



गृहे सौख्यम् विराजते

GIC HOUSING FINANCE LTD.

YOUR ROAD TO A DREAM HOME

GIC HFL CONNECT



A NEW YEAR, A NEW CHAPTER
AND
TONS OF MEMORIES

VOLUME -2 / FEBRUARY 2026

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EDITOR'S LETTER

A New Chapter of Excellence: Steering GIC HFL into a Landmark 2026

Welcome to the second edition of GICHFL Connect! As we step into January 2026, the air is thick with the electricity of new beginnings and the shared resolve of a family ready to conquer new heights. While our inaugural October issue set the stage, this edition is all about the "New Year, New Energy" that is currently surging through our hallways and branch offices.

A Season of Momentum Since our inaugural launch in October 2025, we have witnessed an inspiring display of commitment and integrity across all departments. As we enter this final, crucial quarter of the financial year, the "New Year vibes" are about more than just celebration; they are about fuelling our collective engine to reach new heights. Whether you are on the front lines of **Sales, Credit, Collection or providing indispensable support in IT, HR, Operations, Finance and Admin**, your expertise is the foundation of our strength.

Guided by Excellence We continue to move forward with confidence, guided by the strategic foresight of our **MD & CEO, Shri Sachindra Salvi**, and the brilliant leadership of our Heads of Departments. Their unwavering commitment to excellence ensures that GIC HFL remains robust, compliant, and ready for sustainable growth.

Your Stories, Our Strength This magazine is, first and foremost, a tribute to you—our employees and family members. We are deeply grateful for the insightful articles and personal stories shared by team members across the company. These contributions make GICHFL Connect a true reflection of our diverse talents and shared goals.

The Road Ahead As we strive to scale new peaks of success, we want this magazine to evolve with you. We urge you to continue sharing your thoughts and suggestions on how we can improve our content and themes for future editions. Your voice is crucial to our shared purpose.

A Final Charge for 2026

GIC HFL provides us with more than just a livelihood; it provides a platform for professional growth and a shared mission to serve. As we stand resolute in our collective aim to scale new peaks, let us remember that we are the "heart and muscle" of this institution.

Let's take the energy of this New Year and turn it into the success story of the decade. Thank you for your tireless dedication. Let's make 2026 our most successful, record-breaking year yet!

**Warmly,
The Editorial Team GICHFL Connect**

**Mainak Pal
Meesa Rishinath
R. Akshitha**

MESSAGE FROM THE MD & CEO

First and foremost, I wish everyone a very Happy New Year. May the coming years bring you safe and good health, happiness and continued success.

The release of our 2nd edition in-house magazine is an important moment to look ahead to the possibilities that await us.

GIC Housing Finance has become a pillar of trust in the housing finance sector. Our collective achievements include:

- Lakhs of families achieve their dream of homeownership.
- The Green Channel initiative is now live, handling high-value files of ₹40–50 lakh.
- Our partnerships with industry leaders like Lodha, Runwal, and Dosti are already in motion.
- Our satellite branches are now fully operational and ready to serve our growing customer base.
- This year, we are taking a giant leap forward by starting the implementation of PMAY 2.0 ISS, reaffirming our mission to make homeownership a reality for even more Indian families.
- Akhand Jyoti, the world's largest eye care hospital located in Bihar, will provide eye treatments to GICHFL employees at concessional rates. Additionally, they have promised us to set up a help desk within the hospital premises to offer loan services to hospital staff, doctors and visiting customers. GICHFL through CSR initiative provided 3 buses to Akhand Jyoti.
- Company has renewed the Group Personal Accident (GPA) Insurance Policy for Employees at all levels.

My Expectations:

1. To position GICHFL among the top 10 housing finance companies in near future.
 2. To expand our footprint by opening new branches and achieving the milestone of 100 branches.
 3. Deliver exceptional results, maintaining the highest standards of professionalism and integrity.
 4. Uphold the spirit of teamwork, knowing that our collective strength is what drives our success.
- The world is changing rapidly, bringing new opportunities and greater responsibilities. As we stand on the cusp of an exciting new chapter, our commitment to excellence and unity must be renewed.

I congratulate the editorial team for their hard work and dedication in bringing out this edition, and I wish this magazine great success as a meaningful communication platform for our organization.



SHRI SACHINDRA SALVI
MANAGING DIRECTOR &
CHIEF EXECUTIVE OFFICER

DEPARTMENTAL OUTLOOK

What the Bhagavad Gita Teaches a Housing Finance Company

Introduction: Courage in the Face of Complexity

On the battlefield, Arjuna hesitates, torn between compassion and responsibility. Krishna reframes action—do your duty with clarity, devotion, and detachment from outcomes. For a housing finance company (HFC), the arena is different but the dilemmas are familiar: lend responsibly when demand is high, serve customers under stress, balance growth with risk and keep teams steady through rate cycles and regulatory changes. The Gita's guidance becomes a practical operating system for sustainable finance.

Your right is to action, not to its fruits." — Process first; results follow.

From Despair to Duty: Facing Complex Lending Decisions

When markets tighten or borrower cash flows look uncertain, hesitation is natural. Krishna's counsel is to name the dilemma and act according to dharma. In an HFC, dharma translates to fair underwriting and transparent communication. Duty is well-informed, fair action—not paralysis.

Example: A first-time buyer with fluctuating gig income applies for a loan. Instead of a quick rejection, the credit team gathers alternative income proofs, sets prudent LTV and tenor, and coaches the borrower on budgeting. The outcome is a right-sized loan with realistic repayment.

Nishkama Karma in Operations: Build robust underwriting, ethical sales, clean KYC/documentation, and humane collections. Targets improve because execution improves —learning replaces panic.

Equanimity: Steady in Praise and Pressure

A steady mind is calm in joy and sorrow. For an HFC, equanimity shows in interest-rate cycles, audits, and collections stress. Adjust pricing and communication without defensiveness; treat findings as feedback; offer restructuring within policy. Composure guides action and stabilizes results.

Example: During a macro shock, the risk team models scenarios and pre-communicates options (tenor extension, limited moratorium). Customer care scripts stay respectful.

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Delinquencies peak and then normalize—because the response was principled and calm.

Swadharma: Put People Where They Naturally Excel

Krishna urges us to do one's own duty, even if imperfect, rather than flawlessly imitate another. In an HFC, analytical minds thrive in credit and portfolio analytics; empathetic communicators excel in customer care; persuasive yet ethical colleagues fit sales; patient, detail-oriented professionals shine in operations and compliance. Build complementary branch teams and recognize mastery without forcing everyone into management.

Example: A loan officer with strong empathy is moved from hard collections to resolution counseling. Complaints drop and cure rates rise—natural strengths aligned with duty.

Three Gates to Hell: Desire, Anger, Greed—Operational Red Flags

Desire chases disbursal at the cost of credit quality; anger fuels reactive, humiliating collections; greed hides unfair fees. Replace 'collect at any cost' with resolution scorecards that reward sustainable cures and penalize misconduct. Growth follows trust.

Sattva, Rajas, Tamas: Culture and Daily Discipline

Sattva (clarity) looks like clean dashboards, accurate MIS, and respectful meetings; Rajas (restless activity) energizes outreach but needs guardrails; Tamas (inertia) causes pile-ups—counter with checklists and micro-learning. A monthly 'Sattva Day' focused on documentation quality and compliance reliably lifts audit scores.

Mind Management: Practice and Gentle Renunciation

Arjuna calls the mind fickle; Krishna prescribes practice and renunciation. For HFC teams:

brief mindfulness before tough calls, deep-work blocks for underwriting, and quiet hours for ops. Drop nonessential chats; declutter dashboards. Calm minds make better credit and collections decisions.

Example: Collections adopt 'HALT' (don't act if Hungry, Angry, Lonely, Tired) and a

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breathing cue before sensitive conversations. Resolution rates rise, and complaints fall.

Lotus Metaphor: In the Market, Not of the Madness

Engage fully in growth, technology, and competition—yet remain inwardly anchored. Adopt e-KYC, straight-through processing, and analytics without losing the human touch; finance affordable housing responsibly; design products for informal-income borrowers. We are caretakers of trust and capital.

Example: Launch a Responsible Affordable Home Loan with transparent fees, financial-health coaching, insurance awareness, and strong grievance redressal. Trust compounds faster than capital.

Ethical Lending: The Gita's Compass for Financial Conduct

Ethical lending is the dharma of an HFC. It aligns profitability with fairness so that every approved loan is suitable, affordable, and transparent. The Gita's call to truthfulness, restraint, and compassion translates into concrete practices that protect borrowers and strengthen portfolios.

Pricing & Transparency: State interest rates, fees, prepayment terms, and insurance clearly—no hidden clauses. Share amortization schedules and total cost of credit before disbursal.

Suitability & Affordability: Match product to borrower profile—right LTV, tenor, and EMI-to-income ratio. Avoid selling larger loans than the budget supports; offer step-up or flexible EMI options for volatile incomes.

Dignified Collections: Treat borrowers with respect. Prioritize resolution (payment plans, tenor extensions within policy) over aggression. Monitor collection calls and reward sustainable cures, not intimidation.

Data Ethics & Privacy: Collect only necessary data; secure it; use analytics to help—not exploit. Explain why data is needed and how it's protected.

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Bias Mitigation: Audit models and decisions for bias by geography, gender, occupation, or language. Train staff to avoid stereotyping; use objective scorecards and second-look reviews for edge cases.

KYC/AML Integrity: Robust verification protects the system. Make compliance user-friendly (digital KYC, assisted onboarding) while maintaining rigor.

Grievance Redressal & Literacy: Provide quick, fair dispute resolution; publish turnaround times. Offer financial-literacy sessions so borrowers understand obligations and rights.

Surrender and Purpose: Instrument, Not Owner

Surrender isn't passivity—it's dropping ego while executing brilliantly. Let the mission—'Enable dignified homeownership'—guide credit policy, collections behavior, and partnerships. Do the work with excellence, measure and improve, but release obsessive outcome-control. Outcomes often exceed expectations because we stopped worshipping outcomes.

Underwriting (process over pressure), Sales (suitability & transparency), Operations (clean KYC), Collections (resolution-first, dignity always), Risk & Compliance (fix fast), Culture (role fit, sattva rituals, gratitude huddles, mindful communication).

Conclusion: Finance as Service, Work as Worship

The Bhagavad Gita is a living manual for modern finance. Act with integrity, align roles with

nature, manage the mind, close the gates of desire-anger-greed, and surrender ego to purpose. In an HFC, this becomes better portfolios, stronger customer relationships, and a culture people are proud to belong to.



SHRI S.Achuta Rama Murthy
Head of Sales & Marketing

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My sincere congratulations to the editorial team and all contributors on publishing the 2nd edition of our Quarterly Magazine. Each edition strengthens our voice and it is a proud reflection of our shared achievements and collective spirit.

Strengthening Foundations of HR & Administration

Over the past year, the HR and Administration teams have continued to play a vital role in reinforcing the Company's operational efficiency, governance, and employee well-being. Key initiatives included a comprehensive Asset Tagging drive undertaken on a war footing, achievement of Zero Pendency through streamlined processes, timely approvals of all capital expenditure requirements, and the development and implementation of critical SOPs to ensure uniformity and stronger internal controls across locations.

Employee safety and welfare remained a core focus area. PAN India online fire safety training sessions, corporate office evacuation drills, and installation of fire extinguishers across all offices further strengthened workplace safety and statutory compliance. In addition, the Group Personal Accident (GPA) Insurance Policy has been renewed for the period 15 November 2025 to 14 November 2026, with enhanced coverage for Executives and Senior Executive grades and extension of benefits to Junior Executives as well. A nominal employee contribution towards the premium has been introduced in line with legal precedents, reinforcing long-term protection for employees. Together, these initiatives reflect our continued commitment to build a safe, resilient, and well-governed organisation through shared responsibility and proactive action.

On the HR front, the SAP ESS portal went live in October-25, streamlining attendance marking and supported by employee training sessions. Recruitment is in full swing with faster closure of open positions, and frequent transfers have been curtailed for better workforce stability. Meanwhile, the Compensation Benchmarking Project is progressing with active discussions on KRAs and KPIs, setting the stage for enhanced performance management.

This quarter was a blend of festive cheer and strategic employee engagement initiatives. Navratri on 1st October and Diwali on 17th October brought vibrant celebrations at the Head Office, with Pooja, and Dandiya for employees. The season concluded with a joyful Christmas bash on 24th December, featuring the much-loved Secret Santa gift exchange and the creation of a Gratitude Tree, offering a heartfelt platform to express appreciation for our employees.

We have initiated a range of employee engagement activities and initiatives aimed at bringing employees together and fostering a stronger sense of connection. These efforts also reinforce our continued focus on employee well-being, involvement and a positive workplace experience.

Wishing all our colleagues a Happy, Healthy and Prosperous New Year!



SHRI B. B. Phonde
Head of HR and Admin

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Improving NPA Metrics: Performance Highlights and Ongoing Initiatives

Recovery has been one of the core functions in the Housing Finance business. Below are the financial highlights of NPA performance for FY 2024–25, as well as for Quarter 1 (Q1) and Quarter 2 (Q2) of FY 2025–26.

Particulars (Reported as per Annual Report)	2024-25				2025-26	
	Q1	Q2	Q3	Q4	Q1	Q2
Gross NPA	409	392	361	318	507	491
Gross NPA%	3.98	3.78	3.47	3.03	4.74	4.52
Net NPA	259	248	228	203	223	211
Net NPA%	2.56	2.43	2.22	1.96	2.14	1.99

From the above table, we can observe a consistent decline in NPA both in terms of quantum and percentage. However, there is an increase of ₹189 crore in NPA in Q1 of FY 2025–26 compared to the closing NPA of Q2 of FY 2024–25. This increase is primarily due to the merger of the Assets Held for Sale portfolio (i.e., properties repossessed by GICHFL) into the NPA category. Previously, this portfolio was presented as a separate line item in the Balance Sheet as of 31st March 2025. The merger has been effective from 1st April 2025 onwards.

Along with our daily collections and recovery efforts, we are also continuously working to control delinquency levels and reduce NPAs. We are also in discussions with various Asset Reconstruction Companies (ARCs) for the sale of NPA assets. This initiative is expected to further reduce NPA volumes and bring down the overall NPA percentage.



SHRI Sajid Munshi
Head of Collections

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KNOW ABOUT:

THE OPERATIONS DEPARTMENT

The Operations Department was established on 1st August 2022. Prior to this, several tasks were handled by multiple departments, which resulted in a lack of focused ownership and delays in completing assignments within the stipulated TAT. Consequently, certain compliance requirements remained pending.

Post commencement of the department, we have initiated multiple activities which were pending on Legacy Data. Such As

PEMI to EMI Conversion - There were loan accounts that had been disbursed before

December 1995 and still in PEMI repayment stage. Conversion of PEMI repayment to EMI repayment had been done for all non-NPA loan accounts wherein 36 months have elapsed from month of first disbursement. This exercise has been completed for the loan accounts disbursed since 1 st Jan 2015 and now every month we are monitoring PEMI cases (greater than 36 months) and converting them to EMI repayment.

Start EMI from first Disbursement - This is another milestone in GICH HFL's History. Through continuous follow ups, we have introduced a new option for borrowers to start EMI at the first tranche of disbursement. Also we are providing one more option called "Star EMI" allowing for conversion of any PEMI case to EMI, at branch level.

CKYC - The Operations department started generating CKYC number.

CERSAI Registration & Satisfaction - Regularly uploading Loan Account Numbers (LANs) onto the CERSAI portal is standard practice for charge creation. However, manually entering details for charge satisfaction stood a significant challenge. Operations team took initiative and introduced bulk uploading method to satisfy charges efficiently. Additionally, the team has initiated the process of creating a CERSAI charge for legacy data.

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Re- KYC Compliance – Recognising the regulatory requirement, the operations department started updating Re-KYC for pending Loan accounts.

Apart from this there were loan account with principal balance ‘zero’ still showing active in the system, we have managed to closed around 70% loans with the help of branches. Also initiated valuation of standard asset as per the board approved valuation policy.

With due consideration to regulatory requirements, the Operations Department consistently works proactively and focuses on process automation to reduce turnaround time (TAT). Key initiatives include:

1. Introduction of automated email notifications to borrowers and branches upon loan repayment.
2. Digitization of documents we have initiated scanning of all the documents including legacy files through the vendor Stock Holding.

The Operations Department plays a vital role in ensuring the smooth day-to-day business activities by supporting loan lifecycle management—from post-disbursement processing to repayment closure—while strictly adhering to regulatory and internal policy requirements.



SHRI T. Mariraja
Head of Operations

Change is the only constant

And are you aware it's a tool to empower and opens window for opportunities?

The phrase "Change is the only constant" is very famous and often used proverb in our personal and professional life.

It originates from the observation of the Ancient Greek philosopher Heraclitus. He observed that the natural world was in a constant state of movement and concluded that change was a fundamental aspect of reality.

