

Ref. No.: GIC-HO/BOARD/SE-4-AGM/181/2025-26

Date: 1st September 2025

To,
Corporate Service Department
BSE Limited
25th Floor, Phiroze Jeejeebhoy Tower
Dalal Street, Mumbai – 400001

The Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza, Plot no. C/1, G Block
Bandra Kurla Complex, Bandra (E)
Mumbai - 400051

Scrip Code: (BSE – 540755; NSE – GICRE)

Sub: SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015

Regulation 34: Business Responsibility & Sustainability Report for the Financial Year 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI Listing Regulations, please find enclosed herewith the Business Responsibility & Sustainability Report (“BRSR”) for the Financial Year 2024-25 which also forms part of the Annual Report submitted to the Stock Exchanges vide letter Ref. GIC-HO/BOARD/SE-3-AGM/180/2025-26 dated 1st September 2025.

The Annual Report including BRSR is also hosted on the website of the Corporation at www.gicre.in

You are requested to take note of the above information on record.

Thanking You

Yours sincerely

For General Insurance Corporation of India

Satheesh Kumar
Company Secretary & Compliance Officer

Encl.: A/A

भारतीय साधारण बीमा निगम
(भारत सरकार की कंपनी)

General Insurance Corporation of India

(Government of India Company)

CIN NO.: L67200MH1972GOI016133 IRDA REGN No.: 112

“सुरक्षा”, 170, जे. टाटा रोड, चर्चगेट, मुंबई - 400 020.

“SURAKSHA”, 170, J. Tata Road, Churchgate,
Mumbai - 400 020. INDIA Tel.: +91-22-2286 7000
www.gicofindia.in



INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN GENERAL INSURANCE CORPORATION'S (GIC) BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To,
The Board of Directors
General Insurance Corporation
Suraksha, 170, J Tata Road, Churchgate,
Mumbai-400020, Maharashtra

We have undertaken to perform reasonable assurance engagement, for General Insurance Corporation of India (the "Corporation") vide our engagement letter dated July 16, 2025 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information" or "BRSR Core indicators") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Business Responsibility and Sustainability Report (the "BRSR" or the "Report") of the Annual Report (the "AR") of the Corporation for the year ended March 31, 2025.

2. Identified Sustainability Information

Our scope of reasonable assurance consists of the BRSR Core indicators listed in the Appendix I to our report. The reporting boundary of the Report is as disclosed in Question 13 and Question 23(a) of Section A: General Disclosure of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable.

Our reasonable assurance engagement was with respect to the year ended March 31, 2025 information only and we have not performed any procedures with respect to earlier periods, and, therefore, do not express any opinion thereon.

3. Criteria

The Criteria used by the Corporation to prepare the Identified Sustainability Information is as under:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/ CIR/P/2023/120 dated July 11, 2023; and
- SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 and clarifications thereto issued by SEBI.

4. Management's Responsibility

The Corporation's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

The assurance is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.

Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.

The assurance does not cover the Corporation's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, any assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.

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

The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any aspects or comparisons with frameworks beyond the specified ones are not considered in this engagement.

Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.

The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Corporation is responsible for ensuring adherence to relevant laws.

The assurance engagement is based on the assumption that the data and information provided by the Corporation are complete, sufficient and authentic.

6. Our Independence

We have maintained our independence as required under the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

7. Our Responsibility

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in **Appendix -1** based on the procedures we have performed and evidence we have obtained.

Sustainability Information listed in **Appendix -1** and included in the Report are prepared, in all material respects, in accordance with the Criteria.

As part of reasonable assurance engagement, we exercise professional judgment and maintain professional skepticism throughout the engagement.

8. Reasonable Assurance

A reasonable assurance engagement involves identifying and assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Corporation's Management, including compliance team and confirmations from human resource team amongst others and those with the responsibility for preparation of the Report;

- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other locations/offices on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Tested the Corporation's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis;

And

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

9. Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on:

- Aspects of the Reports and the data/information (qualitative or quantitative) other than the Identified Sustainability Information; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Corporation.

10. Other Information

The Corporation's Management is responsible for the other information. The Other information comprises the information included within the BRSR and the Annual Report, other than Identified Sustainability Information and our independent assurance report thereon.

Our opinion on the Identified Sustainability Information does not cover the Other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the Other information and, in doing so, consider whether the Other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this Other information, we are required to report that fact. We have nothing to report in this regard.

11. Reasonable Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, the BRSR Core indicators for the year ended March 31, 2025 listed in Appendix -1 are prepared in all material respects, in accordance with the Criteria as below:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/ CIR/P/2023/120 dated July 11, 2023, and
- SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 and clarifications thereto issued by SEBI.

12. Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Corporation at the request of the Corporation solely, to assist the Corporation in reporting on Corporation's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Corporation. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

**FOR RAGINI CHOKSHI & CO.
COMPANY SECRETARIES**

Date: 26-08-2025

Place: Mumbai

**RAGINI CHOKSHI
(PARTNER)
M. No.: F2390
COP No.: 1436**

Appendix -1

Sr. No	Reporting Standard Reference	Indicator number
Section C: Principle [P] Wise Performance Disclosures- Essential		
1	P-1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	E-8: Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured). E-9: Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances and investments, with related parties.
2	P-3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	E-1c: Spending on measures towards well-being of employees and workers (including permanent and other than permanent). E-11 Details of safety related incidents
3	P-5: Businesses should respect and promote human rights.	E-3b: Gross wages paid to females as % of total wages paid by the entity. E-7: Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
4.	P-6: Businesses should respect and make efforts to protect and restore the environment.	E-1: Details of total energy consumption (in Joules or multiples) and energy intensity. E-3: Disclosures related to water withdrawal and consumption. E-4: Details related to water discharged. E-7: Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity. E-9: Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
5.	P-8: Businesses should promote inclusive growth and equitable development.	E-4: Percentage of input material (inputs to total inputs by value) sourced from suppliers. E-5: Job creation wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis), as % of total wage cost.
6.	P-9: Businesses should engage with and provide value to their consumers in a responsible manner.	E-7: Information relating to data breaches.

