



Samunnati

Inclusion, Innovation, Impact

Sustainability Report

FY 2022-24

About this Report



This is Samunnati’s second Sustainability Report, which highlights our approach towards sustainability. The report focuses on material topics that are important to our business and stakeholders, elaborates our sustainability-related achievements and ambitions and highlights how we manage risk and create value for our business, clients, shareholders and other stakeholders.

Our first sustainability report was released in February 2023 and is available on the website.

[Click Here to Download](#)

Reporting Guidelines and Principles

The disclosures made in this report are in accordance with the Global Reporting Initiative (GRI) standards and guided by the global standards and frameworks such as the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD) and United Nations Sustainable Development Goals (UN SDGs). The GRI content index, specifying the GRI standards used, and the disclosure made under each material topic identified through stakeholder engagement are provided as appendix.

Scope and Boundary

The non-financial disclosures presented in this report cover our activities and progress on a standalone basis for the reporting period FY23 and FY24, i.e., 1st April 2022 to 31st March 2024. This covers Samunnati’s operations throughout India, which includes operations of Samunnati Financial Intermediation & Services Private Limited (SFISPL). However, data on electricity consumption, energy intensity, and training provided are reported at group level. Our group includes Samunnati Financial Intermediation & Services Private Limited, Samunnati Agro Solutions Private Limited (SASPL), Samunnati Agro Innovations Lab Private limited (SAIL), and Samunnati Foundation.

Approach of the Report

The report focuses on the relationship between issues identified by us as material to the organization, environment and society. The report covers our governance, strategy, risk management approaches, and the metrics for reporting our performance on the material topics. This also includes the interventions that have impacted on the lives of our customers, communities, farmers and stakeholders.

This report has been prepared internally, supplemented with information from various business teams and reviewed by the leadership team. We value feedback from our stakeholders. All questions and comments on this report are welcome and may be addressed to sustainability@samunnati.com. Highlighting the importance of our mission: making markets work for smallholder farmers and ensuring that agri value chains operate at higher equilibrium, this report is an integral part of our communication to our stakeholders on our sustainability journey.

Forward Looking Statements

We advise readers that forward-looking statements do not guarantee future performance and may differ significantly from actual results. Forward looking statements include but are not limited to use of words such as ‘may’, ‘aims to’, ‘will’, ‘seek’, ‘anticipate’, ‘target’, ‘project’, ‘expect’, ‘estimate’, ‘intend’, ‘plan’, ‘goal’ ‘believe’, or similar meanings. Such statements are inherently risky and uncertain, since they pertain to future events and conditions. Forward-looking statements may be affected by several factors, including but not limited to: changes in legislation, regulations, governmental policies, voluntary codes of practice, reporting standards, accounting standards, emerging ESG reporting standards, environmental, social, and geopolitical risks, pandemics and similar events outside the organisation’s control. This may impact on our non-financial metrics and performance measures which may differ materially from the statements or guidance set forth in the forward-looking statements. Samunnati has no obligation to update forward looking statements, to reflect the occurrences after the date of publishing.

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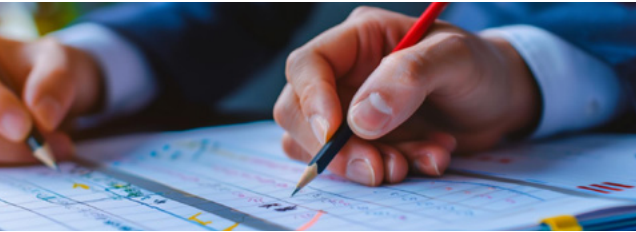
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Leadership Message



Dear Stakeholders,

I am pleased to present to you Samunnati's second Sustainability Report, covering the period FY22 to FY24. This edition is especially meaningful to us—it marks a decade since Samunnati was founded, with the singular purpose of making markets work for smallholder farmers. Over the last ten years, Samunnati has grown from an idea into an ecosystem enabler—serving Farmer Collectives, agri-enterprises, and value chain players across the ecosystem through financial, market linkage and non-financial solutions.

Our journey has been shaped by a belief that inclusion and innovation are not opposing forces, but essential companions in building a sustainable agri economy.

Through this report, we share not just our performance and metrics, but our intent—to continue aligning our work with the broader goals of climate resilience, institutional strengthening, and ecosystem collaboration.



One Decade of Inclusion, Innovation & Impact

Our growth since inception has been backed by inclusive solutions, customer centricity, innovative offerings and focus on impact to the environment and society.

We have made significant strides in the past two years. FY23 and FY24 have seen incredible achievements in our sustainability journey. We have raised USD 16.37 million thematic capital through green and social bonds and have been supported by USD 11.76 million of guarantees by DFIs. This has enabled us to deploy USD 29.02 million to green, social and sustainable portfolios. The Gross Transaction Value (GTV) across the group has steadily increased to USD 3 billion, making us a reliable partner across the agri-value chain.

Recognizing the need to align with global best practices, we established Samunnati's Sustainable Finance Framework in 2024 in alignment with global best practices. This framework serves as a guiding document for mobilizing and deploying resources toward projects that create significant social, environmental, and economic value. It underscores our commitment to transforming agricultural economies while aligning with international sustainability principles.

We remain steadfast in our commitment to enhancing environmental health through the adoption of Climate-Smart Agriculture (CSA) practices. By promoting sustainable farming techniques, we aim to mitigate the effects of climate change while ensuring the economic upliftment of farmers. Our **CSA portfolio** has been steadily growing over the years, constituting **13.30% of the total portfolio** as of FY24. Empowering women-led farmer collectives, and increased gender focused lending programs also form an integral part of our sustainability strategy. Together, the climate-smart and gender-focused portfolios offer immense opportunities for both financial returns and social impact.

At Samunnati, customer satisfaction remains at the heart of our operations. Through personalized services, efficient resolution mechanisms, and seamless processes, we strive to meet and exceed customer expectations. Empathy, integrity, and a commitment to excellence are the principles that guide our interactions with every farmer, partner, and stakeholder. We also believe that partnerships and stakeholder engagements are critical drivers of our value proposition. 'FPONext' a comprehensive platform launched in June 2021 and since then it has engaged over 6,800 Farmer Collectives while also expanding our reach to more than 400+ districts across the country, with continued growth underway.

Our engagement with Farmer Collectives has scaled meaningfully. Over **6,500 FPOs** are now part of our broader network, connected through platforms like **FPONext** and the **FPO Academy**, helping us deliver targeted capacity building, knowledge sharing, and financing support.

In 2023, Samunnati held its annual FPO Conclave centered around 'Lighthouse FPOs', with the theme 'Building a Resilient FPO Ecosystem', underscoring our dedication to nurturing a sustainable and robust FPO network. The conclave served as a powerful platform for fostering meaningful dialogue and collaboration, reaffirming our belief that partnerships and collective action are essential for driving agricultural transformation. Our active participation in forums such as **FICCI**, **SEBI**, and the **B20**, reflect our ongoing efforts to **mainstream FPOs and smallholder-centric models in national and global policy dialogues**. We have also continued to invest in strengthening our internal systems. A robust suite of policies around governance, risk, environment, and customer protection now guide our operations. Our workplace culture has been recognised for the fourth consecutive year as a **Great Place to Work®**, reinforcing our belief that a mission-driven organization must also be a people-first one.

As we look to the future, we remain committed to our 2027 vision: **to positively impact one in every four farming households in India**. We know that ambition alone is not enough—it must be supported by trust, by evidence, and by the ability to deliver value where it matters most.

To our partners, employees, customers, and well-wishers—thank you for believing in Samunnati. Your trust continues to inspire us to walk this path with clarity, courage, and conviction.

Warm regards,

Anil Kumar SG

Founder & CEO, Samunnati

Snapshot of Sustainability Performance



Catalysing Sustainable Finance

USD 16.4 million
Green & Social Bonds Raised

USD 11.76 million
Credit Risk Guarantees Raised

USD 761.43 million¹
Cumulative Disbursement

USD 24.80 million
Cumulative Disbursement for Climate Smart Agriculture



Fostering an Inclusive and Purpose-Driven Workplace

297
Average Workforce during Reporting Period

21%
Women in the Workforce

92+
Modules on Learning and Development



¹USD as of March 2023=INR 82.81
1USD as of March 2024 =INR 83.38



Our Environmental Footprint

Portfolio Impact

3.10 million tCO₂e
Emissions Reduced
0.44 million tCO₂e
Carbon Sequestered

9360 MT
Food Loss Avoided

1.83 million KL
Water Saved

Operations Impact

394.63 kWh in FY23
768.58 kWh in FY24
Energy Intensity

8.16 tCO₂e in FY24
Scope 1 Emissions

199.2 tCO₂e in FY23
284.97 tCO₂e in FY24
Scope 2 Emissions

1718.59 tCO₂e in FY24
Scope 3 Emissions²

232 Kg
Paper Waste Generated during Reporting Period

2.5 Kg
Plastic Waste Generated during Reporting Period

² Excluding financed emissions.



Strengthening Institutions and Empowering Collectives

65
Courses

850
High Quality Videos

6500+
FPOs

100+
Value Chains



Key milestones in Our Sustainability Journey



Our ESG journey began in FY 2018-19 with the development of our E&S policy, which included a policy statement and our operational principles. We expanded our E&S Policy in subsequent years to include the implementation of principles through an Environmental & Social Management System (ESMS). Since 2019, we have steadfastly embedded ESG at every level across the organisation and have been certified as a “Great Place to Work®” for four consecutive years. In FY 2023-24, we established our Sustainable Financing Framework and obtained a Second Party opinion.

- 1. Developed E&S Policy (Part 1) statement & operational principles
- 2. Raised first Credit risk guarantees support from USAID worth ~INR 1 Billion

2018–2019

- 1. Developed E&S Policy (Part 2) on implementation of principles through Environmental & Social Management System (ESMS)
- 2. Certified “Great Place to Work®”

2019–2020

- 1. Established Samunnati Foundation

2020–2021



- 1. Launched Sustainable Finance Framework
- 2. Established standalone ESG & Sustainable Finance team
- 3. First Orange bond from IIX worth INR 750 million
- 4. Certified “Great Place to Work®” for fourth consecutive time

2023–2024

- 1. Published first Sustainability report
- 2. Second green bond worth INR 585 million from Symbiotics
- 3. Raised third Credit Risk Guarantee support from Rabo Foundation worth ~INR 900 million
- 4. Certified “Great Place to Work®” for third consecutive time

2022–2023

- 1. First green bond worth INR 345 million from Symbiotics
- 2. Raised second credit risk guarantee support from USDFC worth ~INR 2 billion
- 3. Certified “Great Place to Work®” for second consecutive time

2021–2022

Our Impact aligned to UN SDG goals



Name of Entity & SDGs Aligned	Objective	Outcomes/ Impact Achieved
Samunnati Financial Intermediation & Services Private Limited 1 NO POVERTY 2 ZERO HUNGER 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 13 CLIMATE ACTION	Financing of FPOs	1584 FPOs were financed in FY23 1743 FPOs were financed in FY24 INR 5.141 billion disbursed to FPOs in FY23 INR 9.014 billion disbursed to FPOs in FY24 INR 2.587 billion portfolio as of March 2023 INR 4.185 billion portfolio as of March 2024 47% of the FPOs were New-to-Credit borrowers 182 formal jobs supported 36017 person days of informal employment supported 47% increase in average profit of the FPOs recorded in FY24 32% of the FPOs in FY24 have at least one women farmer member with access to formal sources 15% of the FPOs in FY24 have majority women stakeholders 11% of the FPOs supported in FY24 have at least one women member as Board of Director At least 4% of the FPOs supported in FY24 have women Chief Executive Officers (CEOs)
	Financing of Agri Enterprises (AE)	283 AEs were financed in FY23 254 AEs were financed in FY24 25% of customers financed in FY23 were micro enterprises 32% of customers financed in FY24 were micro enterprises 29% of customers financed in FY23 were small enterprises 21% of customers financed in FY24 were small enterprises 38% of customers financed in FY23 were medium enterprises 36% of customers financed in FY24 were medium enterprises INR 21.474 billion disbursed in FY23 INR 25.05 billion disbursed in FY24 INR 6.896 billion portfolio as of March 2023 INR 7.843 billion portfolio as of March 2024
	Climate Smart Agriculture Financing	80 CSA solutions supported in FY24 INR 2.068 billion disbursed for CSA solutions in FY24 INR 1.774 billion portfolio as of March 2024 3.17 million tCO₂e emissions reduced 0.44 million tCO₂e carbon sequestered 0.35 million MT of food loss avoided 1.83 million KL of water saved 66% of the FPOs have adopted at least 1 climate adaptation practice 21% of the FPOs have adopted at least 1 climate mitigation practice

Name of Entity & SDGs Aligned	Objective	Outcomes/ Impact Achieved
Samunnati Financial Intermediation & Services Private Limited 1 NO POVERTY 2 ZERO HUNGER 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 13 CLIMATE ACTION	Kisan Pay Initiative	522 end-customers (farmers) were financed through Kisan Pay application in FY23 11,949 end-customers were financed through Kisan Pay application in FY24 11665 end customers were farmers in FY24 3 states served in FY23 20 states served in FY24 INR 17.15 million disbursed through the platform during FY23 INR 683.68 million disbursed in total through the platform during FY24 INR 595.46 million disbursed to farmers in FY24
	Facilitating Trade of Agri Commodities	395 commodities traded in FY24 4.63+ Million quintals of commodities traded INR 22.212 billion Gross Transaction Value
	Facilitating Trade of Climate Resilient Commodities	21 commodities traded in FY24 0.63 million quintals of commodities traded INR 5.013 billion Gross Transaction Value
Samunnati Agro Solutions Private Limited 1 NO POVERTY 2 ZERO HUNGER 8 DECENT WORK AND ECONOMIC GROWTH 13 CLIMATE ACTION	Samunnati Agri Research Solutions	248 daily reports on commodities issued in FY24 132 weekly reports on commodities issued in FY24 36 monthly reports on commodities issued in FY24 3 seasonal reports have been issued in FY24 32 commodities were actively reviewed in FY24 5 climate resilient commodities were actively reviewed in FY24 1 crop survey services offered in FY24 75% of the customers who availed the services were traders
Samunnati Agri Innovations Lab Private Limited 2 ZERO HUNGER 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	Development of Hadoti Agro Farmer Prodcuer Company	15 villages covered 583 farmers were supported 298 women farmers were supported 50% women Shareholders 3.5% times increase in shareholder base INR 0.36 million additional shareholder funds mobilized INR 55-60 additional income to farmers per quintal of produce
Samunnati Foundation 1 NO POVERTY 2 ZERO HUNGER 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND 17 PARTNERSHIPS FOR THE GOALS	Promotion of 10 All Women Farmer Prodcuer Companies Supported by Corteva's Corporate Social Responsibility (CSR)	250+ villages covered 16000+ farmer interactions 4,194 additional shareholders joined INR 3.15 million share capital mobilised INR 2.34 million worth of output sold 17+ jobs created 127 small holder farmers benefited directly by output sales
	Promotion of 65 all Women FPOs	65 FPOs have been promoted 10,743+ women farmers supported 4895+ women farmers from tribal region supported Facilitated for obtaining 67 licenses Collectively mobilized INR 6.94 million in share capital Facilitated 24 market linkages

Name of Entity & SDGs Aligned	Objective	Outcomes/ Impact Achieved
Samunnati Foundation 1NO POVERTY 2ZERO HUNGER 5GENDER EQUALITY 8DECENT WORK AND ECONOMIC GROWTH 10REDUCED INEQUALITIES 12RESPONSIBLE CONSUMPTION AND PRODUCTION 13CLIMATE ACTION 15LIFE ON LAND 17PARTNERSHIPS FOR THE GOALS	Strengthening of Vijayalaxmi Sakhi & Manjiri Sakhi Farmer Producer Companies in Maharashtra	1765 women farmers were supported INR 1.46 million input sales recorded INR 0.56 million Output sales recorded Facilitated 7 market linkages
	Promoting Responsible Soybean Cultivation Among Smallholders and Connecting Them to the Certified Soybean Value Chain in Soybean-Growing Blocks of Madhya Pradesh	10201 farmers were supported 1550 women farmers were supported 856 demonstration plot on Good Agriculture Practices (GAP) in Kharif and Rabi 2023-24 450 demonstrations on seed treatment 520 demonstration organised on Integrated Nutrient Management (INM) and Integrated Pest Management (IPM) 534 training days on gender, national & international laws on child, women & environmental laws 178 trainings on workers safety 356 trainings on safe use of Agrochemicals 36 trainings on proper disposal of pesticides container 50% reduction in the use of urea and DAP fertilizers 2 quintal/hectare increase in yield INR 2000 per hectare saved on fertilisers INR 3,000 per hectare saved on pesticide use 500 farmers prepared vermicompost in own fields 2000 MT of Vermicompost produced for own consumption ~INR 20 million savings on use of vermicompost 30% reduction in use of Hazardous chemicals 50 % farmers conserve beneficial insects 25 % farmers now follow INM & IPM practices
	Development of FPO Academy Platform	65 courses 850 high quality videos 5 regional languages 30 training sections 500 individuals benefitted
	Agri and CSA Finance Market Assessment in India	20 crops were studied in detail 500 primary interactions 8 states covered
	Drone Technology Training Program for Rural Youth	22 participants trained 4 participants were placed
	Samunnati Fellowships for Agri Diploma Holders	25 fellowships issued



Awards and Accolades



Awards and Recognition in FY2022-2023



Banking Frontiers Finnoviti Award

Won the Banking Frontiers Finnoviti award under the category Digital Agri Suit



Economic Times

Featured in future ready organisation 2022-2023 by the Economic Times



Great Place to Work-2022

Featured in top 50 of India's Great Mid-Size Workplaces



Ambition Box

Ranked 2 in the Best Tech Startups category at the Best Place to work 2022-Employee Choice awards



WAW 2022

Featured in top 10 winners at the WAW 2022 wellbeing awards for workplaces by HR Anxi

Awards and Recognition in FY2023-2024



Best Financial Support Award

Awarded the Best Financial support to sugar and allied industry, at Sugar and Ethanol International Awards



Great Place to Work- 2023

On building a high trust, high performance culture



Great Place to Work-2024

On building a high trust, high performance culture



FINNOVITI

Nomination titled 'Kisan Pay' has been selected by jury to be awarded the Finnoviti 2024 trophy for Innovation

About Samunnati



Serving smallholder farmers passionately, over one decade of inclusion, innovation and impact

We are one of India's largest Agri-tech companies, committed to building an open Agri-network that unlocks India's agricultural potential. Samunnati stands for collective growth and prosperity for the agri-ecosystem. We bring together key participants from across the agriculture value chain, enabling a larger and more efficient ecosystem powered by combined strength of technology and collaboration. Registered as Private Limited Company, headquartered in Chennai, Tamil Nadu, Samunnati started operations in 2014 and with over a decade of experience, have expanded to more than 25 states as of December 2024. Our operations span across 100 distinct agri commodity value chains in India and have generated over \$3 billion in gross transaction value till date.

Touching Lives Across Nation

Engaging Deeply With Farmer Collectives and Agri Enterprises

 6500+ FARMER COLLECTIVES	Access to 6500+ Farmer Collectives with a member base of over 8 million farmers and envisions impacting 1 in every 4 farming households through its network by 2027.
 3500+ AGRI ENTERPRISES	Access to 3500+ Agri entrepreneur's network. These networks play a pivotal role in transforming agricultural landscape by empowering farmers and enhancing access to market and finance.
 500+ STARTUPS	Collaborated with over 500+ startups as part of its vast network aimed at empowering smallholder farmers and increasing agricultural productivity.
 8 MILLION FARMERS	Open Agri network connecting over 5 million farmers unlocking the potential of Indian Agriculture with inclusive and sustainable growth.
 25+ INDIAN STATES	Present in 25+ Indian states aimed at providing access to finance, markets, technology and building institutional capacities of FPOs' and farmers.



Our Mission

Our mission is to provide smallholder farmers and agri enterprises access to markets through financial intermediation, market linkages and advisory services so that the enterprises and value chains they are engaged in operate at a higher equilibrium, thereby creating value for all stakeholders in the agri value chain.



Our Vision

Our vision is to make markets work for the smallholder farmers and make agri-value chains operate at a higher equilibrium.

Timeline of Events

Started operations in Tamil Nadu to expand financial and market linkage services for farmers

Focused on delivering financial solutions such as working capital loans and term loans to Farmer Producer Organizations (FPOs) and agri-enterprises to ensure timely access to financial resources

Launched Samunnati Instant Pre-Approved Loan (SAM-IPL) for FPOs, providing immediate access to credit up to INR 0.5 million

Engaged with over 5,000 FPOs and 3,500 agri-enterprises, further expanding market linkages and facilitating access to finance

Launched Samaarambh, an online platform for agri-startups, and FPO Gateway, a digital platform for FPOs to access inputs, market linkages, and financing

Focused on CSA-aligned initiatives, increasing the financial engagement in climate-resilient agriculture

Formed key partnerships with USAID, Rabo Foundation, and IndusInd Bank, leveraging guarantee programs to expand financial services to FPOs

Reached \$1.55 billion in gross transaction value by March 2021

Connected with 6 million farmers and 6,500+ FPOs

2014

Samunnati was started by Anil Kumar SG in Chennai with three employees with a focus to improve the value chain from farm to plate

2015-16

Expanded presence across 22 states, covering more than 100 agri-value chains

2017-18

Samunnati Agro Solutions Pvt. Ltd. Launched to address agri-commerce needs and facilitate market linkages

Reached 1 million farmers and 1,600 FPOs across the country, addressing both supply and demand-side issues through holistic solutions

2019-20

Samunnati's gross transaction value (GTV) crossed \$1 billion, marking a significant milestone in scaling agri-commerce

2021-22

Platform Expansion: Extended reach across 70 agri-value chains, focusing on improving access to finance, market linkage, and advisory services

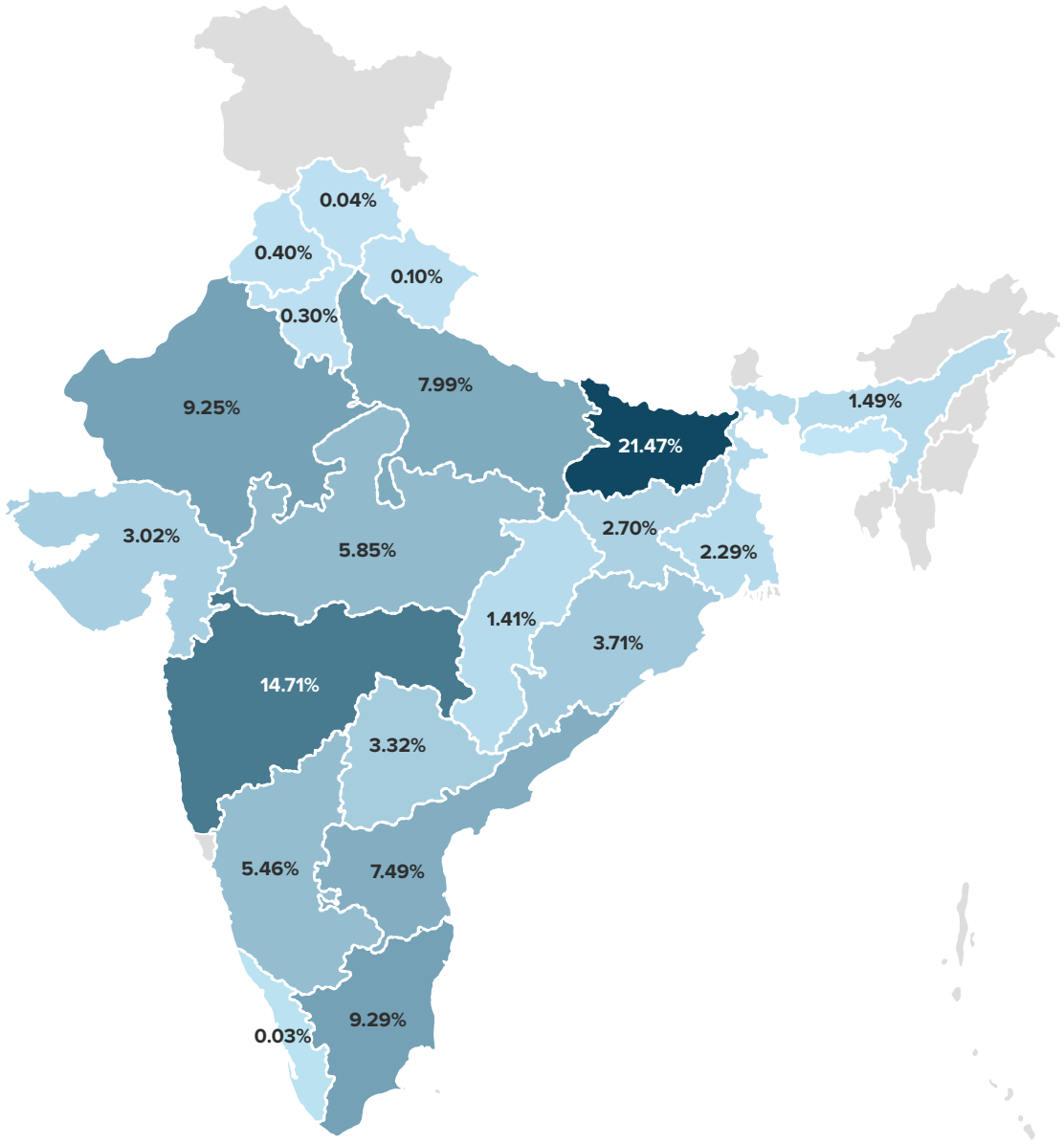
2022-23

Raised \$155M funding and impacted 8M farmers through 6,500 FPOs

Present

Received orange seal certification for gender equality and climate action

Our presence



Core Values and Genetic Code

Samunnati's genetic code leverages on social and trade capital in buyer-seller relationships through Samunnati Aggregators, utilizing non-traditional sourcing methods. We integrate sustainability and ESG into our lending activities and product offerings. We are an open Agri network that connects all parties, allowing for a more efficient, reliable, and smoother experience of complex transactions between stakeholders. This is ensured by providing finance in the form of working capital, loans, short-term and medium-term loans and trading solutions which underpins all our transactions and strengthens trustworthy intermediation within the ecosystem. The genetic code allows us to realize our goal of enabling agri ecosystem players to work at a greater equilibrium, which will ultimately help smallholder farmers.

We have a unique business model that aims to uplift farming community by providing financial and non-financial solutions tailored to their need.