Every day, we experience different types of changes in nature, such as the weather, shift of the seasons, colours of sunrise and sunsets, various states of trees plants rivers oceans etc. Every facet of our life is subject to change, which is an inherent component of being human. Change impacts every one of us, which is what makes it such a universal experience. Our individual reactions to change might differ greatly, depending on our personal perspectives, circumstances, and personalities. Some of us may embrace change with open arms, eagerly seeking new experiences and opportunities. But, others may feel resistant to change, preferring the comfort and familiarity of the status quo.

To embrace change means to empower oneself.

Embracing change may be a mentality that transforms and empowers you. Here are some ways to enable you embrace change:

- Cultivate a growth mindset

Adopt a mindset that sees change as an opportunity to grow and learn, embracing the belief that change brings new possibilities and can lead to personal development. Try approaching the unfamiliar with curiosity and willingness to explore.

- Practice acceptance

Recognize that change is a natural aspect of life and that resistance to change simply leads to unnecessary stress and tension. Let go of the need to have absolute control over the situation and only focus on the aspects within your control. Acceptance enables you to adjust more easily and feel at peace during changes.

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- Embrace flexibility

Its necessary to learn to slowly be open to adjusting plans, expectations and perspectives. By being willing to modify your course, you can better navigate unforeseen circumstances and come up with creative solutions.

- Take care of yourself

During times of change, it's important to prioritise self-care. Nurture your physical, emotional, and mental well-being. Engage in activities that help you relax, reduce stress, and build resilience. Taking care of yourself equips you with the strength and clarity to navigate change more effectively.

- Seek support

Your family and friends can be of great help to assist you in this process . Reach out to trusted friends, family, or mentors who can provide guidance, encouragement, and a listening ear. Sharing your experiences and feelings with others can help normalise the challenges of change and provide valuable insights and support.

- Focus on the present moment

Instead of dwelling on the past or worrying about the future, practice mindfulness and focus on the present moment. Ground yourself in the here and now, appreciating the opportunities and lessons that change brings in each moment.

Remember, embracing change is a journey that takes time and effort. Be patient and kind to yourself as you navigate through transitions. By cultivating a mindset of growth, acceptance, flexibility, and self-care, you can embrace change as a positive force in your life.



SMT. Supriya Joshi
Head of Internal Audit

DEPARTMENTAL OUTLOOK

Role of Integrity at Workplace

According to Christopher Peterson and Martin Seligman, Integrity is a character strength involving honesty, moral conduct and trustworthiness. A key feature of individuals with integrity is their ability for consistency and self-alignment between their values and behaviors.

Integrity at workplace means a range of qualities and behaviors that reflect honesty, ethics and consistency in work-based actions. The leaders and employers can align their words and deeds and at the organization level the company can be committed to fair governance and sustainable, ethical behaviors that give back to society.

Within work place the integrity may look like:

- Being honest and trustworthy
- Adhering to company values
- Being consistent
- Being professional and
- Making decision ethically

At the organizational level it may look like:

- Building a culture of Integrity through leadership
- Making ethical Business Decisions
- Having clear Corporate Social Responsibility Commitment.
- Adhering to Regulations and Laws.
- Operating with fair and transparent governance.

Integrity at workplace is crucial for several reasons:

(i) Positive Work Environment:

A workplace culture based on integrity creates an environment that breeds positivity and support and is one where employees feel able to work ethically and raise concerns without fear of retaliation. This in turn will increase organizational commitment, employee retention and job satisfaction.

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(ii) Ethical Conduct and Risk Management:

When employees uphold moral principles and adhere to ethical standards, they contribute to the culture of integrity and compliance with the organization. Integrity helps to prevent unethical behavior such as fraud, corruption and misconduct.

(iii) Credibility, Reputation and Brand Image:

Integrity builds trust and confidence in co-workers, clients and stakeholders.

(iv) Longterm Success:

Organizations that priorities Integrity are more likely to achieve long term success and sustainability. By building trust with stakeholders, maintaining ethical standards and postering a positive work environment. They create a solid foundation for growth and residence.



SHRI Nirahankar Nath Verma
Head of Integrity & Core values

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Growing Stronger Through Everyday Risk Awareness

Risk is often spoken about in formal meetings or policy documents, but in reality, it touches our work in very simple ways—how carefully we follow a process, how responsibly we handle information, and how promptly we raise a concern when something does not seem right.

Risk management is not about pointing out mistakes or creating fear. Its real purpose is to support our people and protect the organization while we continue to grow. When risks are identified early, they can be managed calmly and constructively, without disruption or stress.

Each one of us contributes to this effort, regardless of role or experience. You do not need to be an expert to manage risk well. Being attentive, following established guidelines, asking questions when in doubt, and sharing concerns openly are often the most effective ways to prevent issues from becoming bigger challenges.

It is important to understand that raising a concern is a sign of responsibility, not failure. An organization that listens, learns, and improves together is always stronger than one that waits for problems to surface on their own.

As we move forward, let us continue to build a workplace where awareness, openness, and mutual support guide our actions. Small, thoughtful steps taken every day help create a safe, trusted, and resilient organization for all of us.

Thank you for your commitment and sincerity in doing the right thing—consistently and quietly.



SHRI Vishal Kasliwal
Chief Risk Officer

DEPARTMENTAL OUTLOOK

Peeling Myths Off Ethics

At any age, any place, anyone, everyone, loves to mystify more when narrating myths which was heard; either as a bed-time story or playtime gags with friends or lunchtime & tea-time gossip with office colleagues...so on so forth. Some of them made such deep impressions on your mind that you tend to believe them to be true, later when your thoughts mature, you laugh while recollecting childhood memories with friends or smile at yourselves looking at the mirror thinking how stupid you could have been. This smile of realization on your face is what is referred to as 'Peel Off of the Myth'.

With age and experience, you part your ways from childhood myths, but you are exposed to new types of myths, one of most important of them is 'How right is my action?'. Yes, this question acts as a mythical horror screenplay when your mind is full of turbulence and tsunami of judgmental thoughts of what others would think of you. Scarier is something else you will read ahead! Let us talk about this myth first for very relatable environment, your workplace, where workplace mythology often shapes the organization culture for many of you because these mystical and mythical stories have been in air and prevalent for ages. People ensure mist remains in the air for ages simply because they love it when you look scared (PUN: Imagine yourself when you are in dilemma whether you should talk to your colleague about it or not). Rarely is it realized that this mythic work ethic is COUNTERPRODUCTIVE and DISMEMBERING the very essence of Organizational values and vision.

You can very easily mistake that you are persona Ethics@work. But workplace Myths invisibly play against you. Let us see what those possible Myths can be.

1. You think ETHICS IS EASY: This is a Myth! At workplace, you will often find yourself navigating through complex gray areas where your gray matter will not help you because it is also clueless as to what to do in situations of conflicting interests. So, clean your slate with wet wipe and write it down, ETHICS IS (NOT) EASY.

2. You think ETHIC IS PERSPECTIVE PERSONIFIED: This is a Myth! At work professional sets of standards and code of conduct have absolutely no place for personal gains. So, although your personal values may be relevant to only you, to be Ethical you must expand your belief system and extend beyond individual bargains.

3. You think LEGAL IS ETHICAL: This is a Myth! Your actions at work may technically be legal but be unethical or damaging to Stakeholder or Organization reputation.

4. You think ONLY BAD PERSON IS UNETHICAL: This is a Myth! Even if you are a good person but caught in a culture of benign neglect and implicitly or explicitly tolerating unethical behavior, you will find yourself in the wrong place with everyone Unethical, including you.

5. You think PERSON WITH ETHICS CAN BE HIRED: This is a Myth! Because no one is born Ethical, but Ethics must be born in one. Even if you hire a person who has scored 100% for Ethical questions dictating very good values, the person can make wrong choices. To be ethical, your actions must be in continuous and conscious awareness of ethical principles, code of conduct, value-based support system, and strong leadership.

Now let us break the ice; What is Ethics@work, Why's and How's for practicing Ethics@Work.

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What is Ethics@Work: Suppose you are sailing in the middle of Pacific Ocean without a compass; will you be able to navigate to the destination without knowing the direction. Remember, it is not only about knowing how to use the compass, but also equally important to have knowledge about the direction towards destination, eg: if the destination is towards South, then what you should know is that the Sun never rises from South or never sets in South, basic but important information, right. So, your conscious mind plays important role in already knowing what the right direction is, and compass helps you to find which way is the right direction. Every organization has this 'Destination' and 'Compass' defined and built; they call it as 'Core Values' and 'Code of Conduct' respectively.

How do we practice Ethics@Work:

a. Define Organizations Core: Organization must define their Core Values and Code of Conduct. A sort of playbook explaining the values and disciplines related to these values, importance of them and criticality of following the Code of Conduct for all to understand, learn and perform specific behavior and actions so that they navigate difficult and critical situations ethically.

b. Start with Leadership: Ethics starts with Organization Leadership practicing Ethics@Work. The leader should be able to 'Walk the Talk' to demonstrate ethical behavior has been preached. They act as the first point of Inspiration for all others to follow.

c. Appreciate and Award: Ethical practice and behavior must be appreciated in public for creating positive examples for everyone to realize the impact of acting and behaving rightly in situations of dilemmas and preventing all sorts of loss that could have hurt the Organization.

d. Setting up Accountability: Serious disciplinary actions must be taken against the ones who cause damage or loss to Organization owing to their unethical behavior, irrespective of role, level, position. Simultaneously awarding Ethical practices creates a clear 'Black and White' picture for everyone.

e. Encourage Transparency and Open Communication: An Organizations culture and environment must be transparent and open for discussions and questioning without any fear for repercussions. Only then any issue can be prevented from snowballing.

f. Continuous Learning and Practice: Ethics is not a day@work or a day to work. It is about continuously building the core of righteousness within yourself so that you act and behave for the Organization and its benefits. Organization must focus on ethics and provide regular and continuous training to its employees for inculcating best possible behavior.

Shifting the Organization and personal focus from assumptions-based morality and abstracted myths of ethics to Concrete ethical practice needs time but you must start at some point and time by fostering a positive culture of Trust, Honesty and Credibility for surviving in a longer race of corporate success and existence.

Let us Ethics@Work and Work4Ethics.



SHRI PremRaj Avasthi
Chief Information Officer

DEPARTMENTAL OUTLOOK

Thirty Years of Moments That Stayed with Me

Completing 30 years of service at GIC Housing Finance is not just a professional milestone — it is an emotional journey filled with meaningful experiences, unforgettable interactions, and the deep satisfaction of helping people build their dreams. Throughout these three decades, I have had the privilege of meeting thousands of customers, each with a unique story. Some moments continue to stay with me and have shaped the person and professional I am today.

My First Customer

The first loan I ever sanctioned was for Mr. Muthukrishnan, a manager with Balmer Lawrie, Chennai Branch. Being new to the process, I was still learning and refining the procedures of loan sanctioning. Throughout this time, he remained patient, calm, and understanding. His trust in me, even when I was inexperienced had encouraged me greatly. That approval was not just my first loan; it was the moment that truly gave me confidence in this journey.

A Customer Who Travelled for Trust

Another incident close to my heart involves a customer I first served in our Bangalore branch who was Vice president of HCL Technologies. He successfully closed his loan, and life moved forward for both of us. Years later, when I was transferred to Hyderabad, he travelled all the way and approached me again for a fresh home loan of ₹80 lakhs+ insurance of 4 lakhs. He could have gone to any other organisation, but he chose to come to me. That feeling... that someone remembered the way you treated them and trusted you enough to come back for one of the biggest decisions of their life, moved me more than words can explain. That gesture reminded me that beyond paperwork and procedures, our profession is built on relationships, trust, and human connection.

A Decision That Made a Difference

One of the most emotional chapters of my journey was when I encouraged a customer to take life insurance protection along with his home loan. Initially, he refused, but after meeting him again, he reconsidered and opted for the insurance. A year later, an unfortunate accident claimed his life. It was a deeply saddening moment, but there was solace in knowing that his family received financial support through the life insurance policy and free accidental death insurance at a time when they needed it the most.

DEPARTMENTAL OUTLOOK

It reminded me that our job is not only about lending money but it's about guiding people, sometimes in ways they don't realize they need. As I look back, I carry forward these experiences with pride and move ahead with the same dedication and commitment that began with my very first customer.

These aren't just memories, they are the reasons I feel proud today. Every customer, every interaction, every challenge has shaped me personally and professionally. If someone asks me what I earned in 30 years, I will say it's trust, relationships, and stories I will carry with me forever. And for all of it, I am grateful.



SHRI N. Ragothaman
Head of Credit

DEPARTMENTAL OUTLOOK

Important Points of the Fair Practices Code

(FPC) applicable to Housing Finance Companies (HFCs) in India, based on the current RBI/NHB regulatory framework.
Fair Practices Code (FPC) – Key Requirements for HFCs

The FPC lays down guidelines to ensure fair, transparent, and non-coercive lending practices. All HFCs must adopt these principles, display them publicly, and implement them across all customer touchpoints.

1. Transparency in Loan Application & Processing

- Provide clear, easily accessible application forms with a checklist of all required documents.
- Acknowledge receipt of applications and disclose timeframes for loan processing.
- Communicate all terms and conditions upfront (interest rate, fees, prepayment charges, etc.).
- Inform borrowers in case additional information/documents are required.

2. Loan Appraisal & Sanction

- Assess loan applications based on transparent appraisal criteria.
- Provide a Sanction Letter with detailed terms:
- Loan amount
- Tenure
- Interest rate (fixed/floating)
- Processing fees & charges
- Security/guarantee requirements

Obtain the borrower's written acceptance before disbursement.

3. Disbursement of Loans

- Disbursement only after the borrower has accepted the terms.
- Communicate any material changes (e.g., interest rate revision, fees) in writing.
- Ensure changes are not applied retrospectively without borrower consent.

4. Pricing Transparency & Interest Rate Policy

- HFCs must have a Board-approved interest rate policy.
- Must disclose:
- Annual Percentage Rate (APR)
- Benchmark rate (if applicable)
- Reset period & mechanism
- Penal charges – these cannot be punitive and must relate to the default amount only.
- Classified charges must be clearly explained and displayed on the website and branch.

5. Communication, Documentation & Clarity

- Provide copies of all executed documents, including:
- Loan agreement
- Most Important Terms & Conditions (MITC)
- Amortization schedule
- Use communication in simple, comprehensible language.
- Provide timely updates on loan status, disbursements, overdue dues, etc.

6. Recovery & Collection Practices

- Recovery must be non-coercive and follow RBI's Collection & Recovery guidelines.
- No harassment, misleading communication, or intimidation.
- Recovery agents must be:
- Properly trained,
- Identified with official IDs,
- Engaged only after due notice to the borrower.
- Borrowers must have access to grievance redressal for collection-related issues.

DEPARTMENTAL OUTLOOK

7. Privacy & Confidentiality

- Borrower information must be kept confidential.
- Disclosure is allowed only:
 - With customer consent,
 - Under legal/regulatory requirements, or
 - For credit information companies as permitted.

8. Grievance Redressal Mechanism

- HFC must establish a robust grievance mechanism, including:
 - A Nodal/Grievance Officer
 - Clear timelines for resolution
 - Public display of contact details in branches & website
 - Borrowers must be informed about their right to approach the NHB portals of HFCs if issues remain unresolved.

9. Advertising & Marketing Standards

- Advertisements and marketing material must be truthful and not misleading.
- Promotional schemes must clearly disclose:
 - Eligibility
 - Conditions
 - Any associated costs or limitations

10. Practices During Account Closure

- On repayment of the loan,
- Release the property documents within 30 days (as per RBI direction).
- In case of delay, reasons must be informed; compensation may apply.
- Update the credit bureau promptly about closure.

11. Special Care for Vulnerable Customers

- Additional clarity, explanation, and assistance must be provided to customers who may be:
 - Elderly
 - Low-income
 - First-time borrowers
- No mis-selling of products or bundling of unwanted services (insurance, legal services, etc.).



SHRI Darshit Sheth
Chief Compliance Officer

DEPARTMENTAL OUTLOOK

Credit Discipline & Portfolio Quality

The Backbone of Sustainable Housing Finance

The housing finance sector is witnessing steady expansion, supported by rising housing demand, increasing financial awareness, and progressive lending practices. Demand for home ownership is being propelled by growing aspirations, rapid urban expansion, and a strong policy push for affordable housing. Amid this momentum, one principle remains the cornerstone of long-term success for any housing finance company – credit discipline coupled with superior portfolio quality.

As a Chartered Accountant and finance professional, I have always believed that growth is meaningful only when it is sustainable, well-underwritten, and backed by strong asset quality. In an industry where the product is long-tenured and capital intensive, maintaining a healthy loan book is not just a business goal – it is a responsibility toward depositors, investors, regulators, and most importantly, our customers.