SECTION A - GENERAL DISCLOSURES

I. Details of the listed entity

- Corporate Identity number:** L67200MH1972GOI016133
- Name of the Listed Entity:** General Insurance Corporation of India
- Year of incorporation:** 1972
- Registered office address:** 'Suraksha', 170, J. T. Road, Churchgate, Mumbai – 400020
- Corporate address:** 'Suraksha', 170, J. T. Road, Churchgate, Mumbai – 400020
- E -mail:** info@gicre.in
- Telephone:** +91 22 2286 7000
- Website:** www.gicre.in
- Financial year for which reporting is being done:** 2024-25
- Name of the Stock Exchange(s) where shares are listed:** BSE Limited, National Stock Exchange of India Limited
- Paid-up Capital:** ₹877.20 Crore
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Mr. Satheesh Kumar, Company Secretary & Compliance Officer; Email: cs.gic@gicre.in; Telephone No : 022-22867000
- Reporting boundary:** Report is done on a standalone basis
- Name of assurance provider:** Ragini Choksi & Co.
- Type of assurance obtained:** Reasonable Assurance for BRSR – Core Indicator

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Financial and insurance Service	Life/Non-life Reinsurance	100%

Note : Turnover is considered as Gross Premium for FY 2024-25

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Reinsurance	6520	100%

Note : Turnover is considered as Gross Premium for FY 2024-25

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	3	3
International	0	3	3

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	138

*Including 8 Union Territories

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

Given the nature of the insurance business, this is not applicable.

c. A brief on types of customers

As a reinsurance and risk solutions provider, GIC Re primarily works with insurance and reinsurance companies and brokers in India and worldwide. Other value-chain partners which we interact with include MGAs (Managing General Agents), Claim/Loss Adjusters, Catastrophe/Exposure/Capital Modelling Vendors, Actuarial firms, Legal firms, and Audit firms.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	401	260	64.83%	141	35.34%
2.	Other than Permanent (E)*	48	32	66.66%	16	32.00%
3.	Total employees (D + E)	449	292	65.03%	157	34.97%
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)			NOT APPLICABLE		
6.	Total workers (F + G)					

*Employees on Probation

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	13	11	84.62%	2	15.38%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	13	11	84.62%	2	15.38%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)			NOT APPLICABLE		
6.	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women

As on 31-03-2025	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	3	50%
Key Management Personnel*	12	3	25%

* Includes KMPs on Board of the Corporation

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	6.64%	4.59%	5.93%	8.77%	10.42%	9.35%	10.49%	10.81%	10.60%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

*Including employees on probation

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	India International Insurance Pte. Ltd	Associate	20%	No
2.	GIC Bhutan Re Ltd.	Associate	26%	No
3.	Agriculture Insurance Company of India Ltd	Associate	35%	No
4.	GIC Re South Africa	Subsidiary	100%	No
5.	GIC Re Perestrakhovanie LLC.	Subsidiary	100%	No
6.	GIC Re, India, Corporate Member Ltd.	Subsidiary	100%	No

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes

(ii) Turnover: ₹41,153.95 Crores

(iii) Net worth: ₹43,106.52 Crores

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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.gicre.in/images/2025/GIC_Re_-_Complaint_Handling_Policy_-_2023.pdf	None	None	None	None	None	None
Investors (other than shareholders)	Yes https://www.gicre.in/images/2025/GIC_Re_-_Complaint_Handling_Policy_-_2023.pdf	None	None	None	None	None	None
Shareholders	Yes The requests/ complaints from shareholders are addressed through the Registrar & Transfer Agent. https://www.kfintech.com/ (Shareholder Compliances are dealt with as required under the Statutes)	10	0	None	39	0	None
Employees and workers	Yes https://www.gicre.in/images/2025/GIC_Re_-_Complaint_Handling_Policy_-_2023.pdf	None	None	None	None	None	None
Customers	Yes https://www.gicre.in/images/2025/GIC_Re_-_Complaint_Handling_Policy_-_2023.pdf	None	None	None	None	None	None
Value Chain Partners	Yes https://www.gicre.in/images/2025/GIC_Re_-_Complaint_Handling_Policy_-_2023.pdf	None	None	None	None	None	None
Other (please specify)	None	None	None	None	None	None	None

26. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Risk Management	Opportunity	Risk Management is a process, effected by the Corporation's Board of Directors, Management and other personnel to identify potential events and developments that may affect the Corporation and manage risk to be within its risk appetite, as applicable. Risk Management encompasses the identification, analysis, and response to risk factors that form part of the business. In addition, risk management provides a business with a basis upon which it can undertake sound decision-making.	We have a Board Approved Risk Management Framework and risk management process in place to identify risks and guide us in taking corrective measures to mitigate them.	Positive
2	Economic Performance a) Transition to sustainable underwriting and green finance	Opportunity	Increasing demand from global clients, regulators, and investors for Environmental, Social, and Governance (ESG) -integrated underwriting and investments.	Incorporate ESG-based parameters in the underwriting guidelines, which can help identify potential risks and opportunities for businesses, such as those related to climate change, labour issues or regulatory changes; and consider investments in green bonds;	Positive — New market opportunities, investor alignment, long-term resilience and brand reputation.
	b) Diversity, equity, and inclusion (DEI) in the workforce	Opportunity	Inclusive and diverse workplace fosters innovation, better decision-making, and aligns with global governance norms.	Institutionalize DEI policies, train leadership, track gender and social inclusion metrics, promote equal opportunity.	Positive — Higher employee retention, improved productivity.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	c) Stakeholder engagement and transparent disclosures	Opportunity	Stakeholder trust is critical in reinsurance; transparent ESG disclosures enhance credibility with regulators, partners, and rating agencies.	Align reporting with Business Responsibility and Sustainability Reporting (BRSR)/ Global Reporting Initiatives (GRI)/ and Task Force on Climate-related Financial Disclosures (TCFD); establish ESG governance structures; regular stakeholder dialogue etc.	Positive — Enhanced stakeholder confidence, improved ESG ratings, access to sustainable capital pools.
	d) Social protection and insurance inclusion	Opportunity	Government encouragement and societal pressure to increase access to insurance in underserved regions and vulnerable populations.	Collaborate with government and insurance companies in supporting Rural and social schemes	Positive — Expansion into untapped markets, CSR value creation, and enhanced societal impact
	e) Climate change and increasing frequency of natural catastrophe	Risk	Rising frequency and severity of weather-related catastrophes impact claim ratios, solvency margins and pricing models in reinsurance.	Strengthen catastrophe risk modelling; diversify geographic exposure; enhance retrocession cover.	Negative — Higher claim outflows, reduced underwriting profitability, potential capital erosion.
	f) Responsible data governance and cybersecurity	Risk	With digital transformation and third-party integrations, cyber risks have become a major operational and reputational threat.	Upgrade security infrastructure, conduct regular audits, ensure regulatory compliance and invest in cyber insurance.	Negative — Data breaches can result in legal liabilities, loss of trust, and regulatory penalties.
3	Community Development	Opportunity	Economic development of the underprivileged and broadening economic activity	The Corporation has implemented various CSR projects/activities/ initiatives for development of backward regions, empowerment of communities, upliftment of marginalized and under privileged sections of the society and providing healthcare services to the poor and vulnerable sections of the society.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Talent Attraction and Retention	Opportunity	Successful talent attraction and retention enables to maintain competitive advantage	The Corporation has implemented Project Parivartan i.e., to ensure sustainable growth and success of GIC Re through - employee retention, employee engagement, employee training, and employee health & wellness. Based on the Corporation's strategic road map we recruit, train, engage and retain employees.	Positive
5	Skill development and knowledge transfer	Risk & Opportunity	Talent scarcity and shortage in skilled workforce leading to concentration of critical business functions within available pool of qualified personnel.	Employee training is a crucial aspect of HR transformation that can help organizations stay ahead of the competition. By investing in employee training, businesses can develop the skills, knowledge, and expertise of their workforce. GIC Re conducts frequent training sessions for skill development leading to human capital formation.	Positive
6	Data Privacy and Security	Risk & Opportunity	Data Privacy and Security is the process of implementing measures and systems designed to securely protect and safeguard information utilizing various forms of technology.	The Corporation undertakes review of the existing mechanisms to secure financial data at enterprise level in a worst-case scenario, assess preparedness and take proactive steps for prevention of such risks.	Positive

