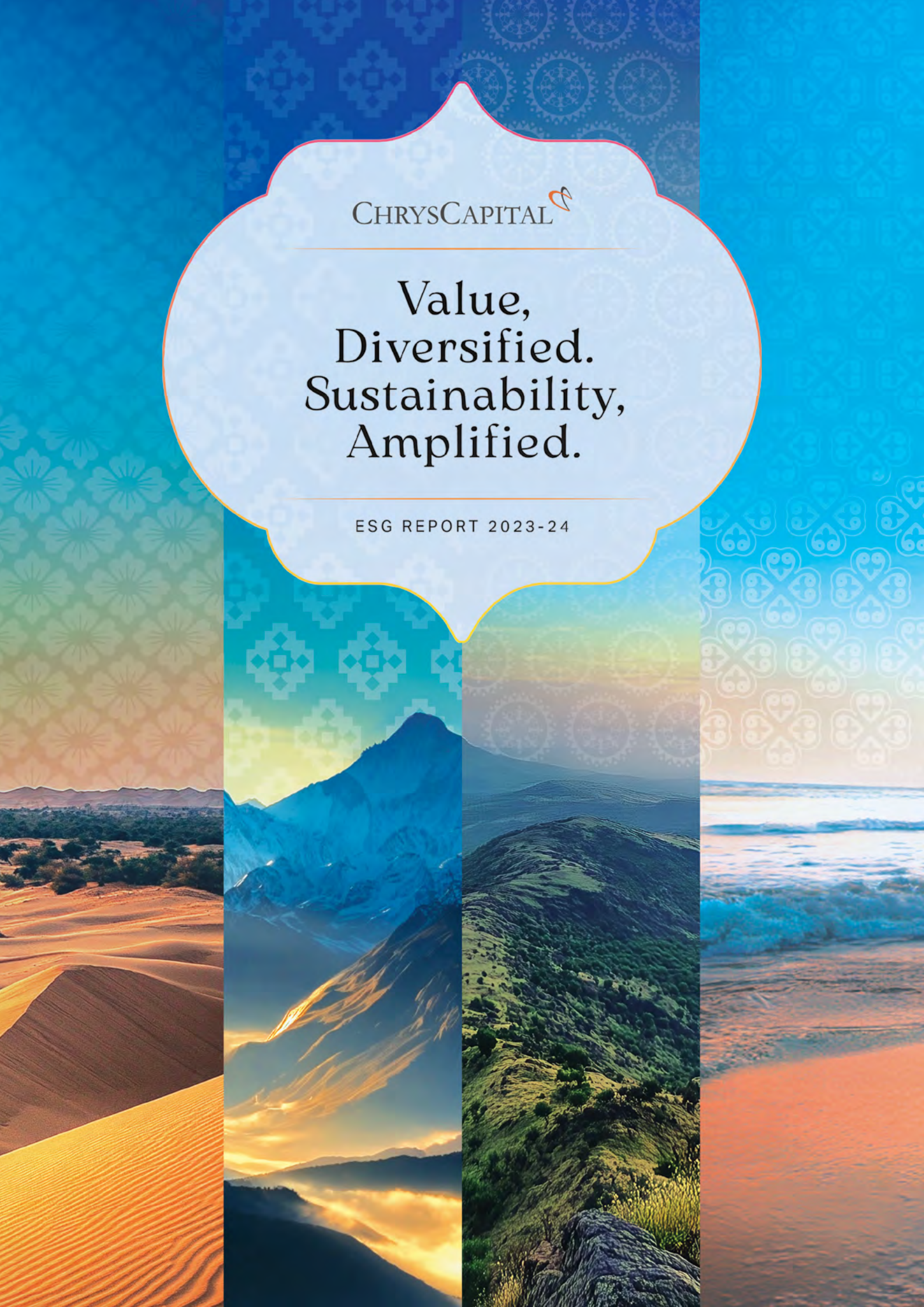


CHRYSCAPITAL 

Value,
Diversified.
Sustainability,
Amplified.

ESG REPORT 2023-24



Value, Diversified. Sustainability, Amplified.

At ChrysCapital Group (ChrysCapital), **“Value, Diversified. Sustainability, Amplified.”** is more than just a theme—it’s the story of how the Group builds and sustains long-term success. This theme encapsulates the journey to create value across a broad spectrum of investments in the diverse Indian landscape, while ensuring that each step forward leaves a positive imprint on the world.

The Group’s approach to diversification allows it to explore opportunities across various sectors, turning challenges into strengths. At the same time, its deep commitment to sustainability ensures that its investments do more than generate returns—they contribute to a future where business growth and ESG stewardship go hand in hand.

This report tells the story of how ChrysCapital amplifies the power of sustainability within a diversified portfolio, creating value that resonates beyond the bottom line, thereby fostering a lasting positive impact on society and the environment.

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Summits of Success



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Focus on Resilience

ChrysCapital's Commitment to Sustainable Growth

In a constantly changing environment, ChrysCapital remains focused on resilience. The governance practices of the Group provide stability and support sustainable growth. The following sections highlight the Group's commitment to creating long-term value through responsible and impactful investment strategies.

The **Great Indian Desert**, often referred to as the "Ocean of Sand," is known for its vast expanse of sand dunes.

About the Report

A Year in Highlights FY 2024

Tilon-ki-Pol:
A beautifully arched gateway leading to Gadi Sagar, Jaisalmer's 14th-century man-made lake.

Welcome to ChrysCapital's Environmental, Social, and Governance (ESG) Report. This Report covers the April 2023-March 2024 period, unless otherwise stated. ChrysCapital consistently integrates ESG principles into its investment portfolio, recognising the transformative impact of sustainable and responsible investing.

This Report offers a comprehensive overview of the Group's ESG initiatives, highlighting the maturity of its portfolio in some critical areas while acknowledging that there is a long way to go on the journey of sustainability. Through targeted efforts and strategic actions, the Group strives to generate positive environmental and social impacts while upholding robust governance practices across its investments. The Report thus seamlessly integrates the theme, "Value, Diversified. Sustainability, Amplified."

In the following sections, you will explore the depth and breadth of the Group's ESG activities, the progress it has made and the measurable outcomes achieved. ChrysCapital is proud of its advancements and remains committed to furthering its ESG goals, fostering sustainable growth and contributing to a more equitable and resilient future.

We are totally dependent on the natural world. It provides our food, water and air. It is the most precious thing we have, and we need to defend it.

~ Sir David Attenborough

ChrysCapital's mission is to generate superior returns while advancing ESG performance. ESG integration is considered essential to the Group and its portfolio companies' long-term success.

Became a signatory to the UN-backed PRI (Principles for Responsible Investment) and committed to the EDCl (ESG Data Convergence Initiative)



10 Portfolio Companies progressed towards "matured" category over the past three years

Achieved GPTW (Great Place to Work) Certification



The Group achieved ~15% reduction in Scope 1 & 2 GHG emission intensity on a y-o-y basis (in its own operations)

Partnered with Beco® to implement the use of their bamboo-based tissue paper, which produces 44% fewer emissions compared to conventional tissue paper



Conducted impact assessments for select existing portfolio companies and new acquisitions

Foreword from Board of Directors

Dear Stakeholders,

We are delighted to present to you, ChrysCapital's ESG Report for FY 2024. This Report represents a significant step in the Group's journey towards transparency, accountability and sustainability. As one of India's leading private equity firms, ChrysCapital recognises its responsibility to contribute positively to society and the environment while driving robust financial performance—a testament to “Value, Diversified. Sustainability, Amplified.”

Environmental, Social, and Governance (ESG) considerations have become crucial in today's business landscape. As the world faces unprecedented environmental challenges and social inequalities, the role of private equity firms in addressing these issues has never been more critical. They can drive significant change by leveraging their capital, expertise and influence to promote sustainable business practices and create impact across their portfolios. Stakeholder value, which encompasses the interests of employees, customers, communities, and the environment, is now at the forefront of sustainable business strategy. However, there is a growing recognition of the insufficiency of the sole focus on the shareholder value. Profitable growth can be achieved while making a positive impact on society, the community, the planet, and people and ChrysCapital is committed to be at the forefront of this movement.