Credit discipline begins at origination. Accurate assessment of borrower profile, income stability, repayment behaviour, and credit history ensures that loans are extended to customers who are financially prepared for home ownership. Tools such as credit scores, Bank and cash flow analysis, and prudent EMI-to-income ratios help build a foundation of trust and reduce future stress for borrowers.

Portfolio quality is the result of consistent monitoring. A high-quality loan book reflects proactive engagement, early identification of delinquencies, structured collection frameworks, and transparent customer communication. Lower non-performing assets (NPAs) are not merely an outcome – they are a reflection of sound processes, financial integrity, and disciplined lending culture.

DEPARTMENTAL OUTLOOK

The economic landscape may evolve, interest rates may fluctuate, and technology may transform lending, but responsible credit practices will always differentiate market leaders from the rest. Digital underwriting and automation are powerful enablers, yet they must operate within a framework of skilled professionals who apply sound judgment, ethics, and governance.

The real impact of good lending is seen when customers can repay their loans with ease and confidence, which directly strengthens the portfolio. This makes it even more imperative that borrowers are assessed responsibly, repayments remain timely, and the loan book stays healthy. When these fundamentals are strong, the entire ecosystem benefits – enabling companies to lend more, price fairly, and serve better.

“As we grow, let us continue to balance ambitious book building with prudence, product innovation with control, and profitability with responsibility. Because a disciplined loan book is not just about control – it is about sustainable growth.



SHRI Muneshwar Basutkar
Head of Accounts

DEPARTMENTAL OUTLOOK

Treasury Functions

The Key Functions of Treasury are as follows

- 1) Cash flow Projections & Fund raising
- 2) Asset Liability Management
- 3) Cost of funds & Interest rate management
- 4) Investments & Surplus funds management
- 5) Credit Ratings
- 6) Borrowing compliance
- 7) Treasury IT Transformation

ASSET LIABILITY MANAGEMENT



Sources of Borrowing

1. Bank Loans

- i. Secured (Long term loans)
- ii. Unsecured Loans (Short term loans)

2. NHB Refinance

- i. Regular Refinance Scheme
- ii. Affordable Housing Fund
- iii. Refinance for Construction Finance for Affordable Housing

3. Capital Market borrowings

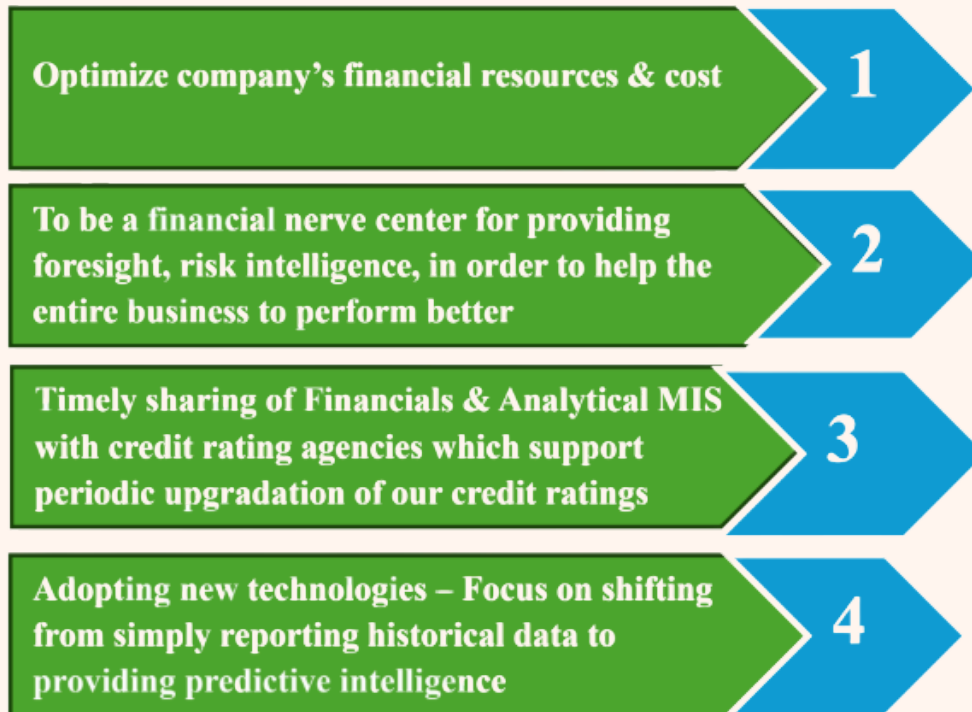
- i. Non-Convertible Debentures
(Investors: Financial Institutions, Mutual funds, QIBs, Insurance firms etc.)
- ii. Commercial Paper
(Investors: Mutual funds, Banks etc.)

4. Deposits

- i. Corporate
- ii. Retail

DEPARTMENTAL OUTLOOK

Vision of Treasury department



DEPARTMENTAL OUTLOOK

Debt Market Scenario

During the last 12 months, domestic financial markets witnessed a broad easing in interest rates, shaping money market and credit conditions. The RBI reduced the repo rate by a cumulative 125 bps, from 6.50% to 5.25%, through calibrated cuts during the year, interspersed with a brief pause in mid-2025.

Market yields responded to this accommodative stance. T-Bill yields, particularly in the 182-day tenor, declined steadily towards late 2025, reflecting improved liquidity and strong demand for short-term government securities, with yields easing to around 5.5% by November 2025. G-Sec yields, including the 10-year benchmark, moderated from mid-year levels as inflation expectations softened and rate cuts were priced in.

In credit markets, NCD and CP rates softened, supported by surplus liquidity and gradual spread compression.

Key Policy Rates (%)

(Source: <https://www.RBI.org.in/scripts/SearchResults.aspx?search=Policy+Rate>)

Particulars	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Repo Rate	6.50	6.25	5.50	5.50	5.25
Fixed Reverse Repo	3.35	3.35	3.35	3.35	3.35
Bank Rate	6.75	6.50	5.75	5.75	5.50
CRR	4.25	4.00	4.00	3.75	3.00
SLR	18.00	18.00	18.00	18.00	18.00
SDF	6.25	6.00	5.25	5.25	5.00

DEPARTMENTAL OUTLOOK

Market Rates (%)

(Source: Market Rates Indicative)

Particulars	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
3M CP	7.50	7.81	6.20	6.60	6.54
1Y CP	7.80	7.90	6.75	6.90	6.95
3M T Bill	6.45	6.49	5.55	5.51	5.35
1Y T Bill	6.58	6.56	5.50	5.67	5.55
3Y GSEC	6.68	6.56	5.92	6.03	5.83
5Y GSEC	6.71	6.60	6.23	6.25	6.25
NCD 2 / 3 Y AAA	7.37	7.70	7.38	7.30	7.13
NCD 5Y AAA	7.90	7.34	7.30	7.80	8.00

For housing finance companies, this environment translated into slight improvement in costs, improved refinancing opportunities, and enhanced ALM comfort. However, lending rate transmission remained calibrated, helping preserve margins while supporting credit growth during 2025.



SHRI Mahesh Matta
Head of Treasury

EMPLOYEE SPOTLIGHT

The Day I Realised Investing is Not About Money... It's About Peace

A few months ago, I received a call late in the evening from one of my clients. His voice was trembling.

“Arey Sir, market gir gaya... should I stop my SIP?”

What I heard wasn't just the fear of losing money. It was something deeper—the fear of uncertainty.

And that's the real reason many people struggle to create wealth. Not because they don't earn enough,

but because they don't have a system that protects them from their own emotions.

Investing is not a return game. It's a behaviour game.

Markets will always move up and down. Volatility is not the enemy—panic is.

Most investors feel confident when markets rise, but the moment markets fall, doubt creeps in. Yet history repeatedly proves that staying invested matters far more than perfect timing. In fact, even missing just a few of the best market days over a long period can significantly reduce overall returns.

That's why consistency beats prediction.

Why SIPs in Mutual Funds work (even when markets don't cooperate)

SIPs are powerful because they reduce the risk of bad timing. They bring discipline into your financial

life, especially when emotions are unstable.

Even a small SIP of ₹ 10,000 per month, if continued for 20 years, can potentially grow to around ₹

1 Crore, assuming a long-term average return of 13%.

No shortcuts. No magic. Just quiet discipline creating loud results.

The truth nobody talks about: Wealth collapses due to life events

Most financial damage doesn't happen because of a “wrong mutual fund.”

It happens because of real-life shocks.

One sudden hospitalisation can wipe out years of savings. A job loss can break monthly budgets. A family emergency can force people to redeem investments at the worst time.

That's why true financial stability begins with protection first:

- Term Insurance
- Health Insurance
- Emergency Fund

Only after this foundation is strong, investments can truly work without pressure.

EMPLOYEE SPOTLIGHT

The SNFS philosophy: Financial Moksha

At SMART Nivesh Financial Services (SNFS), we believe investing is not meant to create stress—it is meant to create peace.

Our role is not to give “tips” or chase quick returns. Our work is to help individuals build a goal-based, disciplined, and diversified journey, so they don’t overreact during volatility, don’t over-invest in one product, and don’t stay unprepared for real-life risks.

Because a strong investment journey needs three things:

- Clarity: Why am I investing?
- Consistency: Can I continue in every market?
- Control: Can I stay calm when fear hits?

That evening, I told my client:

“Market girta rahega... par aapka plan nahi girna chahiye.”

He continued his SIP. Months later, he thanked me—not only for returns, but for peace of mind.

Because in the end, investing isn’t just about becoming rich.

It’s about achieving Financial Moksha—a life where money stops controlling your emotions, and starts supporting your freedom.

**By Mr. Lalit K. Gangwar
Spouse of Mrs. Nutan Singh**

EMPLOYEE SPOTLIGHT



Art By - Niriksha Mogaveera
Shared by Chandra Mogaveera

EMPLOYEE SPOTLIGHT

Beautiful bond of brother and sister

A bond of love, a tie so strong,
Between a brother and a sister, all day long.
Through laughter and tears, they'll stand as one,
A lifelong friendship forever won

The brother's care, the sister's smile,
Together they'll go, for a long while.
They'll share their dreams, their joys and fears,
And calm each other's doubts and tears

The brother's strength, the sister's grace,
A perfect blend, a perfect pace.
They'll navigate life's ups and downs,
Supporting each other, never letting go.

A bond so pure, a love so true,
Between a brother and a sister, shining through.
It's a relationship, that's one of a kind,
A treasure to cherish, a bond to bind.

So here's to the brothers and sisters dear,
May your bond of love, forever persevere.
May you laugh, may you cry,
But always know, you're loved, and never say goodbye.

**- By Khushi
Shared by Abinish Kumar**

EMPLOYEE SPOTLIGHT

“जीआईसी हाउसिंग फाइनेंस लिमिटेड ”
“ सपनों को घर देने वाली मुस्कान की पहचान”

मंज़िल चाहे कितनी दूर हो,
हौसला लेकर चलना है,
जीआईसी हाउसिंग फाइनेंस लिमिटेड संग हो तो,
हर सपना सच होना है।

ईंटों से घर नहीं बनता,
जड़ में विश्वास जरूरी है,
जीआईसी हाउसिंग फाइनेंस लिमिटेड है वहाँ,
जहाँ हर सपना मजबूती से पूरा होता है।

-अक्षय वडे(AKKI)



Art By - Vaishali
Shared by Vansh Bhambri

EMPLOYEE SPOTLIGHT

What are Bank Rates?

Bank rates are just different prices for borrowing and saving money in the banking system. By changing these rates, the Central Bank can make loans cheaper or costlier, which affects spending, jobs, and inflation in the whole country.

Main types of Bank Rates: -

- **Repo Rate:** The interest rate at which the Central Bank lends money to commercial banks against government securities to inject liquidity into the system.
- **Reverse Repo Rate:** The rate at which the Central Bank borrows money from commercial banks, used to absorb excess liquidity from the market.
 - **Bank Rate:** The rate at which the Central Bank lends funds to commercial banks without requiring collateral; it usually affects long-term lending and is a key tool of monetary policy.
- **Marginal Standing Facility (MSF) Rate:** A rate higher than the repo rate at which banks can borrow overnight funds from the Central Bank during emergencies.
 - **Prime Lending Rate:** This is the benchmark rate charged by commercial banks to their most creditworthy customers, and it is often linked to the Central Bank's policy rates



Important Regulatory Ratios (CRR and SLR)

- **CRR (Cash Reserve Ratio)** A fixed percentage of deposits that banks must keep as cash with the Central Bank. This money cannot be lent, so a higher CRR means banks have less money to give as loans, which reduces liquidity.
 - **SLR (Statutory Liquidity Ratio)** A minimum percentage of deposits that banks must keep in liquid assets like cash, gold, or government securities. A higher SLR again means less money is available for loans, which helps control credit growth and inflation.

EMPLOYEE SPOTLIGHT

Story of a Prosper Town

In Prosper Town, business was slow. People were not buying much, shops were empty, and owners were worried. To help, the Central Bank reduced the repo rate, which made it cheaper for banks to borrow money. Because banks could now get money at a lower rate, they reduced loan interest for shopkeepers and families.

- Shopkeepers took loans to expand their stores.
- Families took home loans and started building or buying houses.
- More workers were hired, and new jobs appeared.

The town became busy again, and the economy started to grow

After some time, people in Prosper Town were buying a lot. Prices of goods began to rise quickly, which is called inflation. To cool things down, the Central Bank increased the repo rate and the bank rate. Now loans have become costlier:

- Families thought carefully before taking big loans.
- Businesses delayed some large projects like new factories.

Spending slowed, and prices stopped rising so fast.

The Central Bank also adjusted the reverse repo rate. When this rate became more attractive, banks preferred to keep extra money with the Central Bank rather than lending all of it. This reduced the amount of money available for loans in the market, which further slowed down spending and helped control inflation.

In simple terms:

- When rates go down, loans become cheaper, people borrow more, spend more, and the economy speeds up.
- When rates go up, loans become costly, people borrow less, spending slows, and inflation comes under control.

The Central Bank uses these different rates like levers on a machine, gently pushing the economy to run not too slow and not too fast, but at a healthy, stable pace that is good for everyone.

-Amit V. Desai

EMPLOYEE SPOTLIGHT

ASHWATHAMA - THE LAST COMMANDER

Ashwatthama, the roar of a horse, is the literal meaning of his name. We know him as a cruel and immortal warrior. We dislike Ashwatthama even more than Duryodhana. But was he truly cruel and immoral?

Let's delve deeper into what we know about Ashwatthama. He is a Shivansh, born as an ansh (a part) of Lord Shiva. He is the son of the great Guru Dronacharya and his wife, Mother Kripa. He possesses the courage and knowledge imparted by his father, Guru Drona, and his uncle, Kripacharya. Moreover, he is IMMORTAL.

When a person knows they are undefeated and immortal, they often behave like a god. However, he was trapped in his own world and easily influenced by others. He possessed more astra (celestial weapons) and war knowledge compared to the maharathi, Karna. Warrior to Hater – He learned all vidyas alongside all Pandav's , Kaurava's and Karna.



Among the qualities that made him a formidable warrior, he gained knowledge of the Shabbhedi vidya, which only Arjuna's also knew. Additionally, he possessed the vaishnavastra, Narayanastra and the destroyer BRAHMASTRA.

Following a confrontation with Karna, which stemmed from disrespect toward his father, Guru Drona, Ashwatthama became nervous and was ready to leave the Kurukshetra War. However, destiny paved his way toward the great crime, the "Na bhuto na bhavishyati" (an unprecedented act), that he committed after Guru Drona was killed in the war. Following his father's death, there was no one to stop him and guide him on the path of Dharma (righteousness) and Adharma (unrighteousness). In his anger, Ashwatthama single-handedly destroyed 25% of the Pandavas' army with his undefeated astra and warrior talent. Even Lord Krishna sometimes needed to intervene and face his astra to save the Pandava army.

To be continued in next part.....

- SACHIN KAMBLE

EMPLOYEE SPOTLIGHT

The Last Sip of Tea

We met each day on crowded trains and rides,
Half-awake with coffee dreams as guides,
Sharing playlists, plans, and broken sleep,
Turning small talk into bonds we'd keep

Over worktime chai, our whispers would fly,
Office gossip, keeps our dopamine high,
We cursed few rules that never made sense,
Bonding over colleagues we'd love to offense.

We promised new beginnings every noon,
Fresh resumes drafted to leave here soon,
Courses bookmarked, ambitious paths to take,
Yet every tomorrow, the same choice we would make.

We argued and clashed, then laughed it all through,
Made peace by the next coffee break or two,
By Friday nights we'd shed our working guise,
Roaming the streets beneath unburdened skies

Your desk, your chair, our lunch we'd share,
Each spot reminds us, you're not there,
In corners where we exchange our chatter,
You made the hectic days feel better.