01

Commitment to B2B2C

02

Social capital and trade capital

03

Unique business model

04

Scalable non linear

05

Deduction at source is non-negotiable

06

Stakeholder engagement

07

Agility and speed of delivery

08

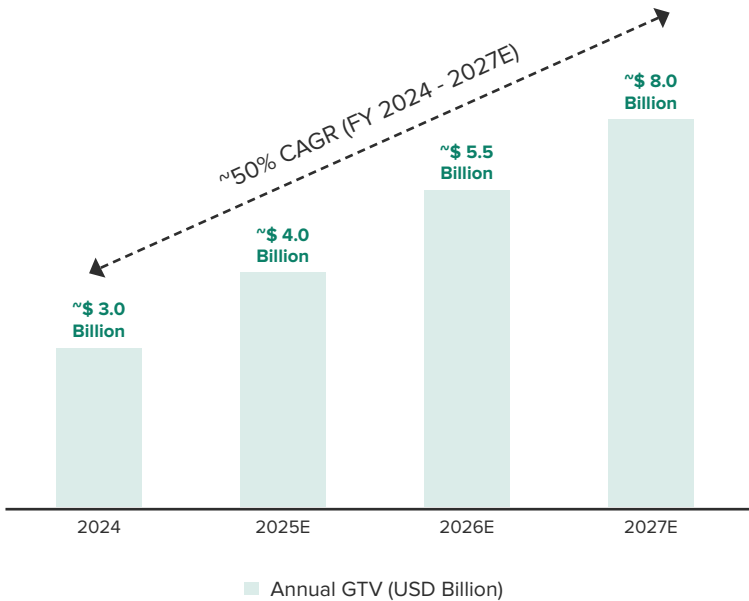
Innovative structure

09

Building and enabling key partnerships

10

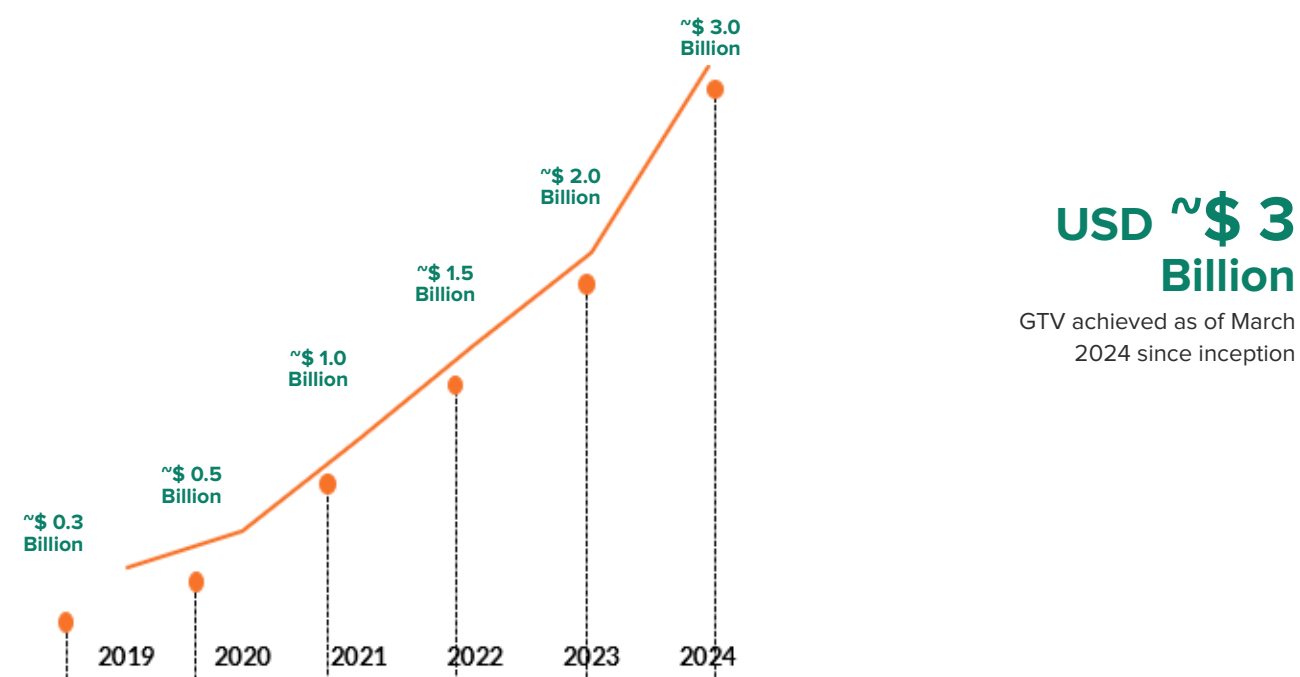
Passionate people acting with integrity



USD \$ 8 Billion

Vision 2027

GTV target impacting lives of 1 out of 4 farming households



We have set an ambitious growth target of USD \$ 8 billion GTV by 2027. We plan to achieve this by remaining resolutely committed to our founding vision of making markets work for smallholder farmers. In pursuit of this goal, we have outlined three strategic imperatives as our focus:

Building a resilient FPO ecosystem as it is central to unlock the full potential of Indian agriculture.

Enabling agri value chain through disruptive ideas powered by innovation and application of technology at scale.

Addressing environmental challenges through mainstreaming climate smart and regenerative agricultural.

Business solutions and services

Samunnati operates at the intersection of finance and commerce, providing comprehensive solutions to address the challenges of the agricultural value chain. Our business model revolves around enabling the agri-ecosystem to function at a higher equilibrium, focusing on smallholder farmers, FPOs, and agri-enterprises, ensuring timely access to finance.



Business Solutions:

Agri Finance

We offer tailored financial solutions to players across the agricultural value chain, with an emphasis on closing working capital gaps. Our approach positions us as a critical player of the value chain, rather than just a financial services provider. Samunnati takes an ecosystem approach and leverages the power of aggregation as well as social capital & trade capital between the value chain players. We ensure that the financial gaps at both supply and demand sides are addressed optimally. Our suite of products under Agri Finance offerings includes receivables financing for AEs, which help in overcoming working capital challenges by bridging the time gap between produce sale and payment receipt and short term loans (up to 12 months) to address working capital concerns. In addition, we offer long-term loans of up to five years for equipment acquisitions, infrastructure projects, and filling working capital needs. On supply side, we provide specialist loans such as input and output procurement loans, which are meant to assist bulk aggregation at FPO level, eventually impacting underserved segment of smallholder farmers. Our Catalytic Infrastructure Loans also helps FPOs invest in warehouses, machinery, equipment, processing units, and agri-infrastructure.

Agri Commerce

We help agri-businesses expand and evolve by offering Agri Commerce solutions in addition to financial support. One of the primary services we provide through Samunnati Agro Solutions is counterparty trading, which ensures that buyers have a smooth and fast procurement process. We make this possible by paying suppliers on behalf of buyers utilizing a bill-to-ship model. In addition to financial services, we participate in physical commerce by registering as a vendor with modern merchants and providing bulk commodities. We source these commodities from the mainstream market or from producer collectives, then deliver them to modern merchants while charging a profit margin. This holistic strategy enables us to effectively help agribusinesses while enhancing operational efficiency.

Samunnati Agro Solutions Private Limited (Samunnati Agro) offers market-linked solutions to stakeholders in the agriculture value chain, benefiting them from pre-harvest to post-harvest. Market linkages play a vital role in connecting farmer collectives with anchor and institutional purchasers, facilitating short-term transactions that grant both buyers and sellers access to competitive markets. By establishing these connections, Samunnati enhances trade relationships, enabling agri enterprises and small producers to leverage the right market opportunities.

Samunnati's Trade Commerce facility effectively bridges working capital gaps for stakeholders across the agricultural value chain, enhancing profitability for suppliers. The Structured Trade Facility (STF) promotes the procurement, storage, and distribution of finished goods for manufacturers and stockists, while Samunnati connects medium stockists to wholesalers and retailers, fostering a future marketplace. Additionally, we facilitate commodity processing by linking independent traders, processors, trade houses, and institutional purchasers. We facilitate Export-Import (EXIM) business by connecting farmer collectives with global markets and processors for seamless trade operations. Overall, Samunnati offers a comprehensive suite of agricultural services tailored to meet the diverse needs of all segments within the value chain.

Samunnati Agri Innovations Lab Private Limited

SAIL, the newest member of the Samunnati Group of Companies, is committed to improving market access for smallholder farmers through a multifaceted approach. Our strategy includes innovation, in which we implement cutting-edge solutions to increase agricultural productivity; the establishment of a Rural Franchise Network, which fosters a network of agri-entrepreneurs and village-level entrepreneurs; and financing options that provide farmer financing and agri value chain financing through partnerships with agri startups, business correspondents, and online debt marketplaces. SAIL demonstrates its commitment to encouraging innovation in the agricultural industry by making startups more accessible, while also providing non-linear company growth pathways. We aim to make markets work for smallholder farmers by harnessing crowd and community-sourced networks. SAIL has also collaborated with new age players to provide innovative solutions that improve efficiencies in the agricultural value chain. One prominent endeavour is our Masterclass series for entrepreneurs, which provides a platform for assessing current strategies and future growth.

Samunnati Foundation

Samunnati Foundation is a wholly owned subsidiary of Samunnati Financial intermediation & Services Pvt limited established under Section 8 of the Companies Act 2013. Foundation’s objective is driven by a vision to foster change agents who are capable of transforming India’s agricultural ecosystem. Our mission is multifaceted: to improve the lives of smallholder farmers by providing them with sustainable methods and access to resources. We believe in building strong partnerships based on shared values and mutual sentiments, generating a collaborative environment that prioritizes trust and understanding. We aim to create programs that align the synergy-oriented goals and the intended social impact. Key projects and flagship programs of Samunnati foundation are described in subsequent sections.

Services

Samunnati Agri Research

Our business, market linkage, and credit teams are supported by Samunnati Agri Research (SamAgR), with a sectoral perspective that identifies opportunities and hazards based on fundamental analysis and external variables influencing agriculture. The research platform includes a comprehensive 10-year supply and demand database for key agricultural commodities, which provides insights into global and domestic market trends, price forecasts, and seasonality patterns. To effectively anticipate supply and demand, we use data-driven methodologies paired with extensive industry knowledge. Agronomists improve supply estimates by utilizing state-specific data, Crop Cutting Experiments (CCEs), and direct farmer surveys, carried out through Samunnati’s wide network of FPOs.

On the demand side, Samunnati Agri Research integrates data from over 1,200 agricultural firms and other industry sources to follow global trends that affect Indian markets. This complete strategy offers exact demand forecasting, allowing organizations to handle market volatility and uncover new possibilities. SamAgR uses both conventional and modern research methodologies, integrating informal networking and experience-driven insights with a structured, database-driven approach to understanding commodities dynamics, market seasonality, and associated risks. This research capacity enables enterprises to plan effectively, avoid errors, and capitalise on development opportunities in the competitive agricultural environment. SamAgR’s substantial data-driven research and consultation services provide critical assistance for strategic decision-making in agriculture. Reports are distributed via various modes including email with attached PDF documents, periodic presentations and also through WhatsApp communication.

Engagement across the Value Chain

Our unique farmer centric approach

AMLA (Aggregation, Market Linkages, and Advisory Services) is a growth-oriented framework that seeks to create new opportunities for farmers while capitalizing on existing ones. The AMLA framework provides specific financial and non-financial solutions, such as aggregation, market linkage, and consulting services, to help value chain stakeholders meet changing demands.

Using the AMLA strategy in our institutional building interventions and advisory services has demonstrated its efficacy and benefits by providing farmers with end-to-end solutions, resulting in increased production and higher margins for small farmers, allowing them to access previously unavailable markets. Samunnati’s Agri Commerce and Agri Finance solutions use AMLA and social & trade capital lenses to support non-linear growth across agricultural value chains.



Daily / Weekly

- 1. Short term trend
- 2. News and views
- 3. Daily MP farmers report for FPOs in Madhya Pradesh



Monthly

- 1. Commodity demand
- 2. Supply report
- 3. Risk report



Seasonal

- 1. Crop Survey
- 2. Sowing Intention
- 3. Presentations at Commodity conferences

Services of Samunnati Agri Research

Sowing Intention survey
Post planting acreage conformation survey
Health Monitoring
Mid-season adversity
Crop cutting experiments
Monthly & weekly research reports for Soybean and Maize
Monthly & weekly research reports for Cotton
Data on APY (Area, Production, Yield) estimates



Aggregation (A)

Samunnati supports FPOs by enabling bulk procurement at reduced costs

This helps FPOs manage members, purchase outputs, and adopt modern agricultural technologies.



Market Linkage (ML)

Samunnati builds market relationships to secure better prices for produce.

It enhances FPOs’ production capabilities through advanced farming technologies.



Advisory Service (A)

Samunnati offers training in business planning, agricultural finance, and disaster preparedness.

These efforts boost operational efficiency and scale production through centers of excellence.

Our Collaborations and Associations

We collaborate with like-minded and dedicated players in the startup ecosystem to amplify our impact and establish strategic partnerships. By aligning with organizations that share our vision, we work together with institutions to develop evidence-based, supportive, and inclusive policy frameworks. Further, we actively promote positive change in the industry by partnering with industry associations, as well as research and academic institutions, to drive policy-level transformations.

Policy Level Partners



Our Financial Partners



Triodos  Investment Management

Our Knowledge Partners



Our Supply Chain Partners



Materiality Assessment

Our materiality assessment serves as the compass guiding our sustainability efforts. By identifying and prioritizing the most significant environmental, social, and governance topics, we ensure our strategy aligns with the issues that matter most to our business and stakeholders.

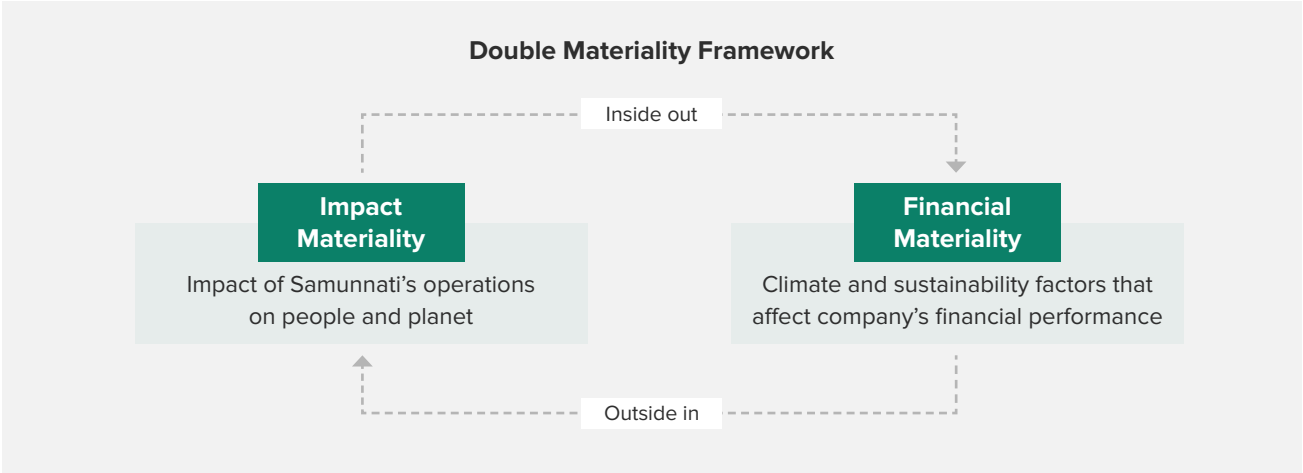
In this section

- ◆ Approach
- ◆ Stakeholder Engagement
- ◆ Materiality Map
- ◆ Sustainability Strategy
- ◆ Approach towards Integrating ESG

Approach

Our approach to sustainability reporting delineates its course of action, aligning operational practices with prevailing ESG trends, regulatory standards, and stakeholder anticipations. The integration of risks and opportunities plays a pivotal role in fortifying the resilience of the financial system, effectively addressing environmental, climate and social challenges, as demonstrated by the impact and facilitating the transition to a sustainable economy.

We have used the double-materiality approach that expands the traditional understanding of materiality in financial reporting to include both the impacts of ESG factors on a company’s financial performance and the company’s own impact on environment and society.



Double materiality encompasses two perspectives – (a) Financial Materiality - looks at factors that influence our financial performance, risks, and opportunities from an outside in view, and (b) Impact Materiality - looks at the effects of our operations on society, the environment, and other stakeholders from the inside out view. This dual approach highlights the interdependence of financial outcomes and sustainability consequences, emphasizing the importance of assessing how sustainability issues affect our operations as well as the environmental and societal impact of our actions.



Stakeholder engagement

We consider our stakeholders to be an essential component of our value generating process. Our stakeholder engagement process is designed to facilitate interaction with both internal and external stakeholders, which aids in strategy creation and decision-making. Stakeholder engagement creates trust and accountability, reinforcing our organization’s commitment to unlock the true potential of Indian agriculture. The crucial insights from engagements form the foundation of our strategic planning, enhancing our products and services, and guiding our CSR initiatives.

Our major stakeholders include consumers, employees, communities, investors, partners, and regulators. We aim to understand grievances and concerns, identify risks and opportunities and effectively implement these in our business strategy, through the stakeholder engagements.

Stakeholder Engagement Channels

Stakeholders	Mode of engagement	Frequency
Shareholders and investors	- Investor meets - Annual General Meetings - Quarterly reports and press releases - Annual events	Quarterly Annually Need based Periodic
Senior leadership	- Board meetings - Strategy meetings - Management committee meetings	Ongoing
Customers	- Regular meetings - Regular events (SMS, audio/video messages, interaction at branches) - Grievance redressal cells - Customer care channels (email, telephone, website)	Ongoing Weekly Need based
Community and NGOs’	- CSR interventions by Samunnati Foundation - Communication channels (Newspaper, Pamphlets) - Conferences and roundtables	Ongoing
Employees	- Various employee engagement initiatives - Training and capacity building programs - Whistle blower mechanisms - Town hall meetings	Ongoing Periodic
Regulatory authorities (RBI)	- Regulatory filings - Regulatory reviews	Periodic
Industry and peers (industry and trade associations)	- Multilateral platforms such as B20 - Meetings and roundtables - Membership to associations such as Confederation of Indian Industry (CII), Federation of Indian Chambers of Commerce & Industry (FICCI)	Ongoing Need based
Partners (Research, knowledge partners)	- Service engagements - One on one meetings	Ongoing Need based
Media	- Press releases - Management interviews - Email and telephonic communication	Ongoing
Vendors and service providers	- One on one meetings - Audit and compliance meetings	Ongoing Periodic
Academia	- Pre-placement talks - Internship and employment opportunities	Ongoing

Our Approach To Materiality Assessment: Determination And Prioritization Of Material Topics

The process of evaluating materiality ensures that our approach towards sustainability reflects stakeholder concerns and its impact on our financial performance and reputation. It involves an assessment of the environmental, social and governance risks and opportunities relevant to our business from the perspective of our organization and stakeholders.

The materiality assessment involved a comprehensive process to identify, evaluate, and prioritize factors that are significant to our operations, and overall sustainability. For the period FY 2022-24, this included consideration of topics regularly highlighted by our stakeholders, reviewing various voluntary reporting frameworks and standards (including GRI, TCFD) and ensuring alignment with industry standards and regulatory frameworks.

Process Overview



Secondary Research

Our materiality assessment was informed by secondary research, wherein we examined relevant sustainability frameworks such as the GRI standards, and the Sustainability Accounting Standards Board (SASB) standards. We also studied the sustainability practices of industry peers to identify emerging trends and best practices.



Stakeholder Consultation

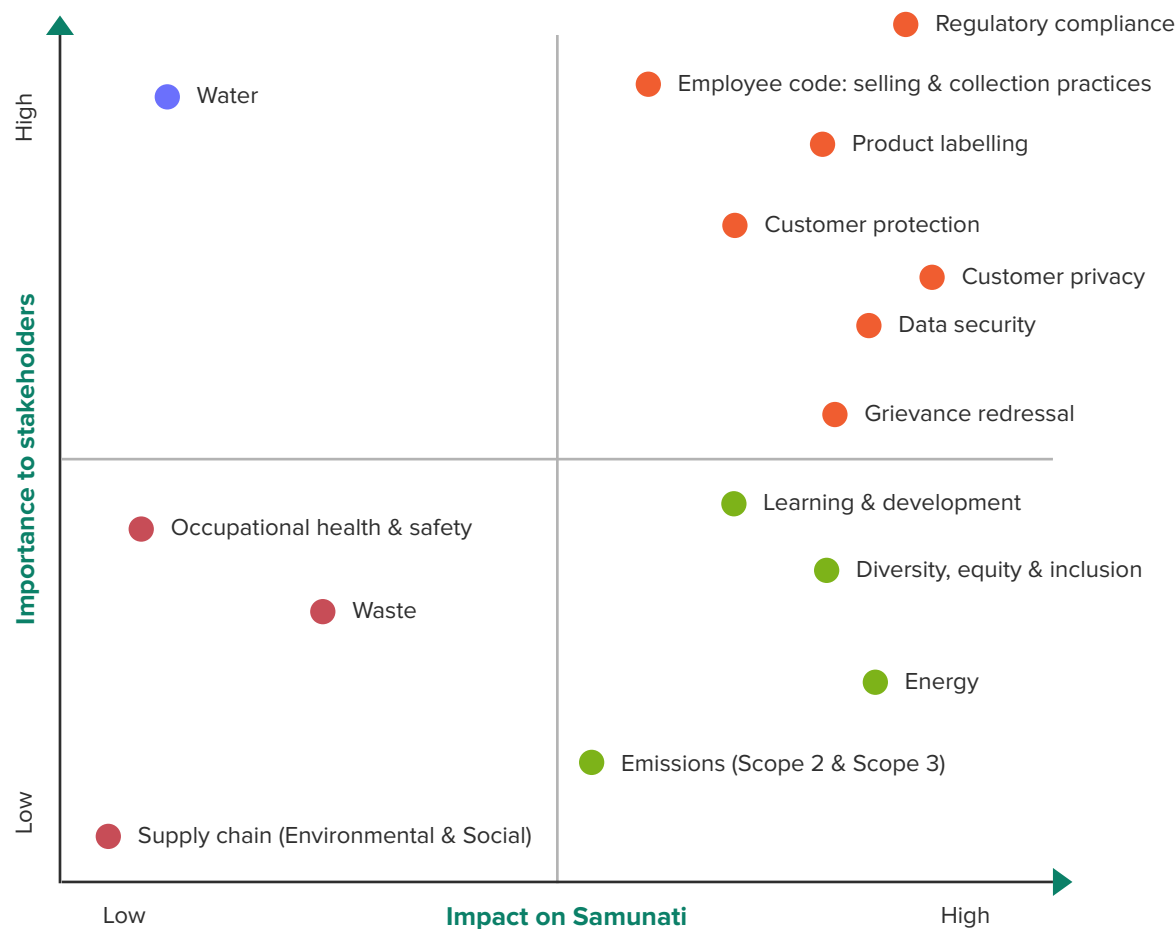
We engaged with both internal and external stakeholders, including employees, clients, regulators, and investors. Through consultations, we gathered insights on the topics that matter most to our business and stakeholders, ensuring that our sustainability strategy is reflective of their needs and expectations.



Prioritisation

The identified topics were then prioritised based on their significance to our operations and stakeholders, considering both their potential impact and their relevance to the future success of the organization.

Materiality Map



Regulatory compliance and ethical business practices

Context for Samunnati	As an NBFC, compliance with financial regulations indicates robust risk management, safeguarding the interests of stakeholders as well as good governance. Complying with regulations builds trust and avoids reputational and financial damage to the company.
Context for stakeholders	Investors value companies that adhere to compliance standards, viewing them as indicators of ethical and transparent business practices. Customers trust companies with a strong reputation and positive brand perception, displaying high compliance and transparency in all actions.
Our approach	We are dedicated to upholding the highest standards of corporate governance and consistently work towards implementing strong policies and practices throughout our organization. We fully adhere to all regulatory directives set by the Reserve Bank of India (RBI). Our internal teams possess necessary expertise to ensure we consistently comply with all relevant rules and regulations.

Data security and customer privacy

Context for Samunnati	As an NBFC data security is critical for us as it protects sensitive customer information, such as personal identification and financial details, against breaches that could result in identity theft and financial loss. Maintaining strong data security measures also encourages consumer trust. As the financial industry becomes more reliant on digital platforms, the risk of cyber threats increases, demanding ongoing changes to security protocols to protect against emerging attacks. Overall, effective data security is critical not just for our customers but also for maintaining the integrity and stability of our company.
Context for stakeholders	Customers engage and share sensitive data with us through a multitude of channels, including in-person interactions at branches with Relationship Managers (RM), as well as through our websites and helpline numbers. Our customers expect robust security measures to consistently protect their personal and financial information.
Our approach	We strictly follow the RBI guidelines and abide by all regulatory compliances related to data security. We prioritize customer and financial data security in both physical and digital domains guided by our privacy policy and risk management system. We regularly invest in upgrading our key systems for improved scalability, stability, and security. We also train our employees at all levels on cyber threats like phishing and unauthorized access.

Grievance redressal (Customer satisfaction)

Context for Samunnati	As an NBFC, grievance redressal is vital in building trust with smallholder farmers. Clients choose the institution based on its ability to meet their needs and resolve grievances fairly and confidentially. Effective grievance handling fosters loyalty, retention, and positive publicity, ultimately boosting business prospects, profitability, and reputation..
Context for stakeholders	Customers have expectations of service delivery standards for a smooth customer experience. They expect channels for quick and reliable recourse in case of any deviations from these expectations.
Our approach	Our grievance redressal policy outlines the multi-channel process for customers seeking redressal. Complaints are documented and monitored for end-to-end resolution, and Complaint MIS is distributed to management (CEO and direct reports) monthly. Customers are clearly communicated regarding the different channels to contact us. In addition, our Fair Practice Code (FPC) ensures that we maintain basic standards in our customer interactions.

Employee code - selling and collection

Context for Samunnati	As an NBFC, ethical selling and collection practices are crucial for us to protect the client's trust and satisfaction while complying with regulations. Providing clear information to clients about products helps them to make informed decisions. Compliance with legal requirements governing debt collection is vital to avoid reputational damage, and care for client's experience during the collection process.
Context for stakeholders	Our customers want us to deliver clear information about various financial products, understand their specific financial needs, and provide a tailored solution. During the collection process, they expect respectful communication and flexibility in loan payback, which will improve their overall experience of transacting with us.
Our approach	Our RMs provide first-hand information about all financial products, consult with customers about their individual needs, and provide a solution that is suited to them. Before issuing the sanction letter, all customers receive a term sheet with the key facts statement that includes information such as terms and conditions, loan amount, interest rates, due date, covenants, guarantor name, and so on. We follow a non-coercive collection process.

Customer protection

Context for Samunnati	Customers are increasingly prioritizing improved quality of financial services and continuous value generation. If innovation and emphasis on client protection and satisfaction are lacking, service delivery could get obsolete, and customer requirements may only be partially met, thereby compromising trust. Since reliability is vital to the financial services sector, a high standard of customer appropriate behaviour is expected. Financial institutions are required to protect their customers rights, including right to fair treatment, transparency, privacy, grievance redressal and compensation.
Context for stakeholders	Our customers seek high-quality financial services that consistently provide value. They emphasise on fair treatment, that includes protecting their rights, maintaining ethical standards, offering transparent and quality services, ensuring the security of their personal and financial information, and preventing over-indebtedness.
Our approach	Samunnati's E&S policy is aligned with Smart Campaign's Client Protection Principles (CPP), which map its procedures and practices to prevent risks posed to borrowers. CPP include aspects such as appropriate product design and delivery, prevention of over-indebtedness, transparency, responsible pricing, fair and respectful treatment of clients, privacy of client data, and mechanisms for complaint resolution. We also provide training to our regional managers on current policies and best practices related to security.

Product labelling

Context for Samunnati	As an NBFC, we must ensure that all financial products, including loans and investment services, are clearly labelled with essential information. This includes details on interest rates, fees, terms and conditions, and any potential risks associated with the product. Providing clear labelling fosters customer trust by equipping them with the necessary information to make informed decisions.
Context for stakeholders	Product labelling plays a crucial role in educating our customers about the financial products. By providing clear and detailed information, it helps customers better understand the often-complex terms and conditions of these products. This transparency fosters greater customer satisfaction and reduces misunderstandings or complaints related to the products.
Our approach	All our products undergo review and approval by the Product Approval Committee, which includes key leaders from departments such as compliance, risk, business, and operations, before they are deployed. Our representatives, particularly those interacting directly with customers, whether in person or over the phone, are thoroughly trained and provided with the necessary product information. Additionally, the terms and conditions for each product are shared with customers through a term sheet (draft sanction letter) prior to loan approval. All our products are made by following FPC.