The Group believes that ESG is not just about managing risks but also creating opportunities for value creation and positive impact. Its commitment to ESG goes beyond compliance — it is deeply embedded in the investment philosophy and operational framework. The Group believes that integrating ESG principles into its decision-making processes is essential for long-term value creation and risk management. This year, ChrysCapital has taken several proactive measures to strengthen its ESG framework and strives to ensure that its processes align with global best practices.

This Report highlights the strides the Group has made in its ESG initiatives, detailing efforts across various portfolio companies and the tangible impacts of its investments. From enhancing healthcare access to promoting financial inclusion and driving technological advancements, its investments are making a meaningful difference in communities across India.

On behalf of everyone at ChrysCapital, we extend our sincere gratitude for your continued support and partnership on this journey. Together, we all must build a future that is equitable, inclusive and sustainable.

Yours sincerely,

Board of Directors

Message from ESG Team

Dear Stakeholders,
India, as one of the world's fastest-growing economies, stands at a critical juncture where sustainable development and long-term economic growth must go hand in hand.



Kumbhalgarh Fort is often called the 'Great Wall of India' due to its massive walls stretching over 36 kilometers.

The ESG landscape in India is rapidly maturing, driven by increased awareness among stakeholders, progressive regulatory frameworks and a growing recognition of the importance of sustainable business practices. This transformation presents a unique opportunity for private equity investors to generate financial returns as well as contribute to India's sustainable development goals. ChrysCapital is in sync with this dynamic ESG landscape and is consistently taking measures to weave sustainability into every thread of its investment strategy.

Over the past year, ChrysCapital has consistently advanced and implemented its sustainability strategy throughout the Group. Notably, there has been an increased focus on engaging with the portfolio companies and enhancing the reporting processes. This also includes an emphasis on the significance of recognising and addressing ESG-related risks and opportunities.

As part of the investment process, impact assessments are now a default scope in all the ESG due diligences conducted for potential investments, allowing the Group to identify and manage ESG risks and opportunities effectively, ensuring that its investments contribute positively to society and the environment.

This year, ChrysCapital has achieved several important milestones. Firstly, it has been certified as a Great Place to Work® (GPTW), a testament to its commitment of promoting an inclusive and supportive workplace. This certification reflects the dedication and hard work of the employees, who are the heart of its success, and the senior management, who lead by example and inspire daily. Their commitment to maintaining high credibility, mutual respect and fairness fosters great camaraderie and a sense of pride in working for the Group.

Furthermore, ChrysCapital has committed to the ESG Data Convergence Initiative (EDCI). By participating in EDCI, it is taking significant steps towards improving ESG data quality and consistency across its portfolio. This initiative enables the Group to benchmark its ESG performance against industry standards, fostering greater transparency and accountability in its reporting practices.

In addition, ChrysCapital has become a signatory to the Principles for Responsible Investment (PRI), reinforcing its commitment to integrating ESG factors into its investment decisions. By aligning with the PRI, the Group is pledging to uphold the highest standards of responsible investing, ensuring that its actions contribute to a sustainable future for all. The Group has also refreshed its Responsible Investment Policy to further align with the PRI requirements & guidelines. This policy underscores its commitment to responsible investing and sets out its approach to managing ESG risks and opportunities.

The Group has a structured plan to track greenhouse gas (GHG) emissions and will work towards setting targets for GHG emission reduction and carbon neutrality within the Group and its portfolio companies. There is also an intention to integrate climate risk assessments for its mature portfolio companies in the future and support them with capacity building, best practices and access to expert consultants to embed ESG-linked policies and processes. In conclusion, by integrating ESG principles into its investment approach, ChrysCapital aims to contribute to India's development, enhance the resilience of its portfolio companies and create enduring value for all stakeholders.

The ESG Team would like to thank all our stakeholders and partners for your unwavering support in all the Group's endeavours and the trust you have placed in it.

Yours sincerely,

The ESG Team

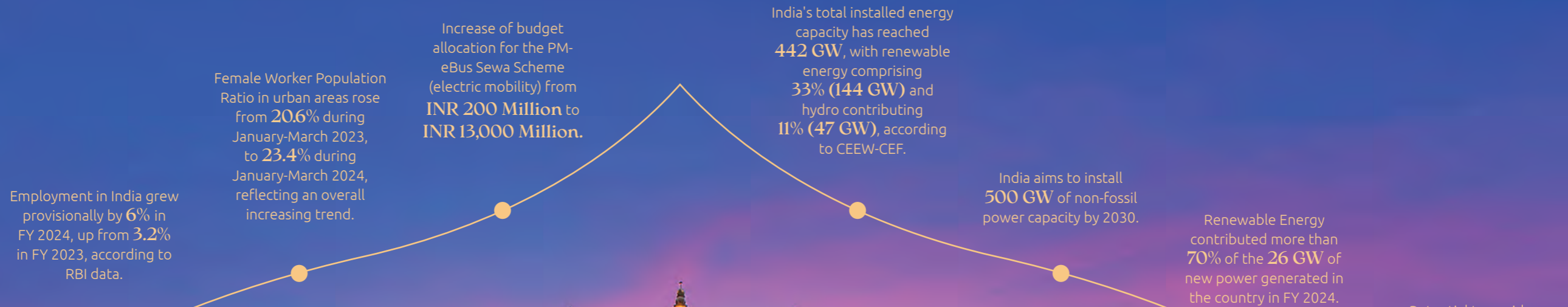
ESG Landscape in India

As corporate India swiftly pivots towards a sustainable future, the prominence of Environmental, Social, and Governance (ESG) regulations is skyrocketing. These essential guidelines, instituted by the government, are designed to propel companies towards sustainable practices that create a positive environmental and ethical impact as well as protect investors from the pitfalls of greenwashing. ESG regulations span a comprehensive range of areas. The environmental component tackles issues like carbon footprint, water pollution, and deforestation; the social component emphasises fair labour practices, effective stakeholder management, and robust employee relations; and the governance component focuses on transparent leadership and sound decision-making.

In India, ESG mandates are supported by multiple statutes but are woven through various legislations, including the Companies Act, 2013 and the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements Regulations, 2015. The Companies Act obliges certain businesses to establish committees that oversee Corporate Social Responsibility (CSR) activities and requires specific categories of companies to appoint a female director.

Reporting (BRSR) framework, aligning seamlessly with the United Nations Sustainable Development Goals (UNSDGs). In 2023, SEBI further revolutionised ESG disclosure by mandating the top 1,000 listed entities to report their ESG policies and practices under the "BRSR Core" and "BRSR Core for the company's value chain" frameworks. This move underscores a steadfast commitment to sustainability and exemplary governance, setting a benchmark for corporate responsibility in India.

SEBI took a pioneering step in 2012 with the introduction of the Business Responsibility Report (BRR) for the top 100 listed firms by market capitalisation, to assess ESG factors. This initiative evolved in 2021 into the more comprehensive Business Responsibility and Sustainability



Hawa Mahal, the "Palace of Winds," showcases sustainable architecture with its cooling system designed to enhance airflow and reduce heat.



Summits of Success

ChrysCapital's Ascent in Sustainability and Growth

ChrysCapital's journey has been marked by significant achievements and steady growth. The Group's commitment to sustainability frameworks and transformative initiatives reflects the scale and ambition behind its continued success.

The **Eastern Himalayas**, featuring Kanchenjunga, the third-highest peak, epitomise majestic natural beauty and grandeur.

About ChrysCapital

“Every problem is a gift—without problems we would not grow.”
 ~ Anthony Robbins



Performance

Consistent track record in Indian PE

9 funds, 100+ deals and 80 exits valued at over USD 7 Billion

Achieved a ROI of 2.6X



Potential

Indian PE market is expected to grow multifold this decade

ChrysCapital well-placed to take advantage & grow multifold along with Indian PE Market

Demonstrated success in large deals alongside co-investors



People

Largest and most stable investment team in Indian Private Equity (PE)

150+ years of collective investing experience; 60+ years of operating experience

Senior Investment Team with average tenure of 15+ years with the Group



Platform

Longest-standing and most active Indian PE fund with 25 years of experience

Deep domain expertise (partner of choice in key sectors)

Deep engagement and alignment with LPs and portfolio companies

Funds & Investments

25 Years in India
 100+ PE Deals, 80 Exits

9 Total Funds
 3 Active Funds

USD 5 Billion+
 AUM

106
 Investments

USD 7 Billion+
 Returned to Investors

26
 Active Portfolio Companies*

* Data as of June 30, 2024

Dhankar Monastery, perched high in the Spiti Valley, offers panoramic views and ancient Buddhist heritage.