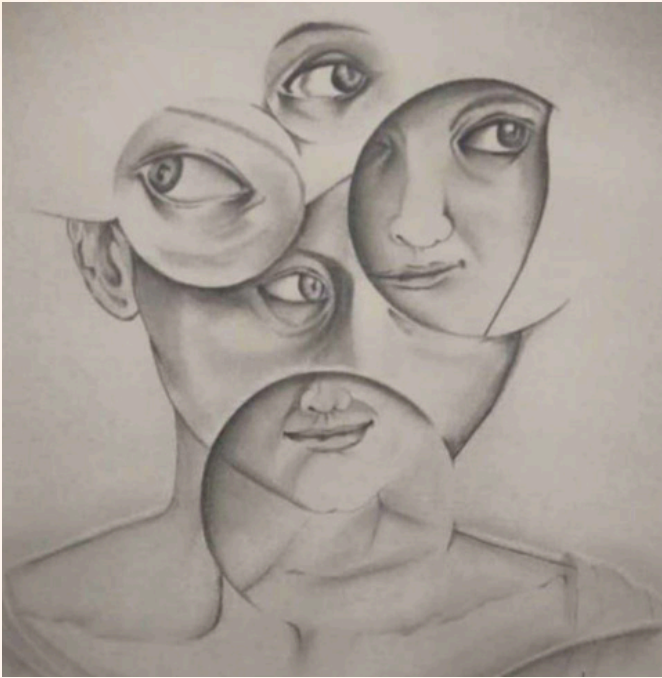
Those tea breaks with you, which sheds off the pressure,
The conversations we had are the memories of treasure,
In your company, weigh of the day use to lighten up easily,
And The stress would melt away by The Last sip of Tea



- Miitesh Tanwani

GIC HOUSING FINANCE LTD.

EMPLOYEE SPOTLIGHT



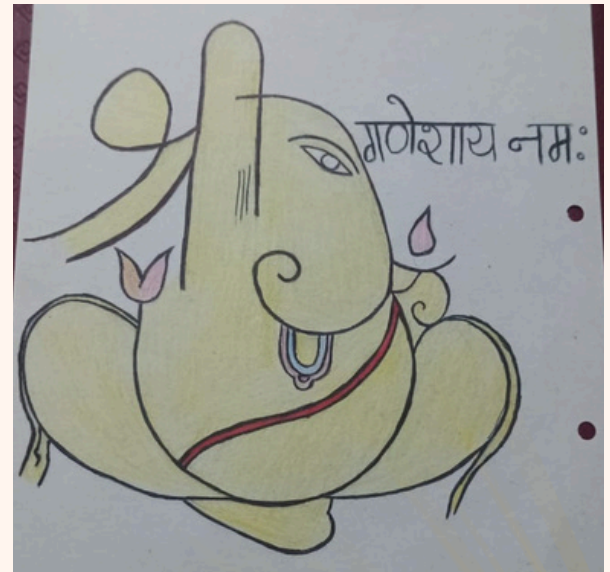
Mushafa Zamani



Abinish Kumar

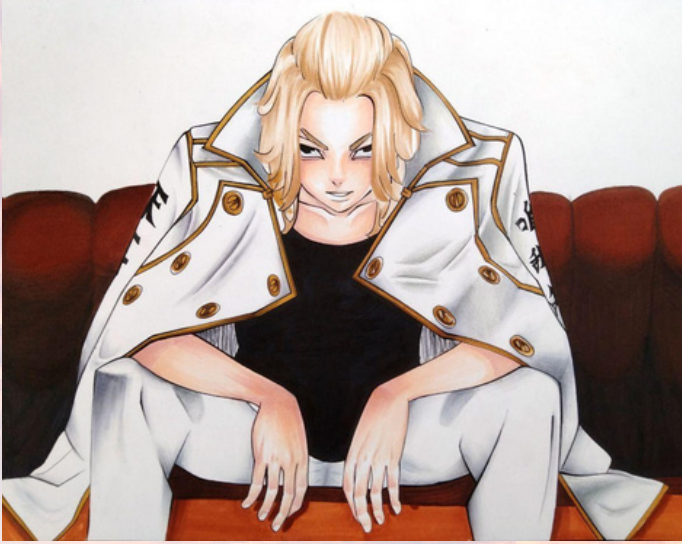


Vijay Ankush Nikam



Dinesh Srivastava

EMPLOYEE SPOTLIGHT



Abhijit Das

Dinilraj CR

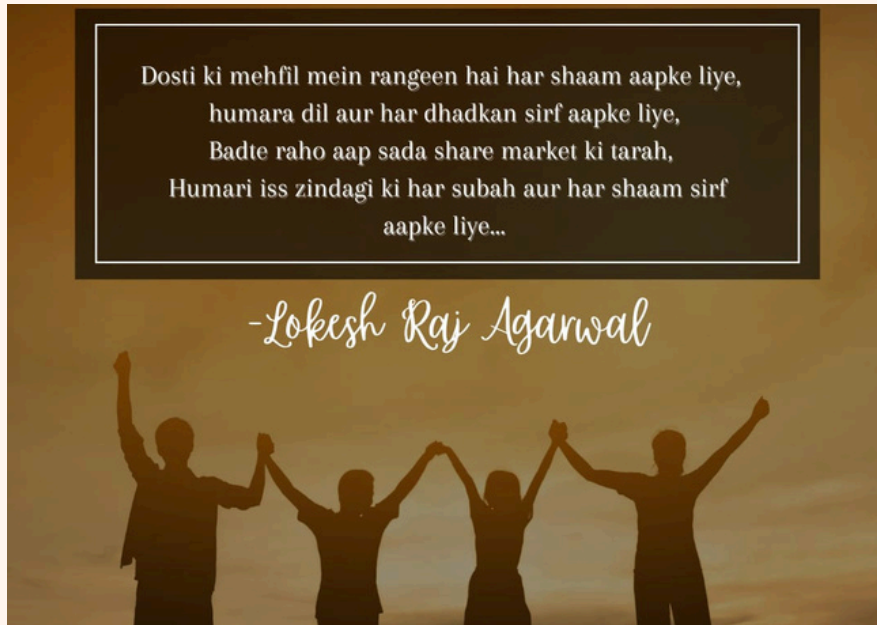


Santhosh Kumar Mallik



Kumaraguru

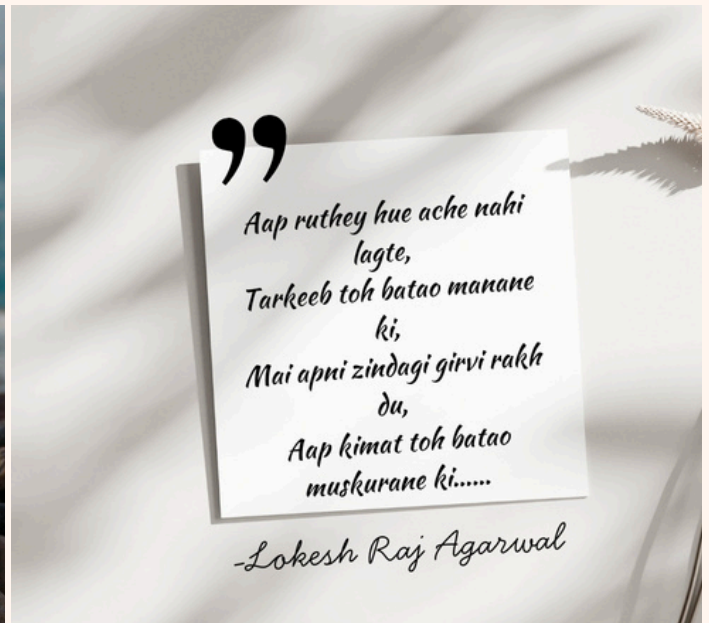
EMPLOYEE SPOTLIGHT



Lokesh Raj Agarwal



Lokesh Raj Agarwal



Lokesh Raj Agarwal

EMPLOYEE SPOTLIGHT

सृजन का उत्सव, मेहनत की पहचान,
कार्य की धारा में, हम सबका मान।

कम्प्यूटर की स्क्रीन, आँखों का घर,
माउस की दौड़, बटन की डगर।
मीटिंग का दौर, निर्णय की बाढ़,
समय का ध्यान, न हो कोई बाध।

चाय की प्याली में, दो पल की शांति,
फिर काम की धुन, मन में फिर आती।

टीम की ताकत, सपनों का रंग,
सफलता के सुर, मेहनत के संग।
असाइनमेंट की बारी, समय की कड़ी,
काम में खो जाना, यही ज़िन्दगी सड़ी।

लंच की घड़ी में, हंसी का साथ,
फिर व्यस्तता की राह, समय का नाथ।

ईमेल की बाढ़, संदेशों की रेल,
ज़िम्मेदारियों का बोझ, लेकिन मन खेल।
नए प्रोजेक्ट की सोच, नवाचार का गीत,
2026 की दुनिया, मेहनत का मीत।

हर दिन की चुनौतियाँ, हर रात का सपना,
कार्य का उत्साह, यही जीवन अपना।
परिश्रम का संगीत, सफलता की राग,
कार्यालय की धड़कन, जीवन का भाग।

काम के संसार में, हम सबका हिस्सा,
प्रगति की ओर, हमारा हर किस्सा।

~~ अमेय मैराल

Amey Mairal

कुछ ज्ञान की बातें

“धीरे-धीरे रे मना, धीरे सब कुछ होय,
माली सींचे सौ घड़ा, ऋतु आए फल होय।”

अर्थ – जैसे कोई माली पेड़ को रोज़ कितना भी पानी दे, फल तो सही ऋतु आने पर ही मिलते हैं। उसी प्रकार धैर्य रखने से हर काम समय पर पूरा होता है।

“माला फेरत जुग भया, फिरा न मन का फेर,
कर का मनका डार दे, मन का मनका फेर।”

अर्थ – कोई व्यक्ति वर्षों तक हाथ में माला लेकर भक्ति करता रहे, लेकिन यदि मन नहीं बदला तो सब व्यर्थ है। इसलिए हाथ की माला छोड़कर मन की माला फेरनी चाहिए।

“गुरु गोविंद दोनों खड़े, काके लागूं पांय,
बलिहारी गुरु आपनो, गोविंद दियो मिलाय॥”

अर्थ – जब गुरु और ईश्वर दोनों सामने हों, तो पहले गुरु को प्रणाम करना चाहिए, क्योंकि गुरु ही ईश्वर तक पहुँचने का मार्ग बताते हैं।

“साई इतना दीजिए, जा में कुटुम समाय,
मैं भी भूखा न रहूँ, साधु न भूखा जाय॥”

अर्थ – हे प्रभु, मुझे उतना ही देना जिससे मेरा परिवार सुख से रहे और न मैं भूखा रहूँ, न कोई भला व्यक्ति भूखा सोए।

“ऐसी वाणी बोलिए, मन का आपा खोय,
औरन को शीतल करे, आपहुं शीतल होय।”

अर्थ – अहंकार छोड़कर मधुर और विनम्र वचन बोलने चाहिए, जिससे दूसरों को भी सुख मिले और स्वयं भी शांति अनुभव हो।

समय का ध्यान

समय का जो रखता ध्यान जग में होता उसका मान ।

समय को जो खोता है जीवन भर बैठे रोता है।

समय कभी ना रुकता है चलता है बस चलता ही रहता है।

सफल वो व्यक्ति होता है जो समय के साथ चलता है।

EMPLOYEE SPOTLIGHT

🌳 Gratitude Tree 2025 – Leaves of Thanks



As we close the chapter of 2025 and step into 2026, we extend our sincere thanks to all colleagues who participated in Gratitude Tree 2025 – Leaves of Thanks, an initiative organised for our Corporate Office colleagues. The enthusiastic participation and the heartfelt messages shared truly reflected the spirit of appreciation, fellowship, and mutual respect that defines our workplace culture.

Each leaf carried a simple yet powerful expression of gratitude, acknowledging the support and encouragement exchanged among colleagues throughout the year. This initiative beautifully reaffirmed that even small gestures can create lasting positivity and meaningful connections.

It was truly heart-warming to see the smiles on everyone's faces as they read the messages, whether written for them or for their colleagues. Each note of appreciation brought a moment of joy, pride, and connection, reminding us that kind words have the power to uplift, motivate, and strengthen our bonds as a team.

Thank you for taking the time to appreciate one another and for helping us conclude the year on a warm and uplifting note. As we move into 2026, may this spirit of gratitude, collaboration, and kindness continue to inspire us and further strengthen the bonds that make GICHFL a great place to work.

-Corporate Admin Team

EMPLOYEE SPOTLIGHT



Garima Soni

मेहनत का धन

तन को अधिक न दो आराम,
करो सदा मेहनत से काम।
जिससे तन में फुर्ती आए,
मुश्किल काम सरल हो जाए।
थक जाओ जब चलते-चलते,
या फिर मेहनत करते-करते।
पल भर को कर लो विश्राम,
लेकिन कभी न भूलो काम।
सारे संकट मिट जाएँगे,
भाग्य तुम्हारा जग जाएँगे।
मेहनत का धन जिसके पास,
सब जन होते उसके दास।

Santosh Kumar Mallik



Neha Handa

EMPLOYEE SPOTLIGHT

WOMEN

A Perfect Women
Just Embraces
Beast to Beauty!
Passion to Compassion!
Failure to Success!
Struggles to Smiles!
Ugly to Beautiful!
Hatred to Love!
And the list Goes on..... But
Never Gives ...

CHEERS TO THE EPITOME
OF PERFECTION ! CHEERS
TO ALL LADIES OF GICHFL
LTD,

Kajol Mishra



Ranjani Parag Kanvinde

कर्म कर

कर्म कर तू कर्म कर, ना तू औरों से डर।
बस आगे ही आगे को बढ़,
ना देख तू दुनिया वालों को।
क्योंकि ये तो तेरे पीछे भागे हैं,
बस तू ही तू तो आगे है।

कर्म का तू ध्यान कर,
कर्म का तू सम्मान कर।
लोगों का तू बन जा सहारा,
लोगों का तू बन जा प्यारा।

तेरा यह छोटा सा सहारा,
कर देगा जग रोशन सारा।

अपने कर्मों पर तू कभी अभिमान ना कर,
अपनों से छोटों का तू कभी अपमान ना
कर।

अपने लिए जी लेते हैं सभी,
तू औरों के लिए जी
और औरों के लिए मर।

बस कर्म कर तू कर्म कर

Santosh Kumar Mallik

EMPLOYEE SPOTLIGHT

BOOK REVIEW

ONE LIFE IS NOT ENOUGH

One Life Is Not Enough by K. Natwar Singh is a powerful and honest autobiography that takes us deep into India's political and diplomatic world. Singh writes in a clear, direct voice, sharing moments of pride, conflict, disappointment, and hope. The book feels like a journey through a life shaped by service, relationships, and the constant effort to stay true to one's values.

What the Book Talks About?

The memoir covers Singh's experiences as a diplomat, a close aide to Indira Gandhi, and later as a Union Minister. He speaks openly about major events, political pressures, friendships, and betrayals. His writing is filled with sharp observations and gentle wisdom.

One of his striking lines, "Power is both a burden and a privilege," captures the tone of the book—honest, thoughtful, and grounded.

Through stories of travelling across continents, negotiating in difficult situations, and facing personal challenges, Singh shows that public life is not only about glamour but also about patience, discipline, and sacrifice.

Why the Book Is Useful for Us ?

What makes this book connect with today's readers is its message of starting again. Singh does not hide his setbacks. Instead, he writes, "Life gives you many chances to rebuild yourself—if you have the courage to take them."

This makes the book perfectly aligned with our theme "New Year 2026 – Fresh Beginnings." It reminds us that every year—and every challenge—can be a turning point if we approach it with honesty and determination.

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What We Learn From It

- Adapt to change: Singh's life shows that change is constant, and growth comes from accepting it.
- Stay grounded: His interactions with leaders like Nehru, Indira Gandhi, and Rajiv Gandhi teach us humility and balance.
- Relationships matter: He highlights how respect and integrity shape one's reputation over time.
- Begin again: Even after the toughest phases, he writes, "There is always a road ahead for those willing to walk."

Conclusion

One Life Is Not Enough is more than a political memoir—it is a reminder that we are always learning, always growing, and always capable of fresh beginnings. As we step into 2026, the book inspires us to carry hope, stay open to change, and move forward with renewed energy.

-AMEY MAIRAL

ONE LIFE
IS NOT
ENOUGH
—an autobiography—
K. NATWAR SINGH

EMPLOYEE SPOTLIGHT

LEARN ABOUT

COLLECTIONS AND RECOVERY

Collections and recovery form the backbone of a healthy and sustainable housing finance business. While disbursements fuel growth, it is the strength of the collections ecosystem that preserves asset quality, ensures liquidity, and safeguards profitability. In an industry where long-term home loans span 10–30 years, a disciplined and proactive recovery framework is critical for maintaining portfolio stability.