GHG emissions

Context for Samunnati	By adopting sustainable practices within operations, the institution can enhance environmental sustainability, boosts operational efficiency, improves risk management, and strengthens its market reputation. This commitment to lowering emissions is vital for ensuring long-term growth and upholding responsible business practices.
Context for stakeholders	Stakeholders are increasingly recognizing the importance of comprehensive disclosures, which encompasses GHG emission reductions targets and the strategies for greening the financial sector. This growing awareness has led to an increase in demand for disclosing emissions data.
Our approach	Our approach involves partnering with external consultants to develop a comprehensive GHG inventory ensuring consistent and accurate data over time.

Energy

Context for Samunnati	As an NBFC focused on agriculture, we recognize that the energy consumption patterns across our operations and those of our stakeholders significantly impact both operational efficiency and environmental sustainability. Given India's energy demands and the growing need for sustainable agricultural practices, managing energy use is vital for reducing greenhouse gas emissions and minimizing operational costs. By prioritizing energy management, we can support sustainable practices within the agriculture sector, improve resource efficiency, and align with broader climate goals, while also enhancing the resilience and competitiveness of our stakeholders.
Context for stakeholders	For farmers and suppliers, energy efficiency impacts cost reduction, operational productivity, and environmental performance, while for investors, energy management is key to mitigating climate-related risks and ensuring long-term financial returns. We recognize the importance of supporting stakeholders in adopting sustainable energy practices, helping them lower costs, improve resilience, and meet regulatory standards.
Our approach	We will prioritize improving energy efficiency across all our operations and branches. We aim to collaborate with organizations and clients that specialize in energy efficiency and cutting-edge technologies.

Diversity Equity and Inclusion

Context for Samunnati	As an NBFC focused on the agriculture value chain, Diversity, Equity, and Inclusion (DEI) can influence operational efficiency, and community impact. Promoting DEI within our operations and among our stakeholders fosters an inclusive environment that drives better decision-making, enhances employee engagement, and strengthens relationships across the value chain.
Context for stakeholders	DEI initiatives are essential for creating a vibrant and inclusive workplace that benefits all stakeholders, including employees, investors, and customers. For employees, DEI cultivates a sense of belonging, improves job satisfaction, and attracts diverse talent, all while driving innovation through varied perspectives. Investors benefit from supporting companies that prioritize DEI, as it fosters innovation, enhances problem-solving abilities, and encourages informed decision-making by considering a wider range of viewpoints. For community groups, particularly women farmers and FPOs, DEI ensures equal access to resources, promotes diverse perspectives, and supports inclusive decision-making.
Our approach	Our approach to DEI starts with a gender-neutral hiring policy that prioritizes merit over sexual orientation, fostering an inclusive and unbiased recruitment process. This ensures that all candidates are evaluated based solely on their skills and qualifications, eliminating any biases. We also emphasize the value of diverse backgrounds, skills, and expertise throughout our organization. This commitment is further reflected at the board level, where we maintain a diverse group of members. Additionally, we promote inclusivity in our programs by ensuring equal participation, particularly by involving women and smallholder farmers.

Learning and development

Context for Samunnati	Learning and development empower employees with the skills and knowledge needed to perform effectively. By strengthening individual capabilities, these initiatives support overall organizational growth and performance.
Context for stakeholders	Beyond enhancing performance, employee learning and development initiatives significantly boost engagement and retention rates while fostering a positive work culture and a dynamic learning ecosystem. For our customers, this translates into a better experience, as they interact with well-trained and knowledgeable staff who are equipped to assist them effectively and offer valuable insights.
Our approach	At Samunnati, our approach to Learning and Development focuses on providing a range of opportunities for continuous employee growth. We prioritize on-the-job training, and provide access to various learning platforms, including classroom training, online courses, mentorship programs, and tailored educational initiatives. Our comprehensive training programs cover upskilling, safety and wellness, and performance evaluation, ensuring that our employees are equipped with the essential skills and knowledge to thrive in their roles.

Our ESG Opportunities

As an NBFC specializing in agriculture financing, integrating ESG opportunities can significantly enhance long-term sustainability while driving positive impact. The key ESG opportunities for Samunnati is as follows.

Climate-Smart Agriculture

CSA presents a substantial opportunity for Samunnati as we are solely focuses on agri-financing. By providing financial support to farmers adopting CSA techniques such as efficient irrigation systems, soil conservation methods, energy efficient systems etc. Samunnati can contribute to more sustainable agricultural practices. Additionally, financing climate-smart initiatives can reduce the vulnerability of farmers to extreme weather events and improve crop yields, fostering long-term environmental sustainability while also mitigating climate change. Offering training and resources to farmers will be crucial in facilitating the transition to these more sustainable farming methods. By equipping farmers with the necessary tools, knowledge, and financial backing, the Samunnati can help improve land productivity while mitigating the adverse effects of climate change.

Product Innovations

The evolving landscape of agriculture financing presents several opportunities for the development of innovative financial products designed to address emerging ESG considerations. Developing financial products tailored to farmer’s needs such as loans for sustainable practices, or insurance products against climate-related risks can enable farmers to access capital for climate adaptation and mitigation measures. The innovation of sustainable financial products creates a direct impact on improving farmers’ resilience and overall productivity while encouraging them to invest in eco-friendly practices. By providing low-interest loans, Samunnati can support in reducing financial barriers for farmers looking to transition to sustainable practices.

Building Enabling Ecosystems

An essential aspect of sustainable agriculture financing is the creation of an enabling ecosystem that facilitates collaboration between farmers, financiers, technology providers, and local communities. By fostering partnerships with Non-Governmental Organisations (NGOs), agricultural cooperatives, tech startups, investors, local governments etc., Samunnati can help build a robust support system for farmers. This collaboration shall create a comprehensive support network that addresses not only the financial needs of farmers, also their technical, educational, and infrastructural challenge to adopt sustainable practices. A strong ecosystem can ensure that agricultural financing aligns with broader SDGs and enhances the overall resilience of farming communities.

Sustainability strategy

Our sustainability strategy is built on two key dimensions: sustainable lending and sustainable operations, which together contribute to third dimension, sustainable impact.

Sustainable Lending

Recognizing the increasing importance of ESG considerations and climate risk management, we are committed to embedding sustainability into our lending practices. This commitment is reflected in our responsible lending approach, which aligns with Environmental and Social (E&S) norms, and sound governance principles. We raise thematic capital (debt) for green and social initiatives. This capital is then deployed as loans to customers engaged in activities that create green and social assets.

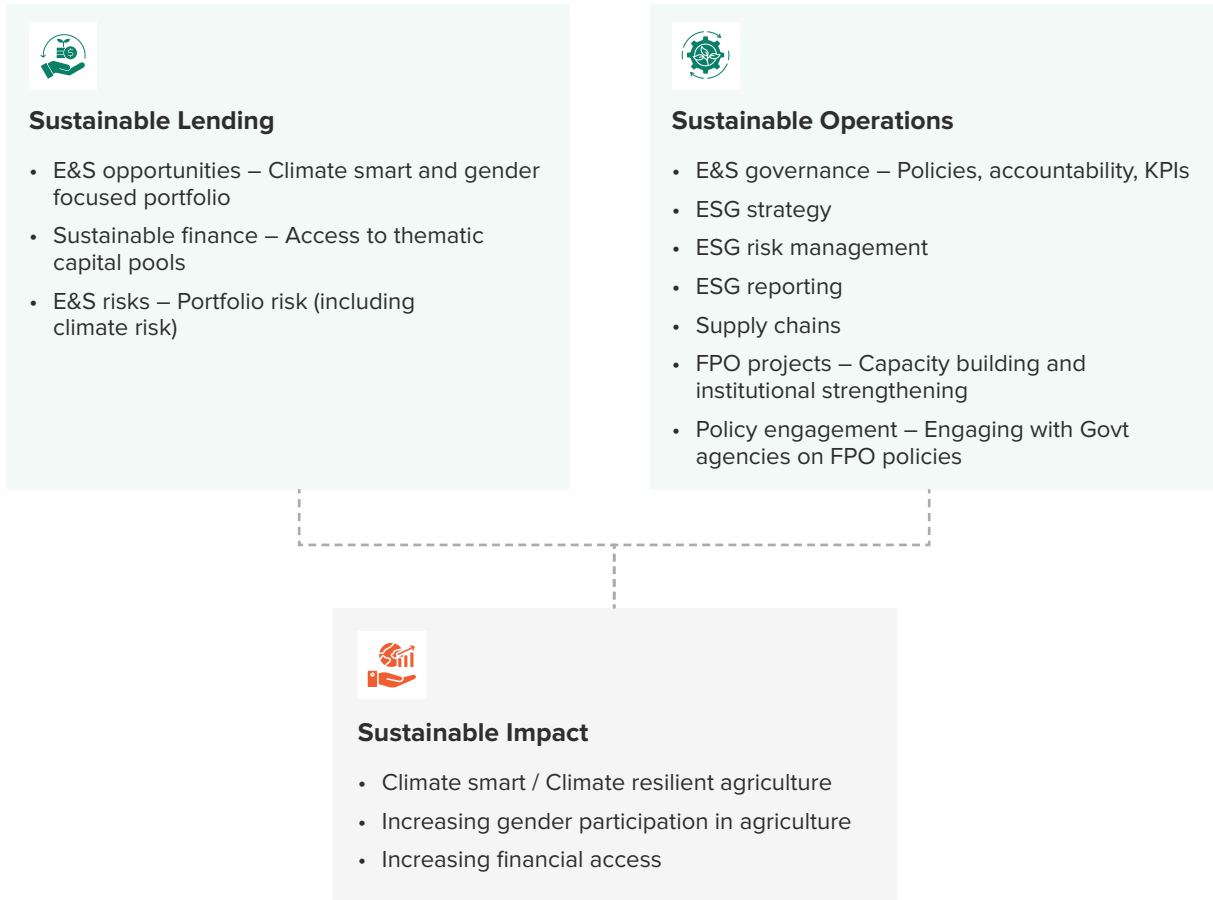
Our sustainable lending activities are guided by our Sustainable Finance Framework that serves as a guiding document for future green, social or sustainable instruments (bonds and/or loans). Samunnati’s Environmental and Social Management System helps manage non-financial risks during the lending process. This approach collectively contributes to fostering sustainable lending practices.

Sustainable Operations

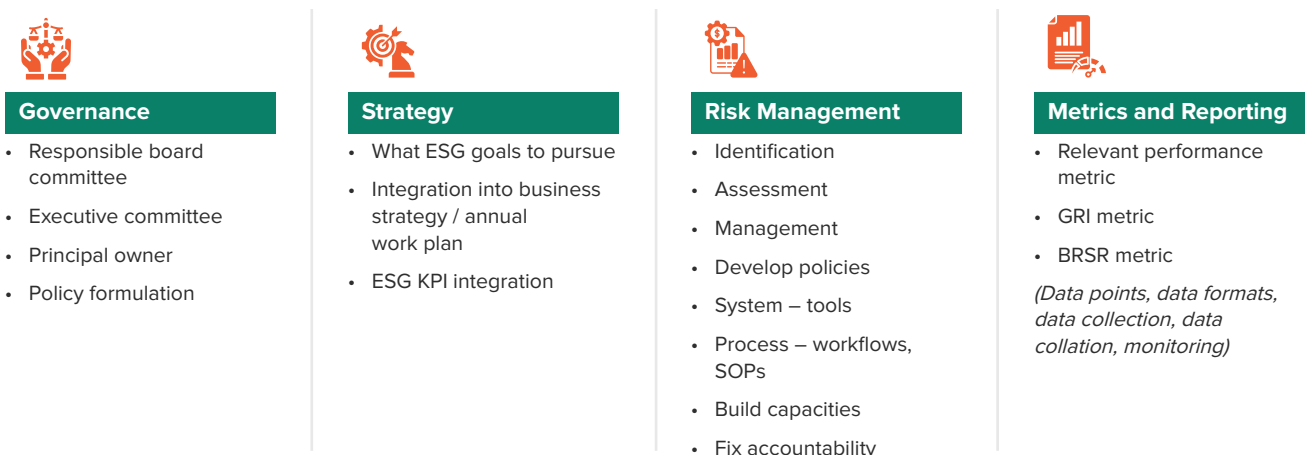
Incorporating E&S aspects into our own operations is as important as doing so in our lending activities. We shall aim to integrate sustainability-related decision making across functions such as admin, Human Resources (HR), Information Technology (IT), secretarial, compliance and customer service. Our robust policies and Key Performance Indicators (KPIs) ensure accountability and monitor progress in various sustainability initiatives across teams. Additionally, we continuously strive to improve our reporting processes, to communicate sustainability efforts and performance to all stakeholders. To achieve this, we aim to develop a comprehensive data management system and a verification process to enhance the credibility of our efforts. We encourage sustainable supply chains by helping FPOs improve their capabilities and gain market access through capacity building and institutional strengthening.

Sustainable Impact

Impact forms an integral part of our vision. Our strategy across sustainable lending and operations aims to achieve positive impact across financial, social and climatic dimensions. As a social enterprise, our goal is to improve access to formal finance, drive climate action within the agricultural value chain, enhance livelihoods and income, and promote women’s empowerment and entrepreneurship. In addition, the double materiality framework aims to reduce environment and social risks to Samunnati’s own operations and portfolio through its lending operations.



Approach towards integrating ESG



The integration of ESG principles into our operations is guided by a comprehensive approach that brings together strong governance, climate-focused strategy, structured risk management, and transparent reporting to drive long-term sustainability and resilience in the agricultural finance sector.

Governance

This area focuses on the role of the board and senior management in overseeing and managing risks and opportunities. We have prioritized establishing a responsible board committee and an executive committee to ensure accountability and transparency in our sustainability initiatives while providing strategic directions in upcoming years. Executive committee often includes key leaders, who work together to develop policies. The executive committee works on behalf of the entire board to resolve material issues, ensure compliance with governance requirements actively monitors and responds to non-financial issues, and oversee daily operations.

Strategy

Our strategy is centered on addressing climate-related risks and seizing opportunities that promote sustainable agricultural practices. We are committed to financing climate-resilient projects that enhance productivity while reducing environmental impact. By integrating climate risks into our financial products and services, we aim to support the transition towards sustainable agriculture, ensuring long-term value creation for our stakeholders and contributing to the resilience of the agricultural sector in India. Our strategy also focuses on strengthening operational efficiency, improving governance structures, and ensuring compliance with evolving climate-related regulations. This includes the development of comprehensive policies and systems that include tools and processes like workflows and Standard Operating Procedures (SOPs) to ensure effective implementation. Additionally, we aim to enhance our internal systems for data collection, reporting, and compliance, ensuring accuracy in tracking and disclosing E&S information.

Risk Management

Our risk management approach follows a structured process of identifying, assessing, and managing key ESG factors relevant to our business and stakeholders. We prioritize material ESG issues to guide our actions and focus areas. To evaluate non-financial risks during lending, we have integrated ESMS into our underwriting process. Internally, we shall strengthen our operations through the development of robust systems, policies, and SOPs aimed at improving operational efficiency. We plan to assess our internal operations to monitor identified risks factors on a periodic basis. Looking ahead, we aim to build the capacity of our internal teams to better collect, analyze, and manage ESG-related risks.

Metrics and Reporting

Transparent communication and reporting of relevant performance metrics is a key component of our ESG initiatives. This includes tracking parameters defined by frameworks such as the Global Reporting Initiative (GRI) and the Business Responsibility and Sustainability Report (BRSR). The process starts with identifying relevant data points. We shall use standardized data collection formats to maintain consistency and reliability. Once data is collected, we will collate this data systematically to facilitate monitoring and analysis.

Samunnati is adopting FY 2024 as the baseline year to assess key ESG parameters across its operations. This will help establish a clear starting point to identify gaps, track progress, and set measurable goals. The baseline data will inform future sustainability initiatives and support alignment with industry standards and stakeholder expectations.



Governance

At the heart of our sustainability journey lies a commitment to integrity and trust. Our governance framework ensures that our promises are backed by clear policies, transparent decision-making, and ethical leadership, reinforcing confidence with our stakeholders.

In this section

- ◆ Board structure and Functioning
- ◆ Ethics and Compliance
- ◆ Transparency and Disclosure
- ◆ Nomination and Remuneration

At Samunnati, we uphold the highest standards of corporate governance, guided by robust board structures, ethics, and transparent stakeholder engagement. With comprehensive policies on compliance, fair practices, insider trading, and crisis management, we ensure integrity, accountability, and long-term value creation across all facets of our operations.

As India’s largest agri-enterprise focused on empowering smallholder farmers, we recognize that effective governance structures and policies are essential to fulfilling our mission and vision. We are committed to operating in the best long-term interests of our shareholders, customers, and other stakeholders. We have framed internal Guidelines on Corporate Governance as per the guidance issued by the Ministry of Corporate Affairs (MCA), Institute of Company Secretaries of India (ICSI) and the RBI.

Board Structure and Functioning

Board of Directors

We believe that a well-functioning, well-informed Board of Directors is the key to good corporate governance. Samunnati is professionally managed through its Board of Directors and through the standing Committees of the Board. Our Board comprises a well-balanced mix of independent directors, nominee directors, and whole-time directors, bringing together a wealth of expertise and perspectives in agriculture, banking, rural finance, sustainability, and technology. This diversity fosters a balanced and inclusive approach to leadership. The cornerstone of excellent governance is having a core group of outstanding, professionally recognized non-executive directors who understand their dual role: appreciating the issues presented by management and diligently fulfilling their fiduciary responsibilities to the Company’s shareholders and creditors. The inclusion of independent directors enhances the Board’s objectivity. Additionally, the diverse professional backgrounds of its members strengthen Samunnati’s ability to address the evolving challenges in the agri-finance and sustainability sectors.

Under the guidance of Mr. Anil Kumar S G, the Founder and CEO, Samunnati has successfully combined operational expertise with the strategic vision set forth by its Board. In line with our commitment to gender diversity and our broader sustainability and corporate responsibility objectives, the composition of our Board reflects this ongoing focus.

We ensure that all our directors comply with the fit and proper criteria as outlines in the Master Direction - Non-Banking Financial Company - Systemically Important Non-Deposit taking Company and Deposit taking Company (Reserve Bank) Directions, 2016 as well as any additional criteria specified under the Companies Act, 2013, as updated from time to time.

Number of Board meetings

6 Times

FY 2023 -24

8 Times

FY 2022-23

1 Female

Board member as of
FY 2023-24

Board Committees

The Board has the authority to create committees with specific roles and responsibilities. These committees will work within the parameters set by us, the Companies Act of 2013, and any other relevant legislation. Our secretarial team ensures that minutes from all committee meetings are obtained and recorded for our records. Any changes to the committee charters or terms of reference must be approved by the Board. We have established the following committees, each with its own Board-approved charter or terms of reference.

As of FY 2023-2024, the [Board committees](#)³ of Samunnati Financial Intermediation and Services Private Limited is as follows:

Audit Committee

Chaired by Mr. Krishnan K and Mr. Sunil Gulati composed of independent directors with finance and accounting expertise, oversee financial reporting, internal controls, and regulatory compliance. It reviews financial statements, monitors statutory audit compliance, and conducts IS audits for data security and risk management

Nomination & Remuneration Committee

Chaired by Mr. Narasimhan Srinivasan and comprising non-executive and independent directors, manages board composition, succession planning, and executive remuneration. It recommends board candidates, sets remuneration policies, and ensures compliance with RBI guidelines

Risk Management Committee

Chaired by Mr. Krishnan K, Mr. Sunil Gulati and featuring directors with risk management and sustainability expertise, this committee identifies and mitigates risks across Samunnati’s operations, focusing on credit, market, operational, and ESG-related risks, including climate impacts on the agri-portfolio

IT Strategy Committee

Chaired by Mr. Sunil Gulati, the committee includes directors in IT and innovation, drives digital transformation, connects technological infrastructure with strategic goals, oversees IT governance, cybersecurity, and digital solutions

Stakeholder Relationship Committee

Chaired by Mr. Krishnan K, the committee facilitates communication with shareholders and stakeholders, addressing grievances, ensuring compliance, and enhancing engagement with farmers, collectives, and partners

CSR Committee

Chaired by Mr. Narasimhan Srinivasan and featuring directors passionate about social impact, oversees CSR initiatives supporting sustainable agriculture and community development, formulating policies and monitoring projects

Finance Committee

Chaired by Anil Kumar S G & Gurunath and composed of directors with excellent financial knowledge, the committee reviews financial strategy, capital allocation, and investment proposals as well as assessing financial planning and capital expenditure decisions

Investment Committee

Chaired by Anil Kumar S G & Gurunath and featuring directors experienced in investment management, manages investment decisions and portfolio oversight, evaluating opportunities and ensuring alignment with Samunnati’s long-term objectives

³ <https://samunnati.com/wp-content/uploads/2024/04/Composition-of-Board-Board-Committees.pdf>

Our Board of Directors meets regularly to ensure thorough oversight of the company's strategic initiatives, financial performance, and emerging challenges. The Board holds quarterly meetings, with additional sessions scheduled as necessary to address specific challenges, regulatory requirements, and risk management issues, and through these meetings, the Board members play an active role in guiding strategic direction, monitoring financial and operational performance, and ensuring compliance across all levels of the organization. This structure supports informed decision-making and the continued success of the Company.

Board of Directors

INDEPENDENT DIRECTORS



N. Srinivasan

N. Srinivasan is a development professional with over 25 years in agriculture finance and rural development. Specializing in development banking, microfinance, livelihoods, and CSR, he advises governments and banks on policy and strategy. He has authored several books and reports and serves as an independent director at Equitas Small Finance Bank. As an international expert, he consults for institutions like the World Bank, IFAD, and GIZ, contributing to development finance and rural livelihoods.



Krishnan K

Krishnan is a qualified Chartered Accountant and Cost Accountant and has 40 years of multi-industry experience spanning strategy and operations in organizations like Airtel, RPG Group, Murugappa Group etc. and brings financial acumen with a keen sense of entrepreneurship to business. He has built wide experience and knowledge enabling identification of business scenarios, finding turnaround solutions, nurturing and growing businesses and has handled many startups and helped them scale into multimillion businesses.



Sunil Gulati

Sunil Gulati has over three decades of global experience in the banking industry across investment banking, corporate finance, relationship management, risk management, and corporate strategy. Sunil was a key member of the management teams at RBL Bank, Yes Bank, and ING Group at the stage of their rapid growth, transformation, and establishment as mainstream players in the Indian banking industry. Sunil holds a B.Tech from the Indian Institute of Technology (IIT) Delhi (1982) and is a Gold Medalist from the Indian Institute of Management (IIM) Ahmedabad (1984).



Anil Kumar SG

Founder, Director and CEO

Anil Kumar SG is the Founder, Director and CEO of Samunnati. His passion to bring resounding impact in the agri ecosystem led to the establishment of India's largest agri-tech enterprise, Samunnati. His vision was translated to Samunnati's mission, which is to create an open agri-network to unlock the Trillion dollar plus potential of Indian agriculture with smallholder farmers at the center of it. Anil has received awards/recognitions from several forums, including the Best Social Entrepreneur in the Global Social Entrepreneurship Programme 2018, the TIE Impact Entrepreneur of the Year Award in 2013, Real Leaders Impact Award 2020 (ranked #3 in top 100) and the ET Social Enterprise Start-up award in 2020. Anil is also on the task force for CII on Agri Start-ups and FICCI on Minimizing Food loss and Wastage. Anil has close to three decades of experience in the areas of Rural, Retail and Agri Banking. Anil's professional journey has lent him an understanding of Indian smallholder farmers. Prior to Samunnati, Anil was the Co-Founder & Trustee of IFMR Trust and the CEO of IFMR Rural Channels. Anil holds a master's in management from the Asian Institute of Management, Manila. He also holds a master's in business administration from Symbiosis Institute of Management, Pune and a graduate degree in Humanities from Osmania University, Hyderabad.



Gurunath N

Executive Director

Gurunath N is the executive director of Samunnati, India's largest agri-tech enterprise. With over 30 years of experience in the banking and financial services space, Gurunath has also worked at Tamilnadu Mercantile Bank and ICICI Bank. He is responsible for all operational aspects of Samunnati as well as some of the key support functions like Business Performance of Samunnati Financial (Lending). He is also on the Board of Samunnati. As the Executive Director, he engages and builds long-term relationships while ensuring the culture and values of Samunnati are in place.



9

Directors



22.22%

Women Directors on Board



33.33%

Independent Directors



44.44%

Nominee Directors



69 months

Average Tenure of Directors on Board

Ethics and Compliance

Companies, especially in the financial sector, rely heavily on ethics and compliance to build trust, accountability, and integrity into their operations. Having strong compliance and ethics can prevent legal violations, improve business operations, and strengthen the company's reputation among its stakeholders. Companies that follow applicable laws and regulations not only reduce legal and financial risks, but also develop an ethical culture, which can lead to increased employee engagement and consumer satisfaction. Further, ethical practices help to foster a positive workplace culture by encouraging employees to act in the best interests of the organization and its stakeholders.

Our governance philosophy is rooted on commitment to the highest ethical standards. We use a comprehensive compliance framework that promotes transparency and integrity across all operations, guided by strong principles, code of conduct, and FPC.

Code of Conduct

We prioritize corporate governance principles such as independence, responsibility, openness, professionalism, accountability, and adherence to ethical standards to promote long-term stakeholder value through consistent development and value generation. The Code of Conduct and Ethics promotes legal compliance and ethical business practices. The Head of Compliance serves as the Compliance Officer under the Code. We are fully committed to adhering to all regulatory guidelines.

As per our Code of Business Conduct, the directors and employees of Samunnati are required to act honestly, diligently, and in good faith, ensuring that they uphold integrity with due care, competence, and diligence. It sets forth that independent judgment will not be subordinated in any dealings with or on behalf of the Company. Actions are required to always be in the best interests of the Company and its shareholders, fulfilling their fiduciary obligations while avoiding any conduct that could discredit the Company. This also includes refraining from the use of any confidential information obtained during official duties, whether from the Company or elsewhere, for personal gain or allowing such information to be used for the financial benefit of others. Engaging in any business, relationship, or activity that could create a detrimental conflict with the interests of the Company is also not allowed. Our code of Ethics and Compliance is accessible in our website under our corporate governance policy at <https://samunnati.com/wp-content/uploads/2023/07/Corporate-Governance-Policy.pdf>

Prevention of Insider Trading Policy

Our code of conduct for prevention of insider trading outlines the responsibilities and duties of insiders, including directors, employees, and other designated persons. The code emphasizes the importance of maintaining confidentiality regarding UPSI and prohibits the communication or procurement of such information unless legally mandated. We ensure compliance with the guidelines set by the RBI and SEBI.

For detailed information, our code of conduct for the prevention of insider trading can be accessed here <https://samunnati.com/wp-content/uploads/2023/07/Prevention-of-Insider-Trading-Policy.pdf>

NOMINEE DIRECTORS



Mahendran Balachandran
Accel

Mahendran Balachandran has over two decades of technology leadership experience, including roles at Apple, and has been in venture investing since 2005. He holds a management degree from IIM Bangalore and a B.Tech from NIT Warangal. As a lead investor, he serves on boards of healthcare and technology companies. Previously, he was Country General Manager of Apple India, COO of Vodafone Telecom & Datacom, and General Manager of Tektronix India.