ChrysCapital's ESG Journey

2016 to 2022

- ◆ Kick-started ESG journey by adopting the Responsible Investment Policy
- ◆ Initiated ESG due diligence processes
- ◆ Created an ESG Framework
- ◆ Portfolio value creation
- ◆ Initiated ESG reporting to investors

2023

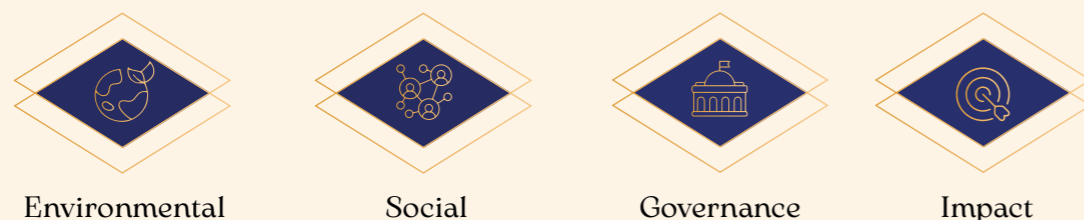
- ◆ Created an ESG roadmap for fund
- ◆ Initiated Baselining of ESG Metrics
- ◆ Conducted an internal Health & Safety Assessment
- ◆ Measured UN SDG Contribution across portfolio companies
- ◆ Initiated measuring & monitoring of Scope 1 & 2 emissions within the group

2024

- ◆ Introduction of Impact Module, Baselining, Diagnostic & Narrative
- ◆ Created an ESG Committee
- ◆ Created Key new ESG Policies
- ◆ Achieved the GPTW Certification
- ◆ Initiation of Environment Management Plan (EMP)

Manali is known for its scenic beauty and adventure sports, with occasional hot air balloon rides offering stunning views

Weaving Sustainability into ChrysCapital's Investment Fabric



Pre-investment	<ul style="list-style-type: none"> Conduct a pre-screening based on the exclusion list and a desk-based preliminary review and assign preliminary risk categorisation Conduct ESG Due Diligence & Impact Assessment to identify risk and opportunities
Investment decision	<ul style="list-style-type: none"> Investment decision after reviewing the ESG DD and ESG Corrective Action Plan (ESGCAP) Align with the management of the portfolio company on all ESG-related matters, including corrective measures, performance standards, and reporting Include negotiated ESG terms & conditions into investment agreement and finalise ESGCAP
Investment Ownership Period	<p>Encourage ChrysCapital's portfolio companies to:</p> <ul style="list-style-type: none"> Measure and monitor resource consumption Efficient management of resources (air, water, waste, etc.) Be regulatory compliant Create an equitable & safe work environment Focus on diversity, equity, and inclusion Annual portfolio benchmarking Short-term & long-term ESG action plans for portfolio companies ESG & Impact capacity-building Identifying high potential companies for impact Enabling the companies to maximise the size & scale of impact opportunities Measuring contribution to UN SDGs
Exit	Assist portfolio companies in articulating their ESG and Impact journey, highlighting the benefits of enhanced ESG performance

Materiality at ChrysCapital

To maintain its strong commitment to sustainability, ChrysCapital Group has identified key material aspects through internal stakeholder engagement. These aspects are of significant importance to both the fund and its portfolio companies. Recognising the critical nature of these aspects, the Group is dedicated to strategically addressing them by prioritising high-impact areas and implementing targeted actions to drive substantial progress. ChrysCapital identifies key ESG material aspects for their potential to mitigate risks, enhance operational efficiencies, improve brand reputation and meet stakeholder expectations, all contributing to the long-term success and sustainability of the Fund and its portfolio investments.

Through concerted efforts, ChrysCapital strives to create long-term value and positive environmental and social outcomes, diversifying its value and amplifying its sustainability.

Fund Level		
Environment	◇ GHG Emission Reduction	Strategically material
	◇ Waste, Water and Energy Management	
Social	◇ Focus on Human Capital	Highly material
	◇ Diversity, Equity, and Inclusion	
	◇ Community Engagement	
Governance	◇ Active Governance and Stewardship	Moderately material
	◇ Partnering with Portfolio Companies	
	◇ Ethical Business Conduct	
	◇ Transparency	
	◇ Risk Management	
	◇ Cyber Security & Data Privacy	

Committed to planet and people, ChrysCapital is redefining its purpose for a better future by addressing critical needs in Climate, Carbon, and Circularity. Integrating ESG considerations and driving impact in businesses will be key to channelling capital effectively.

Value Creation Framework

ChrysCapital prioritises ESG factors and Impact outcomes, recognising their importance in creating long-term value for investors and stakeholders.



ChrysCapital's value creation framework identifies material topics relevant to each portfolio company by considering their specific operational segments and aligning with renowned global standards such as MSCI, DJSI and SASB. The Group uses sector-specific material themes to design comprehensive ESG questionnaires, which are distributed to each portfolio company to gather detailed information on their current ESG practices. The collected responses are meticulously scored and analysed to establish an ESG score, enabling comparative analysis across portfolio companies. By applying sector-specific weightages, ESG performance is evaluated based on MSCI and DJSI ratings alongside unique business operations of each portfolio company.

This assessment includes evaluating each portfolio company's ESG compliance practices. From the aggregated analysis, insights and scores, a detailed ESG profile is generated for each portfolio company, identifying areas for improvement and assessing ESG maturity on the identified material topics.

In addition to its ESG framework, ChrysCapital conducts a diagnostic to evaluate investment sectors and companies with the highest potential for impact. Prioritised sectors include healthcare, pharma, enterprise technology, financial services, consumer goods and new economy. The Group has created a comprehensive data matrix detailing impact-related KPIs, customised to the sectors, nature, and size of each selected portfolio company's business model.

The Impact KPIs identified for portfolio assessment and review are aligned with leading industry-recognised impact measurement frameworks. Based on the Impact Data Matrix, data is collected, analysed and consolidated into impact metrics to measure and track the portfolio's impact performance.

20+
ESG Aspects

150+
Questions

40+
ESG Indicators

10+
Impact Indicators

The **Valley of Flowers**, a UNESCO World Heritage Site, preserves 600+ plant species, contributing to biodiversity and ecosystem resilience.

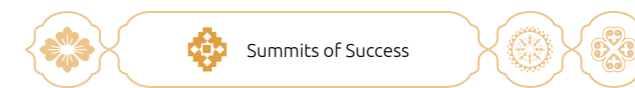
Fund-Level Transformations

Key Breakthroughs

ChrysCapital's journey began with the introduction of a Responsible Investment Policy, laying the foundation for its commitment to ethical and sustainable investing. Building on this framework, ChrysCapital seamlessly integrated Environmental, Social, and Governance (ESG) factors into every phase of the investment lifecycle as core components of the decision-making process, from initial investment analysis and due diligence to portfolio management and performance evaluation.

This year, ChrysCapital elevated its commitment to responsible investment by appointing a full-time ESG Lead, becoming a PRI signatory and implementing a range of additional initiatives, as summarised herein.

Stakna Monastery derives its name from the Ladakhi word "Stakna," which means "Tiger's Nose," named after the hill resembling a tiger's nose upon which the monastery is situated.



PRI Signatory

ChrysCapital became a signatory of the Principles for Responsible Investment (PRI), aligning with a global network of investors who prioritise sustainable investment practices and work collectively towards a more sustainable financial system.



EDCI Participant

ChrysCapital has joined the ESG Data Convergence Initiative (EDCI) to bolster its ESG efforts, gaining access to valuable resources, tools and best practices, enhancing its data collection, analysis and reporting capabilities. Through collaboration with the EDCI, ChrysCapital aims to improve the quality and transparency of its ESG disclosures & benchmark themselves with peers.



Environmental and Social (E&S) Plan

In its unwavering commitment to sustainability, ChrysCapital has developed a comprehensive Environmental and Social Plan. This structured approach outlines strategies to significantly reduce the environmental footprint of its operations, leading to a 15% decrease in emission intensity on a y-o-y basis. Key initiatives include replacing regular tissue paper with bamboo-based tissue paper, installing hand dryers, eliminating single-use plastics (except for external food containers), and continuously monitoring progress to enhance environmental performance and contribute to a greener future.