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 National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N (Refer Note)	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y
c. Web Link of the Policies, if available	https://www.gicre.in/en/people-resources/policies-and-guidelines and https://www.gicre.in/en/people-resources/hr-corner								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	-	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	-	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies of the Corporation are in line with applicable provision of the Companies Act, 2013, IRDAI and SEBI Regulations and business practices being generally followed in reinsurance sector. Corporation's Information Security Management Systems are compliant with ISO 27001 requirements.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>P1 - The Corporation commits to comply with the provision in the Companies Act, 2013, IRDAI Regulations and SEBI (LODR) regulations to the extent applicable.</p> <p>P3 - The Corporation is committed to providing equal opportunities to all employees and candidates for employment and do not discriminate against individuals based on factors such as race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law.</p> <p>The Corporation is committed to providing a safe and positive work environment and ensuring that all grievances are addressed promptly and effectively to maintain productive and engaged workforce.</p> <p>P6 - The Corporation shall ensure integration of ESG considerations into its operations and policies</p> <p>P8 - Through its CSR Initiatives, the Corporation focusses on capacity building, empowerment of communities, inclusive socio-economic growth, environment protection, promotion of green and energy efficient technologies, development of backward regions, and uplifting the marginalized and under- privileged sections of the society.</p>								

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

P1 - The Corporation has all the policies mandated by the Companies Act, 2013, IRDAI and SEBI Regulations.

P3 – The Corporation has implemented Equal Opportunity policy for persons with benchmark disabilities. The importance of treating everyone with fairness, respect, and dignity and to act in a way that is consistent with sense of fairness and equal opportunity was codified in both the Code of conduct for Directors and Senior Management Personnel and the General Insurance (Conduct, Discipline and Appeal) Rules applicable to all employees.

The Corporation continued to actively drive Ethics & Compliance via mandatory training programs and by organizing pledge on Integrity every year, stressing the importance of always doing the right thing and zero tolerance to non-compliance. We continued to invest in our cyber security systems/policies and generate cyber awareness across all teams and locations. The Corporation continued to enable leadership development through managerial development programmes at Institutes of prominence.

P6 - The Environment, Social & Governance framework for seamless integration of ESG Practices into day-to-day business operations is being implemented, with management being more cognizant of their decisions that have considerable amount of attention towards a sustainable growth of the business.

P8 - The CSR Committee of the Corporation periodically monitors implementation of CSR initiatives benefiting various local communities. Regular updates are also provided to the Board through reports placed in the meetings. Additionally, the Corporation evaluates the impact of its CSR initiatives through impact assessment reports.

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)

GIC Re as the national reinsurer is dedicated to fostering comprehensive development for a better future. It promotes financial inclusion, digital innovation, and inclusive diversity. With well-defined corporate governance guidelines and a sound Enterprise Risk Management framework in place, we have established strong work ethics that prove to be an anchor for all our operations and decision making. The welfare of our clients, employees and business partners is at the forefront of all our decisions.

Our business philosophy incorporates sustainability concepts, influencing our aim to create a long-lasting organization that meets clients' protection and long-term demands. Our classification as a D-SII (Domestic Systematically Important Insurer) by IRDAI, highlights our critical role in the Indian insurance industry. We seek to address the many challenges affecting our communities and the world at large. We play an active part across Central and State government insurance schemes in Property, Agriculture & Health.

We also manage various pools like Indian market Terrorism Risk Insurance Pool, Indian Nuclear Insurance Pool & Marine Cargo (Declined Risk) Pool each addressing critical industry and national interests.

To remain adaptive in an evolving environment, the Company has implemented a comprehensive business continuity plan. To safeguard the Company's well-being and long-term viability, response strategies have been created and closely followed. To reduce its environmental impact, the Company promotes decreasing energy, water, and waste as part of resource optimization. The Environment, Social & Governance framework for seamless integration of ESG Practices into day-to-day business operations is being implemented, with management being more cognizant of their decisions that have considerable amount of attention towards a sustainable growth of the business.

The Company has an uncompromising zero-tolerance approach towards any form of fraud and corruption with policies such as Prohibition of Insider Trading and Anti-Fraud Policy in full effect. Through our robust Information Security Policy surrounding cyber security and data privacy, we ensure the protection of all sensitive organizational and client information.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ramaswamy Narayanan, Chairman and Managing Director, GIC Re																	
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The Board and Management level Risk Management Committees periodically review all risks and mitigating measures. Environment, Social & Governance framework to ensure the integration of ESG considerations into the Corporation's business, operations, investments and policies is being implemented.																	
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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action		Y	Y	Y	Y	Y	Y	N	Y	Y	Annually /as & when required (except for P7)								
		Board/Committee of the Board/Senior Management of the Corporation review all applicable policies. Further, the Corporation conducts regular & timely reviews to align the policies with changes in regulatory requirements.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances		The Corporation ensures timely compliance with all the statutory requirements as applicable.																	
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									
		Y	Y	Y	Y	Y	Y	N	Y	Y									
		The policies are formulated within the ambit of the statutory guidelines and business requirements, which are amended from time to time as per business/ environmental/Governance requirements. The policies are periodically reviewed by internal committee and wherever required they are reviewed/evaluated and updated by Senior Management and approved by the Board. During the year the following policies were reviewed by external agencies: BRSR Reasonable Assurance - Ragini & Chokshi & Co Information Security Policy – AKS ITS Services HR policies – KPMG																	

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)	-	-	-	-	-	-	Refer	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							Note		
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)									

Note : The Corporation works with trade and industry associations to put forth industry representations to the government and regulators, while there is no specific policy outlined for this principle.