Akshay Dua
responsAbility

With over 15 years of experience in private equity and investment banking, Akshay leads responsibility's efforts in Asia Pacific for private equity investments in consumer (food) and agriculture in mid-market range. Prior to responsibility, he worked for three years at a mid-market, sector-agnostic private equity fund, and made four growth equity investments at IFCI Venture Capitals Fund Ltd. He has over three years of experience in investment banking (equity capital markets), doing public market transactions while working for leading domestic investment banks, including Kotak Mahindra Bank.



Stephen Lee
Nuveen

Stephen Lee is currently Senior Director and Head of Asia in the impact investing group at Nuveen. His responsibilities include overseeing Nuveen's Impact Investing private equity program across Asia, particularly in India and Southeast Asia. Lee is involved with the originating and underwriting of investment opportunities, and overall portfolio management for Asia. Lee has led or co-investments in India, Malaysia, the United States, the UK, Mexico, and Peru for Nuveen and its clients. Lee is currently on the Board of Directors of Aviom India Housing Finance, Aavishkaar Group, Arohan Financial Services and Kinara Capital. Prior to joining Nuveen in 2014, Lee worked as Director of Access to Finance for Building Markets, a social enterprise based in New York that supports entrepreneurs in post-conflict and developing countries. He has also worked in investment banking at J.P. Morgan and management consulting at Accenture, among other roles.



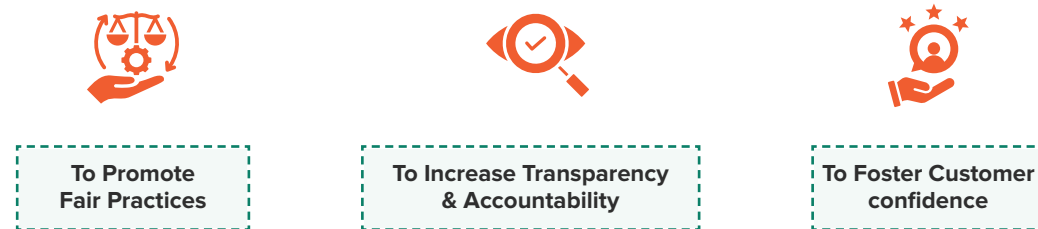
Jyotsna Krishnan
Elevor

Jyotsna Krishnan is a Managing Partner at Elevor Equity. She leads Elevor's investing strategy and portfolio in India. Jyotsna has around 20 years of work experience spanning banking, retail financial services, strategy, business finance, sales and operations, business intelligence and training and development. She has been closely partnered with entrepreneurs building transformational business models in sectors such as agricultural markets, small enterprise, education and quality healthcare. Jyotsna's favourite time is spent in the field, gathering customer insights from the end customer, the entrepreneurial households and connecting them with founders and the world of capital. Jyotsna has also co-founded EPIC World with the goal of helping build enduring companies to serve entrepreneurial households.

Fair Practice Code

At Samunnati, we recognise the FPC as a cornerstone of our commitment to ethical business practices and customer satisfaction. Originally issued in 2015, our FPC is based on the RBI Master Circular, which allows us to stay aligned with ongoing regulatory updates. While our FPC is duly updated in accordance with these regulatory frameworks, it embodies our philosophy of treating our customers fairly and transparently. The FPC is pivotal in fostering customer confidence, as it sets minimum standards for our interactions and promotes transparency in our operations. Our FPC is available in English and 8 other vernacular languages.

Objectives of the Code



Implementation of the FPC at Samunnati

We approach our FPC with the mindset of going “Beyond Compliance.” This proactive stance allows us to explore innovative ways to enhance customer satisfaction and uphold our brand reputation. Our key strategies include:

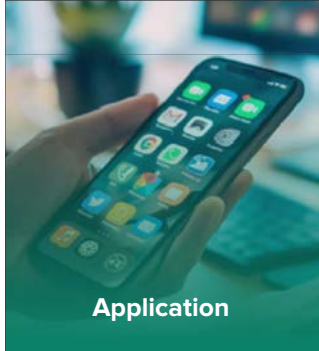
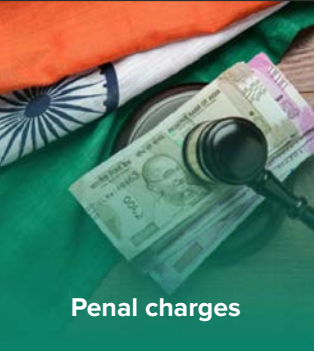
	Improving transparency: We ensure that all communications with our customers are clear and accessible, enabling them to make informed decisions.
	Building effective communication: We prioritise communicating in vernacular languages or languages understood by our customers, making it easier for them to engage with us. The practice helps us facilitate better understanding and strengthens our relationship with our valuable clients.
	Efficient complaint resolution: We follow a robust grievance redressal mechanism. Our customers can contact designated officers for assistance, ensuring their concerns are promptly addressed. If a complaint is not resolved within 30 days, we offer compensation of INR 100 per day as an acknowledgement of our commitment to service excellence.

Responsibilities And Grievance Redressal

Our Board of Directors is responsible for establishing an effective grievance redressal mechanism. This ensures that all disputes are addressed at higher management levels when necessary. We ensure to prominently display contact details for our Grievance Redressal Officer at all business locations, allowing our valuable customers to easily seek resolution for complaints.

Practices and Data

Our commitment to the Fair Practice Code is reflected in several specific practices:

 Application Our FPC applies to all products offered by Samunnati, ensuring that every customer interaction adheres to these principles. We continuously evaluate our offerings to meet the diverse financing needs of our clients.	 Loan Processing We provide acknowledgment for all loan applications and clearly outline the timeline for processing them. This transparency helps manage our customer expectations effectively.	 Interest Rate Communication Samunnati adopts a clear interest rate model that considers various factors such as cost of funds and risk premium. Rates are communicated explicitly in sanction letters and made available on online credit marketplaces.	 Penal charges Our approach to penal charges is designed to be fair; they are explicitly disclosed in loan agreements and treated separately from interest, ensuring no capitalisation of these charges occurs. This comprehensive framework reflects our commitment to responsible lending and customer satisfaction.
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In addition to these practices, we are dedicated to promptly releasing documents upon loan repayment, ensuring borrowers receive their title deeds within 30 days. If delays occur due to our fault, we offer compensation of INR 5,000 per day until the documents are returned. By implementing these measures, we not only comply with regulatory requirements but also strive to exceed our customer expectations, ultimately enhancing both satisfaction and loyalty. Our commitment to transparency, effective communication, and responsible lending practices reflects our dedication to serving our clients with integrity and respect. Our FPC is accessible in our website under our corporate governance policy at <https://samunnati.com/wp-content/uploads/2023/07/Fair-Practice-Code-.pdf>.

Transparency and Disclosure

Financial and Non-Financial Reporting

The internal financial controls with reference to the Financial Statements are commensurate with the size and nature of business of the Company. Further, the internal financial control system of the Company is supplemented with internal and external audits, regular reviews by the management and checks by the Statutory Auditors. It provides reasonable assurance regarding the provision of financial and operational information, complying with applicable statutes, safeguarding of the Company’s assets, prevention and detection of frauds, accuracy and completeness of accounting records and adherence to Company’s policies. The Audit Committee monitors this system to ensure its adequacy. Additionally, the Company’s Statutory Auditors provide their opinion on the internal financial control framework.

In addition to robust financial reporting, we believe that disclosing non-financial parameters are equally important, given that ESG and climate risks are increasingly impacting businesses across the globe. Disclosing non-financial parameters increases openness, establishes confidence with stakeholders and demonstrates commitment to ethical standards and long-term value creation. Our non-financial reporting practices address the needs of our investors and shareholders by including performance on ESG factors and the sustainability impacts of our various programs. These reports cover both the risks and opportunities associated with sustainability and corporate responsibility.

The disclosures made in our non-financial reporting are in accordance with GRI standards and guided by global standards and frameworks such as TCFD, SASB and UN SDGs.

Related Party Transaction

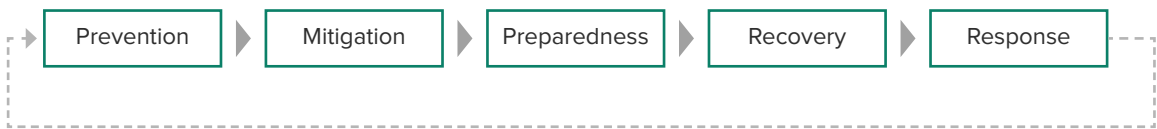
We are dedicated to maintaining fairness, transparency, and ethical conduct in all related party transactions, demonstrating our commitment to ethical practices and robust corporate governance. Our Related Party Transaction Policy encompasses several key aspects: first, all transactions are subject to rigorous review and approval by the Audit Committee to ensure compliance with the Companies Act of 2013 and RBI guidelines; second, we prioritize transparency and disclosure, regularly reviewing transactions to mitigate potential conflicts of interest; finally, we conduct transactions on an arm’s length basis, treating them as if they were between unrelated parties to ensure fairness for all stakeholders. Our Related Party Transaction Policy can be accessed at <https://samunnati.com/wp-content/uploads/2023/07/Related-Party-Transaction-Policy.pdf>.

Crisis Management and Business Continuity

At Samunnati, we have established crisis preparedness and Business Continuity Planning (BCP), to effectively respond to disruptions and minimise their impact. Our BCP aligns with RBI guidelines, and we adhere to it during vendor onboarding. Our BCP has outlined the actions and processes to ensure stability during operational interruptions, proactively solidifying procedures to keep operations running amid unexpected disruptions. The BCP encompasses a wide variety of unexpected occurrences that include disasters, cyberattacks, pandemics, acts of terror, power outages, and local incidents such as building fires.

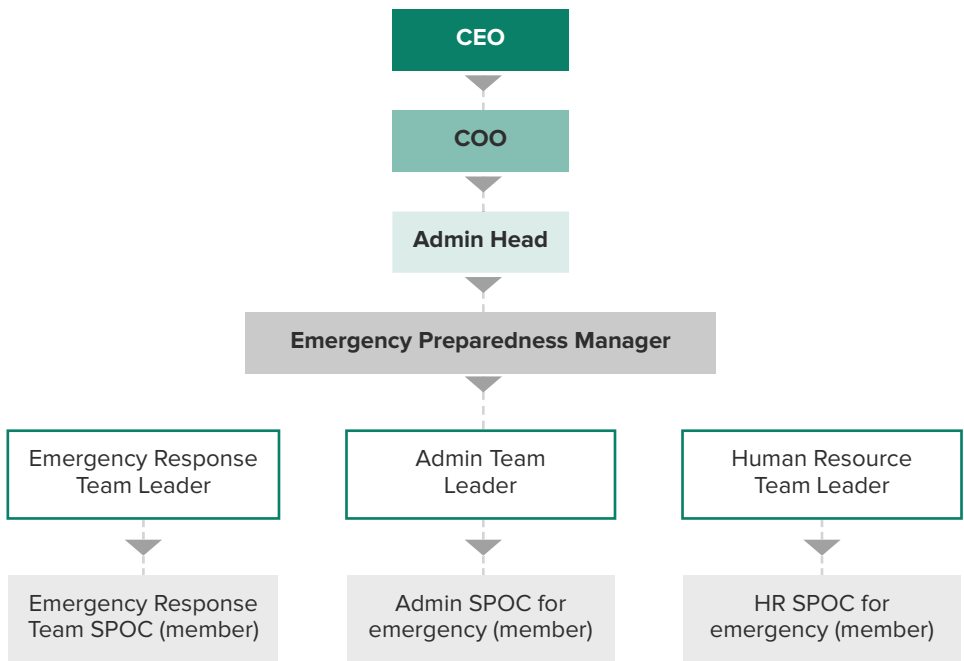
Under BCP, we have developed the emergency preparedness and response plan which provides clear guidelines, procedures and protocols to effectively mitigate, respond and recover from various types of emergencies such as natural disasters, accidents, security incidents, health and any unforeseen events.

Process flow



The scope of emergency preparedness includes the development of comprehensive emergency response plans tailored to various emergencies, such as accidents (including fires), health and medical incidents, infrastructure damage and repair, and natural disasters. It establishes communication protocols within office premises for effectively disseminating emergency alerts and notifications, and implements regular training and awareness programs, including mock drills, to promote safety and preparedness throughout the organization. This scope applies to all locations directly managed by Samunnati. The partner’s SOP is utilized for locations managed through co-working arrangements.

Governance Structure of Emergency Response Team



Anti Bribery and Anti-Corruption

Our anti-bribery and anti-corruption policy defines all employees’ responsibilities, including directors and designated officials, and prohibits any engagement in corrupt acts. This involves offering, paying, or receiving bribes, both directly and indirectly, as well as making facilitation fees to accelerate official operations. Our policy aligns with regulations set by the RBI and SEBI ensuring adherence to legal standards. No cases were reported during the period.

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Antibribery & Anti-corruption cases reported

Nomination and Remuneration

Nomination and remuneration of our directors and senior managerial personnel is guided by our nomination and remuneration policy. This policy is prepared in accordance with the requirements of the Companies Act, 2013. Accordingly, the Nomination and Remuneration Committee (NRC) in Samunnati has been formed in line with the requirements of the Companies Act, 2013 and as stipulated by the RBI for Non-Banking Financial Companies (NBFC).

The nomination and remuneration policy has several key objectives. The policy focuses on establishing criteria for identifying qualified individuals to become directors as well as candidates for senior managerial personnel within the Company. The committee assesses the qualifications, positive attributes, and independence of Board members. This ensures diversity on the Board. Additionally, the policy recommends remuneration for Directors, Key Managerial Personnel (KMP), and other employees to the Board. It sets criteria for evaluating the performance of KMP and other employees.

The policy aims to retain, motivate, and promote talent within the Company. Finally, it seeks to ensure the long-term sustainability of skilled managerial personnel and create a competitive advantage.

When evaluating appointments for KMP and senior management, we consider various factors, including qualifications, skills, regional and industry experience, and other attributes essential for success in these roles. The assessment also includes the candidate’s potential contribution to Samunnati’s overall effectiveness, their ability to collaborate constructively with the current team, and their ability to improve operational efficiencies. Personal requirements include relevant educational qualifications, management experience in a variety of organizations, excellent interpersonal and communication skills, demonstrable leadership abilities, a commitment to high ethical standards and personal integrity, and a dedication to promoting equal opportunities. Appointments for positions one level below the Executive Director fall under the CEO’s responsibility, who will keep the committee informed about senior management appointments. For other employees, we look for individuals with high integrity, possessing the necessary qualifications, skills, and experience relevant to the role they are being considered for.

Our nomination and remuneration policy is accessible in our website at <https://samunnati.com/wp-content/uploads/2023/07/Nomination-Remuneration-Policy.pdf>

Executive Compensation

Executive Directors are compensated based on recommendations made by the nomination and remuneration committee and approved by the board of directors. This remuneration is established by considering several factors such as appointee’s qualifications, experience, competence, current industry remuneration, and the company’s financial status. Similarly, non-executive directors’ salary, including that of independent directors, is determined based on nomination and remuneration committee recommendations and requires approval of the Board.

Compensation for Other Employees

External competitiveness and internal equity drive the remuneration policy for key managerial personnel, senior management, and employees. Employee performance rating is an important aspect in deciding variable and merit pay increases, which is determined using a combination of individual performance, organizational performance, and other relevant criteria. The variable-to-fixed pay ratio, as well as the percentage of increments, vary by grade. Furthermore, pay will also be determined based on the identified skill sets that are important for the success of the organization.



Sustainable Lending

Private finance is increasingly recognized as a crucial element in driving the transition towards a sustainable economy. At Samunnati, our commitment to promote growth and innovation in sustainable lending practices aligns with the broader goal of mobilizing private capital for sustainable development.

In this section

◆ ESG Opportunities

- Green/Climate Smart Agriculture Lending
- Gender Lending
- Thematic Capital
- Thematic Guarantees
- Digital Financing
- Ecosystem Engagements
- Policy Level Engagements

◆ ESG Risk Management

Our sustainable lending practices focus on two fronts: the liability side and the asset side. On liability front, thematic capital, such as green and social bonds are sourced, guided by our Sustainable Finance Framework. This capital is subsequently directed towards creating opportunities in Climate Smart Agriculture/green and social/gender-focused portfolios.

Sustainable Finance Framework

We recognize that having a robust framework to guide our sustainable instruments issuances build credibility and transparency amongst stakeholders. In January 2024, we developed our Sustainable Finance Framework as a handbook for Samunnati's future issuance(s) of green, social or sustainable instruments (bonds and/or loans), which shall be used for the financing or refinancing of eligible assets/projects with environmental or social benefits, to extend our sustainability strategy and contribute to the sustainable development of the Indian agricultural economy. Our Sustainable Finance Framework is developed based on guidelines and principles stipulated by International Capital Market Association ("ICMA") Green Bond Principles 2021 and Social Bond Principles 2021, Sustainability Bond principles 2021, and Climate Bond Initiative (CBI)- Green Bond Taxonomy and is second party certified.



Use of Proceeds

The proceeds of issuance under this framework will be exclusively allocated to finance projects categorized as green, social or sustainable, as defined by the criteria across agriculture, livestock and aquaculture sectors. We have a standardized list of activities that cover eligible activities across the agriculture value chain such as input supply, farming, output procurement and value addition. Our eligible green categories cover a broad spectrum of climate-focused initiatives, including projects aimed at adaptation through resource efficiency, as well as those that help mitigate, avoid, or sequester Greenhouse Gas (GHG) emissions. Our social category emphasises initiatives that encourage the participation of women in entrepreneurship, senior management, and the workforce. Our exclusion list outlines industries, activities, and practices that do not qualify for financing as per the green bond criteria.

Project Evaluation and Selection

The eligible projects to be financed will undergo a rigorous selection and evaluation process and will focus on identifying projects with clear environmental and/or social benefits aligned with specific SDGs, corresponding to each project category. Relationship Managers identify and source potential clients, while a Credit Manager verifies their eligibility during the underwriting process.

All loan approval processes follow the standard credit appraisal mechanism and ESMS to manage financial and non-financial risks respectively, including environmental, social, climatic, and supply chain risks. These loans are classified as Green and Social assets.

Management of Proceeds

Proceeds from different green and social bond tranches are managed with the help of asset tagging functionality available in the Loan Origination System (LOS) and Loan Management System (LMS) within Samunnati. The labelling procedure for portfolios, as well as the approach to management of unallocated proceeds are governed by the process set out in the framework. The treasury team conducts monthly monitoring and review of the portfolio created under various Non-Convertible Debentures (NCDs) to ensure compliance with the Sustainable Finance Framework.

Reporting

Reporting covers details related to both allocation of proceeds as well as impact metrics. As a part of our ongoing lending operations, we capture impact metrics such as GHG emissions avoided, carbon sequestered, increased weather resilience and resource efficiency apart from other metrics.

The framework can be accessed online at Samunnati's website: <https://communications.samunnati.com/ssf24.html#page/5>

ESG Opportunities

ESG - focused lending is projected to experience substantial growth, driven by regulatory support from Securities and Exchange Board of India (SEBI) and the RBI, and by increasing investor demand for sustainable portfolios. According to Bloomberg intelligence, in 2024, India achieved a record issuance of approximately USD 15.6 billion in ESG debt, reflecting a strong commitment to sustainability. With SEBI's proposals to diversify ESG products and increase market attractiveness for international investors, India's ESG lending market has a bright future, with scope for further innovation and increased capital flows, as awareness of climate change and social issues continue to grow.

At Samunnati, we have achieved significant growth in our ESG financing portfolios across various agricultural value chains and we continue to pursue new opportunities aligned to our purpose of sustainable lending. We have set an ambitious target of raising thematic capital of USD 35 million in FY 2025.

Our sustainability lending encompasses two key portfolios: CSA lending and Gender-focused lending.

Green/Climate Smart Agriculture Lending

Climate change poses significant risks to the livelihoods of smallholder farmers, who are among the most vulnerable to its impacts. India is also the 3rd largest GHG emitter globally, with agriculture accounting for 12.7% of these emissions⁴. Smallholder farmers in the country face multiple challenges including but not limited to shrinking water supply, growing demand for resources etc. Additionally, ensuring food security amid the growing population is becoming a more pressing concern.



Climate Smart Agriculture (CSA) Financing – Technologies and Products

Climate Mitigation in Agriculture

- ♦ Solar powered technology
- ♦ Energy efficient technology
- ♦ Organic/Biofertilizers
- ♦ Biofuels (Bioethanol, Biodiesel)
- ♦ Biopesticides
- ♦ Low emission animal feeds
- ♦ Alternate protein (plant protein)
- ♦ Biomass to energy
- ♦ Circularity and food loss avoidance
- ♦ Biomaterials (alternate to plastics)
- ♦ Agroforestry
- ♦ Soil Carbon management
- ♦ Biodigesters

Climate Adaptation in Agriculture

- ♦ Climate resilient seeds, breeds, and varieties
- ♦ Climate resilient crops – millets
- ♦ Improved productivity (better yield) varieties
- ♦ Water efficient technologies
- ♦ Precision agriculture technologies (including drones, IoT)
- ♦ Improved animal husbandry (low mortality & morbidity)
- ♦ Crop insurance
- ♦ Satellite imagery, remote monitoring

At Samunnati, we have initiated providing loans to agricultural practices that emphasize climate change mitigation, adaptation, and resilience. Our green portfolio as of March 2024 makes up 13.30% of the overall portfolio. In FY 23-24, the total disbursement for green initiatives reached USD 24.80 million⁵ (INR 2.068 billion). Our green lending efforts aim to help the agriculture sector adapt to changing climate conditions while improving profitability.

INR 2.068 billion

Total disbursement for CSA practices

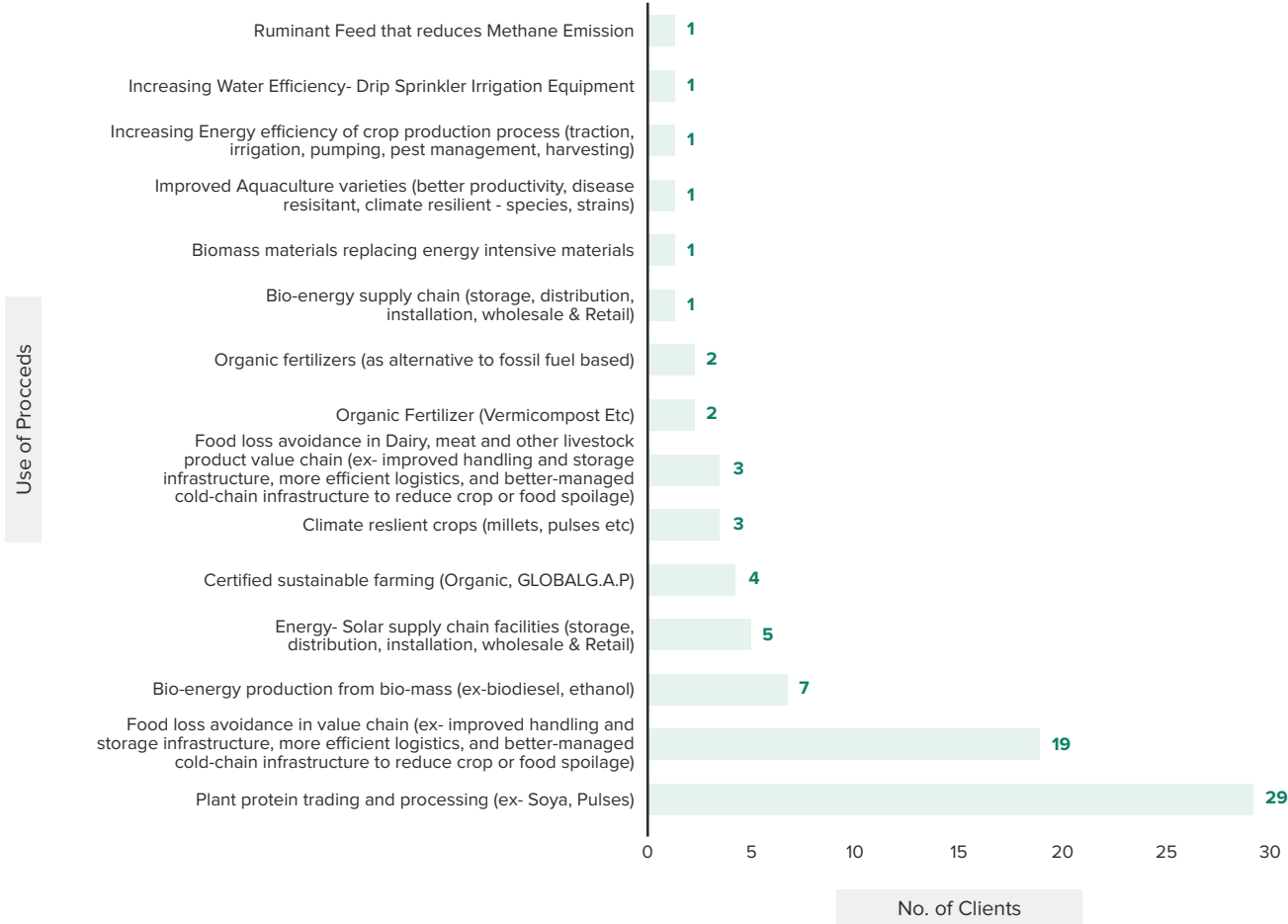
⁴ <https://www.climatescorecard.org/2023/03/indias-agriculture-sector-produced-12-7-of-global-agricultural-co2e-emissions-in-2021/#:~:text=It%20is%20noteworthy%20that%20India,according%20to%20Climate%20Trace%20data.>

⁵ As of March 2024, 1 USD = INR 83.3864

Through our focused climate-aligned financing, Samunnati has enabled measurable environmental outcomes across our green portfolio. As of FY 2023–24:

Description	Impact	Outstanding Amount (INR millions)	Intensity
Impact of proceeds associated with emissions reduction	31,09,208.49 tCO ₂ e	1127.18	2,758.40 tCO ₂ e
Impact of proceeds associated with carbon sequestration	4,36,194.18 tCO ₂ e	846.09	515.54 tCO ₂ e
Impact of proceeds associated with food loss avoidance	9,360.00 MT	228.12	41.03 MT
	1,810.80 KL	34.88	51.92 KL
Impact of proceeds associated with water saving	18,26,226.92 KL	155.1	11,774.51 KL

CSA Portfolio FY24



Encouraging the adoption of sustainable feed management practices with Krimanshi Technologies

About the company

Krimanshi Technologies Private Limited manufactures climate-resilient, nutrient-rich animal feeds made from recycled organic food waste and agricultural residues. The company addresses the challenge of poor animal nutrition by converting food waste into alternative protein, fats, and fibres, improving livestock feeding systems.

Challenge

Krimanshi faced working capital constraints that hindered the procurement of raw materials and timely payments.

Samunnati’s Intervention

Samunnati provided a working capital loan of INR 9 million, allowing the company to efficiently procure urban waste and other raw materials, thereby strengthening waste management practices.

Impact Created

The working capital loan enabled Krimanshi Technologies to overcome financial constraints, ensuring timely procurement of urban waste and raw materials. This support strengthened their waste management processes and helped the company scale production of climate-resilient, nutrient-rich animal feeds, enhancing livestock nutrition and contributing to sustainable agricultural practices.



About the company

MH Ecocarb and Biomass Briquettes specialise in the production of wood dust, wood dust collectors, and sawdust briquettes. Established in 2016, the company has carved a niche in the biofuel and charcoal briquette market. Their product range includes wood dust, sawdust briquettes, wood pellets, and various types of wood powders.