Equally integral to ChrysCapital's mission is the promotion of a supportive work environment that prioritises employee well-being and work-life balance. The Group offers an array of benefits, including an annual offsite event with spouses and a separate employee-only offsite, comprehensive health insurance for employees and their spouses, personal accident insurance for all employees, parental leave, flexible working hours, work-from-home, etc.



ESG Committee

Recognising the need for a more structured approach & management level oversight, ChrysCapital has formed a dedicated ESG Committee. Comprising the ESG lead, CFO, COO and CIO, this committee brings together diverse expertise to oversee all ESG-related matters and develop comprehensive roadmaps and strategies for the future.



Impact

As part of its broader responsible investment philosophy, ChrysCapital has adopted a "Profit with Purpose" approach in its investment lifecycle. By applying an active impact lens, ChrysCapital encourages its portfolio companies to measure business outcomes on people and the planet alongside financial performance.

Impact

ChrysCapital has integrated impact due diligence into its investment lifecycle to enhance contributions to the United Nations Sustainable Development Goals (UNSDGs). Through select portfolio investments in high-potential impact sectors such as healthcare, pharma, enterprise technology, financial services, consumer goods and the new economy, the Group strives to deliver measurable social and environmental impact alongside financial returns – another illustration of the Group’s commitment to “Value, Diversified. Sustainability, Amplified.”

ChrysCapital’s impact journey has been progressive, with a strong focus on the impact measurement and management of portfolio companies on a regular basis. By using impact measurement as a value creation tool, the Group collaborates closely with portfolio companies to drive credible, multi-dimensional impact outcomes for both people and the planet through their products and operations.



ChrysCapital’s Impact Journey



During British colonial rule, **Dawki** was an important trade route between India and Burma (now Myanmar).

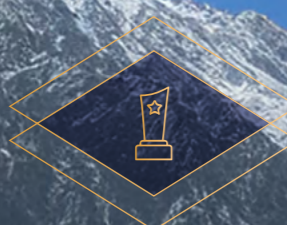
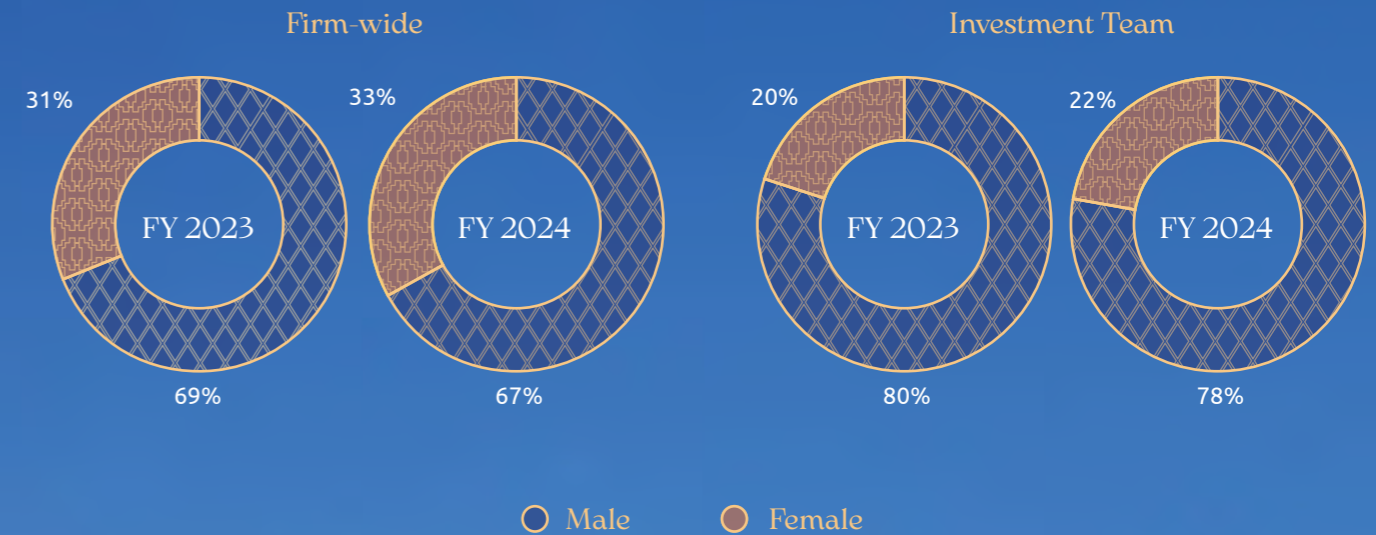
Impact Framework Referred



Championing Diversity at ChrysCapital

ChrysCapital remains committed to advancing its DEI journey by strengthening internal initiatives and driving improvements in DEI metrics across its portfolio companies.

Gender Diversity



WinPE Advocacy

Ashley Menezes, Partner and COO, ChrysCapital Advisors LLP, was awarded the Private Equity Leader of the Year (Male) in 2023 and Changemaker of the Year (Private Equity) in 2024 by WinPE. WinPE is an organization that is focussed on transforming the skew of gender diversity in the investing world. These accolades underscore ChrysCapital's strong leadership and commitment to setting industry standards.



Education

Workshops on unconscious bias and gender sensitisation; annual POSH trainings, and mentorship programmes



Policies

A committee to investigate improper conduct / sexual harassment; formal DEI Policy in place, benchmarked to global best practices

Diversity, Equity, and Inclusion

ChrysCapital is a proud member of WinPE, an organisation dedicated to promoting gender equity in India's private equity sector, where ChrysCapital actively participates in sessions. Additionally, ChrysCapital serves on the DEI council board for IVCA, advancing industry standards through various initiatives in collaboration with WinPE and IVCA.

To foster a diverse, equitable and inclusive workplace, ChrysCapital recently conducted sensitivity training and unconscious bias awareness sessions via the WeAce platform.

ChrysCapital has also launched a mentorship programme for its female colleagues, pairing them with external female leaders as mentors. In partnership with Russell Reynolds, WinPE recently appointed ChrysCapital's partner, Mr. Ashley Menezes, as a mentor to a female colleague from another PE firm. Moreover, ChrysCapital organised an external session with WinPE to educate women in ancillary industries about future roles in PE, addressing their questions and dispelling doubts.

Chitkul Village, known as the "Last Village of India," offers stunning views of the snow-capped Himalayas.



Building a Sustainable Portfolio

Pathway to a Greener Future

Chryscapital's green initiatives form the foundation of a sustainable future. By focusing on ESG metrics and providing strategic support to portfolio companies, the Group fosters an environment where sustainability drives meaningful impact and long-term value. This approach supports growth while advancing the vision of a greener, more prosperous future.

The **Sahyadri Plateau**, a critical biodiversity hotspot, plays a key role in sustaining regional water cycles and wildlife.

Green Gains: Amplifying Sustainability to Nurture Tomorrow's Investments

Shivalaya in Badami, Karnataka, features rock-cut temples from the 6th century, showcasing early Chalukyan craftsmanship

Our Portfolio



*Did not participate in Portfolio Assessment for FY 2024



Snapshot



Environmental

ChrysCapital's continuous efforts and dedicated support for its portfolio companies have resulted in substantial environmental improvements, fostering a culture of ongoing ecological responsibility and innovation.

~88%
of the portfolio companies measure and monitor energy consumption

59%
of the portfolio companies measure and monitor their Scope 1 & Scope 2 GHG emissions

100%
of the portfolio companies measure and monitor waste generated & recycled

59%
of the portfolio companies have an internal Environmental Management System



Social

ChrysCapital maintains a strong focus on the social theme, with portfolio companies fostering safe, equitable work environments. Their commitment ensures a supportive, inclusive atmosphere that enhances well-being and productivity.

~100,000+
employees across portfolio

~26,700+
female employees across the portfolio

~90%
of the portfolio companies conduct Employee Satisfaction Surveys

~1 million+
Hours spent on trainings



Governance

ChrysCapital's portfolio companies uphold the highest standards of corporate governance, consistently demonstrating integrity and avoiding any instances of non-compliance. This commitment to ethical practices and regulatory adherence underscores the Group's dedication to trust and transparency in all operations.