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 IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

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	3	<ol style="list-style-type: none"> Familiarisation Programme <ol style="list-style-type: none"> Nature of the industry in which the Corporation operates; Business model of the Corporation; Corporate Governance Philosophy of the Corporation; Policies, standards, procedures, code of conduct etc. adopted by the Corporation; Roles, functions and duties of the Directors; and Changes and other developments in applicable Regulatory framework. Ethics and Governance Knowledge Sharing session on loss survey and assessment <p>The programmes helped in updating and enhancing awareness among Directors regarding the Corporation's operations, governance philosophy strengthened understanding of the regulatory and compliance landscape of the Corporation.</p>	50%
Key Managerial Personnel	3	<ol style="list-style-type: none"> Awareness Programme for Prohibition on Insider Trading Regulations Ethics and Governance Knowledge Sharing session on loss survey and assessment Workshop on IND AS/IFRS. <p>Through the programmes/sessions KMPs gained better understanding of insider trading regulations, ensuring stricter adherence to compliance requirements and reinforced the importance of upholding ethical standards & commitment to integrity across all levels of the Corporation.</p>	84.61%

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	8	Preventive Vigilance, Stress Management, Ethics and Governance, Cyber Hygiene and Security, RTI appeal and order, Fraud Prevention, Soft Skills training and Awareness Programme for Prohibition on Insider Trading Regulations. The programmes/sessions reinforced the importance upholding ethical standards & commitment to integrity across all levels of the Corporation, enhanced communication & interpersonal skills of the employees and they gained better understanding of insider trading regulations, ensuring stricter adherence to compliance requirements.	93.52%
Workers	NA	NA	NA

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/ agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/ Fine					
Settlement			None		
Compounding fee					
Non- Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment			None		

Note: Fine of ₹64,900/- (incl. GST) each levied by National Stock Exchange of India Limited and BSE Limited during quarter ended March 2025 for not having required number of Independent Directors on the Board for the quarter ended December 2025 (from 21.12.2024 to 31.12.2024).

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
	None

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, GIC Re has put in place the Code of Conduct for Directors and Senior Management Personnel, which applies to the Directors and Senior Management Personnel of the Corporation. The General Insurance (Conduct, Discipline and Appeal) Rules, 2014, Complaint Handling Policy, Whistle Blower Policy, and Anti-Fraud Policy are in place and applicable to all employees of the Corporation. These mechanisms strive to enhance an ethical and transparent process in managing the affairs of the Corporation.

Every year, the Corporation celebrates Vigilance Awareness Week, and all employees take the Integrity Pledge to remain vigilant and commit to upholding the highest standards of honesty and integrity, supporting the fight against corruption. We have a complaint handling policy that outlines how any complaint can be lodged and allows for anonymity of the complainant and appropriate resolution.

The policies are readily available and can be accessed through the following link:

<https://www.gicre.in/en/people-resources/policies-and-guidelines> and <https://www.gicre.in/en/people-resources/hr-corner>

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 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

No complaints received during the reporting period.

	FY 2024-25 Numbers/Remarks	FY 2023-24 Numbers/Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

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

During the reporting period, there have been no cases taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	6	8

9. Open-ness of business:

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

Parameter	Metrics	FY 2024-2025	FY 2023-2024
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	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
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	Not Applicable	Not Applicable
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/distributors	Not Applicable	Not Applicable
Share of RPTs in	Purchases (Purchases with related parties as a % of Total Purchases)	1.24%	1.60%
	Sales (Sales to related parties/Total Sales)	5.34%	4.08%
	Loans and advances (Loans & advances given to related parties /Total loans & advances)	--	--
	Investments (Investments in related parties /Total Investments made)	--	--

Notes :

The Corporation being a reinsurance provider, above disclosure for purchases of raw materials from trading houses is not applicable given the nature of the business.

The Corporation being a reinsurance provider, above disclosure for sales of products to dealers/distributors is not applicable given the nature of the business. Further, insurance agent /brokers/ intermediaries are not considered as dealers / distributors for reporting.

Leadership Indicators

- 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
---	--	--

None

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

Yes. GIC Re has put in place the Code of conduct for Directors and Senior Management Personnel. The Code defines and addresses conflicts of interest and provide guidelines for resolution. During Board meetings, members transparently disclose any potential conflicts related to agenda items and abstain from voting in the event of any conflict of interest.

The relevant policies are readily available and can be accessed through the following link: <https://www.gicre.in/en/people-resources/policies-and-guidelines>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

- 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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	Not Applicable
Capex	0.00%	0.00%	Not Applicable

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably.

The Corporation being a reinsurance service provider is not involved in manufacturing activity, therefore the reporting on sustainable sourcing is not applicable.

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

Not applicable owing to the nature of the Corporation's business and sector that it operates in.

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

Not Applicable

Leadership Indicators

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

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

Not Applicable

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 the product/service	Description of the risk/concern	Action taken
-----------------------------	---------------------------------	--------------

Not Applicable

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-2025	FY 2023-2024

Not Applicable

0%

0%

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

	FY 2024-2025			FY 2023-2024		
	Re- used	Recycled	Safely Disposed	Re- used	Recycled	Safely Disposed
Plastics (Including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

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

Not Applicable

0%

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	260	256	98.46%	260	100%	NA	NA	260	100%	0	0
Female	141	133	94.33%	141	100%	141	100%	NA	NA	0	0
Total	401	389	97.01%	401	100%	141	35.34%	260	64.66%	0	0
Other than Permanent employees *											
Male	32	32	100%	32	100%	NA	NA	32	100%	0	0
Female	16	15	93.75%	16	100%	16	100%	NA	NA	0	0
Total	48	47	98%	48	100%	16	32%	32	68%	0	0

*Employees on Probation

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

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 workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.02%	0.002%

2. Details of retirement benefits

Benefits	FY 2024-25			FY 2023-24		
	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/NPS	100%	0	Yes	100%	0	Yes
Gratuity	100%	0	Yes	100%	0	Yes
ESI	0	0	0	0	0	0
Others – please specify	0	0	0	0	0	0

3. Accessibility of workplaces:

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

Yes, the workplaces are fully equipped with the necessary accessibility provisions as per the requirements of the Rights of Persons with Disabilities Act, 2016. During the year, a new entry ramp was constructed to improve accessibility of the differently abled employees to the Corporation's registered office building.

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.

