a collaborative corporate culture, the club significantly contributes to our ongoing success.

In fiscal year 2024, KFin dedicated a total of 92,407 man-hours to L&D training initiatives. The table below highlights the details:

Average hours of training per year per employee

Training hours		Senior Management		Middle Management		Junior Management		Non-Management		Total Gender Wise	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total no. of training hours provided	85658	270	53	1039	300	7311	3802	45468	27415	54088	31570
Total no. of employees	5796	64	6	252	52	1139	268	2805	1210	4260	1536
Average hours of training provided per gender wise	7	4	4	2	2	3	6	6	7	6	7
Average amount spent per FTE on training and development	420	116	229	5293	2850	230	275	287	364	565	432
Total no. of training hours provided management level wise	12775	270	53	1039	300	7311	3802			8620	4155

Number of employees receiving regular performance and career development reviews

We motivate our employees to consistently deliver exceptional performance and achieve success in their daily responsibilities. Our performance evaluation process is designed to acknowledge and reward employee accomplishments through a transparent assessment framework.

Our HRMS platform enables employees to manage their entire employment journey, including goal setting and performance appraisals, in a fully automated manner. This platform also facilitates a 360-degree feedback loop, promoting an open and transparent corporate culture.

Our compensation structures are aligned with industry standards and include both fixed pay and performance-linked variable pay. Moreover, we utilize a scientific approach to identify and retain high performers and potential future leaders by integrating them into our long-term incentives and employee stock options plans.

The table below highlights a snapshot of the performance reviews conducted across all levels of employees:

Senior Management		Middle Management		Junior Management		Non-Management		Total Gender Wise	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
52	3	230	41	1008	218	2198	900	3488	1162

Suppliers and Sustainability

At KFinTech, we recognize the crucial role of our value chain partners as key stakeholders. Our procurement strategy focuses on sustainability, sourcing materials directly from Original Equipment Manufacturers (OEMs) and authorized distributors. Notably, most of the products we obtain, including those from reputable brands like Dell, HP, Canon, and Vertiv UPS, are certified as eco-friendly by the OEMs.

Approximately 50% of our procurement is allocated to the printing business, where we ensure the use of recyclable paper.




We strongly prioritize local supply chains whenever feasible. Supporting local suppliers generates employment opportunities and contributes to the socio-economic development of the region.

For the fiscal year 2023-24, KFin sourced approximately 99% of its supplies from within India. These practices highlight our dedication to sustainable supply chain management, reflecting our commitment to environmental responsibility and regional growth.



Our Goals Going Forward

KFintech initiated an independent diagnostic assessment to evaluate our current ESG practices. This included a comprehensive desk-based review and benchmarking against both domestic and international peers, aiming to identify gaps and develop our ESG roadmap. This roadmap is structured to address short-, medium-, and long-term objectives, in alignment with our materiality assessment. An executive summary of the roadmap is provided below, with actionable items to be pursued as necessary.

	Short Term	Mid Term	Long Term
 <p>Environment</p>	<ul style="list-style-type: none"> ▶ Explore opportunities for using renewable energy sources ▶ Identify climate-related risks and integrate them into the Enterprise Risk Framework (ERM). ▶ Assess decarbonization levers and develop a decarbonization roadmap. 	<ul style="list-style-type: none"> ▶ Conduct a physical climate risk assessment. ▶ Achieve ISO 14001 Environmental Management System (EMS) certification. ▶ Set GHG emission targets for Scope 1 and 2 emissions and report on the complete Scope 3 GHG inventory. 	<ul style="list-style-type: none"> ▶ Implement Taskforce for Climate-Related Financial Disclosures (TCFD). ▶ Set decarbonization targets for Scope 3 emissions.
 <p>Social</p>	<ul style="list-style-type: none"> ▶ Maintain a minimum threshold of training hours annually for each employee ▶ Measure and implement initiatives to close the gender pay gap at all levels within the company ▶ Conduct employee satisfaction and pulse surveys ▶ Develop a supplier code of conduct and training for vendors ▶ Conduct a human rights assessment 	<ul style="list-style-type: none"> ▶ Implement ISO 45001 Occupational Health and Safety Management System ▶ Conduct a human rights due diligence 	<ul style="list-style-type: none"> ▶ Establish targets related to DEI ▶ Develop and implement a supplier assessment framework
 <p>Governance</p>	<ul style="list-style-type: none"> ▶ Publish an ESG Factbook aligned with GRI standards. ▶ Conduct a DJSI gap assessment. ▶ Develop and implement mandatory training modules covering critical aspects such as Business Ethics, CoC, AML, KYC, ABC, Insider Trading, and Cybersecurity. ▶ Provide ESG training to the board and conduct an annual review of ESG performance at the board level. ▶ Form an ESG committee. 	<ul style="list-style-type: none"> ▶ Integrate ESG considerations into Enterprise Risk Management ▶ Participate in Dow Jones Sustainability Index (DJSI) ratings ▶ Link Board and managerial remuneration to ESG targets 	<ul style="list-style-type: none"> ▶ Conduct an ESG materiality assessment to determine the principles

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