✓ Importance of Collections

- Ensures steady cash flows for lending operations.
- Maintains portfolio quality and prevents slippages into SMA and NPA categories.
- Supports regulatory compliance on GNPA/NNPA and provisioning norms.
- Enhances borrower engagement and builds repayment discipline.

✓ Collections Framework in Housing Finance

Collections in HFCs generally follow a structured, stage-wise approach:

a. Pre-Due and Early Bucket Collections (SMA 0 / SMA 1)

This stage focuses on early reminders, payment follow-ups, and customer support.

The objective is to prevent accounts from slipping into higher risk categories. Tools used include automated SMS reminders, outbound calling, and digital payment links.

b. Mid-Bucket Management (SMA 2)

Accounts that remain overdue for a longer period require targeted interventions. Typically, tele-calling and field visits are deployed to regularize EMI payments.

c. NPA and Hard Recovery

Accounts classified as NPAs require intensive recovery action. Interventions include:

- Legal proceedings under SARFAESI Act
- Repossession and sale of underlying assets
- Settlement negotiations
- Engagement of empanelled recovery agencies

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- Legal remedies including arbitration
- Skip tracing and borrower outreach programs
- Portfolio sale to Asset Reconstruction Companies (ARCs)

The primary goal is to recover outstanding dues while minimizing losses and avoiding loan write-offs.

✓ Key Drivers of Efficient Recovery

- Data Analytics: Early warning systems and delinquency tracking.
- Technology: Digital collection platforms, automated reminders, online payment links.
- Customer-Centric Approach: Flexible repayment plans for borrowers in temporary distress.
- Strong Field Execution: Dedicated collection teams and external recovery agencies.
- Compliance: Ethical and regulatory-aligned collection practices.

✓ Challenges in Housing Finance Recovery

- Borrower income fluctuations and economic slowdowns.
- Legal delays and limited property enforceability in certain regions.
- High field-level cost for geographically dispersed customers.
- Behavioural lapses leading to skipped payments.

✓ The Road Ahead

- Greater use of AI and analytics to identify at-risk borrowers early.
- Expansion of digital repayment ecosystems.
- Strengthening SARFAESI efficiency and legal turnaround time.
- Enhanced customer education on repayment discipline.
- Collaboration with Fintechs' and digital partners for seamless collections.

Key Takeaway

Collections and recovery are not merely back-end processes; they are strategic pillars of the housing finance business. A disciplined, data-driven, and customer-centric approach ensures portfolio quality, sustains growth, and enhances an institution's financial resilience. As markets evolve, HFCs that invest in strong collections infrastructure and innovative recovery mechanisms will emerge more stable, competitive, and future-ready.

— NEHA ARVIND

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The Lost Hero: Gopal Patha and His Contribution

The city of Kolkata was burning. Smoke curled into the sky, and screams echoed through narrow lanes. It was 1946, and fear had taken over every street. Amidst the chaos, a man moved quietly, yet with the strength of a storm — Gopal Patha. Small in stature but fierce in courage, he was no soldier, no politician, no celebrated leader. He was just a man with a promise: to protect the innocent, no matter the cost.

Gopal didn't fight for fame. He fought for life. Families trapped in burning homes were guided to safety by his steady hands. Strangers became his family, and alleys became his battlefield. Rumor had it that his men, armed with nothing but courage and sticks, could hold off mobs much larger than themselves. He moved like a shadow in the night, striking fear into those who wanted to harm and giving hope to those who had none.

When the city finally found peace, the world forgot him. Newspapers wrote of politicians, of riots, of “the times,” but Gopal's name never appeared. He faded into the background of history, a silent guardian whose legacy was etched only in the hearts of those he saved. Today, his story is mostly unknown, yet the truth remains: heroes do not always wear medals, and courage does not always get remembered. Gopal Patha was the lost hero — a man who changed lives and vanished into legend.

-Abhijit Das

EMPLOYEE SPOTLIGHT

THE RECIPIE CORNER

Alu Posto (Potatoes in Poppy Seed Paste)

Alu Posto is a simple, comforting Bengali dish made with potatoes and poppy seeds (“posto”). It is mildly spiced, nutty, and aromatic. Traditionally, it is served with steamed rice or Luchi (Bengali fried flatbread).

Ingredients (Serves 3–4)

Potatoes: 4 medium, peeled and cubed.

Poppy seeds (posto): 3 tablespoons.

Mustard oil: 2–3 tablespoons (or vegetable oil).

Nigella seeds (kalonji): ½ teaspoon.

Turmeric powder: ¼ teaspoon.

Salt: to taste.

Water: ½ cup (for cooking).

Optional: A few dried red chilies for extra flavour.

Step 1

Make the Poppy Seed Paste
Soak poppy seeds in warm water for 15–20 minutes
Grind the soaked poppy seeds with green chilies and a little water into a smooth paste. The paste should be creamy but not too watery

Step 2

Prepare the Potatoes
Peel and cut the potatoes into small cubes (bite-sized)
Heat mustard oil in a pan until it's hot and slightly smoking — this is traditional in Bengali cooking
Add nigella seeds (kalonji); let them splutter for a few seconds
Add potatoes and turmeric powder. Sauté for 2–3 minutes

Step 3

Cook with Poppy Seed Paste
Lower the heat, add the poppy seed paste to the potatoes
Mix gently so the potatoes are coated
Add ½ cup water, salt to taste, and cover the pan
Cook on medium-low heat for 10–12 minutes, stirring occasionally
The potatoes should be soft but intact, and the paste should thicken slightly

Step 4

Serve Transfer the alu posto to a serving bowl.
Garnish with a few sliced green chilies if you like extra spice. Serve hot with steamed rice or luchi

-Abhijit Das

EMPLOYEE SPOTLIGHT

Ode to a Dream: The Journey of GIC Housing Finance

On a chilly December day, back in eighty-nine,
GIC Grih Vitta Limited quietly began its climb.
A small name, maybe, but a vision so wide,
A home for every dream, a place hearts could reside.

By '93, a new name, a new hope, a new start,
GIC Housing Finance — with a mission straight from the heart.
From city lanes to town corners, far and near,
Every branch whispered: "We are here to care."

Loan by loan, brick by brick,
You didn't just lend money, you built dreams that stick.
Schemes like "Apna Ghar," builders' plans too,
Every step a promise, every action true.

And through the years, came leaders to steer,
Each with their own vision, guiding with care.

Mr. U. Kamat — the first, setting the tone,
Mr. J.J. Khatlawala, who made the vision his own.
Mr. Vijay Joshi and **Mr. N. Sowmyan** too,
Each shaping the journey, seeing it through.

Mr. A.K. Guha and **Mr. M. Sivaraman**, steady and wise,
Mr. Warendra Sinha, calm under stormy skies.
Mr. S. Gopakumar, leading with grace,
Mrs. Neera Saxena, leaving a mark no one can erase.

Mrs. G. Shobha Reddy, who nurtured every dream,
Mr. Paul Lobo, steering with a visionary gleam.

And now **Mr. Sachindra D. Salvi**, a leader so bright,
With energy, insight, and a vision of light.
Guiding with wisdom, yet with warmth in his way,
Turning new ideas into reality every day.
A captain who inspires, who listens, who leads,
Planting seeds of progress, fulfilling every need.

EMPLOYEE SPOTLIGHT

**Here's to Mr. Salvi — a beacon, a guide.
With him, every dream finds a way to ascend.
May his journey bring growth, joy, and cheer,
And may GICHFL flourish, year after year!**

Oh GICHFL, you grew beyond numbers and charts,
Into homes, into lives, into countless hearts.
From small plots to high-rises reaching the sky,
You've shown that dreams, when nurtured, never die.
May your branches grow wider, your mission shine bright,
May every loan build a home, a life, a light.
Here's to the vision of every MD, past and new,
GIC Housing Finance — where dreams really come true.

-Abhijit Das



GIC HOUSING FINANCE LTD.
YOUR ROAD TO A DREAM HOME

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नया अध्याय, नई कहानी.... ✍️

नया साल है, नया सफर है,
अब होगी नई-नई सवारी,
नया दौर है, नए लोग हैं,
लिखेंगे अब नई कहानी.....

हम हैं जीआईसी के निष्ठावान कर्मचारी, 😊
हैं सबसे अलग हम और सबसे हैं भारी.....

हम लोगों की साख का स्वीकार करते हैं,
उनके सपनों को हम भी तो साकार करते हैं,
नया दौर है, नए लोग हैं,
लिखेंगे अब नई कहानी.....

हम हैं जीआईसी के निष्ठावान कर्मचारी, 😊
हैं सबसे अलग हम और सबसे हैं भारी.....

तीन दशक तक हमारा
यह सफर चल रहा है,
साथ ही साथ हमारा,
नया ऑफर चल रहा है.....

एक साथ, एक संघ रहकर, 🤝
जीआईसी बेहतर है बनानी....
नया दौर है, नए लोग हैं,
लिखेंगे अब नई कहानी.....

हम हैं जीआईसी के निष्ठावान कर्मचारी, 😊
हैं सबसे अलग हम और सबसे हैं भारी.....

थोड़े संभलेंगे, थोड़े बदलेंगे,
नए साल में और आगे बढ़ेंगे,
चलो प्रण लें एक साथ रहकर,
नया इतिहास, नया अध्याय लिखेंगे,
यह सफर एक पड़ाव है,
भविष्य में और भी ऊँचाइयाँ हैं छूनी,
हाँ... यह नया दौर है, हम नए लोग हैं,
नए साल में लिखेंगे अब नई कहानी.....
हम हैं जीआईसी के निष्ठावान कर्मचारी, 😊
हैं सबसे अलग हम और सबसे पे हैं भारी.... ✌️
हम सबसे हैं भारी.....
हम सबसे हैं भारी.....

-Dhanraj Vishnu Mahale

EMPLOYEE SPOTLIGHT

◆ DIGITAL TIME CAPSULES ◆

The Workplace Memory Revolution – 2030

Imagine opening a message your past self left for you—your goals, hopes, lessons, even predictions.

Now imagine your entire workplace doing the same.

Digital Time Capsules are emerging as one of the most innovative ideas for the Future of Work 2030. They allow employees to record thoughts, achievements, creativity, and personal reflections—locked digitally and revealed on a future date chosen by the organization.

Why It Matters

- Encourages self-reflection and long-term thinking
 - Builds a culture of memory, growth, and continuity
 - Captures organizational evolution—projects, failures, victories
 - Helps new employees understand the journey behind the culture
-

How Companies Are Using It

- ✓ Employees record short videos, notes, or audio messages
 - ✓ HR archives and secures them using encrypted cloud storage
 - ✓ Capsules are opened during annual meets, milestones, or retirements
 - ✓ Some organizations use AI to compare “past goals vs present growth”
-

A Glimpse Into 2030

In the next decade, digital memory-keeping will become as common as annual reviews.

AI may soon turn these capsules into personalized growth maps, leadership predictions, and emotional wellbeing insights—making workplaces more human, connected, and future-ready.

In the end...

A Digital Time Capsule is more than a file.

It's a silent companion of our journey—waiting in the future, to remind us who we were

-MUDIT TATER

EMPLOYEE SPOTLIGHT



Ranjani Parag Kanvinde



Ranjani Parag Kanvinde



MUSHAFA ZAMANI



V. KUMARAGURU

EMPLOYEE SPOTLIGHT

Thoughts on Vigilance: Moving Beyond Detection to Prevention in Loan Fraud

Introduction

Declaring fraud may reduce recovery effort as it often leads to full provisioning and technical write-off, thereby lowering reported NPAs. However, this does not absolve recovery responsibility. It is critical that fraud classification is preceded by a comprehensive investigation covering all aspects, including Company's credit process guidelines of the time of loan sanction and disbursement and scenarios prevailing at the time of case inception, as per RBI/NHB directives.

Fraud in home loan portfolios has emerged as a significant challenge for financial institutions. While declaring a case as fraudulent is necessary for compliance and reporting, this reactive approach does little to prevent financial loss or reputational damage. The real strength of vigilance lies in its ability to anticipate risks and develop mechanisms that prevent fraud before it occurs.

Why Prevention Must Take Centre Stage

When a home loan case is declared fraudulent, the institution has already suffered—financially and operationally. Recovery is often partial, and the reputational impact can linger for years. A preventive approach ensures that fraud is curtailed at the source, reducing losses and safeguarding trust.

The Role of Vigilance in Fraud Prevention

Vigilance is not just about investigation; it is about foresight. A proactive vigilance function should:

- Identify Vulnerabilities: Map out high-risk areas in loan origination, documentation, and verification.
- Recommend Systemic Changes: Suggest improvements in technology, process automation, and compliance frameworks.

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- Promote Ethical Culture: Foster transparency and accountability among employees and stakeholders.

Mechanisms to Prevent Fraud

- Enhanced Due Diligence

Strengthen KYC norms and verify income, property ownership, and creditworthiness through multiple independent sources.

- Technology Integration

Deploy AI-driven analytics and fraud detection tools to flag suspicious patterns in loan applications and transactions.

- Periodic Audits and Surprise Checks

Conduct regular audits and random checks to ensure adherence to policies and detect anomalies early.

- Employee Training and Awareness

Train staff to recognize red flags and report irregularities promptly.

- Whistleblower Protection

Establish secure channels for reporting unethical practices without fear of retaliation.

Safeguarding Employees Who Follow Due Process

An often-overlooked aspect of fraud prevention is employee protection. When fraud occurs despite meticulous adherence to prescribed lending processes, employees should not be penalized for gaps beyond their control. To ensure fairness:

- Clear Accountability Framework: Define roles and responsibilities so that blame is not arbitrarily assigned.
- Audit Trail Verification: Maintain robust documentation to prove that employees followed prescribed procedures.
- Supportive Culture: Encourage reporting of process deficiencies without fear of punitive action.
- Continuous Process Improvement: Use such cases as learning opportunities to strengthen systems rather than scapegoating individuals.

This approach not only protects employees but also motivates them to uphold integrity without fear of unjust consequences.

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Key Takeaways

- Vigilance should prioritize prevention over detection to minimize financial and reputational risks.
- Implementing robust due diligence and technology-driven checks is critical for fraud prevention.
- Regular audits, employee training, and whistleblower protection strengthen the system.
- Employees who follow prescribed processes must be safeguarded from unfair blame.
- A proactive approach fosters trust, integrity, and resilience in financial institutions.

Conclusion

Declaring a home loan case as fraud is a necessary step, but it is not the ultimate solution. Vigilance must evolve from being reactive to proactive—anticipating risks, building preventive frameworks, and safeguarding employees who act in good faith. By doing so, financial institutions can protect their assets, maintain customer trust, and uphold the integrity of the banking system

-KIRAN ALHAD LAD

EMPLOYEE SPOTLIGHT

Dear Sir,

It's truly difficult to express in words what your presence has meant not just to the Company, but to me personally.

From the very first day you walked into the Company, I was genuinely stunned by the positivity you radiated. I truly feel that we don't meet people every day who carry so much light, energy and optimism within them.

Sir, your attitude towards life and work is something I have admired from day one. No matter how hectic things got, you always handled everything with a smile, a calm mind, and a reassuring presence.

What truly sets you apart is not just your professional brilliance because that speaks for itself but your humanity. You have been incredibly kind, grounded and genuinely employee-oriented. I've always aspired to work under a leader who makes people feel valued, heard and supported... and I found that in you. I sincerely hope that one day I can be a boss like you, someone who leads with strength but also with heart.

And of course, one of the most inspiring aspects about you which cannot be ignored is your commitment to fitness and wellbeing. The discipline you carry, the energy you bring and the passion you have for staying fit is truly motivating. It's one of the many qualities of yours that I deeply look up to.

Sir, you are someone full of life, full of laughter and full of positivity. Your smiling face has been a constant source of warmth in this office.

I am truly going to miss working under your guidance.

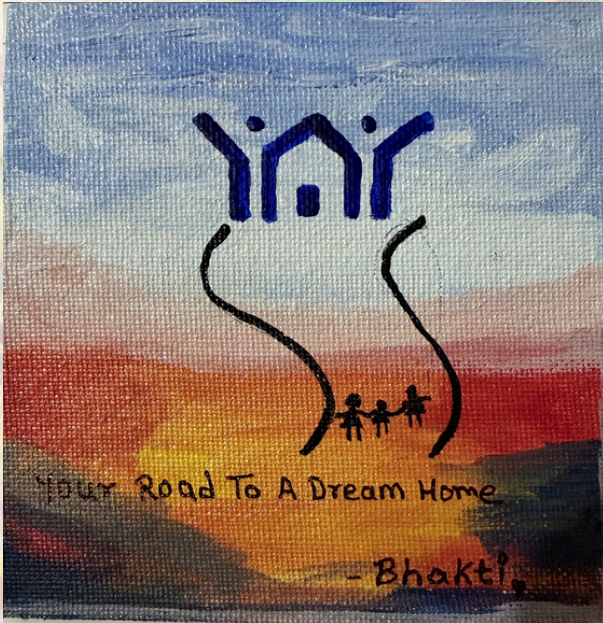
But more than that, there is gratitude, gratitude for the time I got to work under you and the inspiration you leave behind. I wish you nothing but the very best for your journey ahead with the GICHFL. I have no doubt you will continue to inspire many more people just like you have inspired me.