As a Corporation, we are committed to providing equal opportunities to all employees and candidates for employment. We firmly believe in the principles of diversity and inclusion and do not discriminate against individuals based on factors such as race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. The importance of treating everyone with fairness, respect, and dignity and to act in a way that is consistent with our sense of fairness and equal opportunity is codified in both the Code of conduct for Directors and Senior Management Personnel and the General Insurance (Conduct, Discipline and Appeal) Rules applicable to all employees. Equal Opportunity policy for person with benchmark disabilities is uploaded on the Corporation's internal portal and is accessible to all employees through the intranet.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	0	0
Female	100%	100%	0	0
Total	100%	100%	0	0

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

GIC Re is committed to providing a safe and positive work environment. We are committed to ensuring that all grievances are addressed promptly and effectively to maintain productive and engaged workforce. The employees can raise their concerns to their respective line manager, department head or HR department (Complaints Handling Officer) as per our Complaints Handling policy. Once a grievance is raised, we work closely with the employee to understand the issue and identify potential solutions. A thorough inquiry procedure assures fairness for all parties concerned, including the ability to submit facts and any relevant evidence. Any disciplinary action and recourse available are codified in the General Insurance (Conduct, Discipline and Appeal) Rules. Our grievance redressal mechanism includes a process for employees to raise their concerns or grievances through their Employee Representatives. We also hold joint meetings with the Employee Representatives to address any grievances raised and ensure that we provide timely feedback on the status of the grievance.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	No
Other than Permanent Workers	No
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

The Corporation has a GIC Officers' Association as a check-off union for officers and Bhartiya Vima Karmachari Sena and General Insurance Employees' All India Association as check-off unions for class-III employees from December 2024.

Category	FY 2024-25			FY 2023-24		
	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*	401	251	63%	410	0	0
-Male	260	177	68%	267	0	0
-Female	141	74	52%	143	0	0
Total Permanent Workers	NA	0	0	NA	0	0
-Male	NA	0	0	NA	0	0
-Female	NA	0	0	NA	0	0

* Includes Class III employees

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	565	0	0.00%	565	100%	280	0	0	159	56.79%
Female	359	0	0.00%	359	100%	148	0	0	123	83.11%
Total	924	0	0.00%	924	100%	428	0	0	282	65.89%
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

Employee capability is a critical pillar of our development architecture. The Corporation continued to actively drive Ethics & Compliance via mandatory training programs and by organizing pledge on Integrity every year, stressing the importance of always doing the right thing and zero tolerance to non-compliance. We continued to invest in our cyber security systems/policies and generate cyber awareness across all teams and locations. The Corporation continued to enable leadership development through managerial development programmes at Institutes of prominence.

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

Emphasis on employee engagement and building manager and employee capability is duly taken care through trainings covering a range of technical and behavioural processes. 100% of employees captured their development needs in a structured format following KPI/ACR conversations with their managers along with career development aspects.

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total(C)	No. (D)	% (D/C)
Employees						
Male	292	292	100%	280	279	99.64%
Female	157	157	100%	148	149	100.68%
Total	449	449	100%	428	428	100%
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

10. Health and safety management system:

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

Yes, the Corporation has deployed health and safety management system across all its offices. All Floor wardens and Security personnel are trained on Safety protocols, available control measures and Evacuation protocols.

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

All potential work-related hazards are thoroughly evaluated and identified as part of our Risk Register to ensure ongoing safety. Control measures are established and implemented to mitigate identified risks.

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

Yes, to foster a culture of safety and to proactively identify and address potential hazards, employees are encouraged to report any near hazards, unsafe acts, or unsafe conditions to either HR or OSD department.

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

Yes. The Corporation prioritises employee health and wellbeing by providing comprehensive medical coverage. All Employees are covered by medical insurance for themselves and their families. The Corporation has been following various fire safety measures including installed fire safety equipment and awareness in this respect.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees/Workers	0	0
Total recordable work-related injuries	Employees/Workers	0	0
No. of fatalities	Employees/Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees/Workers	0	0

*Including in the contract workforce

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

The Corporation believes in providing a safe, supportive, and friendly workplace environment – a positive workplace environment and a great employee experience are integral parts of our culture. The Corporation aims to provide an ergonomically safe and comfortable work environment at all offices. The Corporation regularly provides annual preventive health checks for its employees over 40 years of age.

A core component of the Corporation's diversity and inclusion ambition is agile working which encompasses a wide range of working options enabling employees to work flexibly at their full potential. Part-time working, Work from Home and flexible hours are some options granted under this initiative.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

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	0.00%
Working Conditions	0.00%

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

No action required as we did not have any Loss Time Injuries (LTI) during the reporting period.

Leadership Indicators

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

The Group Term Insurance Schemes (GTIS and GSLIP) were extended as optional benefits for employees.

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

Periodic audits and reviews are carried out, through third-party auditors, to ensure statutory compliance.

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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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?

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0.00%
Working Conditions	0.00%

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.

As no assessment was carried out during the year, therefore no corrective action was taken.

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.

Key Stakeholders are identified on the basis of the material influence they have on the Corporation or on how they are materially influenced by the Corporation's decisions and the consequences of those decisions. Based on the level of interest and impact, Corporation prioritizes the stakeholder groups to determine which ones are most important to the Corporation. The Corporation considers individuals/entities like investors, KMP & employees, Government, Regulators and value chain partners with whom it engages in conducting its business as its Key Stakeholders.

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	Frequency of Engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Employee Townhall Senior Leadership Engagements Training Programmes Internal Communication	On a need basis Regularly Regularly	The interactions regarding business & performance updates, aim to keep employees updated on the Corporation's performance, Learning & development initiatives and management of their performance.
Shareholders & investors	No	Financial statements shared on Stock Exchanges, website of the company and newspaper publication Annual Report AGM Investor/Analyst Meet Press conferences and media releases Company Website Dedicated email for Investor grievances	Quarterly Annually Annually On a need basis On a need basis www.gicre.in investors.gic@gicre.in	Investor Analyst meet/con-calls allow investors to interact with the management on Corporation's Financial & Operational performance. The Corporation has dedicated email id to engage with shareholders to resolve their queries and grievances. Also, shareholders raise their queries directly with the Board & Management in the AGM.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Dedicated email specific to line of business/geography Face to face engagements	On a need basis	Regular interactions with cedents and brokers through industry conferences, or conclaves, emails for business procurement, conversion and servicing aim at developing long-term business relationships.
Government & Regulatory Bodies	No	Following as applicable under the prevailing laws: 1. Submission of reports and returns 2. Directives and circulars 3. Written communication 4. Stock Exchange filings 5. Industry associations	On a need basis	These engagements with trade and industry associations helps to put forth industry representations to the government and regulators. The interactions with Government/regulatory bodies aims at informing Corporation's financial performance and governance structure for ensuring regulatory compliance
Communities and NGOs	Yes	Meetings and discussions Employee Volunteering Programme Community Programmes	Ongoing	Interactions aim at grasping community needs for enhancing CSR initiatives.

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.