~100%
of the portfolio companies have a Code of Conduct

~100%
of the portfolio companies have policies against sexual harassment

100%
of the portfolio companies have a Risk Management Framework in place

Lonar Lake, formed by a meteor impact, harbours a unique ecosystem with microbial life found nowhere else on Earth.

Fund Highlights (5 Impact Portfolio Companies)

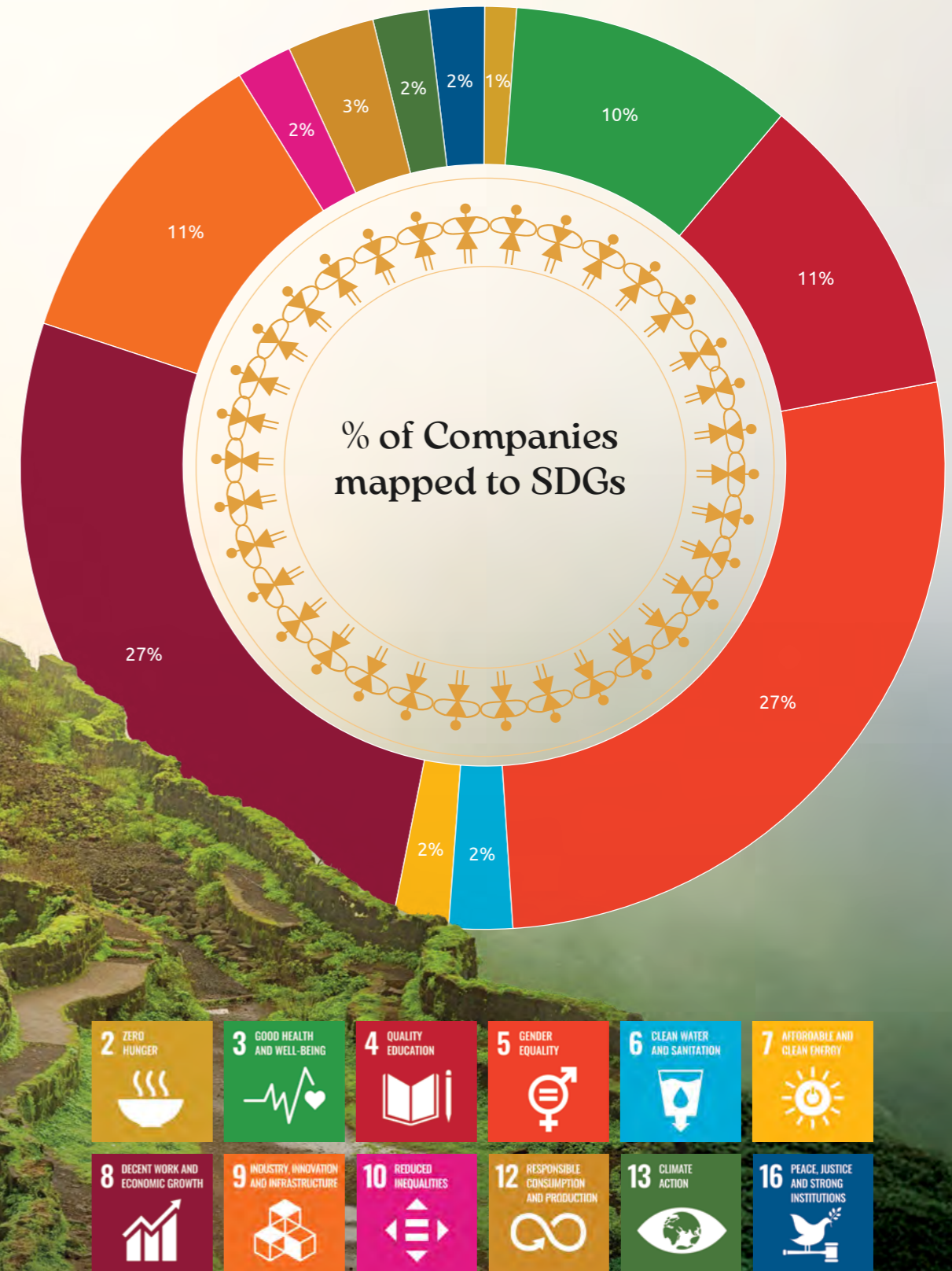
51 Mn+
Lives Touched (Customers served)

65%
of the Total Emerging
Markets served*

USD ~12.8 Mn
Cumulative R&D and
innovation spend

*20 emerging markets selected, basis IMF

UN SDG Contribution



Pratapgarrh Fort's architecture combines Maratha military strategy with natural defence using cliffs and dense forests.

*17 portfolio companies mapped to SDGs

Our Portfolio Companies

A Deep Dive

CORONA

Corona Remedies

India's youngest company to rank among the top 40 pharmaceutical companies



ESG KPIs

- 10% Reduction in water consumption
- 0 Incidents of harassment & discrimination in FY 2024
- 30% increase in average training hours per employee on a y-o-y basis
- 0 Human right violations in FY 2024
- CPCB4+ DG Set is installed

Impact KPIs

- Affordable by -20-25%
- Total patients served -50 Million
- 80+ Brands of healthcare products offered
- 6% of the total workforce comprises female employees
- 1.43% R&D spend with respect to revenues

Value Creation: FY 2024

- Governance Measures**
To strengthen governance, Corona Remedies has implemented IT/Cyber Security, Conflict of Interest, and Anti-Money Laundering policies this year.
- Climate**
The company considers climate risk a material aspect and has formulated a plan to assess physical climate risks.
- Community Engagement**
In collaboration with Smile Foundation, Corona Remedies organised healthcare awareness sessions for women and conducted blood donation drives, along with social media campaigns on cancer, TB, and diabetes awareness in women.
- Resilience in Supply Chain**
Corona Remedies has evaluated and identified critical suppliers and is integrating E&S risk factors into the value chain for both existing and new suppliers.
- Impact**
After mapping business outcomes with the UN SDGs, the company has progressed in quantifying its positive contributions. Additionally, Corona Remedies has developed an Impact Measurement baseline aligned with WHO's Universal Healthcare Coverage.

Significant Highlights

- 4,500 employees wore un-ironed clothes for one day, saving approx. 744 kWh of electricity
- Distributed plants to 300 employees, encouraging them to nurture these in their personal gardens or living spaces
- Promoted awareness amongst employees to **save paper and electricity**
- Supported young talent Ms. Partha Pawar in competing at the **World Table Tennis Tournament 2024** in South Korea

Eris

Eris Lifesciences

Ranked #21 in the Indian Pharmaceutical Market (IPM), Eris is the only publicly listed Indian pharmaceutical company focused solely on domestic branded formulations.



ESG KPIs

- Reduced energy consumption by 60,000 Kwh per month
- 15% increase in average training hours per employee on a y-o-y basis
- 100% Waste recycled in FY 2024
- 0 Cases of human rights violations
- 0 Cases of harassment and discrimination

Impact KPIs

- 518,000 Patients screened through various initiatives
- 10,000+ Healthcare facilities reached
- Serving Top 300 Indian cities and towns
- USD -16 Mn Revenue from women's health products
- Serving Emerging markets Over 50 African countries

Value Creation: FY 2024

- Eris Lifesciences has begun deliberating and evaluating its ESG strategy, including key material KPIs.
- Environment**
Developed an energy transition strategy (thermal to solar) to reduce the carbon footprint by 50%.
- Human Capital**
The Company prioritises employee engagement and satisfaction, investing ~INR 50,000 per employee in training and development, resulting in a highly skilled workforce. It provides comprehensive medical benefits for employees, spouses and children, and offers flexible working hours for key employees.

Significant Highlights

- Conducted India-focused studies on **diabetes, heart conditions and patient care** to introduce world-class screening, monitoring and diagnostic technology, while raising awareness
- Eliminated single-use plastic** from packaging materials
- Digitised operations to **reduce paper consumption**

Impact

Eris Lifesciences has mapped business outcomes with UN SDGs and is progressing towards quantifying its positive contributions. Additionally, it has developed an Impact Measurement baseline aligned with WHO's Universal Healthcare Coverage.