I genuinely hope we stay in touch, Sir. You have made a lasting impact, and I will always carry that with me.

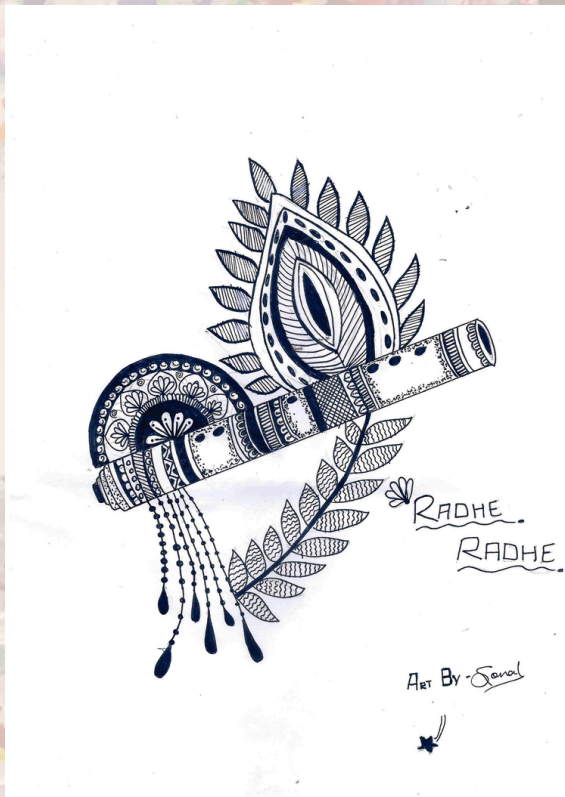
Thank you for everything and wishing you all the success, happiness and positivity you so effortlessly share with the world.

-Divya Chiplunkar

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BHAKTI ASHOK PATIL

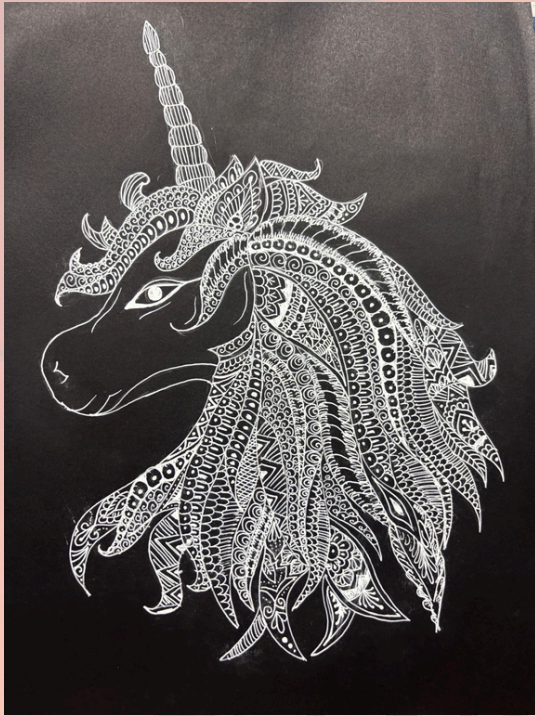


Sonal Sagar Shemadkar
d/o
SAGAR B SHEMADKAR



Kanishka Muneshwar Basutkar
d/o
MUNESHWAR NARAYAN BASUTKAR

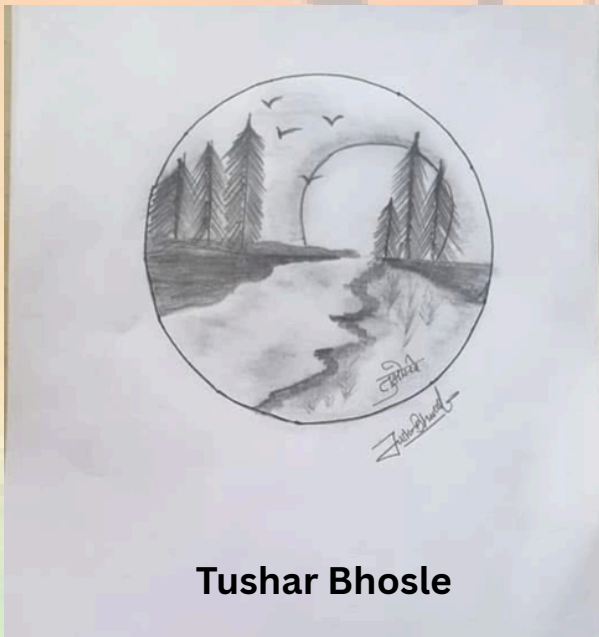
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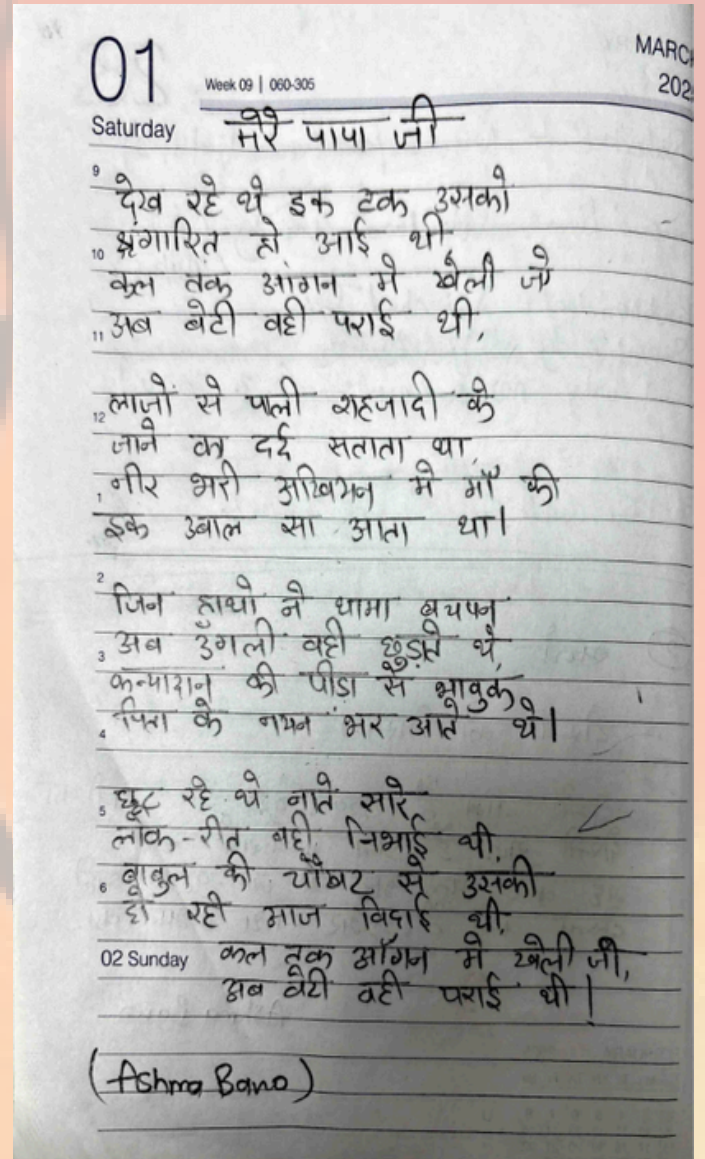
Kanishka Muneshwar Basutkar.

d/o

MUNESHWAR NARAYAN BASUTKAR



Tushar Bhosle



ASHMA BANO

EMPLOYEE SPOTLIGHT



-Reshma Patil

EMPLOYEE SPOTLIGHT

SARCASTIC DAD CHRONICLES

Tiny human arrives.
Endless tasks in sight.
Small hands holding tight.
Didn't expect my joy in his cries.

Night chaos begins.
My eyes glow red like warnings lights.
Brain fully shuts down.
Even coffee laughs and denies.

Lullabies go rogue.
I sing nonsense in hope.
He enjoys my songs.
Smiles wide asking for more.

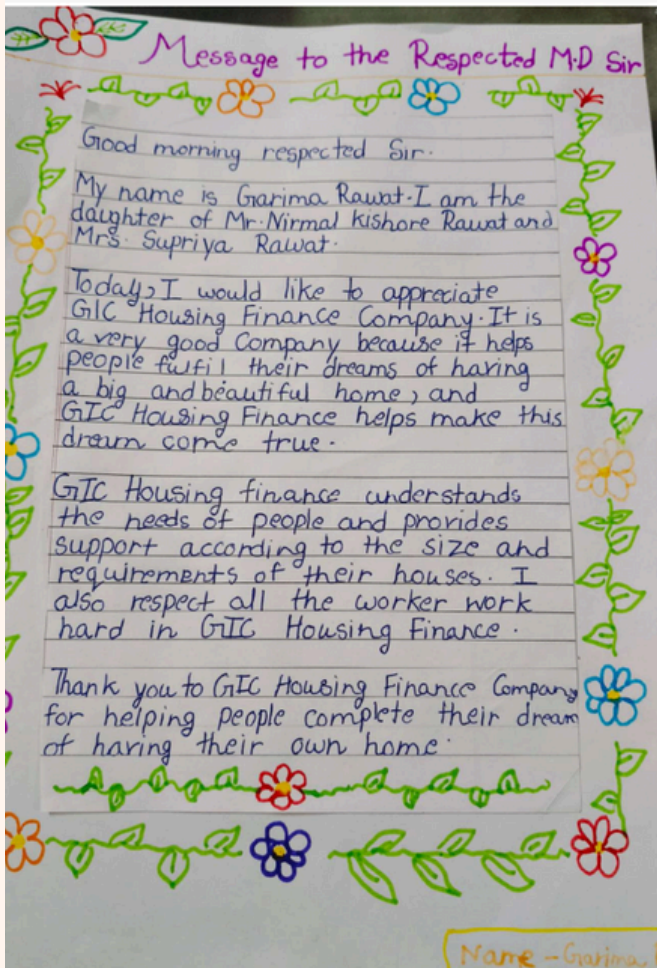
Crawling phase begins.
He moves faster than light.
I stand confused.
To save him or the objects around you.

Dragging home exhausted.
His smile flips my power switch on.
Energy snaps back.

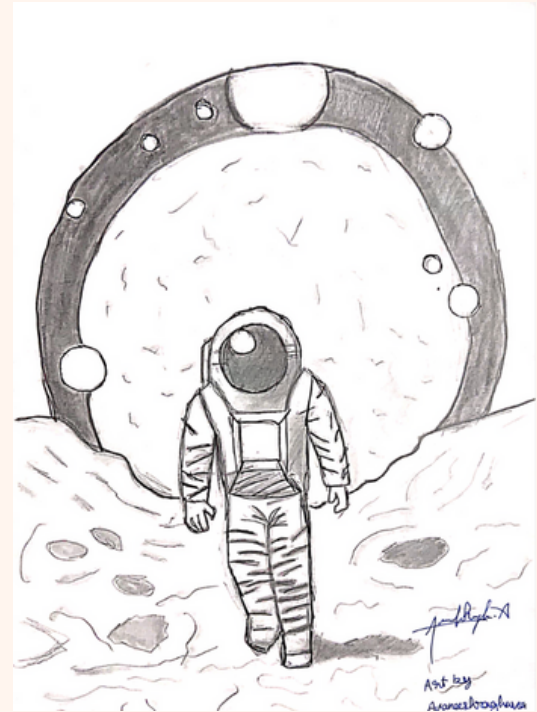
Dad's battery shoots to 100% again
Wouldn't change a thing.
Even the chaos feels right.
Heart stays overloaded.
Dad life's madness— pure delight.

-Akshay Singh Thakur

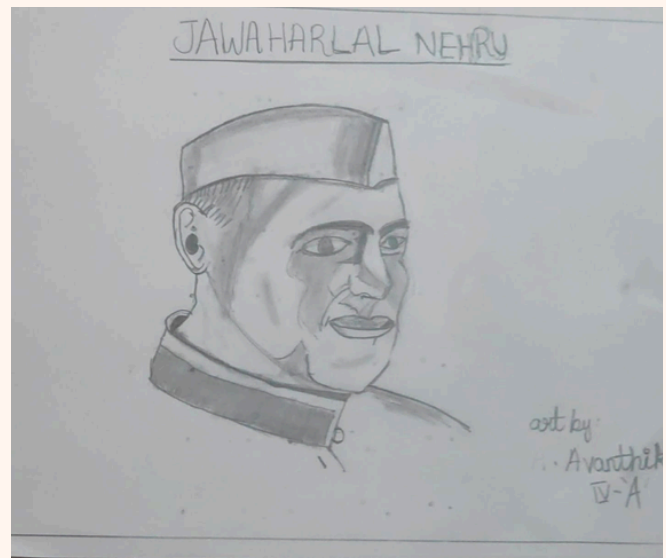
EMPLOYEE SPOTLIGHT



Garima Rawat
d/o
Nirmal K Rawat



Avaneeshraghava A
s/o
M Tamil Selvi



Avanthikhaa. A,
d/o
M Tamil Selvi

EMPLOYEE SPOTLIGHT

DAUGHTER

Every women is strong. Every family depends on her. Although there is no reward for what she does, because still our highly educated male dominated society have mentality that household work is a responsibility and is a part of women's life only. Very rarely we see where males are equally helping their wives in everything. I feel that this is life and it comes with adjustments. No one is small or big, only ego differentiates you.

Every women after leaving a house where she actually spend her life without any hesitation, tension, etc. has to start a new, with full of adjustments, hurtful dialogues, painful expressions and many more which cannot be defined. In all this scenario, there is only one person where every Women feels relaxed, faithful, where she shares everything without hesitating with that one Gem, and that is her 'Daughter'. Even for father's daughter is a friend where he shares a special relation.

Mothers groom their daughters, but for a father she is always a child, a Princes for him.

Everyone says God cannot be everywhere, so he made mother. But I would say that every mother also needs someone who makes her strong, who shares your journey, who is actually a trusted friend. Daughter is a bestiest friend a women have in her life. I must say 'Daughters' are the most precious and beautiful gift. She is laughter, She is a support, She is beautiful in all ways. Being a lady She Understands Mother, She can feel the pain behind smile, She can feel the value of tears in the smile, and She feels the silence with full of emotions. So, She is not a burden or responsibility She is a companion of life's ups and downs.

-Aparna Sawant

EMPLOYEE SPOTLIGHT



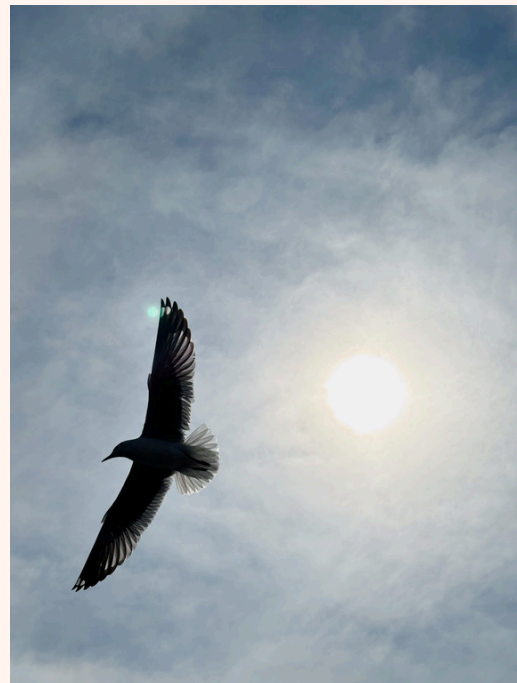
Aparna Sawant



Aparna Sawant



Om Nilesh Giri son of NILESH GIRI



A Quiet flight in the morning sun.

**(Description for bird image)
Ravi Birudeo Phonde**

EMPLOYEE SPOTLIGHT

ENVIRONMENT POLLUTION IN INDIA

In the era of Kaliyuga, there are two major concerns in the world. First one is Terrorism and another one is Environment. As citizens of India, we are very proud of our growing economy, advanced digital infrastructure, the world's best cricket board, and our rich, diverse culture. But even today, we are not focusing enough on a major issue—protecting our environment. In building roads, constructing buildings, and setting up chemical industries, we have repeatedly sacrificed our environment through deforestation and by polluting our water bodies and air. Breathing clean air is becoming more difficult day by day. Cases of asthma, bronchitis, cardiac arrest, lung cancer, and heart attacks have gradually increased over the last decade. For better clarification we put some charts.