Senior executives of the Corporation periodically engage with both internal and external stakeholders and insights gathered from such engagements are factored in during decision making. The Stakeholder Relationship Committee of the Corporation periodically reviews matters concerning shareholders and investors, ensuring timely resolution of grievances. The CSR Committee of the Corporation periodically monitors implementation of CSR initiatives of the Corporation, benefiting various local communities. Regular updates are also provided to the Board through reports placed in the meetings. ESG Steering Committee reviews the overall implementation of Environmental, Social & Governance framework of the Corporation.

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, the CSR Initiatives of the Corporation includes focus on socio-economic growth, environment protection, promotion of green and energy efficient technologies, development of backward regions, and uplifting the marginalized and under-privileged sections of the society. NGOs gather feedback and assess CSR Projects impact and accordingly reports are submitted to Board. Employee feedback has led to the implementation of core & non-core benefits through Benefits policy, reward & recognition policy, discussions on learning & development initiatives led to formation of learning & development policy. Grievances and queries raised by the Shareholders and status of resolution are placed before the Stakeholders' Relationship Committee of the Board. Queries may include environment, social topics, if any.

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

The CSR Initiatives of the Corporation focusses on capacity building, empowerment of communities, inclusive socio-economic growth, environment protection, promotion of green and energy efficient technologies, development of backward regions,

and uplifting the marginalized and under- privileged sections of the society. For more details on the CSR initiatives of the Corporation, refer to Page 61 to 66.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	401	26	6.48%	410	25	6.09%
Other than permanent*	48	35	72.91%	18	18	100%
Total Employees	449	61	13.59%	428	43	10.04%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

*Employees on Probation

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal Minimum Wage	to	More than Minimum Wage		Total (D)	Equal Minimum Wage	to	More than Minimum Wage	
	No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)	
Employees										
Permanent	401	0	0%	401	100%	410	0	0%	410	100%
Male	260	0	0%	260	100%	267	0	0%	267	100%
Female	141	0	0%	141	100%	143	0	0%	143	100%
Other Permanent*	48	0	0%	48	100%	18	0	0%	18	100%
Male	32	0	0%	32	100%	13	0	0%	13	100%
Female	16	0	0%	16	100%	5	0	0%	5	100%
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

*Employees on Probation

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

During the year FY 2024-25	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD)	2	51,09,604.15	1	37,84,859.16
Key Managerial Personnel*	8	48,57,722.04	3	39,55,461.79
Employees other than BoD and KMP	294	17,69,012.68	157	19,29,082.75
Workers	0	0	0	0

*Excludes details of KMP on the Board of the Corporation which has been included in BoD

(b): Gross salary/wages paid to females as % of total wages paid by the entity.:

	FY 2024-25 (₹)	FY 2023-24 (₹)
Gross wages paid to females	36,19,05,399.77	58,94,326.10
Total wages	99,45,31,817.48	1,15,19,376.46
Gross wages paid to females as % of total wages	36.39%	51.17%

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

Yes, the Corporation has a robust Complaints Handling policy along with the Vigil Mechanism/Whistle Blower Policy and employees are encouraged to raise any of their concerns anonymously. Complaints can be lodged in GIC by writing directly to the Chairman cum Managing Director (CMD), Chairman (Ethics Committee of the Board), Chairman (Audit Committee of the Board), the Head of the Department concerned or the Chief Vigilance Officer (CVO) at their office address. Complaints under Public Interest Disclosure and Protection of Informer (PIDPI) can be made only by post, directly to the Central Vigilance Commission (CVC). GIC Re has constituted the Internal Complaints Committee (ICC) under the Prevention of Sexual Harassment of Women at Workplace-Policy to address sexual harassment cases.

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

The General Insurance (Conduct, Discipline and Appeal) Rules, 2014 and Vigil Mechanism/Whistle Blower Policy are applicable to all employees of the Corporation and outline ethical business practices and responsible conduct. All stakeholders, including employees and partners, are encouraged to report any suspected or actual breaches of the Code, Corporation's policies, or the law. We have a Complaints Handling Policy to address issues on conditions of work or employment that affect employees personally. There is a structured investigation process with laid down roles and responsibilities, accountabilities and appeal process.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace		0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil

Other human Rights related issues	0	0	Nil	0	0	Nil
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7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-2025	FY 2023-2024
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

We place great emphasis on ensuring that members of our POSH (Prevention of Sexual Harassment) and Ethics Committees are well-informed and educated on the importance of confidentiality. We have a zero-tolerance policy towards any form of retaliation against individuals who report legitimate concerns, and anyone found to be targeting such individuals will be subject to disciplinary action. Our POSH and Ethics Committee members receive training and sensitization to prevent retaliation and reassure complainants that they can report concerns without fear. We also offer complainants the option to change teams, locations or even take extended leave upon request.

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

Yes. All our vendors are expected to have ethical and human right policies in place and appropriate procedures for handling breaches of these policies. The Corporation does not engage in or tolerate any form of child labour/forced labour/involuntary labour and does not adopt any discriminatory employment practices. The Corporation is in compliance with the laws as applicable.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Others – please specify	0.00%

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

Not applicable

Leadership Indicators

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

The Corporation has established an effective mechanism to address grievances/complaints and ensure appropriate actions are taken. All Corporation policies are authorised by the Board/Board Committees/senior management and are regularly subjected to internal audits and reviews. No grievances or complaints related to Human Rights principles and guidelines have been reported.

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

Nil

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

Yes, the workplaces where differently abled employees work, are equipped with the necessary accessibility provisions.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	0.00%
Wages	
Others – please specify	

Note:

All our vendors are expected to have ethical and human right policies in place and appropriate procedures for handling breaches of these policies. The Corporation does not engage in or tolerate any form of child labour/forced labour/involuntary labour and does not adopt any discriminatory employment practices.

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

Not applicable

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:

Whether total energy consumption and energy intensity is applicable to the Company (Yes/No)		
Revenue from Operations (in ₹)	FY 2024-25	FY 2023-24
	41,15,39,500,000	3,71,81,76,00,000
Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	0	0
Total Fuel Consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption from renewable resources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	3794.10 GJ	3735.68 GJ
Total Fuel Consumption (E)	268.99 GJ	217.93 GJ
Energy consumption through other sources (F)	Nil	Nil
Total energy consumption from non-renewable resources (D+E+F)	4063.09 GJ	3953.61 GJ
Total energy consumed (A+B+C+D+E+F)	4063.09 GJ	3953.61 GJ

Whether total energy consumption and energy intensity is applicable to the Company (Yes/No)		
Revenue from Operations (in ₹)	FY 2024-25	FY 2023-24
	41,15,39,500,000	3,71,81,76,00,000
Parameter	FY 2024-25	FY 2023-24
Energy intensity per rupee of turnover (Total energy consumed/ turnover (Revenue from Operations) in rupees) Gigajoules / Million ₹ of turnover	0.01	0.01
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Turnover (Revenue from operations) adjusted for PPP) Gigajoules / Million turnover in USD adjusted for PPP	0.20	0.24
Energy intensity in terms of physical output	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

Notes :

i) Turnover is considered as Gross Premium for respective years

ii) PPP conversion rate is considered based on latest available International Monetary Fund (IMF) publication (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) for respective year (FY2025 – 20.66 INR / USD and FY2024 – 22.4 INR / USD).