Safex Chemicals



Intas Pharmaceuticals



ESG KPIs

Reduced non-renewable energy consumption by **6100 Kwh**

40% Reduction in paper consumption in FY 2024

0 Cases of human rights violations

169 Solar-powered streetlights installed

0 Cases of harassment and discrimination

Impact KPIs

13,000+ Distributors

1,500+ Employees globally

2 Million farmers served

<2% on R&D spend – with respect to revenues

Value Creation: FY 2024

Governance Measures

The Company formulated an Equal Opportunity & Anti-Discriminatory Policy. To enhance ESG maturity, it identified KPIs such as Water, Energy, and Waste Management as material topics, underscoring its commitment to addressing critical ESG issues.

Environmental Resilience

Commenced measuring and monitoring Scope 1 & 2 GHG emissions.

Human Capital

To foster a collaborative, safe and healthy work environment, Safex initiated anonymous employee satisfaction surveys to gather insights on well-being and satisfaction, with plans to organise mental well-being sessions in FY 2025.

Impact

Safex launched the Integrated Tech Platform "Golden Farms" in FY 2024 to maximise last-mile impact on farmers. The platform connects farmers, retailers, manufacturers and agri-experts on a common marketplace. Safex has also mapped business outcomes with UN SDGs and is progressing towards quantifying its positive contributions.

Significant Highlights

Invested in employee upskilling with over **30 hours** of training per employee.

Received a **Bronze rating** from EcoVadis



ESG KPIs

25% Reduction in paper consumption

1,99,655 KL Water recycled

9% Reduction in hazardous waste generation

ISO 14001 & ISO 45001 Certified

0 Cases of harassment and discrimination

Impact KPIs

10,000+ Healthcare products offered

8500+ Product registrations in EU Market

50+ Patents on novel formulations and API processes till date

2,256 Low-income/MSME suppliers

Value Creation: FY 2024

Environment Resilience

Adopted a strategy to reduce electricity consumption by 5% in FY 2025. The company is also in the advanced stages of implementing an alternative eco-friendly fuel, aiming to reduce SOx/NOx emissions by 60-75%.

Diversity, Equity & Inclusion (DE&I)

Implemented significant initiatives to raise awareness about the company's DE&I Policy, enhancing and promoting an inclusive work environment.

Impact

After mapping business outcomes with UN SDGs, Intas Pharmaceuticals is progressing towards quantifying its positive contributions. Additionally, it has developed an Impact Measurement baseline aligned with WHO's Universal Healthcare Coverage.

Significant Highlights

100% of e-waste recycled through registered recyclers

-18% reduction in coal consumption since FY 2022





GMM Pfaudler



ESG KPIs

- 27% Female representation in the CXO ranks
- 0 Human Rights violations reported
- 0 Cases of harassment and discrimination reported

Impact KPIs

- 53,603 Loans disbursed in FY 24
- USD 1,486 Mn Value of loans disbursed in FY 24
- 61% of loans disbursed to economically weaker sections in FY 24
- 59% of students funded were female
- Female employees as a percentage of total- Permanent: 24% Contractual: 33%
- 3300+ Programmes covered through 4,600+ institutes

Value Creation: FY 2024

Diversity, Equity & Inclusion (DE&I): Introduced a comprehensive DE&I policy and a universal creche policy for all employees, regardless of gender. To enhance inclusivity, the health insurance plan now covers gender reassignment surgery.

Community Engagement: Built community trust through financial aid for underprivileged students. CSR efforts also focus on education, healthcare, sanitation, child empowerment and supporting individuals with disabilities.

Impact: The company continues to address students' critical admission needs, with unsecured loans comprising 73% of total loans. It is also advancing efforts to measure impact by developing last-mile impact KPIs

Significant Highlights

Credila's CSR initiatives focus on **education, healthcare, sanitation and child empowerment**, particularly for children with disabilities. The organisation is dedicated to providing shelter, nourishment, education and counselling, with special emphasis on supporting girls and children with special needs, including vision impairments

ESG KPIs

- 24% Reduction in grid electricity consumption
- 3% Reduction in total energy consumption
- 863 tCO2e emissions avoided
- 0 Work-related injuries reported
- 99% Waste recycled or reused

Value Creation: FY 2024

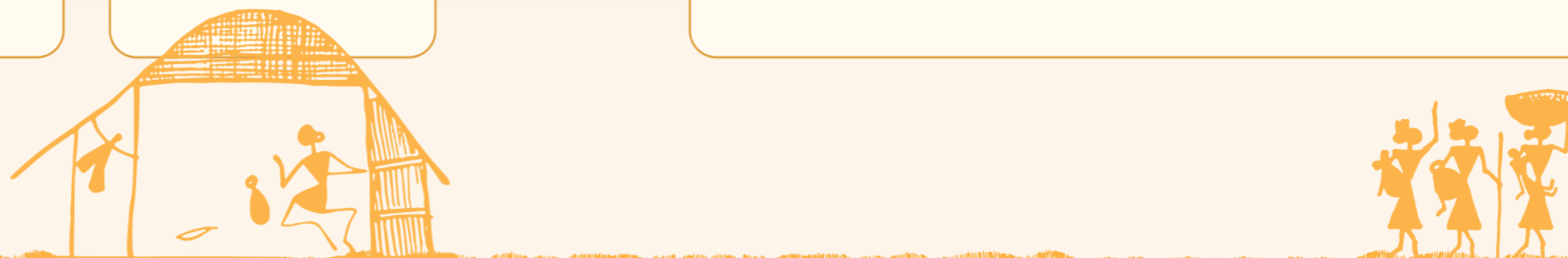
Comprehensive ESG Strategy: The strategy is built on four pillars: Environmental Protection and Climate Resilience, Responsible Business Conduct, Workplace Symphony, and Social Stewardship. The company has also set targets for achieving KPIs within the desired timeline.

Governance Mechanism: Integrated various policies aligned with the National Guidelines on Responsible Business Conduct (NGRBC) principles. These policies, risk mechanisms and other sustainability initiatives are transparently disclosed on the website.

Environment Resilience: Implemented a comprehensive Environmental Management System (EMS) to monitor and manage a range of environmental metrics, including water usage, waste production and energy consumption, to achieve excellence in sustainability initiatives.

Significant Highlights

- All manufacturing sites are ISO 14001 & ISO 45001 certified
- Identified material topics and formulated a Materiality Matrix
- Over 54,000 lives impacted through CSR projects
- Featured as one of India's leading listed ESG Entities 2024 by Dun & Bradstreet





Xoriant Solutions



Busybees Logistics

ESG KPIs

167% increase in average training hours per employee on a y-o-y basis

29% Female employees

GPTW Certification

0 Data breaches recorded

Value Creation: FY 2024

Robust Environmental Management: Developed a Green Initiative Policy to strengthen environmental resilience, guide sustainable practices, reduce the ecological footprint and foster long-term stewardship. The policy commits the company to continuous improvement, innovation and collaboration in addressing environmental challenges.

Diversity, Equity & Inclusion (DE&I): Maintains a robust DE&I policy and organises various sessions and programmes to promote diversity.

Human Capital: Places high value on human capital and ensures employee well-being by providing access to professional therapy and counselling services as needed.

ESG Knowledge Management: Following recommendations, the company has proactively run ESG awareness programmes to educate its employees and workforce.

ESG KPIs

590 T Plastic waste generated and recycled

500% increase in average training hours per employee on a y-o-y basis

0 PoSH complaints reported in FY 2024

0 Fatalities and human rights violations reported during the year

7% Female representation in the workforce

Value Creation: FY 2024

Environmental Responsiveness: The company is actively measuring its Scope 1 and Scope 2 GHG emissions.

Supply Chain Resilience: Recognising the importance of the supply chain, Busybees Logistics has outlined key ESG focus areas for suppliers to establish a resilient supply chain.

Diversity, Equity & Inclusion (DE&I): Committed to inclusivity, the company has hired differently-abled individuals and maintains a strict non-discriminatory hiring policy. The diversity ratio has increased by 3.4% to further the DE&I agenda.

Human Capital Development: Implemented a robust framework for employee skill development, offering extensive insurance benefits with 100% coverage. The company promotes work-life balance with alternate Saturdays, all Sundays off, flexible working hours and encourages taking at least 50% of annual leave within the year.

Significant Highlights

Honoured Pride Month to **support the LGBTQIA+ community**, reinforcing the company's dedication to fostering an inclusive and welcoming work environment

Significant Highlights

1% of the fleet is composed of CNG vehicles

Plastic waste is repurposed through certified recyclers into valuable products such as pipes



ESG KPIs

- 23.85% Female employees
- 0 Incidents of personal data breach reported
- 100% Waste recycled
- 0 Cases of harassment and discrimination reported

Value Creation: FY 2024

Resource Conservation: Installed Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) in Gurgaon and Bhiwandi for water recycling, showcasing the Lenskart's commitment to environmental sustainability and efficient resource management.