Challenge

MH Ecocarb encountered working capital challenges that affected their ability to purchase raw materials.

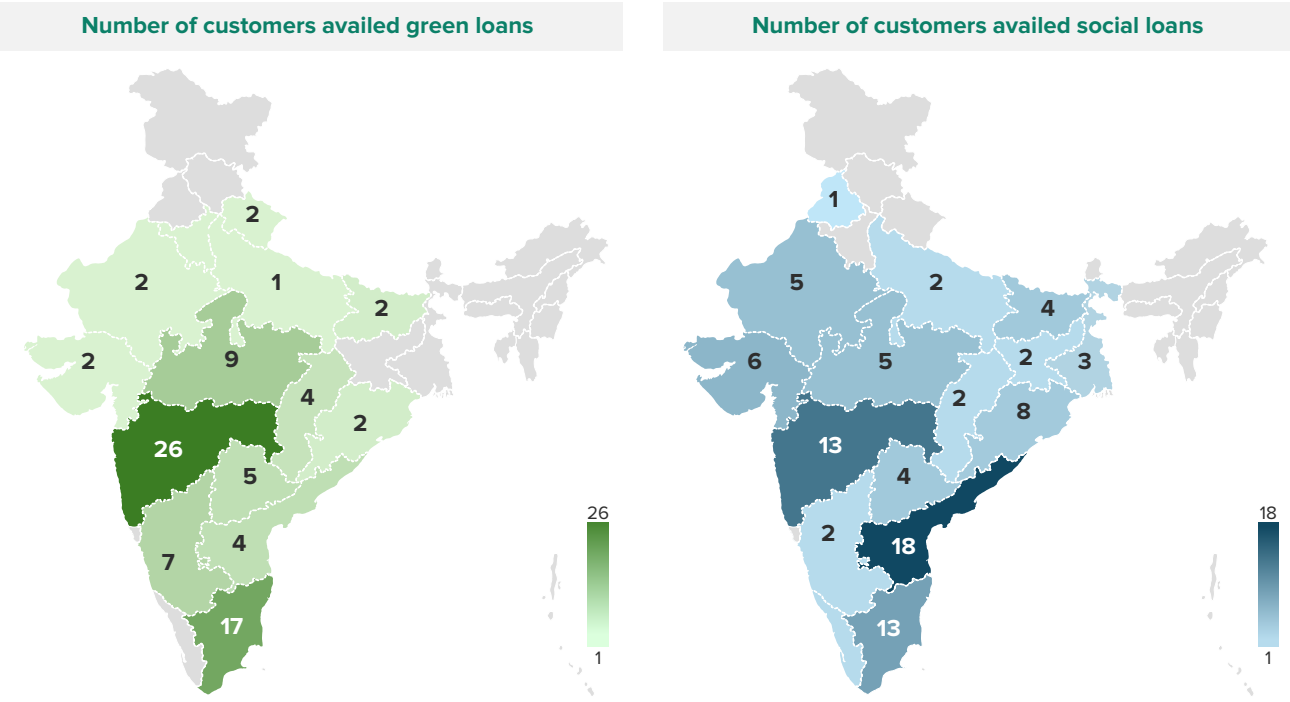
Samunnati’s Intervention

In 2023, Samunnati extended an invoice discounting of INR 10 Mn. to MH Ecocarb and Biomass Briquettes. The receivable finance loan allowed the company to leverage their outstanding invoices, providing immediate liquidity to meet operational expenses and invest in growth opportunities.

Impact Created

The financial support enabled the company to unlock immediate liquidity, enhancing their ability to cover operational expenses and invest in growth initiatives. This financial boost facilitated their continued expansion in the biofuel and charcoal briquette market, strengthening their position and helping them scale their production of sustainable products.





Supporting promotion of climate-resilient crops through Millet Harvest India

About the company

Millet Harvest India processes and supplies six varieties of millets to food processing companies, sourcing raw materials from farmers across Andhra Pradesh, Telangana, and Karnataka. By procuring millets at fair prices, the company enhances farmers' livelihoods and encourages sustainable millet cultivation.

Challenge

Millet Harvest India faced working capital constraints, limiting its ability to purchase raw materials in bulk and ensure timely payments to farmers.

Samunnati's Intervention

To address this challenge, Samunnati provided a working capital loan of INR 5 million, enabling the company to procure larger quantities of millets and maintain timely farmer payments.

Impact Created

The financial support empowered Millet Harvest India to purchase millets in bulk, ensuring a steady supply of raw materials and timely payments to farmers. This support strengthened the company's operations, improved farmers' livelihoods, and promoted sustainable millet cultivation across the regions.



Gender Lending

In India, women significantly contribute to the agricultural sector. This segment of the population comprises of 42% of India's agricultural workforce; in addition, labor participation is as high as 80% in rural areas⁶. Gender lending at Samunnati includes providing loans to women-led agricultural enterprises and female farmers to have equal opportunities to access financial resources. Gender lending addresses barriers such as limited access to formal finance, lack of collateral etc. that often prevent women from obtaining financial services. We aim to foster economic empowerment and drive social change while tapping this growing market segment that values diversity and equity.

⁶ <https://www.niti.gov.in/rural-women-key-new-indias-agrarian-revolution>

76.5%

Our average percentage of women end borrowers over FY 23 and FY 24

84%

B-B-C women clients in FY23

69%

B-B-C women clients in FY24

INR 1.50 billion⁷

Term Loans

% of women end beneficiaries who have taken various types of loans in Samunnati

22%

Working Capital Loans

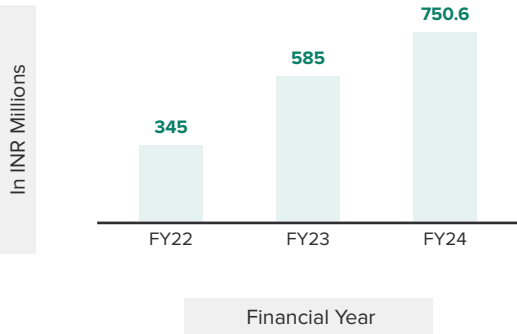
78%

Term Loans

Thematic Capital

We have been actively involved in green, social, and sustainable issuances, working to scale the impact of our offerings. We have understood the need to innovate and collaborate in designing financial instruments that align with sustainable portfolios and as of March 2024, we have successfully raised thematic capital totalling USD 16.864 million (INR 1.681 billion).

Thematic Capital raised as of FY24



In August 2022, we achieved a significant milestone by raising USD 7.35 million⁸ (INR 585 million) through the issuance of a Green Bond by Symbiotics. This bond, aligned with the CBI criteria, directs funds towards projects that promote sustainable agriculture and animal husbandry, focusing on innovative, environmentally friendly practices.

Furthering our commitment to sustainability, in February 2024, we secured USD 9.05 million⁹ (INR 750.6 million) in funding from the Singapore-based IIX Orange Bond, aimed at advancing women's livelihoods. This funding will be strategically invested in empowering underserved women smallholder farmers and women-led farmer collectives, with a focus on supporting income-generating agricultural activities.

We recognize that tackling climate risks and seizing the opportunities presented by climate change is best achieved through strong partnerships, both in fundraising and deployment. This collaborative approach is a central element of our strategy to continuously enhance and grow our sustainable portfolio.

Thematic Guarantees

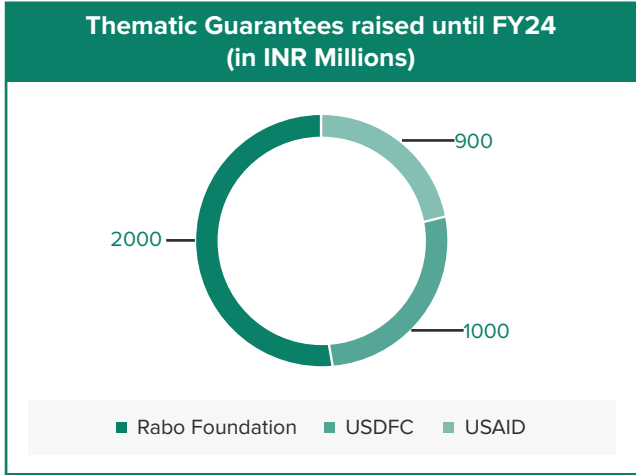
As of FY24, we have successfully secured thematic credit guarantees worth around USD 49.26 million (INR 3.9 billion).

⁷ The USD to INR conversion rate at the end of each financial year is used to calculate the figures.

⁸ As of 31st August 2022, 1 USD = INR 79.54

⁹ As of 29th February 2024, 1 USD = INR 82.91

Samunnati has previously secured thematic guarantees from United States Agency for International Development (USAID) and United States International Development Finance Corporation (USDFC) as part of its risk mitigation strategy to support sustainable finance initiatives. These guarantees—USD 12.5 million (~INR 1 billion¹⁰) from USAID and USD 25 million (INR 2 billion) from USDFC—have significantly strengthened our financial stability and risk management efforts. The USAID guarantee focuses on agroforestry, sustainable landscapes, and the conversion of barren land into cultivable land. On the other hand, the USDFC guarantee targets women-led FPOs, digital technology, renewable energy solutions, and efforts to reduce food loss.



In fiscal years 2023 and 2024, we utilized the USDFC guarantee to extend credit to 22 and 16 borrowers. By the end of March 2023 and 2024, the cumulative loan amounts under the USDFC guarantee stood at USD 5.06 million and USD 6.08 million.

Similarly, during fiscal years 2023 and 2024, we leveraged the USAID guarantee to extend credit to 8 and 10 borrowers. As of March 2023, and 2024, the cumulative loan amounts under the USAID guarantee reached USD 4.22 million and USD 4.45 million respectively.

In April 2022, we secured our third credit guarantee of USD 11.76 million (~INR 900 million¹¹) from Rabo Foundation, aimed at promoting Gender and Gender-Plus CSA finance. This guarantee focuses on enhancing our outreach to women entrepreneurs, farmers, FPOs, community-based organizations, as well as Agri-SMEs and Ag-Tech firms working in renewable energy, climate adaptation, and resilience technologies.

During fiscal years 2023 and 2024, we utilized the Rabo guarantee to extend credit to 8 and 10 borrowers. By the end of March 2023 and 2024, the total loan amount utilized under this guarantee stood at USD 3.76 million (INR 3.09 million) and USD 3.70 million (INR 31.58 million).

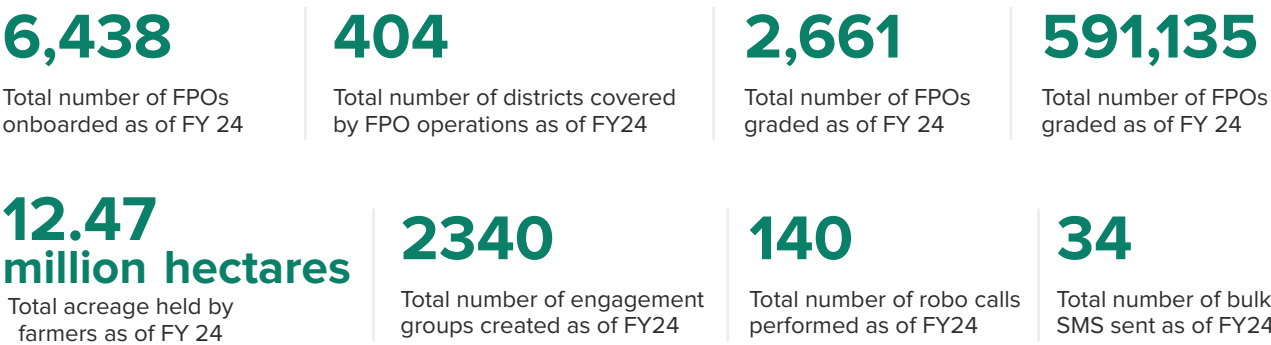
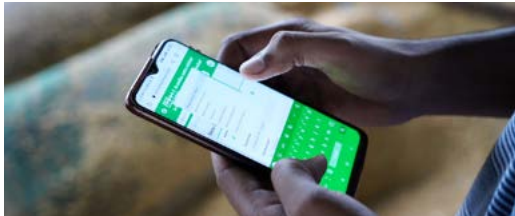
Digital Financing

Digital transformation is key to bridging the financial inclusion gap in India's agricultural sector. Utilizing digital lending processes enables us to reach remote farmers and FPOs who previously had limited access to formal financial services. Digital financing solutions streamline loan disbursements, reduce operational costs, and enhance our capacity to serve India's small and marginal farmers which constitutes to 89.4%¹². Recognizing this unique opportunity, we at Samunnati have been at the forefront to innovate digital offerings which can meet the needs of our end-customers, as well as help in maximising our impact.



FPONext: A Unified Platform for All Digital Solutions

At Samunnati, we are proud to introduce FPO Next, our comprehensive digital platform designed to bridge the gap between various stakeholders in the agricultural ecosystem. This initiative connects farmer collectives, agri enterprises, institutional buyers and sellers, traders, ag-tech startups, and value-added service providers directly with smallholder farmers. Our goal is to create a more inclusive and efficient agricultural landscape that empowers farmers and enhances their livelihoods.



Key Features:

Microsite	FPOs can establish their own microsites on our platform, allowing them to showcase their identity and achievements. This online presence enables them to engage with a broader audience, enhancing visibility and market reach
Agri Khatha (Accounting Solution)	Our Agri Khatha feature digitizes daily transactions for FPOs, converting them into organized ledgers and financial statements. This streamlined accounting solution facilitates efficient management and provides valuable insights into financial health
Grading Tool	We have developed an in-house grading tool that evaluates FPO efficiency across critical areas such as social impact, financial management, and technological adoption. This tool helps FPOs identify strengths and areas for improvement
Streamlined Communication Tools	Our platform includes communication tools like Bulk SMS and Robocalls, which facilitate smooth information sharing within the FPO. This ensures that members stay updated on important announcements and activities.
Group Formation for Engagement	FPONext enables the creation of interest-based farmer groups, promoting social engagement and knowledge exchange among members. This collaborative approach enhances learning and community building
Survey Capabilities	The platform simplifies the process of conducting surveys, allowing FPOs to collect valuable feedback and insights from stakeholders. This data-driven approach aids in informed decision-making and service improvements
Q&A Module	Our Q&A module allows farmers to post questions directly to their FPOs, encouraging interaction and prompt responses. This feature enhances communication between farmers and their organizations
Real-time Updates and Feeds	FPONext keeps both FPOs, and farmers informed about important organizational activities through real-time updates. This transparency fosters trust and engagement within the community
Robo call	The Robo call feature serves as a mass communication tool that enables FPOs to connect with their farmers efficiently. It provides information on input availability, aggregates output demand, organizes member meetings, and more

¹⁰ As of March 2023, 1 USD = INR 82.1807
As of March 2024, 1 USD = INR 83.3864

¹¹ As of 29 April 2022, 1USD = INR 76.527

¹² <https://pib.gov.in/PressReleaselframePage.aspx?PRID=1910357>

Kisan Pay

An initiative powered by our application Unnati, which is designed to streamline the loan application process for farmers and other end customers. Our goal is to simplify the entire journey from application submission to approval and disbursement, making it more efficient and user-friendly. This approach significantly reduces processing times, enhances operational efficiency, and improves overall customer experience.

150+

Institutions Collaborated

20

States
Served

12000+

Farmers
Assisted

INR 655.83 million

Total disbursement
through platform

Key Features:

Comprehensive Loan Lifecycle Management	Streamlines the entire process from loan application to final disbursement
B2B2C Approach	Designed to serve farmers, FPO members, and affiliated partner groups through credit line offerings
Automated Data Collection & Eligibility Evaluation	Leverages predefined criteria for seamless and automated borrower assessment
Seamless API Integrations	Integrated with platforms like Highmark, Karza, and Leegality to enhance operational efficiency

Market Places

Samunnati's Market Places are online platforms that would enable a customer and consumer to easily access financial and non-financial assistance efficiently. All our Market Places are connected through the FPO Next platform, which provides seamless navigation. Currently, access to these marketplaces requires membership (which is free of cost) in the FPO Next platform.

Credit Market Place	In August 2023, Samunnati launched Credit Market Place (CMP) that provide seamless financial solutions tailored for FPOs, small holder farmers, and agri businesses ensuring timely access to credit for growth and productivity. To ensure the success of CMP, Samunnati's Transformation & Program Management team trained the Business team, including RM, State and Zonal Heads. Additionally, Samunnati has trained service providers such as Cluster Based Business Organizations (CBBO) & FPOs to onboard the farmers in need of credit.	556 RFCs Received (from FPOs, March 2024)
		INR 6.86 million Requested (total credit demand)
		INR 191 million Sanctioned through Market Place
Input Market Place	The Input Market Place (IMP) connects farmers with quality agricultural inputs like seeds, fertiliser, pesticides, and equipment, sourced from trusted suppliers to enhance farm productivity. The platform is currently under developing phase, and we plan to launch it by the second quarter of FY2025.	
Output Market Place	The Output Market Place (OMP) was launched in February 2022 to empower farmers by linking directly with buyers, ensuring fair prices and reducing market uncertainties, while enabling aggregation and value addition. To ensure a smooth rollout, state and zonal business teams were trained to onboard key stakeholders onto the platform. No transactions were recorded in FY24.	
Consumer Market Place	Our Consumer Market Place provides a digital platform where consumers can purchase fresh, high-quality farm-to-table produce sourced from Samunnati affiliated farmers and FPOs. Currently the platform is under development, and we plan to launch it by third quarter of FY 2025.	

RFCs stand for Request for Credit

TradeNext : One-Stop Solution for hassle-free trading

The Agri Enterprise app specifically designed to meet the needs of entities involved in buying and selling across the agricultural value chain was conceived in FY24. The app focuses on three core areas:

Engagement	This feature provides users with real-time updates on agricultural commodities, available demand, market information, and ongoing campaigns. It helps aggregate demand from farmer collectives or traders and share it with potential buyers.
Market Access	Users gain access to inputs, outputs, and credit facilities, helping them navigate the agricultural ecosystem.
Transaction	Users gain access to inputs, outputs, and credit facilities, helping them navigate the agricultural ecosystem.

This platform intends to serve the triple purpose of engaging with stakeholders, facilitate market access and enable transaction support as well – thereby providing a holistic solution for engagement across the value-chain. The platform is set to launch in FY25.

Ecosystem Engagements

We have engaged with various ecosystem players through platforms like conclaves, industry associations, and policy-level engagements for fostering collaboration and building a resilient ecosystem. Key engagements include the following.

Invited by	Description
Federation Of Indian Chambers of Commerce & Industry	FICCI Task force on FPOs: The primary objective of the FICCI Task Force on FPOs is to analyse ground level issues faced by FPOs, particularly with respect to access to capital, technology and market. We chaired the Task Force that aims to facilitate a comprehensive forum for dialogue with the widest spectrum of stakeholders to build consensus around solutions. FICCI Task Force on Agri Finance: As the Chair of this Task Force, our key objectives were to bring together various stakeholders in the agricultural sector to facilitate the exchange of knowledge and innovative ideas through regular dialogue and interactions. We aimed to enhance outreach to create visibility on key issues and challenges, and to shape evidence-based policy and regulatory frameworks through proactive advocacy, particularly to enhance financial inclusion for smallholder farmers. FICCI Task force on Millets: Samunnati was also a key member to the FICCI Task Force on Millets and Agri Startups. The task force was formed to provide thought leadership in consensus building among various stakeholders of the millet value chain and develop short and medium-term interventions that FICCI needs to initiate, which can bring about a significant effect in pulling up India's millets sector. FICCI Task Force on Agri Startups: Samunnati plays a crucial role in the task force by facilitating the development of Agri-Food Start-up Policies and Frameworks and influencing the creation of start-up-centric schemes and investments. Our long-term plans are to: ◆ Create and manage an Investment Fund for agri start-ups for seed investments ◆ Influence the formation of new food clusters and collaborate with our FPO / AE / Export houses who can use this facility to value add/market their products or services ◆ Create a positive mindshare among start-up founders since we are acting as a 'Voice of the Founder'
Confederation of Indian Industry	Samunnati has served as an integral member of the B20 Engagement Group Task Force on Financial Inclusion and Economic Empowerment, contributing to the G20 2023 agenda under India's presidency.

Lighthouse FPO Conclave

Lighthouse FPOs are those farmer collectives who have demonstrated growth aspirations, showcased growth trajectory in last year's operations, operate in a promising value chain, and have significant member bases.



We hosted a unique flagship conclave, bringing together over 170 lighthouse FPOs' from across India. Held in Hyderabad on June 23rd and 24th, 2023, the two-day event, themed “Building a Resilient FPO Ecosystem,” underscored the organization’s commitment to developing a sustainable and robust network of FPOs. The conclave provided a platform for FPOs to share their experiences, challenges, and successes, fostering mutual learning and inspiration to help thousands of FPOs evolve into thriving commercial enterprises, ultimately benefiting India’s farmers. The event aimed to unite key stakeholders from the entire ecosystem, including policymakers, government agencies, industry experts, and startups that are driving transformation in the agriculture sector. The conclave featured panel discussions focused on four critical themes: (a) “Addressing the Access to Finance’ Paradox”, (b) “Adopting Ag-Tech Innovations in FPOs”, (c) “Access to Markets – Opportunities & New Developments” and (d) “Climate Smart Practices & Regenerative Agriculture”. Expert panelists from organizations such as Nabkisan, Garuda Aerospace, UNESCO-MGIEP, Devidayal Solar Solutions, Centre for Sustainable Agriculture, and Vrutti shared valuable insights. There was also equal representation from successful FPOs in each area.

Additionally, the “State of the Sector Report on FPO 2023”, highlighting the strategies for nurturing and growing successful FPOs, was released during the conclave. The event also included an exhibition highlighting the businesses of FPOs, along with innovative ideas and technologies from agri-tech startups and micro-enterprises, which facilitated greater knowledge exchange among FPOs, startups, and other stakeholders. The report can be accessed at State of Sector Report Farmer Producer Organisations in India – 2023 | NAFPO.¹³

Policy Level Engagements

We have engaged with various ecosystem players through platforms like conclaves, industry associations, and policy-level engagements for fostering collaboration and building a resilient ecosystem. Key engagements include the following.

Invited by	Description
Ministry of Agriculture & Farmers' Welfare (MoA&FW)	In February 2023, the MoAFW constituted 3 working groups to review and develop a robust national ecosystem for FPOs under the 10,000 FPOs scheme. We took a leading role as Chair in two of the Working Groups (Financial Linkages & Capacity Building/ Ecosystem & CBBOs) and are a member in the third Working Group on Access to Markets. We contributed to finalize the various modalities including equity grant to older FPOs under Centrally Sponsored Schemes (CSS) for formation & promotion. Samunnati was member in Expert Group responsible for formulating “National Policy on Farmer Producer Organization (FPO)” Samunnati has also submitted recommendations on key agri-related Government Schemes like Agri Infrastructure Fund and Credit Guarantees to MoA&FW.
SEBI- Social Stock Exchange (SSE)	Samunnati was a key member of the Social Stock Exchange Advisory Committee (SSEAC), formed to advise SEBI on the issues pertaining to the development and growth of SSE and relevant eco-system; and advised SEBI on the issues pertaining to Regulatory Framework for SSE including Social Enterprises and Intermediaries.
Agri Stack	Samunnati has served as a panelist on the Expert Panel for Agri Stack.



¹³ <https://www.nafpo.in/state-of-sector-report-farmer-producer-organisations-in-india-2023/#:~:text=The%20annual%20State%20of%20Sector,a%20robust%20institute%20of%20farmers.>

ESG Risk Management

At Samunnati, we have successfully integrated ESG risk assessments into our lending processes, fostering a collaborative approach with our clients. This initiative has generated positive momentum, driving the adoption of ESG principles across the broader ecosystem in which we operate.

We have developed a system for integrating E&S aspects into its business operations in two parts: (1) Part 1 of the Environmental and Social Policy (issued in 2018) and (2) Part 2 of Environment & Social Policy - Environmental and Social Management System (issued in 2019). The E&S Policy outlines Samunnati's commitment to addressing E&S considerations, while the ESMS provides detailed procedures for managing E&S risks during loan transactions and is a dynamic document designed to operationalize the policy effectively. We shall update Part 2 of the E&S policy to reflect changes made during the revamping of the ESMS process.

Our Environmental and Social Management System has been developed in alignment with the International Finance Corporation's Performance Standards (IFC-PS). This alignment ensures that the organization's operations and investments adhere to globally recognized E&S risk management practices.

IFC Performance Standards applicable to Samunnati's lending operations

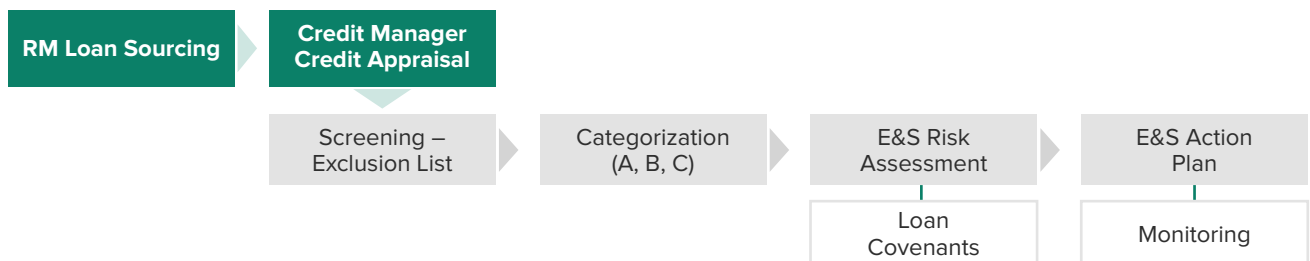


Five of the eight IFC Performance Standards are applicable to Samunnati's lending operations.

- ◆ **Performance Standard 1:** Assessment and Management of Environmental and Social Risks and Impacts is relevant as our borrowers have the potential to cause environmental and social impacts.
- ◆ **Performance Standard 2:** Labor and Working Conditions apply due to the employment of skilled, semi-skilled, and unskilled workers by the borrowers.
- ◆ **Performance Standard 3:** Resource Efficiency and Pollution Prevention is pertinent as our borrowers' operations involve resource consumption, waste generation, emissions, and the use of hazardous materials, which could lead to environmental pollution.
- ◆ **Performance Standard 4:** Community Health, Safety, and Security is significant, as borrowers' activities can affect community health, safety, and security. Lastly,
- ◆ **Performance Standard 6:** Biodiversity Conservation and Sustainable Management of Living Natural Resources is applicable since our agri-focused loans and trade products may involve sourcing produce from lands that have been converted from forests, highlighting the need for sustainable practices.

ESMS Process Flow

Depending on the nature of the business and the level of interaction with E&S aspects, the ESMS is applied to customer types in a differentiated manner, categorized as 'Full Application,' 'Limited Application/Partial Application,' and 'No Application,' as outlined below.



- ◆ For cases > INR 50 million - Full application of the ESMS includes screening, categorization, risk assessment, loan covenants, action plan, and monitoring

- ◆ For cases < INR 50 million – Limited application which includes screening, categorization, and loan covenants
- ◆ There is no application for (1) agri enterprises with a turnover above INR 2 billion and (2) for Farmer Producer Companies with more than 1,000 members

Step 1: Screening

During the borrower identification process by the RM for each loan product, the borrower's business will be cross-checked against Samunnati's Exclusion List. Loans will not be extended to businesses listed in the Exclusion List (Annexure 1).