- Environment performance index: 177th out of 190 countries
- Average AQI in metro cities of India: 382 (More than 150 is very harmful)
- Greenhouse gas Emission rank: 9.9 billion tons (3rd in the world)
- Biodiversity & Habitat index: 178th out of 180
- Climate Change: 23rd
- Life expectancy rate: 118th out of 197

This chart sounds an alarm, reminding us that it is time to change ourselves and become more conscious of our environment. It is the duty of all of us to raise our voices against deforestation, to prevent industrial waste and toxic chemicals from mixing into water bodies, to reduce the use of coal and petroleum, and to use green energy and natural gas as much as possible. In this effort, the government has a major role to play. In the automobile sector, it needs to reduce the number of petroleum-powered vehicles, promote the use of electric vehicles by providing subsidies, and establish high-quality environmental monitoring stations to control pollution.

When Uncle Ben said to Peter Parker (In Spider Man 2003) : "Great Power Comes with Great Responsibilities ". The moral of the story is that we all have the power to change society through our thoughts and actions. Today, the environment needs us to protect it, and if we do not take action, doomsday may arrive sooner than we expect. As a responsible citizen and a patriot, we need to remember that:

"A nation known by Its Citizen

A Civilization by its humanity

And The society by its People not by the Hypocrites."

If we change ourselves, society will change, and if society changes, the nation will change as well.

-Sayan Mishra

POSSESSION IS NOT THE ENDGAME

THE REAL RECOVERY STARTS AFTER POSSESSION

Understanding the SARFAESI Reality

Most people treat possession under Section 13(4) as the victory moment. But in actual banking recovery, possession isn't the conclusion — it's the turning point. It transforms the recovery landscape but does not complete it.

1. PHYSICAL POSSESSION IS NOT MONEY RECOVERED

Possession notices, keys taken, property sealed — these actions look strong. But possession equals pressure, not payment. Banks don't want property; they want repayment.

2. VALUATION + RESERVE PRICE = Almost 60% OF RECOVERY SUCCESS

A successful auction begins with correct valuation and strategic reserve price. Inflated valuation leads to zero bidders, while low reserve price leads to loss. Valuation is a recovery strategy.

3. BORROWER PSYCHOLOGY CHANGES AFTER POSSESSION

Possession increases social pressure and fear of asset loss, making borrowers more willing to settle or negotiate. The strongest negotiation power comes after possession.

4. AUCTION IS NOT A LEGAL STEP — IT'S A MARKET EVENT

Most auctions fail due to poor marketing. Successful auctions require buyer outreach, good asset presentation, and intelligent pricing.

THE REAL TAKEAWAY

SARFAESI works best when legal strategy, borrower psychology, and market intelligence operate together.

RECOVERY = LEGAL + NEGOTIATION + MARKET EXECUTION

Possession is leverage, not closure. Recovery succeeds when leverage is used strategically

-KESHAV MAHESWARI

NAVIGATING TRANSACTIONS INVOLVING MINOR'S INTEREST IN IMMOVABLE

PROPERTY -- by Legal Retainer Advocate Dilkhush Balsara.

Immovable property held in the name of a minor often raises practical and legal questions—especially for Housing Finance professionals, involved in lending or assessment. Understanding how the law treats such interests is vital for ensuring that our assessments and approvals remain both compliant and responsible.

The Key Legal Enacts / Provisions that would help in comprehending and understanding the aspects of Sale or Purchase of a Minor's Property:

- INDIAN CONTRACT ACT, 1872: Any contract entered into by a minor is void ab initio, meaning any Sale /Transfer / Conveyance of a Minor is void at the very off set.

Section 11 of the Indian Contract Act, 1872 has specifically listed who is competent to contract, (i) A person who has attained age of majority (usually 18), (ii) Person of sound mind, and (ii) Is not disqualified by any other law. All the three criteria need to be fulfilled for the Party to be competent to Contract.

- HINDU MINORITY AND GUARDIANSHIP ACT, 1956: It allows only natural or court-appointed guardians to handle a Hindu minor's property and imposes restrictions on its sale.

Section 8 (1), (2) & (3) Hindu Minority and Guardianship Act, 1956 deals with the Powers of natural guardian.

It permits a natural guardian of a Hindu minor to manage the minor's property and to perform all acts that are necessary, reasonable and proper for the minor's benefit or for the protection. While doing so, the guardian cannot impose any personal liability on the minor through contractual obligations.

Further, the guardian's powers are restricted in matters relating to immovable property, as prior permission of the court is mandatory for selling, gifting, mortgaging, exchanging or otherwise transferring such property, and also for granting long-term leases.

If the guardian deals with the minor's immovable property without complying with these restrictions, under Section 8 (1) & (2) then under Section 8 (3) the transaction is not void from the outset but remains voidable, and the minor or anyone claiming through the minor has the right to challenge and set aside such disposal in accordance with law.

- GUARDIANS AND WARDS ACT, 1890: It mandates that any sale, mortgage, or lease of a minor's immovable property requires prior court permission.

Section 29, 30 & 31 of the Guardians and Wards Act, 1890 outline the powers, limitations, and legal procedures regarding a guardian's handling of a ward's immovable property.

EMPLOYEE SPOTLIGHT

Under the Guardians and Wards Act, 1890, a guardian appointed or declared by the court has limited powers in dealing with a minor's property. The guardian is prohibited from selling/mortgaging/charging /transferring any part of the minor's immovable property, or from granting a lease exceeding the prescribed period, without obtaining prior permission of the court.

If the guardian disposes of the minor's immovable property without such court permission, the transaction is not void ab initio but is voidable and may be set aside at the instance of the minor or any person claiming under the minor.

The court, while granting permission for any such transfer or lease, must be satisfied that the proposed transaction is necessary or clearly beneficial to the minor.

The Hindu Minority and Guardianship Act applies exclusively to Hindu minors (Hindu as in specifically defined under the Act). In contrast, the Guardians and Wards Act have a broader scope and governs matters relating to minors across all communities, irrespective of religion.

An unauthorized sale refers to the sale/ mortgage/ lease/ gift etc of a minor's immovable property by a guardian without obtaining prior permission of the District Court and the transaction may be avoided either by the minor after attaining majority or during minority through a next friend.

After attaining majority, the minor has the right to institute appropriate legal proceedings to challenge the unauthorized transfer. The minor may seek a declaration that the sale is invalid, claim recovery of possession of the property, and demand mesne profits (Profits + Interest paid by someone in wrongful possession of property to the rightful owner) for the income / benefits derived by the transferee during the period of possession.

Minor must initiate a challenge against such an unauthorized Sale within three years from the date on which the minor attains majority, in accordance with the Limitation Act, 1963.

Alternatively, the minor may choose to ratify the transaction, either expressly or by conduct, in which case the sale becomes binding.

The Principle of Caveat Emptor applies (Caveat emptor is "let the buyer beware," a legal principle meaning the buyer alone is responsible for checking the quality and suitability of goods before a purchase, placing the burden of due diligence on them), and it is the purchaser's duty to verify whether the guardian had obtained the requisite permission of the court before entering into the transaction.

Hence, before purchasing / extending finance, it is essential to conduct a meticulous title search, verify whether the minor's interest exists, and ensure that all statutory permissions or court sanctions are in place.

-Dilkhush Balsara

EMPLOYEE SPOTLIGHT

Presenting my daughter Miss. Aarushi Ghose, whose life is beautifully intertwined with art, music and dance . She is an incredible dancer who has devoted most of her early years since the age of 3.5 years to mastering the classical forms of Kathak, Bharatnatyam, Odissi and contemporary dance forms.

Over the years, she has been an avid performer, gracing numerous shows and live stages with her presence and passion.

Dance is not just an art form for her; it is her true joy, her source of energy, and what gives her life its deepest meaning. Watching her immerse herself in every movement, every rhythm, fills me with immense pride. Every performance of hers make my heart swell, reminding me of the dedication, love, and spirit she pours into her craft".

**5 human cycle
communication awareness
we think up to our
perspective
we speak up to what we can
think
we act up on what others
speak, its a inner and outer
response
we behave up on
expression of personality,
mental state and based on
upbringing
our perspective is geometry
of consciousness where
existence meets
understanding, what we
can know and how we can
be.**

-Jaheer Ahmed



**- Aarushi Ghose daughter of
ARIJIT GHOSE**



**Lightning illuminates the night sky as the bridge's
golden reflections ripple across the river — a
perfect contrast of calm waters and electrifying
energy.**

**Ravi Birudeo
Phonde**

EMPLOYEE SPOTLIGHT

Corporate Social Responsibility (CSR)

Introduction

Boosting profits is no longer the sole business performance indicator for the corporates and they have to play the role of responsible corporate citizens as they owe a duty towards the society, where they operate and draw resources from it and as such they are part of society. Corporate Social Responsibility (CSR) is connected to government rules and policies, so it has a strong relationship with the law. Provision as per Companies Act 2013

As per section 135 (1) of the Act, the CSR provisions will be applicable to companies which fulfill any of the following criteria during the immediately preceding financial year:

- (i) Net worth of Rs. 500 crore or more; or
- (ii) Turnover of Rs. 1000 crore or more; or
- (iii) Net profit of Rs. 5 crore or more

If a company meets the criteria, it must spend at least 2% of the average net profit of the last three years on CSR activities

Some of the activities under which the amount to be spend:

- i. Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
- ii. Promoting education including special education and employment enhancing vocation skills especially among children, Women, elderly, and the differently abled and livelihood enhancement projects.
- iii. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups .
- iv. Ensuring environment sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund setup by the Central Government for rejuvenation of river Ganga.
- v. Slum area development.
- vi. Rural development projects.

Contribution done by GIC Housing Finance Ltd

GIC Housing Finance has consistently undertaken impactful CSR initiatives. Over the years, the company has provided surgical instruments, medical machinery, blood donation vans, cardiac ambulances, and school buses. In addition, GICHFL has installed tube wells, public toilets, and solar panels to support community infrastructure. Several more projects are also currently in the pipeline.

Recently, GICHFL was honoured with the prestigious Golden Globe Tigers Award in CSR, reaffirming our commitment to upholding the highest standards of corporate social responsibility and demonstrating that we abide by the principles we stand for.

-Yash Umesh Agrawal

EMPLOYEE SPOTLIGHT

Going Beyond Loans: How We Build Dreams for Families

In the home loan business, people often see us as numbers, policies, and processes. But behind every file lies a family—waiting for a key, a first meal, a new beginning. Our work is not just about disbursing funds; it is about building trust, easing worries, and keeping promises, even when the clock is against us.

Recently, we received a message that reminded us why we do what we do. A customer wrote:

“Myself Ms. Vaibhavi, my husband, Mr. Mayur, and my father, Mr. Chandrashekhar Kakulte were simply amazed by the professionalism that each employee carries within themselves. Purchasing a house is not an easy task, it requires patience and a composed mind to deal with brokers and housing loan offices. However, GICHFL managed things so well that we were not stressed about any procedure till loan disbursement. The organization may be small, but it fulfills the dreams of many like us of having a house of our own. Promptness and managing things within timelines is a quality we ought to learn from them. Mr. Kiran Lad and Mr. Suraj Tukral were very helpful and completed the disbursement process within a short span, providing a seamless experience. Thanks to each one of you involved in the whole process, right from the first mail till the last disbursement amount.”

Those words captured the heart of our ethos. And they came after one of the most memorable evenings of my career, a day that tested our commitment and showcased what “going beyond loans” truly means.

A Race Against Time, The Evening We Delivered a Cheque on a Platform

It was the final day to deliver the disbursement cheque. The customer had already booked a train from CSMT (Chhatrapati Shivaji Maharaj Terminus) to Chhatrapati Sambhajnagar, the city where they had purchased their new home. The plan was simple: collect the cheque from our Fort office, board the 6:45 pm train, and deliver the cheque to the builder the next morning.

We had been on track from day one—meticulous documentation, transparent communication, and proactive follow-ups. But as often happens, some legal compliances took longer than expected. By the time the final approvals came through, it was 6:00 pm. The customer was already en route, battling Mumbai’s evening traffic from Churchgate to CSMT.

That’s when we decided to go beyond the process. We told the customer, “Don’t come to the office. Head straight to CSMT. We’ll bring the cheque to you—on the platform.”

EMPLOYEE SPOTLIGHT

What followed was a race against time. The cheque was printed and signed by the first signatory without a moment wasted. Downstairs, I kept my bike ready, helmet strapped, eyes on the rear-view mirror, waiting for the officer to appear with the cheque. The moment it arrived, I signed as the second signatory, and we sped off through the city's rush-hour chaos.

At 6:35 pm, we were on the road. At 6:44 pm, just a minute before departure, our officer sprinted across the platform and handed over the cheque under acknowledgment. The train stood ready to leave, and the family stood smiling—relieved, grateful, and full of joy. That moment, that smile, was worth every second of effort.

A few days later, the family visited our office with sweets—"for our new house," they said. Their gesture, their warmth, and the feedback they later sent filled our team with immense pride. Soon after, an appreciation mail from our MD & CEO arrived—a pat on the back for a job done with heart, discipline, and commitment.

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Why It Matters

This wasn't just about a cheque. It was about trust, empathy, and ownership. It was about proving that at GICHFL, we don't just finance homes—we deliver happiness. Sometimes, that means rewriting the rulebook, making real-time decisions, and trust looks like a manager and an officer running against the clock so a family can sit on a train, hold a cheque, and believe in tomorrow.

These actions don't appear in a loan policy manual but they speak to our culture. We don't just work within timelines; we work within lives.

Helping the Ms. Vaibhavi's family wasn't just a transaction; it was a test of our promise. When Ms. Vaibhavi later wrote, "Thanks GICHFL, Kiran Lad Sir for your complete dedication and helping us fulfill our dream of home," it felt like the essence of our profession captured in a single line.

Because beyond EMI schedules and sanction letters, there is a simple truth: we build homes by building trust.

-Kiran Lad

“New Year 2026 – Fresh Beginnings”

Article / लेख – संकल्प

लेखिका – दीपिका जैन

सबसे पहले तो आप सभी को नए साल की बहुत-बहुत शुभकामनायें। नये साल के आने की खुशी कितनी ज्यादा होती है, इस बात का अंदाजा हम इस बात से लगा सकते हैं कि, हम इसका स्वागत जश्न मनाकर करते हैं, 31 दिसंबर की रात 12 बजे हम एक-दूसरे को “हैप्पी न्यू ईयर” की शुभकामनायें देते हैं, केक काटते हैं, नाचते हैं, गाते हैं, पार्टी करते हैं।

फिर शुरू होता है एक नया दिन, जिस पर निर्भर करता है कि हम पूरे साल क्या करेंगे, किन अच्छी आदतों को अपनायेंगे, किन बुरी आदतों को छोड़ेंगे, वैसे तो मुझे एक बात समझ नहीं आती है कि हम कोई भी संकल्प लेने के लिए 1 जनवरी का ही क्यों इंतजार करते हैं, किसी भी अच्छे काम की शुरुआत, या किसी भी बुरे काम का त्याग तो कभी भी किया जा सकता है। लेकिन मैं ये बात दावे से कह सकती हूँ कि जो मुझसे सहमत हैं वो किसी भी बुरी आदत को त्यागना, जैसे कि सिगरेट-शराब को छोड़ना, झूठ बोलना, देर रात तक जागना, सुबह देर से उठना, काम टालना, गुस्सा करना, या फिर किसी भी अच्छी आदत को अपनाना जैसे कि सुबह जल्दी उठना, व्यायाम करना, संतुलित आहार लेना, सच बोलना, किसी को परेशान नहीं करना, साफ-सफाई रखना, आलस नहीं करना, आभार व्यक्त करना, टी. वी. मोबाईल आदि से दूर रहना आदि दोनों ही प्रकार की आदतों को शीघ्र ही आत्मसात कर लेते होंगे, क्योंकि वो इसके लिए किसी विशेष दिन का इंतजार नहीं कर रहे हैं।

अब इसके विपरीत हम बात करते हैं उन लोगों कि जो कोई भी संकल्प लेने के लिए 1 जनवरी का इंतजार करते हैं, कहते हैं, 1 जनवरी आने दो शराब, सिगरेट छोड़ देंगे, सेहत का ध्यान रखेंगे, प्रतिदिन योगा करेंगे, सुबह की सैर करेंगे, वसायुक्त भोजन नहीं करेंगे आदि। सच में स्वयं का इतनी शिद्धत से इंतजार होते देख 1 जनवरी खुशी से फूली नहीं समाती होगी। वैसे इसमें भी दो प्रकार के लोग होते हैं, एक तो वो जो कि लिया गया संकल्प पूरा करते हैं चाहे कितनी भी अड़चने आए, दूसरे वो जो सिर्फ वादा ही कर पाते हैं, निभा नहीं पाते।

“अगर मैं इन सब बातों पर अपना निजी मत दूँ तो मेरा यही कहना है कि किसी भी प्रकार का संकल्प किसी भी दिन लिया जा सकता है, इसके लिए किसी विशेष दिन का इंतजार जरूरी नहीं, जरूरत है तो बस इस बात की कि वो शिद्धत से निभाया जाए, अगर नए साल में कोई संकल्प लेना जरूरी ही है तो हमें खुद से ये वादा करना चाहिए कि.....