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, reasonable assurance has been carried out by M/s. Ragini Chokshi & Co. for BRSR Core as per SEBI guidelines.

(Figures under non-renewal electricity energy are provided assuming that the electricity supplied by the BEST is generated from the non-renewable energy source. If the generation is through renewable sources the figures would change accordingly.)

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

No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres):		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	5935 KI	7288 KI
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5935 KI	7288 KI
Total volume of water consumption (in kilolitres)	5935KI	7288 KI
Water intensity per rupee of turnover (Total water consumption / Turnover (Revenue from operations)) Kilolitres / Million ₹ of turnover	0.01	0.02

Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Turnover (Revenue from operations) adjusted for PPP) Kilolitres /Million turnover in USD adjusted for PPP	0.30	0.44
Water intensity in terms of physical output	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Notes :

iii) Turnover is considered as Gross Premium for respective years

iv) PPP conversion rate is considered based on latest available International Monetary Fund (IMF) publication (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) for respective year (FY2025 – 20.66 INR / USD and FY2024 – 22.4 INR / USD).

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, reasonable assurance has been carried out by M/s. Ragini Chokshi & Co. for BRSR Core as per SEBI guidelines.

4. Provide the following details related to water discharged.

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

All wastewater produced is discharged into municipal sewers which is treated by the Municipal authorities.

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, reasonable assurance has been carried out by M/s. Ragini Chokshi & Co. for BRSR Core as per SEBI guidelines.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. (Yes/No/NA)

No, as the Corporation has only 3 offices in India, wastewater discharge is very minimal. All wastewater produced is discharged into municipal sewers which is treated by the Municipal authorities.

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

Not applicable

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	--		
SOx	--		
Particulate matter (PM)	--		
Persistent organic pollutants (POP)	--	Not applicable	Not applicable
Volatile organic compounds (VOC)	--		
Hazardous air pollutants (HAP)	--		
Others –please specify	--		

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

Business activities of GIC Re correspond to financial services and hence data for greenhouse gas emissions as per Scope 1 cannot be collated.

Regarding Scope 2 emissions - the involvement is mainly limited to the use of vehicles for transportation of employees and directors and information in this regard cannot be aggregated.

Parameter	Unit	FY 2024-25	FY 2023-24
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	--	--
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	--	--
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Turnover (Revenue from operations))		--	--
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 / Turnover (Revenue from operations) adjusted for PPP)		--	--
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		--	--

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, reasonable assurance has been carried out by M/s. Ragini Chokshi & Co. for BRSR Core as per SEBI guidelines.

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

Not applicable

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	1.8 metric tonnes	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0

Parameter	FY 2024-25	FY 2023-24
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	1.8 metric tonnes	0
Waste intensity per rupee of turnover (Total waste generated/Turnover (Revenue from Operations)) (Total waste generated / billion revenue from operations)	0.0044	0
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Turnover (Revenue from Operations) adjusted for PPP) (Total waste generated / billion USD of revenue from operations adjusted for PPP)	0.09	0
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1.8	--
(ii) Re-used	0	--
(iii) Other recovery operations	0	--
Total	1.8	--
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	--	--
(ii) Landfilling	--	--
(iii) Other disposal operations	--	--
Total	--	--

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.

No hazardous or toxic chemicals are used by the Corporation in any way.

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

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

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

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not applicable

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	--	--
(iii) Third party water	--	--
(iv) Seawater / desalinated water	--	--
(v) Others	--	--
Total volume of water withdrawal (in kilolitres)	--	--
Total volume of water consumption (in kilolitres)	--	--
Water intensity per rupee of turnover (Water consumed / turnover)	--	--
Water intensity (optional) – the relevant metric may be selected by the entity	--	--
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	--	--
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(ii) Into Groundwater	--	--
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(iii) Into Seawater	--	--

Parameter	FY 2024-25	FY 2023-24
- 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)	--	--

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	Metric tonnes of CO ₂ equivalent	Not applicable	Not applicable
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	Not applicable	Not applicable
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	Not applicable	Not applicable

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

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (weblink if any, may be provided along with summary)	Outcome of the initiative
Not Applicable			

5. Does the entity have a business continuity and disaster management plan? Give details of entity at which business continuity and disaster management plan is placed or web link.

The Corporation has a Business Continuity Plan in place. As part of its allied activities, the ERM department annually reviews the Business Continuity Plan (BCP) and Business Impact assessment (BIA) which aims at providing continuity of services at a defined minimum acceptable level of critical functions and to safeguard the financial, competitive and reputational position in the short and medium term.

The Business Continuity Procedural Manual defines a structure for managing a business interruption, outlines a methodology for communicating and coordinating internal and customer related recovery tasks, and provides information and procedures required for GIC Re departments to recover mission critical and critical business functions / processes within required time frames. A Business Impact Analysis (BIA) is performed annually that identifies the business functions / processes deemed mission critical and critical for sustaining the business service. A drill is also conducted annually at an Alternate Site to create awareness and ensure preparedness among the Critical Resource Team and other Business Continuity Teams in time of emergency. The Business Continuity Procedural Manual is uploaded on the Corporation's internal portal and is accessible to all the employees through the intranet.

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.

Given the nature of business, there has been no adverse impact on environment.

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

0.00%

8. How many Green Credits have been generated or procured by the listed entity and its top ten value-chain partners:

Nil

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

Essential Indicators

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Association of Insurers & Reinsurers of Developing Countries INC.	International
2	Singapore Reinsurers Association	International
3	International Union of Aerospace Insurers	International
4	General Insurance Council	National
5	Risk & Insurance Management Society	International
6	Indian Register of Shipping	National
7	Federation of Afro-Asian Insurers & Reinsurers (FAIR)	International
8	The Associated Chambers of Commerce Industry of India (ASSOCHAM)	National
9	Indian Merchants Chamber	National
10	Federation of Indian Chamber of Commerce & Industry (FICCI)	National

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

Name of the Authority	Brief of the case	Corrective action taken
Nil	Not Applicable	Not Applicable

Leadership Indicators

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

S. NO.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	GIC Re works with trade and industry associations to put forth industry representations to the government and regulators.	GIC Re has representation in industry and trade associations and participate in review of policies and other relevant topics	No	NA	NA