Step 2: Categorization

Based on the significance of the potential E&S risks and impacts associated with the client's operations, their business has been classified into three distinct categories. This categorization helps in evaluating the extent of these risks and opportunities, and also in deciding how frequently E&S monitoring should be conducted. Category A investments are highly sensitive, due to factors such as facility size, location, and sector, and may involve significant adverse environmental or social risks or impacts that are diverse, irreversible, or unprecedented, requiring closer monitoring. Category B investments have moderate E&S sensitivity and involve limited adverse risks or impacts that are site-specific, reversible, and can be mitigated, or may include certain activities with significant, but manageable, risks. Category C investments have low E&S sensitivity, with minimal or no adverse impacts, requiring minimal monitoring.

Step 3: E&S Risk Assessment & Loan Covenants

The ESG risk assessment process for Samunnati's loan transactions is facilitated through a checklist-based approach, with the credit manager conducting a Yes/No evaluation to assess potential E&S risks. For cases exceeding INR 2.5 million, a site visit by the credit manager is made mandatory to better understand the on-ground conditions and potential ESG risks. E&S-related covenants are incorporated into the loan agreement for full and limited application borrowers, ensuring compliance with the Exclusion List and the ESMS process.

Step 4: E&S Action Plan & Risk Monitoring

For borrowers where the E&S risk assessment process is applied in 'Full,' monitoring will take place during each visit by the risk team. An E&S Action Plan (ESAP) will be developed by the risk team for loans classified under 'Full Application' if any gaps are identified in the E&S risk assessment and monitoring checklist during the initial assessment post-disbursement. Any non-conformance identified during E&S monitoring, specifically against the E&S legal checkpoints in the risk assessment checklist will be addressed when drafting the action plan. As the E&S Action plan is limited to full application, we plan to extend the monitoring to all eligible cases in the following year.

Audit of ESMS

The Internal Audit team has performed ESMS audit for the reporting period. The audit findings were communicated to the relevant departments for necessary actions.

Key Developments during FY 23-24

Since the beginning of the calendar year 2024, Samunnati has taken a significant step forward by forming a dedicated ESG team within the organization. This team plays a pivotal role in enhancing our ESG and climate-risk capabilities, frameworks, and overall enterprise-level capacity. Additionally, the team will be responsible for reporting ESG metrics to both internal and external stakeholders, ensuring transparency and accountability in our sustainability journey.

We plan to overhaul our existing E&S risk assessment framework in FY25. The updated Environmental and Social Management System will replace the current tools, aiming to capture a broader range of stakeholders and associated E&S risks. The pilot phase for the revamped ESMS began in March 2024. We will refine the ESMS policy to adopt a more structured and comprehensive approach for assessing the E&S risks of our borrowers, upon learning from the pilot.

Future ESG Risk Management Strategy and Opportunities

In FY25, ESMS will be rolled out across clients of Samunnati Financial Intermediation & Services, with credit managers being equipped to deploy it following the pilot phase. Proposals will be categorised into three risk levels: 'A' for high risk, 'B' for medium risk, and 'C' for low risk for certain types of loan products. ESMS will be mandated for agri-enterprise loans exceeding INR 2.5 million, while for farmer collectives, it is applicable to cases with a loan value above INR 5 million. A periodic monitoring of the process shall be set up through internal audit. This rollout offers a significant opportunity to strengthen responsible lending practices and enhance environmental and social risk management across Samunnati's portfolio.



Sustainable Operations

Our sustainable operations are guided by a deep commitment to ethical conduct and social impact. We strive to be a responsible business in every sense, from recording our environmental footprint and minimizing waste, to upholding the highest standards of social governance. We are dedicated to our people and communities. We guarantee worker health and safety, uphold human rights, and have zero tolerance for child labor. We invest in the training and development of our staff to enhance their skills and ensure their satisfaction and well-being. Furthermore, we build trust with our clients by ensuring strict customer data and privacy protocols, and by maintaining open channels for communication and efficient grievance redressal.

In this section

◆ Environment

- Emissions
- Energy Efficiency
- Waste Management
- Water Management

◆ Social

- Employee
- Customer

In FY24, Samunnati’s total GHG emissions amounted to 2,011.72 tCO₂e, with Scope 1 contributing 8.16 tCO₂e, Scope 2 at 284.98 tCO₂e, and Scope 3 at 1,718.58 tCO₂e(excluding financed emissions). Our emission intensity stood at 72.57 tCO₂e per million dollars¹⁴ of revenue¹⁵ and 6.06¹⁶ tCO₂e per employee.

Environment

As an NBFC, our direct environmental impact arises from the resources we utilize to support our operations and serve our customers and stakeholders. This primarily involves the consumption of electricity, the use of diesel generators at our branch locations, employee commuting, and the use of paper for banking forms, statements, and various other documents. Operations at Samunnati is by and large handled by our Admin team.

Emissions

Our Scope 1 emissions currently include emissions from stationary and mobile combustion. This translates to emissions from owned vehicles and diesel generator set. As of FY24, Samunnati owns one vehicle for internal use. Our Scope 1 emission data is available only for FY24, as we began implementing GHG accounting in the same year.

Type	Emissions tCO ₂ e (FY24)	Emissions in tCO ₂ e (FY23)
Mobile combustion (Vehicle)	4.95	Data not available
Stationary combustion	3.20	Data not available
Total emissions	8.16	

Our Scope 2 emissions encompass emissions from purchased electricity.

Period	Electricity consumed ¹⁷ (kWh)	Emissions in tCO ₂ e
FY 2022-23	234414.9	199.25
FY 2023-24	391979.068	284.98
Total	669659.9	448.23

The challenges encountered in tracking electricity usage during 2022–2023 were resolved in the subsequent year through the implementation of comprehensive data tracking across all branches. As a result, the reported CO₂ emissions from purchased electricity for 2023–2024 are higher compared to 2022–2023. This improved data collection provides a more accurate and complete picture of our energy-related emissions.

Our Scope 3 emissions include those from purchased goods and services, capital goods, fuel and energy related activities, upstream transportation & distribution, waste generated in operations, business travel and employee commuting. Our Scope 3 emissions reporting does not include financed emissions.

Category	Emissions in tCO ₂ e - FY24	Emissions in tCO ₂ e - FY23
Capital Goods purchased	11.41	Data not available
Goods purchased (other than Capital Goods)	110.97	Data not available
Services purchased	861.55	Data not available
Well-To-Tank (WTT) Emissions associated with the fuel combusted by Samunnati	0.75	Data not available
Well-To-Tank Emissions associated with the electricity consumed by Samunnati	44.10	Data not available
Transmission and Distribution (T&D) of electricity consumed by Samunnati	60.67	Data not available
Domestic & international purchases by Samunnati	0.57	Data not available

~78%

Electricity consumption at head office

Category	Emissions in tCO ₂ e - FY24	Emissions in tCO ₂ e - FY23
Third party treatment of the waste generated at plants	0.15	Data not available
Travel for business purposes via road	37.86	Data not available
Travel for business purposes via rail	0.84	Data not available
Travel for business purposes via air	327.40	397.2 ¹⁸
Hotel stays	58.84	Data not available
Employee commute to, from worksite and home and work from home	203.47	Data not available
Total	1718.58	397.213

Energy Efficiency

We recognize the importance of committing to best practices on conserving energy, including using appropriate technology to reduce our overall energy footprint. Our energy efficiency initiatives demonstrate our commitment to reducing resource consumption. The Heating, Ventilation, and Air Conditioning (HVAC) systems are designed to adjust based on external temperatures, using only a single compressor in lower temperature conditions. The air conditioning is turned off for 1 hour during lunchtime each day to reduce power consumption in our head office. To further enhance energy efficiency, the windows in the head office have been fitted with cooling films. Manual zoning adjustments are made in the HVAC system based on changes in the outside weather. Additionally, to combat heat and minimize energy usage, a reflective roof coating has been applied to the terrace, as the head office is located on the top floor. All our lighting systems are LED and are carefully managed through a time-based control mechanism, with non-essential lights switched off post 7 PM daily. To ensure accountability and precision, electricity consumption is tracked daily and cross-verified with monthly invoices and maintenance data by our Admin team, enabling us to promptly identify and address any anomalies, reducing wastage and optimizing costs.

Our regional offices in Hyderabad and Bangalore leverage co-working spaces, allowing us to optimize shared resources with electricity costs included in rental agreements. We also prioritize green procurement practices, focusing on energy-efficient appliances such as 4- and 5-star rated systems, ensuring that our operational infrastructure aligns with sustainability objectives. At present, majority of our energy efficiency practices are undertaken at head office where approximately 40% of our employees are placed.

Energy Intensity¹⁹

Energy intensity in FY 2023–2024 was recorded at 768.58 kWh per employee.

Period	kWh per employee
FY 2022-23	361.19
FY 2022-23	717.91

The increase reflects improved data coverage and more comprehensive tracking across all branches.

¹⁴ Dollars refer to USD.
¹⁵ Total revenue generated by SFISPL in FY 24- INR 2311.50 million; 1 USD= INR 83.382
¹⁶ Emission intensity per employee = Total emissions/ Total no. of employees at SFISPL
¹⁷ Calculation for energy is at group level

¹⁸ Data provided by the vendor
¹⁹ Total annual energy consumption/ total employees. Calculation performed at group level.

Waste Management

The waste generated from our business operations includes paper waste, plastic waste, e-waste, and food waste. For this reporting period, the scope of waste management reporting is limited to our head office in Chennai. Admin is in-charge of waste management at Samunnati. However, e-waste disposal is reported at a pan-India level.

Paper Waste Reduction

Beginning in FY 2024, we successfully switched to a 100% digital reimbursement procedure for employee expenses.

This change not only streamlined our processes and reduced paper usage also increased accessibility and convenience for relevant stakeholders such as the admin, finance, and audit departments.

E-Waste Management

254 kg of e-waste was collected and disposed of at our head office through authorized vendors and Form 6 was duly obtained as per the E-Waste Manifest protocol, ensuring responsible recycling and avoiding landfill disposal.

Electronic waste is securely stored until we accumulate enough for responsible recycling through certified vendors. This approach not only promotes compliance with e-waste regulations but also supports circular economy practices. We avoid purchasing refurbished electronic items due to the lack of warranty, which helps minimize e-waste at our facility.

Type of e-waste	Quantity (in Numbers)	Quantity (In Kg)
Desktop Full set	9	48.33
Desktop Cabinet	2	9.4
Keyboards	1	1.2
Laptops	77	130.9
Laptops (Scrap Condition)	9	15.3
Monitors- LCD	4	13.56
Printers	3	35.94
Total	105	254.63

Reduction in New Purchases

In FY 2023-2024, we have significantly reduced new electronic device purchases by approximately six times compared to previous year. This reduction reflects our commitment to sustainability and responsible resource management.

Segregation of Waste

We are committed to effective waste management on our premises, ensuring the segregation of dry and wet waste into designated bins.

Dry waste generated from our business activities is disposed through local vendors. Wet waste in our business operations consists of waste generated from the use of napkins and food waste. As most of our branches are in rented spaces, collection and treatment of wet waste is managed at a centralized level by the property owners.

0.713 Kg

Per capita dry waste generated per employee at Head Office (FY24)²⁰

Type of e-waste ²¹	Unit	Quantity (In Kg)	
		FY 2022-23	FY 2023-24
Paper waste	Kg	59	48.33
Plastic waste	Kg	Data not available	9.4

²⁰ Total dry waste (includes paper and plastic wastes) generated at head office/ Total employees working at head office.

²¹ Data on paper and plastic waste generated is applicable exclusively to the operations at our head office.

Water Management

We are a service sector organisation, and our water consumption is primarily related to drinking water and use for hygiene purposes by employees.

Period	Drinking water consumption (Kilo litres/ year) ²² at SFISPL
FY 2022-23	127.89
FY 2022-23	162.68

Water Conservation Activities

Since Samunnati has limited control over the infrastructure and all our offices are in temporary spaces or on short-term leases, we do not implement water conservation activities at our premises. However, in head office and regional offices, posters on water usage have been placed near washrooms.

Forward-Looking Action Plan

Due to the difficulties faced in streamlining data collection for GHG calculation, we will prioritise improving our data infrastructure, particularly within internal operations, and will offer training to key stakeholders. Furthermore, we will continue to track and report our carbon footprint and its associated impacts in the years ahead.



Social

At Samunnati, our social pillar is built on a strong foundation of integrity, inclusion, and accountability, reflecting our deep commitment to responsible and sustainable business practices. We prioritize the well-being and safety of our employees through robust health initiatives, inclusive policies, and continuous performance development, while fostering a diverse, discrimination-free workplace. Our customer-centric approach ensures data privacy, cybersecurity, and transparency across all touchpoints. These efforts are supported by sound governance systems and measurable progress indicators, enabling us to continuously improve and build long-term value for our employees, customers, and partners. Our people, guided by our core values and “genetic code,” remain the driving force behind our sustainable growth.

Employee

Diversity, Equity and Inclusion

Samunnati is committed to fostering a diverse and inclusive work environment where all employees are treated equitably and given equal access to opportunities. Our recruitment process emphasizes skill and merit and maintain a strict zero-tolerance policy against discrimination. We also ensure that persons with disabilities (PwDs) have equal employment opportunities, contributing to a diverse workforce.

261

Total employees at SFISPL during FY 2022-23

332

Total employees at SFISPL during FY 2023-24

Gender-wise employee strength at Samunnati is as follows:

Entity	FY 2022-23		FY 2023-24	
	Female Employees (Count)	Female Employees (in %)	Female Employees (Count)	Female Employees (in %)
SFISPL	59	23%	63	19%
Subsidiaries	94	24%	57	27%
Group level	153	24%	120	22%
Head Office	74	30%	68	30%

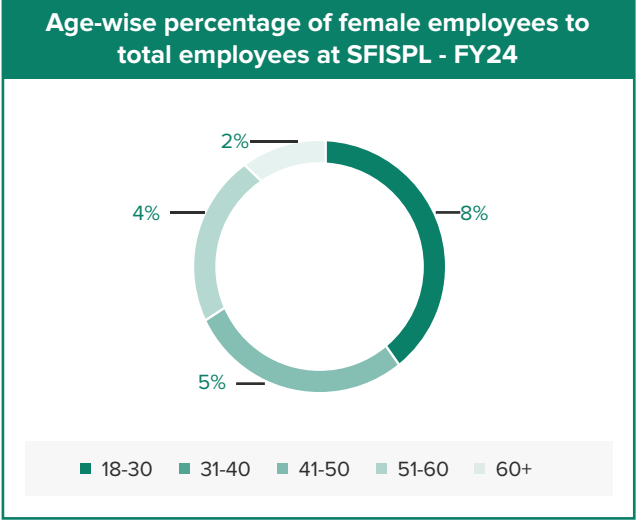
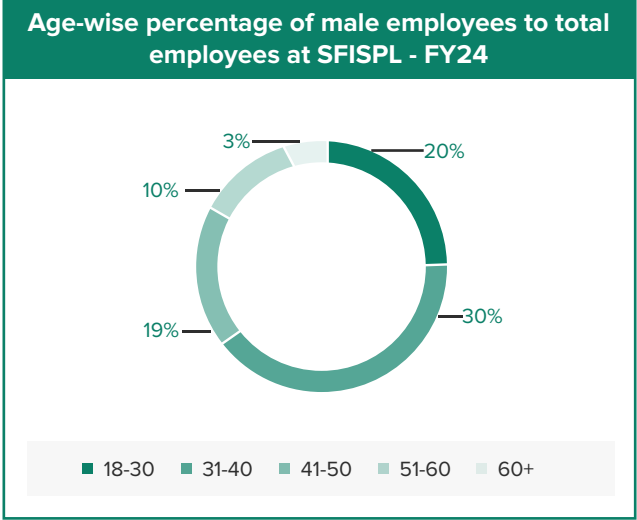
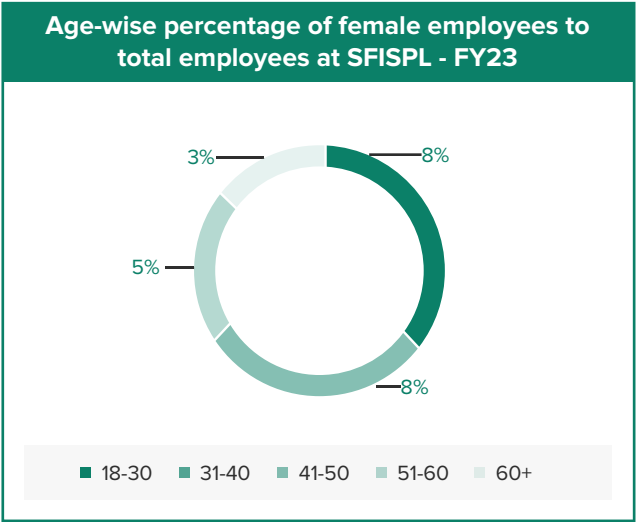
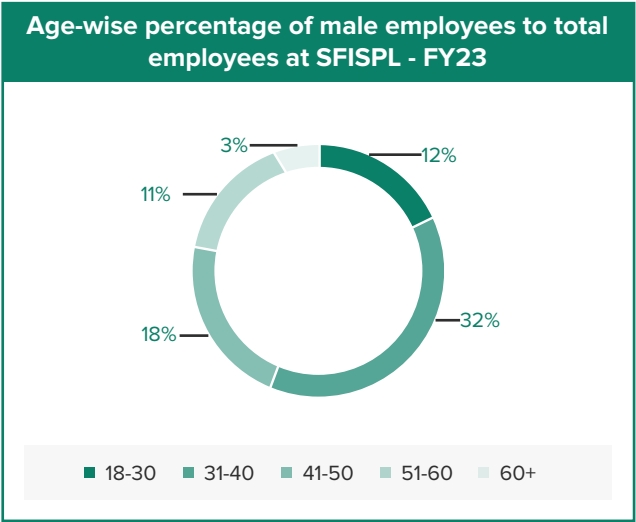
²² Per capita drinking water is considered as 2 litres per day. 245 working days per year.

Entity	FY 2022-23		FY 2023-24	
	Male Employees (Count)	Male Employees (in %)	Male Employees (Count)	Male Employees (in %)
SFISPL	202	77%	269	81%
Subsidiaries	294	76%	157	73%
Group level	496	76%	426	78%
Head Office	172	70%	159	70%

Percentage of temporary employees to total employees				
Entity	FY 2022-23		FY 2023-24	
	Female	Male	Female	Male
SFISPL	16%	77%	269	81%
Subsidiaries	3%	76%	157	73%
Group level	3%	76%	426	78%
Head Office	3%	70%	159	70%

Our hiring and recruitment policy ensures fairness and equity in the selection process. Our hiring process focuses more on the skill and talent of an individual. We do not make employment decisions based on personal characteristics unrelated to inherent job requirements. Each qualified candidate is given a fair and equal chance to be selected. Gender is not a factor in the selection process. Candidates are evaluated based on their qualifications and merit, and selection is made accordingly. New hires during the respective period for SFISPL are as follows.

Description	Number		Percentage ²³	
	FY2022-23	FY2023-24	FY2022-23	FY2023-24
New hires- Female	19	16	7%	5%
New hires-Male	110	42%	65	20%



All employment engagement adheres to the principle of equal opportunity and fair treatment and does not discriminate with respect to any aspects of the employment relationship - such as recruitment and hiring, compensation and benefits, working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, and disciplinary practices.

Equal Employment Opportunity

As per our HR policy, we do not discriminate against employees or job applicants based on race, religion, colour, gender, age, national origin, disability, previous employment status, or any other characteristic protected by applicable laws. **No incidents of discrimination have been reported during the period.**

Persons with Disabilities

We are dedicated to offering equal employment opportunities to persons with disabilities. PwDs were a valued part of our workforce during FY24.

1
No of PWDs employed at Samunnati

Workforce Health And Safety

At Samunnati, we prioritize the safety and well-being of our employees. From first aid and fire safety training to comprehensive insurance coverage and a zero-tolerance harassment policy, we take proactive steps to safeguard their well-being and foster a secure, respectful workplace.

Targeted Safety Programs, including First Aid Sessions

Targeted safety programs are majorly implemented at our head office in Chennai where majority of our workforce is based. A strong emphasis was placed on road safety and first aid for field staff, with ongoing measures to address travel-related safety. For field staff, general first aid and CPR training sessions were conducted across Chennai, Hyderabad, and Bangalore.

The company maintains a systematic approach to incident and first aid management, with registers documented across all locations to track workplace incidents. The goals of first aid are threefold: to preserve life, prevent deterioration, and promote recovery. By delivering immediate and effective care while awaiting the arrival of an ambulance and professional medical assistance, we aim to enhance the overall safety and preparedness of our workforce. In November 2023, we held a CPR and first aid training session for team such as IT, internal audit, HR, based out in head office. The primary objective of this training was to equip employees with the skills necessary to manage various medical emergencies, including common injuries such as cuts, scrapes, burns, and cardiac arrest. There were 6 minor incidents concerning safety of employees during FY 2024 included an employee sustaining a leg injury at home and another experiencing chest pain while commuting, both of whom received medical support. None of the workers (who are not controlled by Samunnati) reported safety concerns during the reporting period.

²³ Percentage with respect to total employees at SFISPL.

Fire Safety and Prevention

As part of our Occupational Health and Safety (OHS) efforts, we have implemented fire safety and prevention measures in our offices. Our head office has two designated exit routes, fitted with an emergency evacuation plan and emergency signage. Smoke detectors are installed in the Bangalore, Hyderabad, and Chennai offices to detect potential fire hazards early. The head office is also equipped with a sprinkler system for added fire protection. All regional and retail offices have been provided with at least 1 fire extinguisher and first aid kits. Fire audit and electrical audits are conducted for all our branches annually. **No safety concerns were encountered, during the reporting period.**

Employee insurance

We have implemented three insurance policies for our employees: Group Medical Cover (GMC), which includes coverage for employees and their five dependents, Group Personal Accident (GPA) and Group Term Life Insurance (GTLI), which are exclusively for employees. Notably, the company absorbs the entire premium cost, ensuring that there are no deductions from employees' salaries for these benefits. 92 employees have applied for medical coverage in FY23 while in FY24 the count stands at 116. In FY24, one employee has received GTLI benefits due to a loss of life¹⁹.

92

Number of employees applied for medical coverage in FY23

116

Number of employees applied for medical coverage in FY24

1

No. of employees who received GTLI benefits due to loss of life²⁴.

Prevention of Sexual Harassment (POSH) – Workplaces Without Harassment

In Samunnati, creating a workplace which is safe and secure for our women employees is an integral component of our culture. Our Internal Committee has continued to work on its goal of making Samunnati a safe environment for female employees. We have a comprehensive POSH policy which ensures that employees have a healthy working environment in which they can operate freely without fear of harassment. In the event of an issue, employees can either email or directly contact members of the Internal Committee to lodge a complaint. To guarantee that every concern is addressed, we have designated an external POSH member to whom employees can submit their issues, if they face challenges in raising the complaint internally. We ensure that the details of the aggrieved person and respondent are kept confident during the process. In accordance with our guiding principles and core values, we create an atmosphere that encourages mutual respect and dignity among our workers and stakeholders. The internal committee has made several efforts to raise awareness that include:

Display of posters

Posters are displayed at our head office to ensure that all employees are aware of the company's zero-tolerance policy against sexual harassment and to build a safe, inclusive, and respectful workplace atmosphere.

POSH awareness sessions and mandatory trainings

Under the mandated training programs at Samunnati, the HR team led the POSH awareness sessions throughout the organization, focusing on educating employees about the POSH policies and reporting. These sessions were conducted virtually, ensuring that all employees across various office locations had access to crucial information on maintaining a respectful and safe workplace environment.

Complaints: Our internal committee handles complaints received under POSH. We urge employees to disclose unethical conduct or workplace difficulties using the whistleblower mechanism. **No POSH complaints and workplace-related grievances were raised during the reporting period.**

Human Rights and Child Labour

Samunnati's Human Rights aspects are covered in our HR policy that encompasses key aspects such as promoting diversity and inclusion, ensuring equal employment opportunities, prohibiting child and forced labour, and preventing and addressing sexual harassment in the workplace. These elements have been formulated in alignment with international human rights frameworks, including those of the International Labour Organization (ILO) and IFC standards. We are also committed to upholding ethical employment practices, including strict adherence to the Child Labour (Prohibition & Regulation) Act, 1986. The organization does not employ anyone under the age of 18 and actively prohibits the use of child labor and forced labor at all its office locations.

Employee Training and Development

Recognizing that training and development are integral to the professional growth of an individual, we ensure that our employees are appropriately trained in functional and behavioural skills to provide high-quality service to internal and external stakeholders. We provide training and capacity building support to all the staff including senior management at Samunnati.

The training provided is based on the identified needs, competence, or job-specific knowledge gaps, skills and attitudes as identified jointly by the employee, department and branch heads and the HR department. We also use employee feedback which often acts as a base to identify learning and development needs.

28

Number of training sessions conducted in FY23

45

Number. of training sessions conducted in FY24

331

Total training hours in FY23

196.5

Total training hours in FY24

0.56

Average training hours per employee in FY23

0.39

Average training hours per employee in FY24²⁵

Our mandatory training session to all our employees includes the following:

Mandatory trainings	FY22-23	FY23-24
ESMS	✓	✓
POSH	✓	✓
IT policy	✓	
Insights	✓	✓
AML/KYC	✓	✓
Refresher session on IT policy and Cyber security		✓

Other types of training include induction programs, behavioural, and functional training programs.

ESG Training

One-day training programs were conducted by auctusESG and internally by our ESG experts to sensitize our employees about climate related risks, the basic concepts of ESG and its implications to create a basic level awareness among our employees.

Topic	Number of participants
E&S Risk	40
ESG	141
Asset tagging	23

At Samunnati, we believe that learning and development is necessary for people to progress in their roles. While designing our learning and development programs, our intent is to align business priorities with learning goals. As an employee progresses through their professional journey, they are offered a diverse suite of opportunities aimed at upgrading and improving their job-related skills. These programs range from e-lessons covering domain-based courses, soft skill courses, leadership courses, webinar classroom-based training and other external trainings.

A snapshot of key training initiatives taken during the reporting period are summarized below:

e-Learning modules through learning and management: Our digital Learning Management System, *SkillsEdge*, is a SaaS based platform designed to engage and develop employees. It facilitates digital learning by offering access to a wide range of content, including both internal courses and materials from external content partners. The platform also provides features such as learner performance tracking through leaderboard, management of classroom training sessions, tracking of attendance, and scheduling of training activities. Our Learning and Development (L&D) team has created e-modules that include interactive quizzes, and structured learning journeys, catering to employees at all levels. These resources are designed to enhance the learning experience, offering personalized and accessible learning opportunities to support skill development and professional growth across the organization.

150+

E-learning modules completed in FY24

²⁴ Death caused by cardiac arrest (August 2023)

²⁵ Information on training is provided at group level

All full-time employees have access to the LMS and can use the web to access content at any time and from any location. Upon completing training sessions through Skills Edge, employees are rewarded with points and certificates. Samunnati aims to enhance this experience by introducing a mobile application for the Learning Management System, enabling better time efficiency and more effective learning opportunities.

Induction program: We recognize that an efficient induction program for new employees at Samunnati will result in increased productivity, higher motivation and improved alignment of individual and organizational values. As a result, all new employees at Samunnati are required to participate in a comprehensive 3-day induction program. This program serves as an orientation, providing them with an in-depth introduction to the company, its core values, policies, various departments, products, and operational processes.

Direct/Virtual Training Programmes: Following the training request from reporting managers, direct or virtual training sessions are conducted. These sessions are delivered by a mix of internal experts and external subject matter experts. The purpose of these tailored training programs is to address the specific developmental needs identified for each team or individual, ensuring employees gain valuable insights and skills that enhance their job performance, foster personal growth, and align with the organization's strategic objectives.