1. अधिक से अधिक पेड़-पौधे लगायेंगे
2. बिजली बचायेंगे
3. पानी बचायेंगे
4. बारिश का पानी व्यर्थ नहीं जाने देंगे
5. बेवजह वाहनों का उपयोग नहीं करेंगे।
6. कचरा इधर-उधर नहीं डालेंगे
7. स्वच्छता बनाए रखेंगे
8. प्लास्टिक और पॉलिथीन का इस्तेमाल नहीं करेंगे
9. पशु-पक्षियों की रक्षा करेंगे
10. पर्यावरण को बचाने की हर संभव कोशिश करेंगे

-दीपिका जैन

EMPLOYEE SPOTLIGHT

New Year – Fresh Beginnings

Poem / कविता – Satkaar Bujurgon Ka / सत्कार बुजुर्गों का
लेखिका – दीपिका जैन

जीवन में हमारे नववर्ष 2026 का स्वागत है बहुत-बहुत
करते हैं वादा, करेंगे नववर्ष के अवसर पर नवी शुरुआत

होंठों पर मुस्कान, आँखों में आस लिए होगा सफ़र शुरू
नहीं जायेंगे कदम पीछे, इतना तो है विश्वास खुद पे
होगा आरंभ एक नया काज, होगी नई मिसाल कायम
करेंगे सजदा उनके कदमों में, जिनसे है वजूद हमारा

जीवन में हमारे नववर्ष 2026 का स्वागत है बहुत-बहुत
करते हैं वादा, करेंगे नववर्ष के अवसर पर नवी शुरुआत

रहते हैं जो बुजुर्ग, वृद्धाश्रम में अकेले व बेबस
कतराते है जिनके अपने, सेवाप्रदान करने से उन्हें
भूला देते एहसान उनके, दे देते बस फ़र्ज़ का नाम
कैसी ये विडंबना है, जन्म देने वाला ही बोझ बना

जीवन में हमारे नववर्ष 2026 का स्वागत है बहुत-बहुत
करते हैं वादा, करेंगे नववर्ष के अवसर पर नवी शुरुआत

नए साल पर करनी है एक नई शुरुआत कुछ भिन्न
अनाथाश्रम से बच्चों को अपनाने का इरादा करते हैं लोग
क्यों ना कुछ जुदा करें, जिनके ऊपर नहीं साया बुजुर्ग का
किसी एक बुजुर्ग का सत्कार कर, दुआओं से अपना दामन भरे

जीवन में हमारे नववर्ष 2026 का स्वागत है बहुत-बहुत
करते हैं वादा, करेंगे नववर्ष के अवसर पर नवी शुरुआत

-दीपिका जैन

EMPLOYEE SPOTLIGHT



“परंपरा जपत पुढे चालणारा महाराष्ट्र”

महाराष्ट्र बदलतोय, काळासोबत पुढे चालतोय,
नव्या जगात पावलं टाकताना जुनी मुळं जपतोय,
डिजिटल उजेडात झगमग वाढली जरी,
तरी शिवरायांच्या विचारांतून धैर्य आजही मिळतोय.
ज्ञानेश्वरांच्या ओव्या, तुकारामांचे अभंग,
एकनाथांचा समन्वय, नामदेवांची भक्ती रंग,
आषाढी-कार्तिकी वारीत पंढरीकडे चालणारा प्रवास,
भक्तीच्या पावलांत जिवंत राहतो महाराष्ट्राचा श्वास.
मुंबईत स्वप्न उंच इमारतींसारखी वाढतात,
लोकलच्या डब्यात भाषा-संस्कृती एकत्र नांदतात,
वेग, स्पर्धा आणि झगमगाट यामध्येही,
गिरगावचा गणेशोत्सव मराठी आत्मा जिवंत ठेवतो.
हाच तो सुसंस्कृत महाराष्ट्र — विचारांनी समृद्ध,
ज्याच्या राजकारणात स्वाभिमान होता केंद्रस्थ,
जिथे हिंदुहृदयसम्राट, शिवसेना प्रमुख
श्रीमान बाळासाहेब ठाकरे घडले.
कोकणात गणराया येतो घराघरांतून,
मातीच्या मूर्तीत सामावते पिढ्यांची श्रद्धा पूर्ण,
शिमग्याच्या होळीत गाव एकत्र पेटतं,
आंब्याच्या बागांतून संस्कारांचं मोल शिकवतं.
मुंबई वेग देते, कोकण मुळं घट्ट धरायला शिकवतो,
शिवरायांची शौर्यगाथा, संतांची भक्ती आणि
विचारांची धार
यांच्या संगमात महाराष्ट्राचं खरं, सुसंस्कृत रूप अखंड
घडत राहतं. 🌿🎂🙏

सोहम संजय मोरे

EMPLOYEE SPOTLIGHT

Winters

My favourite season as a kid. Growing up in the suburbs of Mumbai, I had a certain affinity to the days when my mother would take out the shawls from the old luggage's stocked under the bed. Waking up to the slightly chilly feeling, birds chirping, someone sneezing, that old pink jacket which would only come out during those 4 months that we called "winter" in Mumbai. Today, all of this seems like a distant memory from another life, as I sit in the train from Luxembourg to France, looking out the window at frozen snow on the railway tracks, the trees are white with snow, and people walking around with their infants covered in multiple layers of warmth. Truth be told, I never even imagined how winters would feel like in other parts of the world, when I landed in Paris in September-2020, during the peak of COVID period, I couldn't care less about which season it was in France, and what winter clothes I should pack.

So I landed here with the same old pink sweater, and I was ready to go out with my shorts and t-shirt. Little did I know that, come October, I'd have to practically wear every piece of clothing I brought, and look like a fat bundle of clothes. And from that point, it progressively got colder - the temperature and my experiences, I mean. I had never spoken any French, not even the "Bonjour". I had naively assumed that all French people would speak English as France is a developed country. I was rudely awakened to the fact that most people in Paris would not even look at me when I said hello. Every word I uttered in English would come back with a snarky face and some kind of remark like "Parlez-vous français ?" Which translates to "do you speak any French?"

I distinctly remember one particular day when I desperately needed to buy a sim card for mobile data, so I set out gathering all my courage, only to realise that Google translate didn't work without any network on the phone. So there I was, on the streets of Paris, alone and unable to communicate, saying the word "Sim card" to every stranger, who would give me a questionable look. No one, not a single soul even tried to understand what I was saying, they just breezed past me, as if I was a homeless, asking for money. This was the first time in life where I felt lost, figuratively and practically. Because after wandering for 30 mins everywhere, I realised that I didn't have directions to my apartment, and I had a breakdown in that anxiety. To this date, I have no idea how I reached back home, and after how many hours. What I know is that no one helped me, and this is also when I realised what I was going to miss about India. It was the care of the community, the feeling of belongingness, and the concern of my fellow citizens, which I almost took for granted all my life. What I was going to face in the next few months was either going

EMPLOYEE SPOTLIGHT

to shape me or break me, and I'm glad that I decided to fight back and not succumb to these new uncomfortable situations.

Every trip to the grocery store would be a lesson, surviving as a vegetarian in France was very tough. The first three months, I didn't cook or eat any Indian food. I wanted to try "their food" of vegetarian, and I systematically detested everything. From pizza to pasta, not a single thing had any taste. But then I eventually learned to make adaptations, fusion food. And I also learnt to adapt my words, I started adding some French words to my daily vocabulary, added western clothing to my desi style, and started having some international friends, going through similar struggles as myself.

On another side, I was dazzled by the beauty of this country, the architecture, the trees, the flora and fauna, everything was beyond imagination. I would sit and look at the clouds moving for hours, I'd never seen such clear blue skies in Mumbai. The fact that it was COVID made things easier and difficult. The streets were practically empty; everyone was scared for their lives. But we were young students and didn't care much about life in general. So, we'd gather together and hold secret parties, freedom was new and amazing, but also dangerous at times. I had to define my own limits, set my values and principles, find the balance. I had to find an internship, which would ensure the completion of my master's degree, and this was clearly going to be an uphill battle.

As a chartered accountant with an MBA from IIM Bangalore, I felt invincible. In Feb-2021, I had a INR 70 lacs package waiting for me from JP Morgan in India. This was a major crossroads in my life. I could either take the job and go back to India or keep seeking something international without a single reference or support. No recruiter abroad knew about any of my degrees. All English-speaking countries like London, Ireland and Luxembourg insisted on interviewing only if one had a visa, and after 4 months of trying, I came to the realisation that my only chance in the COVID + internship situation, was to learn French to find a job in France. From making a French CV, to practicing the language for 8 to 9 hours a day, this became my sole aim. 3 months later, I was able to grab an interview from KPMG and speak in basic French.

The diversity aspect seemed to please someone in the hierarchy there, and a week before my French visa would expire, I got an offer from KPMG for a 6-month internship. At this point, I believed my life was set, that all my struggles were behind me. I could get around with my French, I was able to manage cooking on my own by then, and life seemed to be setting well in shape.

EMPLOYEE SPOTLIGHT

Little did I know, that's where the real challenges started. Working in France came with its own set of learnings. From the unfamiliar French keyboard to seniors who wouldn't teach anything as they couldn't speak English, the professional etiquettes in France were an endless maze of newness. I never managed to find my place in this environment and had to accept another rejection. But this time, I was able to assert my self-respect and managed to walk into the CEO's office with a petition for Diversity in this company. I managed to shake the whole organisation and made them implement an English version in all trainings, workshops on integration. This was really the first time I was able to hold my head high for being "unique", not "weird". Frankly, one door closed lead to a better door opened.

After 8 rounds of interview, I eventually cracked the much-coveted investment banking role at BNP Paribas, the biggest French Bank. I was the only girl amongst 35 men in this team; the next challenge was fighting against gender discrimination. I managed to voice my opinions such that I was featured among the best new joiners, and even got an interview featured on BNP's LinkedIn page. I started having regular catch-up with the CEO of investment banking and even my boss would relay his messages through me. I must thank my father for teaching me the confidence and humility to speak with seniors. So much so, that they arranged for a one-on-one meeting between me, a 25-year-old graduate with the CEO of BNP India. The biggest lessons I've learnt in life is to be proudly unique and have gratitude for all that life has given us. It was a long path with lots of challenges and learnings, but each battle gave me scars that I honourably call my steps to growth.

To conclude, seasons changed, food changed, language changed and a whole culture and continent changed, however I managed to keep my roots intact, even proudly and assertively sharing my traditions and my story with the foreigners who've today become my own, just like I'm sharing a small part of my life story with you!

-Harika Murthy
Daughter of S.Achuta Rama Murthy

EMPLOYEE SPOTLIGHT

Learnings from the movie “Dhurandhar”

One of the strongest lessons we can take from Akshay Khanna’s role in the movie “Dhurandhar” is this:

“He may not have received the best role, but he gave his absolute best to the role.”

He was reportedly underpaid compared to other stars, did not have the main role, nor had the physical height or build to show off—yet he owned every scene. Today, he is remembered as a legend because of his dialogue delivery, screen presence, and dance moves.

He proved that impact is not about position; it’s about performance.

In our workplace too, we won’t always get to lead the team, work in our preferred branch or department, hold our desired designation, or enjoy perfect working conditions. What truly defines us is how we show up anyway. Excellence is not tied to designation—it is tied to attitude

When we take ownership, remain disciplined, and deliver consistently, we build trust.

And trust is the real currency of growth. Titles may change and roles may rotate, but reputation is built every single day by how seriously we take our responsibilities.

As officers of GICHF, our role is not only to deliver results but also to set the example—by respecting the process, supporting our teams, and giving our best even when the role feels outine.

Because when you give your best in the role you have, you quietly prepare yourself for

the role you want. And that mindset is what transforms ordinary teams into high-performing ones.

Sanjay Koppikar

EMPLOYEE SPOTLIGHT

तू म्हणालास किनारा हो,
मी किनारा होऊन पाहिलं...
येणाऱ्या अनेक लाटा सांभाळताना
तू माझं व्हायचं तेवढं राहिलं....
अनेक तरंग येऊन भेटून गेले
कोणी तुझ्यापरी नाही धडकलं....
वादळही उर्मी देऊन पळाले
मन मात्र तुझ्यात अडकलं....
हो मीही वाट पाहतेय,
तू माझ्याकडे पुन्हा येण्याची....
प्रवाह सांभाळते आहे खरं
धडपड त्याच आशेवर जगण्याची....
जमेल का तुला कधीतरी माझं व्हायला?
समुद्राची खोली सोडून किनाऱ्यावर रहायला?
चल माझंही नाही आणि तुझंही नाही,
फक्त ये कधीतरी समोरून भेटायला....
मी इथेच असेन खाऱ्या पाण्याच्या आसवांत
कारण जग मी तुझ्यापेक्षा जास्त पाहिलंय
प्रारब्धाला समजून घेईन, पण त्याला सांगेन
कधीतरी, थांब रे! अजूनही तो माझा व्हायचं
राहिलंय....

- श्रद्धा राणे

CREATOR AND HIS CREATIONS

Nature is God's
Poetry written across
Earth...

In Bappa's Calm
eyes I see the whole
nature resting in
Peace..

QUARTERLY UPDATES

FOUNDATION DAY WINNERS

Slogan Competition Winners



1.Mr. Souradip Nandy
Siliguri
Slogan- GIC Housing Finance-
"Where every loan becomes a
lifelong Relationship"

2. Mr. Rajendra Giri
Chinchwad
Slogan- GIC Housing Finance-
"Hum denge sath tumara karlo
sapna ghar ka pura"

QUARTERLY UPDATES

FOUNDATION DAY WINNERS

Writing Competition Winners



Kiran Alhad Lad
Mumbai branch
Topic: Going beyond loans: How we build dreams for families



Shubham Pransukhaka
Hyderabad
Topic: Teamwork and Collaboration: When We Win Together



V. Bhaskar
Hyderabad HUB
Topic: My most memorable customer interaction.



1- Jhunuk Chakaraborty
Garia branch
Topic: Innovation and ideas

2- Amey Mairal
Pune branch
Topic: Innovation and ideas: How real progress actually happens.

Corporate Day Photoshoot



EOS DIGIT

Corporate Day Photoshoot



Corporate Day Photoshoot



Corporate Day Photoshoot



Foundation Day Celebration



Foundation Day Celebration



CHRISTMAS CELEBRATION





PODCAST



Follow link for full video

<https://youtu.be/z50bdZJyRtI?si=Fs0nehuR9KNds1w6>

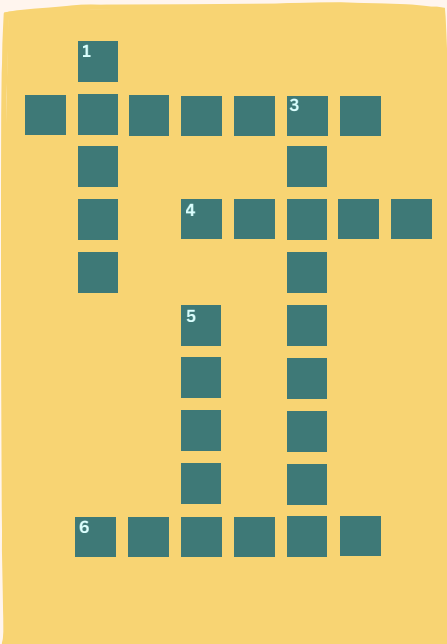
Volume-1 Quiz Answers

S	A	L	R	E	E	T
U	B	E	A	N	S	R
G	P	D	S	Q	P	O
A	L	R	S	K	R	A
R	E	I	H	T	E	S
E	M	I	L	K	S	T
Q	U	K	K	K	S	N
T	A	S	T	E	O	R
E	S	C	A	R	F	C

Answers:

- SUGAR** (vertical - first column)
- BEANS** (horizontal - 2nd row)
- MILK** (horizontal - 6th row)
- TASTE** (horizontal - 8th row)
- ESPRESSO** (vertical - 6th column)
- ROAST** (vertical - last column)
- SALT** (top row, left side)

FIND WORDS ABOUT



Across

- 2. An animal's dead body
- 4. First appearance on stage
- 6. To Urge forward

Down

- 1. Silly
- 3. To conquer
- 5. Absence of Harmoniousness

Answers:

- 1. Goofy
- 2. Carcass
- 3. Subdue
- 4. Debut
- 5. Discord
- 6. Propel

FUN Corner

			5		7			
	4		2	6	3			
1		7	4					
3	6						4	5
		2		5		7		
7	9						6	2
					9	4		1
			1	3	4		9	
			6		5			

Solve this sudoku!



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- Pensioners Loan
- Extension & Home Improvement
- Balance Transfer
- Top up loan to Existing Borrowers
- Commercial loan to Professionals
- Loan against Property

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New India Assurance



United India Insurance



National Insurance



Oriental Insurance

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