Diversity, Equity & Inclusion: Organised comprehensive training sessions to raise awareness on DE&I, educating employees on its importance, promoting inclusive behaviours and equipping them with the skills needed to foster an equitable workplace.

ESG KPIs

- 41 NPS score in Customer Satisfaction Survey
- 33.5 eNPS score for Employee Satisfaction Survey
- 59% Female employees
- 0 Human rights violations reported in FY 2024
- GPTW Certification for US, Philippines, Mexico and Honduras locations

Value Creation: FY 2024

Environment Metrics: Measured and monitored key environmental metrics including energy & water consumption.

Diversity, Equity & Inclusion: Promoted diversity and inclusion through monthly educational materials, open discussions, and ensuring a secure and supportive learning environment for leaders and employees.

Community Engagement: Collaborated with NGOs and educational institutions to promote community welfare, providing technological support for children's education and organising donation drives.

Significant Highlights

- 100% Water recycling with Zero Liquid Discharge
- Committed to making a meaningful impact through the **Lenskart Foundation**

Significant Highlights

- RCX has the highest representation of women among ChrysCapital's portfolio companies
- Launched the **R.E.A.L. programme** to empower the female workforce through networking events, mentorship programmes, and annual leadership events





ESG KPIs

GPTW Certification for India & U.S. locations

100% E-waste is recycled

26.21% of Female employees

328,000+ Hours of learning & development

22% Women on the Board of Directors

Value Creation: FY 2024

Robust Environment Management: Devised an environment policy that commits the company to continuous improvement, innovation and collaboration to address environmental challenges and promote sustainability across all operations.

Diversity, Equity & Inclusion (DE&I): Quest Global has a robust DE&I policy and organises various sessions and programmes to promote diversity. It has been recognised as one of the “Best Organizations for Women 2024” by the ET group and received the “Best Firms for DE&I in Tech” award from Analytics India Magazine.

Human Capital: The company highly values its human capital and has implemented the “eKincare” benefit programme, offering AI-driven, predictive, preventive and personalised health services, including annual checkups, doctor consultations and mental health support.

Materiality: Conducted a Materiality Assessment and identified key material issues.

ESG KPIs

42% Female employees

13% Employee turnover rate

40%-50% NPS Survey range

0 Data breaches recorded

Value Creation: FY 2024

Robust Governance Mechanism: Implemented vital policies, such as Environment Health & Safety, Human Rights, Suppliers Code of Conduct, and Grievance Redressal, to create a structured strategic governance mechanism.

Environment: Adopted energy-efficient lighting and air conditioning, underscoring the company’s commitment to environmental sustainability.

Diversity, Equity & Inclusion (DE&I): ProHance is focused on the recruitment of female employees to promote Diversity, Equity, and Inclusion (DE&I) within the workplace, aiming to foster a balanced and inclusive environment with diverse representation and equal opportunities for women.

Significant Highlights

Holds **ISO 27001** certification across Bengaluru, Trivandrum, Hyderabad, Pune, Belagavi, Munich, Craiova, Derby, and Florence

Secured the Commitment Badge from **EcoVadis**, a world-renowned sustainability rankings provider

Awarded the **PeopleFirst HR Excellence Award 2024** for “Leading Practices in Talent Acquisition”

As part of its CSR commitment, Quest Global is advancing women in engineering with the support of **IEEE and Smile Foundation**

Significant Highlights

The company places a strong emphasis on data safety, regularly undergoing third-party audits and holding **ISO 27001** certification

Onboarded registered recyclers to enhance **waste management strategy**





Dream Sports



WOW Skin Science



ESG KPIs

- 2% Reduction in energy consumption
- 0 Incidents of harassment and discrimination reported
- 31 eNPS Received in Employee Satisfaction Survey
- 0 Human Rights violation reported
- 0 Case of data breach reported



Value Creation: FY 2024

Embracing Digital Solutions: As a digital-first company, it has adopted key digital solutions to promote sustainability and efficiency, such as replacing paper towels, prioritising electronic documents over printed ones, and transitioning to a card-less system for business contacts.

Employee Wellbeing: The company promotes work-life balance with flexible office timings, the option to work from home once a week, and an 'unplugged' policy allowing seven days off without work-related communication, non-compliance of which incurs a fine of INR 1 Lakh.



ESG KPIs

- 68.78% Female employees
- 0 Incidents of harassment and discrimination reported
- 0 Non-compliance against environmental laws reported
- 0 Human rights violation reported
- 0 Cases of data breach reported



Value Creation: FY 2024

Resource Efficiency & Circularity: WOW made significant strides in sustainability by transitioning to electronic modes for meetings and data. Environmentally considerate initiatives include installing electric hand dryers to reduce paper waste, decreasing printer usage, and implementing water recycling and conservation facilities.

Human Capital Development: The team prioritised employee well-being with initiatives like mental health sessions, internal coaching, yoga and somatic practices. It also tailors working arrangements to accommodate employees' diverse life stages



Significant Highlights

- Operates from a **LEED Platinum** certified leased office space
- 100% of e-waste is recycled through registered recyclers
- Rolled out a **Responsible Play Policy** aimed at increasing awareness about the risks of gaming addiction



Significant Highlights

- Moved to a sustainable **co-working** workplace
- Launched the "**Green Hands**" initiative, distributing seed pouches to support tree plantation
- Discontinued mono cartons for most packs, **reducing paperboard usage**



Bandhan AMC



KIMS



ESG KPIs

- 5 Hours of training and development per employee
- 0 Incidents of harassment and discrimination reported
- 22% Women representation in the CXO pool and 28% overall
- 0 Human rights violation reported
- 0 Cases of data breach reported

Value Creation: FY 2024

Human Capital Management: Implemented key initiatives to enhance employee well-being and productivity, including flexible working hours for better work-life balance and regular mental health sessions, underscoring a commitment to a supportive work environment.



ESG KPIs

- 11% Reduction in energy consumption
- 1,232 Tonnes of CO2 emissions reduced
- 73,937 KL Water recycled
- 17.64% Reduction in water consumption
- 51.9% Female employees

Value Creation: FY 2024

Robust Environment Management: KIMS has implemented various energy-efficient systems, including solar hot water systems, solar power installations, diesel boilers replacing electric ones and variable drives for AC systems. Additionally, the company has partnered with a leading energy services company to implement energy conservation measures at no upfront capital cost, achieving significant annual reductions.

Human Capital: KIMS has supported employee well-being and development through extensive wellness programmes, flexible work options, and comprehensive skill development and training initiatives.

Diversity, Equity & Inclusion (DE&I): KIMS implemented a Diversity, Equity & Inclusion Policy and reported that women constitute approximately 51.9% of their permanent workforce. Additionally, they offer regular training programmes on DE&I to educate employees.



Significant Highlights

Committed to expanding educational access in India by **improving school infrastructure, supporting girls' education, upskilling teachers** and **raising financial awareness** among parents through CSR initiatives.



Significant Highlights

200 Kg Reduction in daily waste generation (from 800 kg to 600 kg)





NSE



ESG KPIs

- 34,917 kWh Energy units saved
- 100% E-waste recycled
- 21,801 kL Water recycled
- 34% Female employees
- 44,839 Hours spent on employee training & development



Value Creation: FY 2024

Environmental Policy: Implemented an externally assured Environmental Management System (EMS) to ensure systematic oversight of environmental metrics, in line with the company's environmental policy.

Human Capital: NSE's employee retention rate has significantly improved, rising from 77.40% in FY 2022 to 85.44% in FY 2024. The organization has prioritized employee well-being and development, offering skill enhancement training and mental health and counseling services through its Employee Assistance Program (EAP) for employees and their families.