Campus to Corporate Programmes: Today's youth bring in fresh perspectives and bright ideas. In line with this belief, we actively recruit students from agricultural and management colleges for internships and trainee programs, offering them valuable opportunities for skill development and hands-on experience in the industry. These initiatives are designed to bridge the gap between academic learning and real-world application, enabling interns and trainees to gain practical insights into the sector while honing their professional capabilities.

Lead, Inspire, Mentor, and Empower (LIME): LIME is a leadership development framework that aligns leadership teams on aspects of people management, decision-making, and open communication to create a psychologically safe workplace at Samunnati. Our objective of LIME is to foster a culture of unity, improve people management, reflect on leadership skills and styles, foster transparency and open communication, and create a psychologically safe environment for all employees.

SAMTALKS: Staying informed with current knowledge, developments, and best practices is essential for effectively translating them into work outputs and enhancing productivity. With this objective in mind, we launched Sam Talks—knowledge management seminars aimed at educating employees on agricultural policies and other relevant topics. These sessions, led by internal or external subject matter experts, are held at the organizational level.

SAMMILAN: We believe that inter-regional interaction between employees is extremely crucial to build a strong enterprise. To support this, we developed Sam-Milan to bring employees together at a regional level. The initiative focuses on connecting employees from various locations and states on a regular basis to check on their well-being. In FY 2023-2024, 25 employees participated in the Sam-Milan training sessions, which were held 5 times throughout the year.

A summary of each training program's duration and attendance (in percentage) is provided below: This information highlights the overall engagement and effectiveness of the training initiatives.

Type of Program	Topics	FY 2023-24			FY 2023-24		
		Duration (in hr.)	Count of employees attended	Attendance (in %)	Duration (in hr.)	Count of employees attended	Attendance (in %)
Induction	New employee induction	288	220	100%	96%	94%	100%
Mandatory	POSH, KYC AML, ABC, WB, ESG, DEIB	5	504	70%	3.5	642	72%
Behavioural Programs	Manager / Leadership Development Programs				64	62	100%
Functional Training Programs	Process, Product, Technical	38	1511	53%	21	1474	69%

13 vs 12

induction sessions
(FY23 vs. FY24)

25 vs 22

training sessions conducted
(FY24 vs. FY23)

35 vs 10

Interns were taken on board
in FY23 vs 24

62

Employees took part in the Leadership Development Program during FY 2023–2024.

988

Employees participated
in Sam Talks during FY
2023–2024.

25

Employees participated in the Sam-Milan training sessions during FY 2023–2024

Type of Program	Topics	FY 2023-24			FY 2023-24		
		Duration (in hr.)	Count of employees attended	Attendance (in %)	Duration (in hr.)	Count of employees attended	Attendance (in %)
Bouquet (Other) Programs	SAM Milan, Talks, Management Trainee, Interns etc.				12	2182	76%
Total		331	2235	74%	196.5	4454	83%²⁶

Talent Management and Performance Improvement

At Samunnati, talent management and performance improvement are integral to our organizational success. By aligning individual abilities with organizational goals, we foster a culture of creativity, excellence, and engagement. Our focus on mentoring, recognition, and succession planning ensures a high-performing, resilient workforce prepared for future challenges.

We ensure that 100% of employees undergo regular performance development reviews, ensuring they receive structured feedback and growth opportunities. **In FY 2022-23, performance development reviews were conducted for 86% of our employees, while in FY 2023-24, this figure increased to 90%.**

Our organization maintains a structured approach to notice periods, ensuring that employees are provided with adequate time to prepare for any changes. For employees who have completed their probationary period, a minimum notice period of 30 days is required, while those still within the probationary phase are given 15-day notice. It is important to note that, depending on the specific requirements of each department, these notice periods may vary slightly to accommodate operational needs. We are dedicated to maintaining a supportive work environment by upholding these standards and ensuring that all staff are treated fairly during transitions.

Rewards and Recognition

Recognition programs and rewarding performance is integral to acknowledging outstanding contribution, with structured initiatives. At Samunnati, our performance awards and the appraisal processes are based purely on merit.

At Samunnati, we highly value employees who are self-motivated, deliver exceptional results, demonstrate strong drive, and show unwavering dedication to our organization. These high performers are recognized through a range of awards listed below.

Awards for performers who have made significant contributions to our functions and delivered exceptional results on selected projects:

Go-Getter Award: A Go-Getter is an individual who can always be counted on to complete tasks efficiently. They frequently take on extra responsibilities beyond their defined role to ensure successful outcomes. This award honors employees who remain focused, exceed their designated duties, and deliver exceptional results.

Rising Star Award: The Rising Star Award honors self-motivated individuals who have made a meaningful impact within the organization. This recognition is given to those who demonstrate exceptional performance and show the potential for continued growth into exemplary employees. Recipients exhibit passion for their work, professionalism, and dedication.

Rookie of the Quarter/Half-Year/Year: This award is designed to recognize a new employee who has shown outstanding performance during their initial period with the company. The Rookie of the Year Award celebrates individuals who demonstrate a strong sense of ownership and make a difference by taking on additional responsibilities, showcasing their ability as quick starters.

54

Employees were recognized with the Go-Getter Award during the reporting period.

66

Employees were recognized with the Rising Star Award during the reporting period.

33

Employees were recognized with the Rookie Award during the reporting period.

²⁶ Information on training provided to employees is at group level.

Awards for individual performer who can be a new leader, who is ready to take up additional responsibilities:

Emerging Leader Award: This award honors team members who have delivered quality results and demonstrated self-drive by taking on larger responsibilities. It recognizes individuals who have made significant contributions to their business functions at Samunnati and have shown potential for leadership. The selection for this award is reviewed by the Senior Management Team, ensuring that it reflects the highest standards of performance and leadership potential.

28

Employees recognized as Emerging Leaders during the reporting period.

Most Valuable Person (MVP): The Most Valuable Person award acknowledges employees who demonstrate exceptional dedication, passion, and commitment, making a substantial impact throughout the year. These individuals prove to be indispensable to the organization, and their absence would create significant challenges for the team.

24

Employees recognized as MVP during the reporting period.

Extra Mile Award: The Extra Mile Award recognizes employees who consistently go above and beyond their regular responsibilities with passion and integrity. This award highlights those who take on special initiatives regularly, contributing positively to Samunnati's overall mission.

34

Fun Awards at Samunnati: Samunnati has introduced a range of creative and engaging awards to foster a fun workplace culture that enhances employee morale and recognizes their achievements. Below are some of the exciting awards presented to our employees. During the reporting period, one employee under each category was recognised and rewarded. These awards were presented to recipients during our annual event, 'Shristi', in 2024.

Employees received the Extra Mile Award during the reporting period.

Employee Satisfaction

We have been recognized by the Great Place to Work Institute among the mid-sized organizations for building a High-Trust, High-Performance Culture in February 2023 and in January 2024.

Retaining top talent is a key priority for Samunnati, which continuously evaluates employee satisfaction and engagement through third party surveys and HR initiatives. All our employee engagement programs, and leadership development plans helps us to engage with our employees. We have a robust HR policy which helps to create a positive workplace culture that enhances employee satisfaction.

To maintain a positive work culture, annual engagement surveys conducted by **Great Place to Work (GPTW)** monitors employee satisfaction and identifies areas for improvement.



Great place to work survey



Pride



Camaraderie



Fairness



Respect



Credibility

Great Place to Work certified consecutively for 4 years

This continued recognition reflects the strength of our workplace culture and the values we live every day: trust, transparency, and a shared sense of purpose. As we mark a decade of Samunnati's journey, this milestone is a timely reminder that how we work is just as important as what we work toward. Our people remain at the heart of everything we do, and it is their commitment, care, and belief in our mission that have made this recognition possible. The Great Place to Work® Certification is based on the world's most widely used survey model for understanding employee experience. Sustaining this recognition over four years speaks to our deep investment in building a workplace that is inclusive, empowering, and aligned with our long-term vision.

Employee Well-Being

At Samunnati, employee well-being is at the heart of our culture. We offer comprehensive health, mental wellness, and crisis support initiatives, along with inclusive leave policies, flexible work arrangements, and financial benefits, fostering a supportive, secure, and balanced workplace for all.

Wellness Room

We have a dedicated wellness room for our employees at our head office, which can be used in case of an emergency or when they need a break. The room provides a quiet space where employees can refresh and rejuvenate themselves, helping to restore their energy and well-being.

Support During Crises

Employee welfare initiatives emphasise the HR team's proactive engagement during crises. For instance, wellness checks were conducted for employees during severe flooding, particularly in affected regions like Chennai with temporary accommodations for those severely impacted. Financial assistance of INR 20,000 was extended to over 12 employees whose homes or vehicles were damaged, and work-from-home options were implemented during extreme weather events, with outreach to employees in low-lying areas.

Regular Health Check-Ups and Mental Health Awareness Sessions

We share regular health-related tips via email to all employees, alongside organized health check-ups that include assessments for blood pressure and BMI. To further support mental well-being, we facilitate mindfulness meditation and breathing exercises every week aimed at reducing stress and enhancing focus. Additionally, we partnered with iWill Therapy to conduct online sessions during pandemic period focused on promoting mental health and awareness among employees. During 2023, in-house training sessions were organized at the head office to promote employee well-being. We plan to collaborate with wellness agencies offering a combination of online and on-site mental health sessions to ensure wider accessibility and continued support in years ahead.

End-of-Service Benefits

At Samunnati, we ensure that employees are provided with fair and timely compensation upon separation. Employees receive gratuity based on their tenure with the company, and earned leave is compensated as part of the final settlement. This settlement, which includes both gratuity and earned leave, is processed and released within 20 days following the employee's Last Working Day (LWD). The compensation provided during the reporting period is as follows.

Number of employees who had received gratuity at Samunnati			
Period	SFISPL	Subsidiaries	Group level
FY22-23	10	3	13
FY23-24	20	8	28

Number of employees who have surrendered earned leaves at Samunnati			
Period	SFISPL	Subsidiaries	Group level
FY22-23	82	84	166
FY23-24	108	70	178

Thoughtful Gifting

We stand for positive and productive engagement of adults with special needs by providing them a platform to employ skills with creative and economic gains. We have partnered with SNEH, a not-for-profit dedicated to providing handmade gift items crafted by individuals with disabilities. These thoughtful gifts are distributed to our employees on various occasions, including birthdays, celebrations, and other special events, as a token of appreciation and to foster a positive work culture.

Flexible Working Hours

We offer flexible working arrangements from Tuesday to Thursday, enabling employees to begin their workday any time before 11 AM and fulfil a total of 9 working hours. Additionally, employees can take up to 6 Work from Home (WFH) days per month, subject to approval from their reporting managers.

Revised Childcare, Paternity, and Maternity Policies

At Samunnati, we are committed to supporting the well-being of our employees through inclusive policies. In FY2023, we introduced a new childcare leave policy, allowing employees with children under the age of 12 to take up to 12 days of leave. Additionally, we revised our paternity leave policy in 2022, offering 30 days of parental leave to employees with over one year of service, and one week of paternity leave to those with less than one year of service. Our maternity leave policy allows female employees to take leave up to 182 days. These policies reflect our commitment to creating a supportive and balanced work environment for all our employees.

Number of employees who had availed paternity leave facility at Samunnati			
Period	SFISPL	Subsidiaries	Group level
FY22-23	2	1	3
FY23-24	2	1	3

Number of employees who have surrendered earned leaves at Samunnati			
Period	SFISPL	Subsidiaries	Group level
FY22-23	4	4	8
FY23-24	5	4	9

Grievance Redressal

We maintain robust and confidential grievance redressal and whistleblower mechanisms to address employee concerns ethically and fairly; No grievances or whistleblower complaints were reported during the period.

Our HR policy covers employee grievance mechanism for employees to raise their complaints/ concerns/ grievances. Employees are encouraged to first approach their immediate supervisors or managers in case of complaints or concerns who serve as the initial point of contact. Alternatively, grievances can be submitted through our grievance redressal page in common portal as well as to HR, either in person or via email. When raising a grievance, employees are encouraged to provide clear and detailed information, including a brief description of the issue, relevant dates and times, individuals involved, and any witnesses. We maintain confidential and fair processes for addressing employee issues, with a goal of resolution within 30 days.

Our Whistleblower Policy encourages employees to report any serious actual or suspected fraud, concerns related to financial matters or reporting, unethical or illegal conduct, or potential violations of the Code of Conduct. This includes actions that are not aligned with company policies, may harm the company's image or reputation, constitute harassment, involve serious misconduct, or raise any other genuine concern.

Reports under the Whistleblower Policy may be submitted to the Head – HR or the Chief Compliance Officer directly via their individual email addresses. Alternatively, concerns can be raised by sending an email to vigil@samunnati.com, with a copy marked to either of the two officers mentioned above. If the complaint pertains to the Director & CEO, it should be directed to the Chairman of the Audit Committee of the company.

Our whistleblower policy can be accessed at <https://samunnati.com/wp-content/uploads/2023/10/Whistleblower-Policy.pdf>

Customer

At Samunnati, customer trust is foundational to our operations. We ensure the highest standards of data privacy, cybersecurity, and regulatory compliance through robust policies, secure digital infrastructure, and continuous employee training—safeguarding customer information while fostering transparency and responsible service.

Customer Privacy and Data Security

As an NBFC, data privacy remains our top priority, as we handle sensitive business and consumer information. We recognize the importance of protecting customer's personal information and have put in all necessary checks and balances to ensure this is upheld at all times across all our offices. We have a Privacy and Disclosure Policy, which is applicable to all personal data collected from customers through all mediums. Specifically, the policy puts out processes and Dos and Don'ts on collection and use of personal data, including retention and sharing of information. The policy also includes a grievance redressal mechanism in case of grievances.

We also aim to enhance customer awareness on our systems for responsibly protecting and processing personal data. We adhere to all regulatory requirements for displaying privacy notices to customers concerning our products and services. This approach ensures that we not only comply with legal standards but also build and maintain trust with our customers by demonstrating our commitment to their privacy and data security.

Key interventions for strengthening customer privacy and data security includes the following.

Digital storage of customer data: All customer information is stored digitally to ensure enhanced security, accessibility, and efficiency in data management. This has significantly reduced the need for physical space, making information retrieval easier. Additionally, digital storage systems have provided robust security measures, such as encryption and regular backups, protecting sensitive customer data from unauthorized access and potential loss due to environmental factors or human error.

Authentication process: To secure customer data, we have implemented a combination of security measures such as MultiFactor Authentication (MFA), Secure Socket Layer (SSL) encryption & Role Based Access Control (RBAC). These measures ensure that only authorized person can access sensitive information.

Regular audits: Yearly Information Security (IS) audits are conducted annually by third-party vendors to ensure compliance with our customer privacy standards. These independent assessments evaluate the effectiveness of our data protection measures, policies, and practices, helping to identify any potential vulnerabilities or areas for improvement.

KYC-AML policy: We ensure financial integrity and compliance through a robust KYC-AML Policy, aligned with the Prevention of Money Laundering Act (PMLA) and RBI guidelines.

We have implemented a robust framework for Customer Due Diligence (CDD) that includes rigorous identification and verification procedures to ensure the authenticity of transactions. Our approach employs a risk-based methodology, categorizing customers into different risk levels to apply appropriate scrutiny based on their assessed risk profiles. We conduct continuous monitoring of transactions, allowing us to identify and report any suspicious activities to the Financial Intelligence Unit (FIU), which is essential for preventing financial crimes. Furthermore, we prioritize confidentiality and data security by enforcing strict measures to protect customer information and maintain compliance with regulatory standards. This comprehensive strategy not only enhances our operational integrity but also fosters trust with our customers by safeguarding their sensitive data.

Our KYC AML policy is available at <https://samunnati.com/wp-content/uploads/2023/07/KYC-AML-Policy-.pdf>

There have been no complaints about breaches of client privacy, demonstrating a strong commitment to protecting customer data, during the reporting period.

Cybersecurity

As a responsible NBFC, cyber security is of paramount importance to us and our customers. To manage cybersecurity risks, we have in place a robust IT governance framework. We have established key policies that address various aspects of information security, compliance, and crisis management such as the IT Policy, authentication and compliance policy, information security policy, cloud governance policy, IT sourcing policy and cyber crisis management plan. These policies are based on industry best practices, complying with regulatory guidelines and in alignment to regulatory directives on information and cyber security. We undertake stringent processes and measures such as vulnerability management processes that actively scan for security threats, logging and monitoring procedures to deal with network intrusions and incidents. **No cases of data breach were reported during the period.**

Our key interventions for protecting against cybersecurity are as follows:

Robust IT infrastructure: Our IT infrastructure is built with strong data protection mechanisms. Data is hosted on secure platforms like Microsoft Azure, which provide high-level encryption and compliance with global data protection regulations. Access to servers is restricted to whitelisted IPs, ensuring tight control over sensitive information. We leverage services from leading global vendors for our internal operations. With 99.9% system uptime, our IT infrastructure supports seamless operations, minimizing disruption during maintenance with downtime limited to less than 30 minutes.

Incident response frameworks: We have a robust incident response framework resolving issues within 6 hours and regular bi-annual employee training sessions keeping our team updated on the latest threats and mitigation strategies.

Mandatory training sessions and regular awareness sessions: All employees receive mandatory cybersecurity training during their induction process. This training ensures employees are equipped to protect customer data from unauthorized access. We conduct Microsoft attack simulation and awareness training once a year to ensure all employees recognise this as a core tenet to their jobs.

Vulnerability Assessment and Penetration Testing (VAPT): We employ a comprehensive security evaluation process that combines two critical components: (1) vulnerability assessment, which identifies and prioritizes potential security flaws in systems, networks, and applications, and (2) penetration testing, which simulates real-world attacks to exploit these vulnerabilities. This integrated approach not only exposes current problems but also provides deeper insights into the effectiveness of security solutions, allowing us to enhance our security posture. VAPT testing is conducted once a year at Samunnati.

Monitoring tools: We use monitoring tools such as Security Information and Event Management (SIEM) and endpoint security to monitor cybersecurity threats. These tools are used for aggregating and analysing log data in real time from several sources in our IT infrastructure. With essential features like alerting and dashboards, this helps our teams to identify patterns of malicious activity and respond quickly to possible attacks.

Comprehensive end point security: We use comprehensive endpoint security encompasses a multi-layered approach to safeguard devices against a wide array of cyber threats. Key components include device management and protection to ensure that all endpoints are monitored and secured, along with anti-virus, spyware, malware, and ransomware protection that utilise advanced detection methods to identify and neutralize threats in real time. Additionally, it incorporates file, web, and network threat protection to block unauthorized access and malicious activities across all channels. Program and windows application control restrict the execution of unapproved software, while web access control and content filtering prevent users from accessing harmful websites or content. Together, these elements create a robust defence system that protects sensitive data and maintains the integrity of our networks.

Data Loss Prevention (DLP) for company-owned devices: DLP is implemented on company-owned devices to safeguard sensitive information from unauthorized access and potential breaches. Key strategies include device protection, which involves monitoring and managing endpoint security to prevent data leaks, and drive encryption, ensuring that data stored on devices is encrypted to protect it from unauthorized access, especially in cases of device theft or loss.

Additional security measures: We have implemented location-based access restrictions to ensure that work emails and applications are accessible only from designated Indian locations, with exceptions granted on a short-term basis as needed. This approach enhances security by limiting access to company-owned devices or personal mobile devices configured with a work profile, thereby preventing unauthorized access from unapproved locations or devices.

During the reporting period, there have been no incidence of any identified leaks, thefts, losses of third-party data or cyber security breaches. 2 cyber drills have been conducted yearly engaging all departments such as, Admin, HR, Credit, Business, Process and Finance.

All IT and IS policies and procedures are reviewed and updated periodically and based on RBI's master directions.

We have constituted an IT Strategy Committee and an Information Security Committee, in addition to the Information Security Group with clearly spelt out roles and responsibilities. Our robust IT procedures govern how information technology is to be used within our operations. Primary functions of the IT team across Samunnati include:

- ◆ Overseeing IT infrastructure, including hardware, software, networks, and data centres, to ensure seamless operations.
- ◆ Performing regular security audits and vulnerability assessments to identify and address potential risks.
- ◆ Conducting testing and drills to validate the effectiveness of contingency plans.
- ◆ Evaluating and selecting vendors for IT products and services.
- ◆ Implementing strong cybersecurity measures to safeguard sensitive financial data and prevent unauthorized access, data breaches, and cyberattacks.

Marketing and Communication

At Samunnati, our FPC ensures clear and transparent communication of our products in a language that is easily understood by our customers.

We serve a diverse group of customers across the agricultural value chain, offering products and services tailored to meet their unique needs. At the same time, we ensure that our solutions comply with the stringent standards set by market regulators. We provide comprehensive training to our RMs, equipping them with the knowledge of new products and policies. Our employee code of conduct promotes fair and respectful treatment of all customers. We foster effective two-way communication through telephone, face-to-face interactions with our RMs, and welcome customers to visit our offices for further inquiries. All terms and conditions are clearly communicated before sanctioning any products. We are committed to maintaining open communication and active engagement with our customers, ensuring full compliance with product and service information, labelling, and marketing communications, with no instances of non-compliance. **No complaints on communication and labelling were registered during the period.**

Product Labelling

We are committed to maintaining transparency in our products and services, ensuring that all offers are communicated clearly and transparently to our customers.

We follow the RBI requirements that govern product labelling. These are defined in our FPC, which ensures that all our financial products are labelled transparently and communicated in terms that customers understand. The legal team first reviews the standard terms and conditions for each product, which are then presented to the product committee. The committee includes the Chief Compliance Officer, who ensures the product's compliance with regulatory requirements, covering all aspects from KYC documentation to loan disbursement. Additionally, Samunnati adheres to the FPC to promote transparency, clarity, and responsiveness in its relationship with customers. Information about various products and services offered by us is communicated to customers through regional managers at the branch level. The terms and conditions for each product are communicated to the customer through a Sanction Letter.

We also recognize that employees need to be trained adequately to ensure that there is transparency in communication with customers. Towards this, during the induction process, an RM is given an initial overview of the products. Subsequently, the RM undergoes On-the-Job Training (OJT) with guidance from an experienced RM and the Area Business Head. Additionally, the Area Business Head provides detailed explanations of each product offered by Samunnati to the customer.

Grievance Redressal

We have established a three-level escalation matrix for grievance redressal, with contact details for personnel at each level available on our website, along with a toll-free number for customer assistance.

An important aspect to build customer trust is through effective grievance redressal mechanisms. A well-structured grievance redressal system allows customers to express their concerns, increasing overall satisfaction.

At Level 1, customers can submit a written letter to the branch/office for acknowledgment



Customer Service Helpline
+91 97908 97000



Email
customervoice@samunnati.com

If the issue is not resolved, they can escalate to Level 2 by writing to the Head of Customer Care



Head of Customer Care
headcustomercare@samunnati.com

Or by sending a letter to Samunnati Financial Intermediation & Services Pvt Ltd



Address

Baid Hitech Park, 129-B, 8th Floor, ECR, Thiruvanniyur, Chennai – 600041

Level 3 escalation, customers can contact the Grievance Redressal Officer



Grievance Redressal Officer

gro@samunnati.com

Responses are provided within 7 working days for Levels 1 and 2 and within 10 working days for Level 3. If a complaint remains unresolved or if the customer is dissatisfied with the resolution after one month, they may appeal to the Officer-in-Charge of the Regional Office of the Department of Non-Banking Supervision of RBI under whose jurisdiction the Registered Office of the Company falls.

Number of customer complaints	
FY 2022-23	FY 2023-24
23	30

Number of complaints open beyond agreed TAT	
FY 2022-23	FY 2023-24
0%	0.05%

To potentially enhance our understanding of customer satisfaction and trust, we may consider using Customer Net Promoter Scores (NPS) in upcoming years, which will help us identify areas for improvement while also reinforcing our commitment to safeguarding consumer confidence and privacy.

Supply Chains

We recognize that sustainable supply chains are essential to our business, as we strive to integrate ethical and responsible practices not only within our operations but also across our suppliers.

Our organization relies on a wide array of partners and service providers, which are essential to fulfilling the needs of our customers as well as other stakeholders. Our supply chain includes a diverse range of vendors offering products and services in areas such as technology, consulting, labour, energy, and office supplies, with suppliers spanning from local small enterprises to global organisations.

Vendor management policy

We have adopted a vendor management policy since we acknowledge the necessity for third-party service providers to successfully manage our expanding company needs and day-to-day operations.

Vendors are selected based on clear and objective factors, including product quality, technical expertise (when relevant), compliance with local regulations, cost-effectiveness, and timely delivery. Samunnati upholds the highest standards of ethics and integrity in all vendor management processes, including selection, negotiation, and procurement. We aim to establish long-lasting relationships with suppliers whenever their capabilities align with the company’s requirements.

When the vendors are identified and chosen by the relevant departments, a distinct vendor code is generated. Required statutory documents, such as certifications, are gathered to confirm compliance with local regulations during the vendor enrolment and registration process. Furthermore, agreements are established with some vendors for long-term partnerships, ensuring alignment with local standards and guidelines.

Strengthening Framer Producer Organisations through FPO Academy

In 2022, with support from the USDFC and the Bill and Melinda Gates Foundation (BMGF), Samunnati launched FPO Academy, an open learning platform designed for FPOs. This platform aims to strengthen the capabilities of FPO CEOs, accountants, staff, board members, Farmer Interest Group (FIG) leaders, and member farmers. It offers a diverse collection of 65 carefully designed courses, featuring over 850 high-quality videos, totalling to 26 hours, in English and five regional languages—Hindi, Tamil, Telugu, Kannada, and Marathi. Accessible via both web and mobile platforms, the academy covers a broad range of topics within the agri-value chain, including FPO governance, compliance, organizational management, marketing strategies, financial literacy, business planning, leadership development, and technology integration.

The platform can be accessed at <https://academy.samunnati.com/>



Sustainable Impact

As India's largest agri-enterprise, we are committed to supporting the agricultural community, particularly farmers who encounter challenges related to last-mile connectivity and climate-related risks. Our commitment to sustainable lending and operations works synergistically to create a sustainable impact.

In this section

- ◆ Samunnati Foundation
- ◆ Outreach
- ◆ Thematic Areas

Access to Formal Finance

Through our initiatives, we facilitated access to formal finance for 751 FCs in FY24 and 424 FCs in the previous fiscal year. During these periods, we disbursed INR 1.151 billion and INR 521.53 million, respectively.

Farmers and Farmer Collectives remain excluded from traditional financial systems, limiting their potential for growth. Our impact assessment for FY24 revealed that 47% of the FPOs²⁷ we supported were first-time borrowers, gaining crucial access to capital that allowed them to scale their operations, boost productivity, and adopt modern technologies.

Enabling Climate Action Within The Agricultural Value Chain

Climate change presents significant challenges to farmers, requiring the adoption of adaptive and mitigation strategies. Samunnati through our lending extends support to actors across the agri-value chain to adapt and switch to these strategies.

In FY24, we found that 66% of our FPOs have adopted at least one climate adaptation measure, such as water-efficient technologies, climate-resilient crops etc., to counteract changing environmental conditions. Around 21% of these FPOs have embraced climate mitigation strategies, such as energy-efficient technologies, biofuels, bio inputs etc., reducing their environmental footprint.

Enhanced Livelihoods and Income

Our initiatives have led to a 47% increase in the average profits of the FPOs we support, found through an impact assessment conducted internally. By providing financial services, training, and market access, we help farmers increase their income levels.