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
1) Muni Seva Ashram- Acquisition of a Cell and Gene therapy Laboratory	GIC-HO/CSR/ csrtenderIAS/ 110/2024-25	06 th March 2025	Yes	Yes	https://www.gicre.in/images/2025/GIC_Project_Impact_Assessment_Final_2.pdf
2) Samarthanam Trust for the disabled for Construction of State-of-the-Art Cultural Centre and Auditorium for Persons with Disabilities.	GIC-HO/CSR/ csrtenderIAS/ 110/2024-25	06 th March 2025	Yes	Yes	https://www.gicre.in/images/2025/GIC_Project_Impact_Assessment_Final_2.pdf

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

S. No.	Name of the Project for which R&R is going	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY in (₹ in Lakhs)
1	Sucheta Kriplani Shiksha Niketan Society, (SKSN Society)	Rajasthan	Jodhpur	To accommodate its current disabled campus population of 350 students	100%	449.16
2	M/s Human Uplift Trust (HUT)	Tamil Nadu	Perambalur	Empowering HIV affected children by education thru their school 'Vidyashram' fostering social mobility and inclusion. Currently 105 children and new admissions are expected.	100%	165.46
3	MBA Foundation	Maharashtra	Mumbai	Rehabilitation of persons with physical and mental disability (137) by providing therapy, Prevocational training, Vocational Training and Sheltered Workshop	100%	65.76
4	Ali Yavar Jung National Institute of Speech and Hearing Disabilities (Divyangjan)	Maharashtra	Mumbai	Currently around 221 regular beneficiaries at CDEIC. Setting up of Music Therapy Room, Sensory Park & Virtual Reality Room for Children with Disabilities ((Divyangjan Children) at Cross Disability Early Intervention Centre for the speech and hearing impaired children	100%	129.97

S. No.	Name of the Project for which R&R is going	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY in (₹ in Lakhs)
5	INRECA	Gujarat	Narmada	To improve health status and quality of life of Sickle Cell Anemia patients through early Diagnosis-Screening Management of Disease Counselling. Narmada district has around 90,000 families, classified as below poverty line families.	100%	265.70

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

The mechanism to redress Grievance is directly handled by the concerned Implementing Partners/NGO.

We have a grievance redressal mechanism which covers all our stakeholders. Active engagement with the community and stakeholders requires an effective grievance redressal system that includes feedback loops and conflict resolution mechanisms.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	0.00%	0.00%
Directly from within India	0.00%	0.00%

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

Not applicable (No new office started in any location during the year and accordingly no new job created)

Location	FY 2024-25	FY 2023-24
Rural		
g) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
ii) % of Job creation in Rural areas	N.A.	N.A.
Semi- urban		
Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
% of Job creation in Semi-Urban areas	N.A.	N.A.
Urban		
Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
% of Job creation in Urban areas	N.A.	N.A.
Metropolitan		
Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
% of Job creation in Metropolitan areas	N.A.	N.A.

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	

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

S. No.	State	Aspirational District	Amount Spent in ₹
1	Jharkhand	Giridih	9,15,974.69
2	Gujarat	Narmada	2,65,70,000.00

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

No. The Corporation follows the Procurement Guidelines as mandated by the Department of Expenditure, Ministry of Finance.

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

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

The Corporation follows the Procurement Guidelines as mandated by the Department of Expenditure, Ministry of Finance.

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

S. No	Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit shared
Not applicable				

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

Name of the Authority	Brief of the case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	EAGL Livelihood Foundation (marginalised farmers)	480	100%
2	Mahesh Foundation (Setup of Nayi Umeed BPO Centre and Construction of new classrooms)	2000 (will increase year on year)	100%
3	Socio Economic Research Institute (SERI) (Renovation and restoration of Sirbit village pond, Chainpur)	5018	100%
4	Kovai Makkal Sevai Maiyam (procurement of sewing machine sets for underprivileged people, especially women)	1150	100%
5	Masoom (Support Night School Transformation Program)	650	100%

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
6	Akhand Jyoti (construction of a Girl's Hostel benefiting underprivileged girls for their holistic education at the village of Mastichak in Bihar)	200 Numbers to be increased year on year	100%
7	VMM Foundation (Virangana Mahila Mandal Foundation) (Construction/ upgradation of sanitation infrastructure in five government schools of Shahapur, Thane)	1750	100%
8	Premankur Samajik Sanstha Nashik (installation of portable smart biogas plants in Valsad District, Gujarat for providing clean, renewable energy to rural households, improving public health, and reducing environmental impact)	200	100%
9	Gramika India (Renovation & facilities for improved educational access of tribal students in Adiwasi hostel of Giridih College)	350 Numbers to be increased year on year	100%
10	Sucheta Kriplani Shiksha Niketan Society, (SKSN Society) (Towards construction of 30 dormitory accommodations in students' hostel for individuals with physical disabilities and powering the facility through sustainable 60KVA, 25KVA and 15KVA solar energy solutions)	350	100%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

Under the Complaints Handling policy- all complaints can be lodged in GIC by writing directly to the Chairman cum Managing Director (CMD), Chairman (Ethics Committee of the Board), Chairman (Audit Committee of the Board), the Head of the Department concerned or the Chief Vigilance Officer (CVO) at their office address. Complaints under Public Interest Disclosure and Protection of Informer (PIDPI) can be made only by post, directly to the Central Vigilance Commission (CVC).

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

Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:	As a % to total turnover
Environmental and Social parameters relevant to the product	0.00%
Safety and Responsible Usage	0.00%
Recycling and or/safe disposal	0.00%

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			None			
Advertising			None			
Cyber-security			None			
Delivery of essential services			None			
Restrictive Trade Practices			None			
Unfair Trade Practices			None			
Other			None			

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

	Number	Reason for recall
Voluntary recalls		
Forced recalls	0	

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

Yes, the Corporation has an Information Security Policy which is accessible to all employees through the intranet. This policy covers security concerns in both business processes and organisational aspects. It is designed to establish basic guidelines and regulations for accessing, using, classifying, and disposing of information assets belonging to GIC Re. The policy is managed by the Office of the CISO (Chief Information Security Officer) of the Company and applies to all authorized users who have access to any information assets belonging to GIC Re, regardless of the geographic location of the user or the Company's operation.

The organization has an Information Security Risk Management Committee (ISPMC) headed by a senior level executive with a reporting line to the Board to take overall responsibility for the information security governance framework. Members of ISPMC include functional heads from Finance, Compliance, Risk, Information Technology, Re-Insurance, HR & OSD.

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 was no penalty or action taken by regulatory authorities.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - 0
- Percentage of data breaches involving personally identifiable information of customers – 0.00%
- Impact, if any, of the data breaches : Not applicable

Leadership Indicators

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

Not Applicable

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

Not Applicable

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
Not Applicable
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.**
Not Applicable
5. **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/NA)**
Not Applicable