Women Empowerment and Entrepreneurship

Our work has enabled 32% of the FPOs with at least one-woman farmer member with access to formal financial sources. Additionally, 15% of these FPOs have a majority of women stakeholders, 11% have at least one woman on their board of directors, and 4% have women CEOs. By facilitating women’s leadership roles, we promote gender equality and contribute to the overall growth of these organizations.

Tribal Farmers Rise with Green Flag Producer Company Limited

Established in 2021, Green Flag Farmers Producer Company Limited operates in the tribal regions of Kandhamal, Odisha. The company primarily engages in agricultural input supply, output procurement, and value-added processing of key commodities like maize, turmeric, ginger, and black rice. With an active membership of 290 farmers (80% being small and marginal), Green Flag plays a crucial role in empowering rural farmers by ensuring fair pricing, quality inputs, and robust market linkages.

Through capacity building programs and financial support, we focused on enhancing financial literacy and upgrading grading infrastructure to improve product quality and marketability. We sanctioned an INR 7.5 million working capital loan and extended INR 20 million through the Samunnati farmer Loan (SAFAL) program for pre-harvest land preparation, benefiting 229 farmers. Additionally, we strengthened value chains and established market linkages with key buyers such as Mass Biofuel, Chilika Distillery, and Sukanti Enterprises.

The initiative successfully procured 66,050 quintals of maize, turmeric, ginger, and black rice, reaching over 800 farmers, both members and non-members, at a cost of INR 8.45 million. Additionally, seeds and fertilizers were distributed to over 700 farmers, further supporting the growth and sustainability of their agricultural practices.

Samunnati Foundation

Samunnati Foundation, a wholly owned subsidiary of Samunnati Financial Intermediation and Services Private Limited, operates as a not-for-profit entity focused on fostering inclusive growth and creating opportunities for unserved and underserved communities. Our CSR interventions are driven through Samunnati Foundation along with other partners across thematic areas.

The primary purpose of our CSR philosophy is to contribute to the development of socially and economically challenged communities of the country with specific focus on creating sustainable livelihoods, supporting rural development projects, promoting education and skill development, promoting environmental sustainability, and supporting innovations that largely benefit the agriculture ecosystem. In line with the provisions of Section 135 of the Companies Act, 2013, Samunnati has constituted the CSR Committee. The Company has put in place a Board approved CSR policy which governs the CSR activities. Our CSR policy can be accessed at <https://samunnati.com/wp-content/uploads/2024/05/Corporate-Social-Responsibility-Policy.pdf>

INR 7.81 Mn

Contributed towards Foundation activities (FY23)

Outreach

Samunnati Foundation’s impact extends across India’s diverse agricultural landscape. Samunnati foundation aims to create a real impact on the lives of underserved communities, such as smallholder farmers facing agricultural challenges, ambitious youth from farming backgrounds who lack resources for skill development, and aspiring agri-entrepreneurs in need of support and industry exposure.

12	1425+	25.5k+	46+
States	Villages	Farmers	Districts
25.5k+	INR 28.5Mn+	95+	2000+
Households	Revenue Generated	Blocks	Tribals
INR 11Mn+	14k+	75 FPCs	126
FPC Share Capital	Women	Promoted	Employment Generated
23			
Women Employed			

Our Focus Areas

Employment enhancing vocational skills
Ensuring environmental sustainability
Contributions or funds provided to technology incubators
Rural development projects
Promoting gender equality and empowering women
Building an enabling ecosystem
Sector Building and Knowledge sharing
Disaster/pandemic or such other relief activities as may be approved/notified by the Regulators, from time to time

²⁷ Lighthouse FPOs were chosen for conducting the Impact Assessment considering ease of access and data collection.

Our Approach

At Samunnati Foundation, we are committed to transforming the agricultural landscape through strategic and impactful initiatives that focus on empowerment, innovation, and sustainability. Our programmatic approach is centered on creating long-term value for farmers, rural communities, and the agriculture sector as a whole. We begin by building strong foundations for growth, such as establishing Farmer Producer Companies that enhance collective farming and improve farmers' bargaining power. Our projects aim to elevate agricultural productivity, strengthen the value chain, and ensure improved livelihoods for rural populations. By engaging rural youth, we foster entrepreneurship, creating new opportunities for innovation and self-sufficiency within the agricultural ecosystem. We recognize that the challenges faced by farmers are complex and require long-term solutions and to address these needs, the majority of our programs are designed for 2 to 5 years, allowing us to provide sustainable support, monitor progress, and adjust strategies for maximum impact. Leveraging existing partnerships and aligning with our core business, we work across multiple states to deliver scalable and meaningful change. Some of our projects are funded partially or fully by donors or CSR partners, depending on the nature of the interventions or initiatives. These collaborations allow us to address key challenges and bring about positive, lasting change in the lives of farmers and the agricultural sector.

Gurudev Mahila Crop Producer Company: A story of Impact and Growth

Established in 2014 in Tikamgarh, Madhya Pradesh, Gurudev Mahila Crop Producer Company Limited has achieved an impressive 7x growth in turnover over the past eight years. This success is driven by its focus on certified seed production and trading of key crops like soybean, wheat, and pulses.

Through the Samunnati Foundation, funding support helped scale operations from INR 3 million in 2017 to INR 45 million by 2024, driving significant growth in revenue and market reach. The introduction of solar-powered seed processing systems improved cost-efficiency and climate resilience. Capacity-building efforts trained 1,500 farmers and board members in agricultural practices, business planning, and compliance, strengthening the FPO's core. Outreach and operational efficiency were further enhanced through 20 automated robo-calls over the past year, improving member engagement and data management. Strategic collaborations with ITC, NCCF, and government bodies quadrupled seed production, ensuring consistent demand and expanded market access.

Recognized at the 2024 FPO Conclave, GMPCL exemplifies the impact of collaboration and innovation in the agri-sector. With the launch of Gurudev Krishi Bazaar Pvt. Ltd., the FPO is poised to lead sustainable agricultural transformation at scale, empowering farmers and strengthening value chains.

Thematic Areas

FPO Promotion & Institutional Strengthening

FPOs in India have severe hurdles, with statistics estimating that around 20% are struggling to survive²⁸. We at Samunnati Foundation helps transform FPOs into strong, sustainable success models. Our holistic approach offers vital support at every stage, from incubation to growth. We empower FPOs, particularly those with women farmers, by providing comprehensive capacity building, including training in business planning, compliance, financial management, and marketing. Our strategy combines both online and offline training, hands-on field experiences, and continuous support, ensuring FPOs not only endure but flourish, contributing to a resilient agricultural economy.

We promote and support FPOs focused on women member farmers by handling all phases of FPO formation and providing handholding for at least five years. Additionally, the foundation helps in strengthening existing FPOs to enhance their viability and long-term sustainability, ensuring their growth and empowerment within the agricultural sector.

²⁸ <https://niap.icar.gov.in/pdf/pp40.pdf>

Our key programs under this theme for the reporting periods include:

Development of Hadoti Agrofarm Producer Farmer Producer Company

The Samunnati Foundation, in partnership with the DCM Shriram Foundation, has supported 15 villages, benefiting around 583 farmers, that included 298 women farmers, through capacity-building efforts. The two-year program, which began in 2022, has resulted in increase in the shareholder base to 404 members, with female participation over 50%. The turnover has increased tenfold, and multiple capacity-building training sessions have been conducted for the CEO, staff, and board members. The initiative has also facilitated the procurement of output from members and connected them to buyers. Additionally, INR 0.36 million of shareholder funds have been mobilized. The Farmer Producer Company has made agri-input purchases totalling INR 2.88 million and generated INR 4.53 million in output business.



Promotion of 65 All-Women Farmer Producer Organizations under the Central Government's 10,000 FPO Scheme



Samunnati, in collaboration with the Small Farmers' Agri-Business Consortium (SFAC), has undertaken the development of 65 all-women Farmer Producer Companies under the Government of India's flagship scheme for the Formation and Promotion of 10,000 FPOs. This three-year initiative commenced in 2022 and focuses on empowering women farmers through member mobilization, formal registration, capacity building, market linkages, and improved access to credit.

As of March 2024, over 10,743 women farmers have been successfully enrolled in these FPOs, including more than 4,895 from tribal regions. The project also delivers need-based agronomic support, promotes digitization of farmer producer company's operations, and encourages convergence with relevant stakeholders and government programs. Through Samunnati's facilitation, the FPOs have collectively mobilized INR 6.94 million in share capital. Additionally, 67 licenses covering seed, fertilizer, pesticide, mandi operations, GST, and FSSAI have been secured for operational compliance and business expansion. Market linkages were established with 24 market players across both input and output segments. During the reporting period, these FCs achieved input sales amounting to INR 4.99 million and output sales of INR 2.34 million.



Empowering Smallholder Farmers Through Financial Inclusion: Cheriya Bariyarpur Farmer Producer Company, Cheriya Bariyarpur Begusarai, Bihar

Incorporated on December 4, 2017, and promoted by SFAC, Cheriya Bariyarpur FC is dedicated to improving the livelihoods of its 564 shareholder farmers, with a strong focus on empowering its 285 women members. These women farmers play a crucial role in agricultural activities, input procurement, and post-harvest logistics, contributing significantly to the FPO's success.

With 75% of its members being small and marginal farmers, the FPO operates across 1,400 acres, covering 15 villages. It cultivates mustard, wheat, paddy, maize, sugarcane, and potatoes while fostering financial inclusion and collective action. With an authorized capital of INR 1.00 million, Cheriya Bariyarpur Farmer Producer Company continues to drive financial inclusion, collective action, and innovative farming practices.

Samunnati's SAFAL was tailored to address the financial needs of the FC members and has witnessed a remarkable growth. Between FY 22-23 and FY 23-24, the number of farmers benefitted grew from 74 to 163. Sanctioned value rose from INR 2.5 million to INR 10 million, with total disbursements increasing from INR 3.69 million to INR 12.9 million. Notably, of the INR 10 million sanctioned in FY 23-24, 126 women and 37 men directly benefitted, highlighting a strong focus on gender inclusion and farmer empowerment. The credit support has enabled farmers for input procurement, cattle rearing, and crop diversification purposes.

Development of 55 Asset class Farmer Producer Companies

Samunnati in partnership with BMGF, has actively supported the development and transformation of FPOs as an asset class (also called as Lighthouse FPO project) over a period of 5 years started at 2019. Our initiative is focused on enhancing the outreach of FPOs to smallholder farmers by fostering stronger connections with multiple market players and attracting financial institutions, such as banks and non-banking financial companies. We have worked closely with 53 selected FPOs comprising of 69,319 farmers including 26,848 women farmers, enabling them to serve as models for other organizations to replicate their success.



We identified key input and output stakeholders and established linkages to drive positive growth in turnover and profits. In FY 23, an increase of 68.02% in the market transaction value from INR 50 million to INR 84.01 million, connecting with various players in the market was recorded. To encourage the use of quality inputs at FPO locations, both online and offline workshops were held, along with the establishment of demonstration field plots. Additionally, FPOs facilitated buyback arrangements through collaborations with various stakeholders. More than 60 products, agencies, and dealers have been connected with 35 project Farmer Producer Companies to ensure a steady supply of quality inputs.

Through our efforts, we have supported the capacity building of FPO members, with 56% reporting improvements in problem-solving and decision-making abilities, and 67% experiencing an increase in technical, financial, and managerial skills. We have also made a significant impact on women farmers, with 100% reporting increased income and profit-sharing among women members being 27% higher than in regular FPOs.

Through a third-party end-line assessment, we found that 6% of women farmers have seen an increase in farm productivity compared to other FPOs. We have helped FPOs improve their operational efficiency, with 44% reporting enhanced planning and activities. Under our guidance, around 85% of FPOs adopted proper record-keeping and audit practices. Furthermore, we have supported FPOs in diversifying their revenue streams, with 35% gaining better access to commission-based sales, 65% starting to sell agricultural produce, and 10% introducing value addition and sales facilitation commissions. As a result, 95% of farmers in these FPOs have reported an increase in their income, showcasing the positive impact of Samunnati's support in driving sustainable growth and transformation in the agricultural sector.

Promotion of 10 All Women Farmer Producer Companies Supported by Corteva CSR



In 2022, the Samunnati Foundation, in collaboration with Corteva Agriscience, focused on promoting 10 women-led Farmer Producer Companies in Madhya Pradesh and Jharkhand. Over the course of the year, more than 16,000 women farmers were engaged through over 1,000 meetings covering 250+ villages. This extensive outreach led to the addition of 4,194 shareholders and the mobilization of share capital amounting to INR 3.15 million. The Farmer Producer companies successfully implemented various SOPs, approved by their respective boards of directors. By March 2024, the program had generated around 17 jobs, with 7 of them filled by women. Collectively, they achieved agricultural input sales worth INR 6.13 million. In terms of output business, they procured 79.3 metric tons of soybean, paddy, and maize from 127 small and marginal farmers, generating INR 2.34 million in revenue through sales to local traders. Furthermore, the details of the FCs and their members have been digitized on Samunnati's FPO Next Platform, enhancing access to credit and market linkages. In Jharkhand, four vegetable drying units were established by the Farmer Collectives for value addition, contributing to the sale of dried vegetables and boosting local economic activity.

Strengthening of Vijayalaxmi Sakhi & Manjiri Sakhi Farmer Producer Companies in Maharashtra



In 2023, Samunnati, in collaboration with Hindustan Unilever Limited CSR and Swayam Shikshan Prayog, embarked on a transformative journey for Vijayalaxmi Sakhi Producer Company Limited and Manjiri Sakhi Producer Company Limited in Maharashtra. The partnership focused on enhancing market linkages, driving digitization, and improving access to finance to 2 Farmer Producer Companies consisting of 1765 women farmers. Through targeted training and capacity-building programs, Samunnati has equipped the members with essential skills and knowledge, leading to a direct impact on their business outcomes. This resulted in agri-input sales of INR 1.46 million and agri-output sales of INR 0.56 million, showcasing increased financial growth and productivity. Additionally, we supported to establish market linkages with seven key agri-input and output market players, opening new opportunities for better prices and expanded market access. The partnership also facilitated the purchase of a tractor and tractor-drawn equipment valued at INR 1.5 million, enhancing operational efficiency and reducing costs for the FCs.

Gender Inclusion/ Women Empowerment

Women encounter numerous obstacles to independence and empowerment, including limited access to resources, training, and professional networks, as well as discriminatory practices and cultural norms. Samunnati is dedicated to promoting gender inclusion and empowering women in agriculture, recognizing their vital contribution to the sector. Our initiatives are dedicated to removing obstacles to women's progress by providing leadership development through training, financial assistance, and access to markets. Gender considerations are integrated into nearly all our projects. As of 31st March 2024, more than 14,000 women farmers have been supported through our foundation. We aim to generate positive impacts by promoting activities that boost rural incomes, create employment opportunities, and minimize economic vulnerability.



Climate Smart Agriculture

At Samunnati Foundation, we promote the adoption of CSA technologies that boost agricultural productivity while minimizing environmental impacts. We empower women in rural areas by providing training and resources on CSA technologies, supporting sustainable farming practices and reducing greenhouse gas emissions. Our initiatives focus on building women entrepreneurs' confidence, leadership, and decision-making skills, while fostering networks for peer learning and support. We ensure women have access to finance, markets, and value chains, integrating CSA technologies into their agribusinesses. Through ongoing mentorship, capacity building, and financial support, we help women entrepreneurs overcome challenges and sustain their businesses. By enabling FPOs and women to adopt modern, climate-resilient farming techniques, we contribute to increased income, improved livelihoods, and reduced emissions, empowering rural communities for sustainable development.

Our key programmes under climate smart agriculture are:

Promoting Responsible Soybean Cultivation Among Smallholders and Connecting Them to the Certified Soybean Value Chain in Soybean-Growing Blocks of Madhya Pradesh

In May 2023, Samunnati Foundation focused on promoting responsible soybean cultivation and linking smallholder farmers to the certified soybean value chain in select blocks of Madhya Pradesh's Bundelkhand region for both the Kharif and Rabi cropping seasons. Comprehensive training programs were conducted for farmers, covering GAP, INM, IPM, and climate-resilient crop varieties were provided. Funded through Samunnati Foundation and led by the Madhya Bharat Consortium of Farmers Producer Company Limited (MBCFPCL), we engaged with 10,201 farmers across including 1550 women farmers, in 6 districts, conducting 428 village meetings in 125 villages. We organized 6 classroom-based Training of Trainers (ToTs) and 30 on-field training sessions for newly recruited staff, alongside 534 training days on gender, legal frameworks, and health safety. 856 demonstration plots to showcase good agricultural practices. while organizing 450 seed treatment demonstrations and 216 varietal demonstrations with high-yielding and climate-resilient soybean and wheat varieties. In addition, 520 demonstrations on INM and IPM were carried out, promoting sustainable practices. With baseline data collected for all 10,000 farmers, the program successfully provided training on agrochemical safety and proper pesticide disposal, further enhancing environmental responsibility and farmer safety.



The program had a significant impact on both the economic and environmental sustainability of farming in the region. Through our efforts, farmers saw a 2 quintal per acre increase in yield, achieving 6 quintals per acre compared to the conventional 4 quintals per acre, even in rain-deficit conditions. Fertilizer usage was reduced by up to 50%, saving approximately INR 2,000 per hectare, while also lowering the seed rate from 150 kg per hectare to 100 kg per hectare, resulting in INR 3,750 in savings per hectare. Promotion of IPM led to a substantial reduction in synthetic pesticide use, saving up to INR 3,000 per hectare and supporting the growth of beneficial insects and birds on the farms. Half of the project's beneficiaries adopted safe agrochemical practices, and 25% of farmers began implementing INM and IPM, including inter/mix cropping. Additionally, more than 500 farmers produced 2,000 MT of vermicompost, saving INR 20 million over two seasons. Through our efforts, the use of hazardous pesticides was reduced by 30%, with 40% of farmers cutting back pesticide applications from five sprays to two. We also promoted the conservation of beneficial insects, with 50% of farmers adopting these practices. Overall, our program fostered efficient resource use, minimized chemical dependence, and promoted long-term sustainability.

Agri and Climate Smart Agriculture Finance Market Assessment in India

Between June 2022 and May 2023, Samunnati, in partnership with the IFC, conducted an in-depth study of the agricultural value chain for various crops, including paddy, wheat, maize, groundnut, soybean, fruits, and vegetables. The study involved secondary research on 42 crops, from which 20 were shortlisted for detailed analysis. We engaged in interviews and consultations with farmers, traders, and processors to gain insights into the value chains of crops such as groundnut, soybean, wheat, paddy, maize, ragi, tomato, onion, and orange, among others. The research included primary interactions with approximately 500 individuals through around 350 interviews and Focus Group Discussions (FGDs) across 8 states, helping us estimate the financing potential for these crops. Additionally, the study explored CSA technologies and opportunities for CSA asset financing, contributing valuable insights to support sustainable agricultural practices and financial solutions.

Rural Youth/ Fellowship

One of our key initiatives to promote entrepreneurship among rural youth is the "Future Agrarian Leaders Initiative". Our program aims to nurture and develop future agricultural leaders, equipping them to lead with creativity and vision. We aim to support rural development and economic growth, while also generating job opportunities within the agricultural sector.

Our efforts promote innovation and entrepreneurship among rural youth, resulting in a pool of professionally prepared persons with the skills and knowledge required to flourish in the agricultural environment.

Through targeted training and mentorship, we ensure that participants gain practical experience and leadership skills essential for navigating contemporary challenges in agriculture. The program emphasizes building networks that facilitate collaboration and support among emerging leaders, enhancing their ability to implement innovative solutions. Ultimately, our commitment to empowering rural youth not only addresses immediate employment needs but also lays the groundwork for sustainable agricultural practices that benefit communities and the environment alike.



Key programs targeted for youth by Samunnati foundation included:

Drone Training and certification Program

In December 2023, Samunnati Foundation, in collaboration with Indian Oil Corporation CSR, organized a 3-week residential training program on Drone Technology for 22 rural youth at Kanha Shanti Vanam. The participants, including ITI-IOT students and FPO directors, were trained in the application of drone technology in agriculture and gained crucial entrepreneurship skills. Our aim was to empower these individuals to become agri-pruners and make a positive impact on farmers' lives. Through this initiative, we not only equipped the youth with advanced skills but also created new employment opportunities, with 4 participants securing jobs at the Indian Drone Academy. This program underscores how Samunnati is driving skill development, fostering livelihood opportunities, and promoting technological innovation in rural areas, ultimately benefiting the agricultural community.



Fellowship Program for Agri Diploma Holders



We launched a Fellowship Program for agri diploma holders in partnership with Sagar Group of Institutions, aimed at empowering the next generation of agricultural professionals. Over the course of one year, 25 students participated in the program. We have successfully placed ten fellows within Samunnati and five in various agri-based companies. This initiative has not only provided valuable career opportunities for the participants but also strengthened the agricultural sector by building a skilled workforce aligned with our mission of promoting sustainable agriculture.



Appendix



Annex 1: Samunnati E&S Exclusion List

Samunnati shall not finance any activity, production, use, distribution, business or trade involving:

- Activities or materials deemed illegal under applicable local or national laws or regulations that have been developed in conjunction with internationally agreed phase-outs or bans as defined in global conventions and agreements to which India is a signatory such as certain:
 - Ozone depleting substances, PCBs (Polychlorinated Biphenyls) and other specific, hazardous pharmaceuticals, pesticides/herbicides or chemicals
 - Endangered or protected wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora
 - Unsustainable fishing methods such as blast fishing and drift net fishing in the marine environment using nets in excess of 2.5 kilometres in length
- Production or activities involving harmful or exploitative forms of forced labour/ harmful child labour;
- Production or activities that impinge on the lands owned or claimed under adjudication by Indigenous Peoples;
- Cross-border trade in waste and waste products, unless compliant with the Basel Convention and the underlying regulations;
- Production, trade, storage, or transport of significant volumes of hazardous chemicals, or commercial scale usage of hazardous chemicals;
- Destruction of High Conservation Value areas;
- Production or trade in wood or other forestry products that result in degradation⁴ of forests.
- Unbonded asbestos fibres;
- Radioactive materials;
- Pornography and/or prostitution;
- Racist and/or anti-democratic media;
- Tobacco;
- In the event that any of the following products form a substantial part of an entity's primary financed business activities [for financial institutions, "substantial" means more than 10% of their underlying portfolio volumes]
 - Weapons and munitions;
 - Gambling, gaming casinos and equivalent enterprises; and
 - Alcoholic Beverages (except beer and wine).

Annex 2: GRI Index

GRI-102 General Disclosure		Page Number
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Annex 3: Abbreviations

Abbreviation	Expansion
ABC	Anti Bribery and Corruption
AEs	Agri Enterprises
AMLA	Aggregation, Market Linkages, and Advisory
ARIAS	Assam Rural Infrastructure and Agricultural Services
BCP	Business Continuity Plan
BMGF	Bill and Melinda Gates Foundation
BMI	Body-Mass Index
CBBO	Cluster Based Business Organizations
CBI	Climate Bond Initiative
CDD	Customer Due Diligence
CEO	Chief Executive Officer
CII	Confederation of Indian Industry
CMP	Credit Market Place
CPP	Client Protection Principles
CPR	Cardiopulmonary Resuscitation
CSA	Climate-Smart Agriculture
CSR	Corporate Social Responsibility
CSS	Centrally Sponsored Schemes
DEI	Diversity, Equity, and Inclusion
DEIB	Diversity, Equity, and Inclusion Belonging
DLP	Data Loss Prevention
E&S	Environmental and Social
ESAP	Environmental and Social Action Plan
ESG	Environmental, Social, and Governance
ESMS	Environmental and Social Management System
FGD	Focus Group Discussion
FICCI	Federation of Indian Chambers of Commerce & Industry
FIG	Farmer Interest Group
FIU	Financial Intelligence Unit
FCs	Farmer Collectives
FPOs	Farmer Producer Organizations
FPC	Fair Practice Code
FSSAI	Food Safety and Standards Authority of India
GAP	Good Agriculture Practices
GHG	Greenhouse Gas
GMC	Group Medical Cover
GPA	Group Personal Accident
GPTW	Great Place to Work
GRI	Global Reporting Initiative
GST	Goods and Services Tax
GTLI	Group Term Life Insurance
GTV	Gross Transaction Value

Abbreviation	Expansion
HR	Human Resources
HVAC	Heating, Ventilation, and Air Conditioning
ICMA	International Capital Market Association
ICSI	Institute of Company Secretaries of India
IFC	International Finance Corporation's
IFC-PS	International Finance Corporation's Performance Standards
IFRS	International Financial Reporting Standard
IS	Information Security
IIX	Impact Investment Exchange
ILO	International Labour Organization
IMP	Input Market Place
INM	Integrated Nutrient Management
INR	Indian Rupee
IPM	Integrated Pest Management
ITC	Indian Tobacco Company
IT	Information Technology
ITI	Industrial training institute
IOT	Internet of Things
Kg	Kilogram
KL	Kilo Litres
KMP	Key Managerial Personnel
KPIs	Key Performance Indicators
kWh	Kilo Watt Hour
KYC-AML	Know Your Customer – Anti Money Laundering
L&D	Learning and Development
LED	Light Emitting Diode
LIME	Lead, Inspire, Mentor, and Empower
LMS	Loan Management System
LOS	Loan Origination System
LWD	Last Working Day
MBCFPCL	Madhya Bharat Consortium of Farmers Producer Company Limited
MCA	Ministry of Corporate Affairs
MFA	Multifactor Authentication
MoAFW	Ministry of Agricultural and Farmer's Welfare
MT	Metric Tonnes
MSP	Minimum Support Price
NAFPO	National Association for Farmer Producer Organizations
NBFC	Non-Banking Financial Company
NCCF	National Cooperative Consumers' Federation of India Limited
NCD	Non-Convertible Debenture
NGO	Non-Governmental Organisation
NPS	Net Promoter Scores
NRC	Nomination and Remuneration Committee
OJT	On-the-Job Training

Abbreviation	Expansion
OMP	Output Market Place
OHS	Occupational Health and Safety
POSH	Prevention of Sexual Harassment
PwDs	Persons with Disabilities
RBAC	Role Based Access Control
RBI	Reserve Bank of India
RFC	Request for Credits
RM	Relationship Manager
SA	Samunnati Aggregators
SAFAL	Samunnati Farmer Loan
SAIL	Samunnati Agro Innovations Lab Private limited
SamAgR	Samunnati Agri Research
SASPL	Samunnati Agro Solutions Private Limited
SFISPL	Samunnati Financial Intermediation & Services Private Limited
SAMPIL	Samunnati Instant Pre-Approved Loan
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SFAC	Small Farmers' Agri-Business Consortium
SIEM	Security Information and Event Management
SMarT	Samunnati's Marketplaces for Transformation
SOPs	Standard Operating Procedures
SSE	Social Stock Exchange
SSEAC	Social Stock Exchange Advisory Committee
SSL	Secure Socket Layer
TAT	Turn Around Time
T&D	Transmission and Distribution
TCFD	Task Force on Climate-related Financial Disclosures
ToT	Training of Trainer
tCO ₂ e	Tonnes of Carbon Dioxide Equivalent
UN SDGs	United Nations Sustainable Development Goals
USD	United Sates Dollar
VAPT	Vulnerability Assessments and Penetration Testing
WB	Whistle Blower
WFH	Work from Home
WTT	Well-To-Tank
USAID	United States Agency for International Development
USDFC	United States International Development Finance Corporation

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