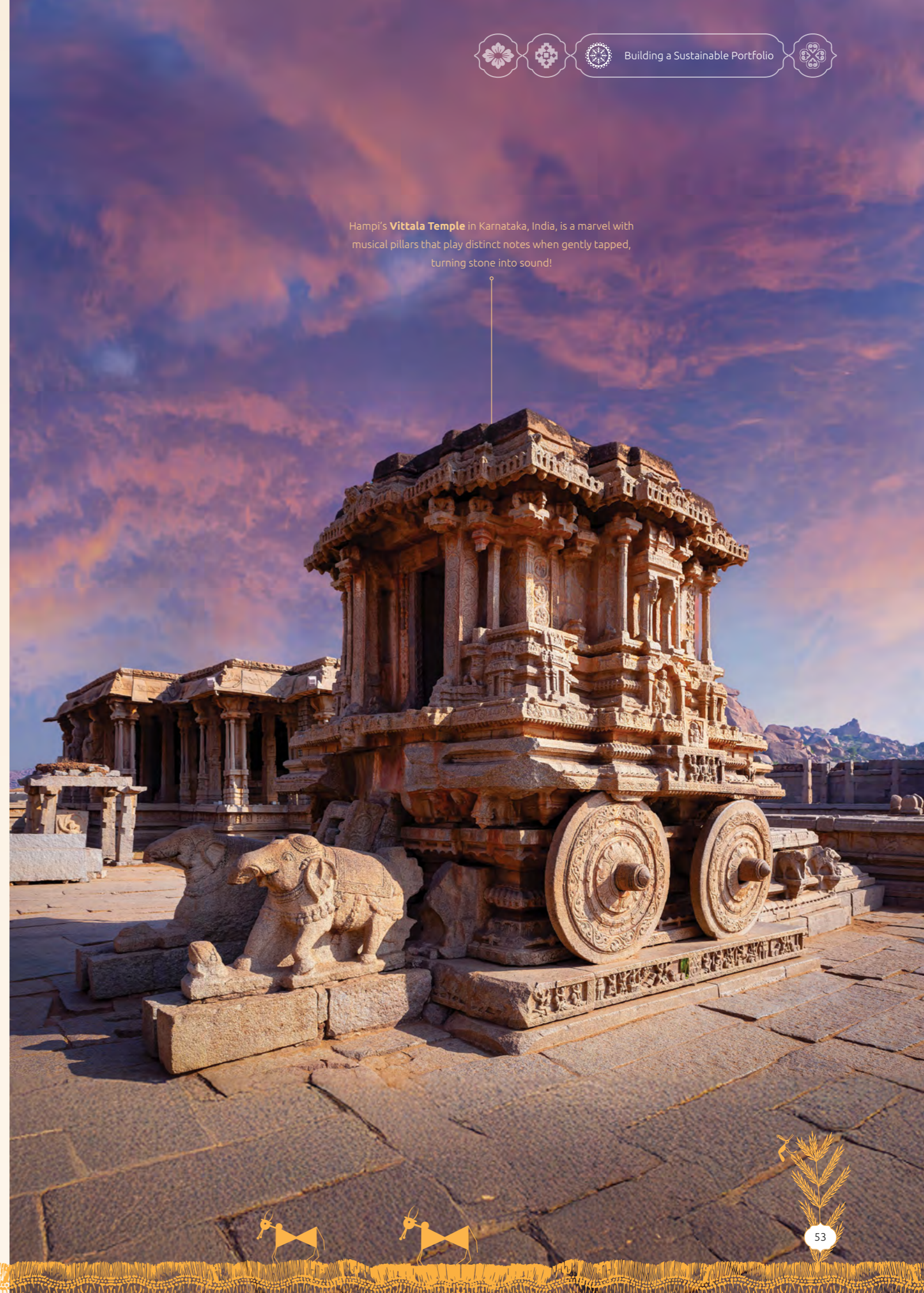
Diversity & Inclusion: NSE has implemented a Diversity, Equity & Inclusion Policy, with women comprising 34% of its permanent workforce.

Materiality: Conducted a Materiality Assessment to identify and prioritize key ESG issues impacting the organization.



Significant Highlights

Organised an open-to-all **ESG boot camp**



Hampi's **Vittala Temple** in Karnataka, India, is a marvel with musical pillars that play distinct notes when gently tapped, turning stone into sound!



Case Studies

Corona Remedies Empowering Lives & Communities



“At Corona Remedies, ESG is the new normal. Our success is rooted in quality and ethical business practices. By integrating ESG into our strategy, we are shaping our responsibilities to benefit people and the planet, driving positive impact on the environment, our people, and the communities we serve, while building a sustainable ecosystem.”

Dr. Kirtikumar L. Mehta
Chairman

Corona Remedies is reshaping India's healthcare landscape with a strong emphasis on Environmental, Social, and Governance (ESG) initiatives. Through diverse CSR activities, the company reduces its environmental impact, empowers women and improves livelihoods.

Healthcare Initiatives

A cornerstone of Corona Remedies' strategy is its commitment to advancing healthcare. The company prioritises employee health and safety by partnering with multi-specialty hospitals like Sterling, Vedanta and Shalby. These partnerships offer benefits such as discounts and pay relaxations during emergencies, covering both employees and their dependents.

Championing Women and Nurturing Talent

Corona Remedies actively supports emerging talents like Ms. Pratha Pawar from Ahmedabad, enabling her to compete in the World Table Tennis Tournament 2024 in Gangneung, South Korea. Through its partnership with the Smile Foundation, the company furthers its mission to empower women and girls by promoting healthcare awareness and knowledge sharing. In celebration of Women's Day, Corona Remedies honoured the social, economic and cultural achievements of its women employees.

Employee Development

The company fosters continuous learning and development, achieving a notable 49.5% increase in employee participation in training programmes this year. This commitment ensures employees are well-equipped to drive the company's growth and innovation.

Environmental Sustainability

Corona Remedies is committed to eco-friendly practices, as demonstrated by its rainwater harvesting projects at the Bhayla plant. The installation of two percolation wells has enabled the utilisation of 917 KL of water to produce 4,193.65 Lakh tablets and 948 Lakh capsules. The company has also established an Effluent Treatment Plant (ETP) and Utility Treatment Plant (UTP) to convert liquid waste into fresh water. In a further push for sustainability, Corona Remedies is expanding its solar power plant capacity from 750 MW to 1000 MW.



750 KW
Solar power capacity



Collaborated with **4**
hospitals and NGOs like
Smile Foundation



Capacity of
45 KLD – ETP,
20 KLD – UTP



917.52 KL Consumed
through rainwater
harvesting



3,352 Hours of Employee
training & development
programmes

Yana Caves in Uttara Kannada, Karnataka, are famous for their striking black limestone rock formations and attract nature lovers and pilgrims alike.



Eris Lifesciences

Innovating Healthcare, Uplifting Lives



“We remain committed to sustainability and social impact initiatives, continually pushing the boundaries to improve quality of life through our patient-focused efforts. Our aim is to maximise business outcomes and shareholder returns while fulfilling our role as responsible custodians of the environment, society, and the broader ecosystem.”

Mr. Krishnakumar Vaidyanathan
Director

Eris Lifesciences is actively engaged in health awareness studies and patient care initiatives aimed at improving healthcare outcomes in India. Key initiatives include:

Patient Care Initiatives

Eris has developed a platform focused on bringing advanced technology for screening, monitoring and diagnosis. To date, over 500,000 patients have been screened through initiatives such as Ambulatory Blood Pressure Monitoring (ABPM), Holter, Continuous Glucose Monitoring (CGM), and more. Currently, ABPM and CGM support approximately 1,700+ and 350+ patients per month, respectively. These initiatives enhance disease management and continuous monitoring, contributing to better patient care and healthier outcomes.

Health Awareness Studies

Eris conducted significant studies on cardiovascular and metabolic diseases. The India Diabetes Study, spanning 27 states and 121 cities, involved 5,080 patients and revealed that 49% had high blood sugar levels, 68% were classified as overweight, and 42% had hypertension. The findings were published in the Public Library of Science (PLOS) journal, highlighting that 82.5% of patients had at least one lipid profile abnormality.

Additionally, the India Heart Study conducted by the company, published in the Journal of Hypertension, examined the blood pressure of 18,918 participants across 15 states. The study found that 42% of participants were unaware of their health status, leading to misdiagnosis between white-coat hypertension and masked hypertension. It also revealed that Indians have a higher average resting heart rate of 80 beats per minute, compared to the desired rate of 72 beats per minute.



India Heart Study
15 States,
Over a period of 9 months
18,918 Participants
(37.3% Female)
1,233 Doctors

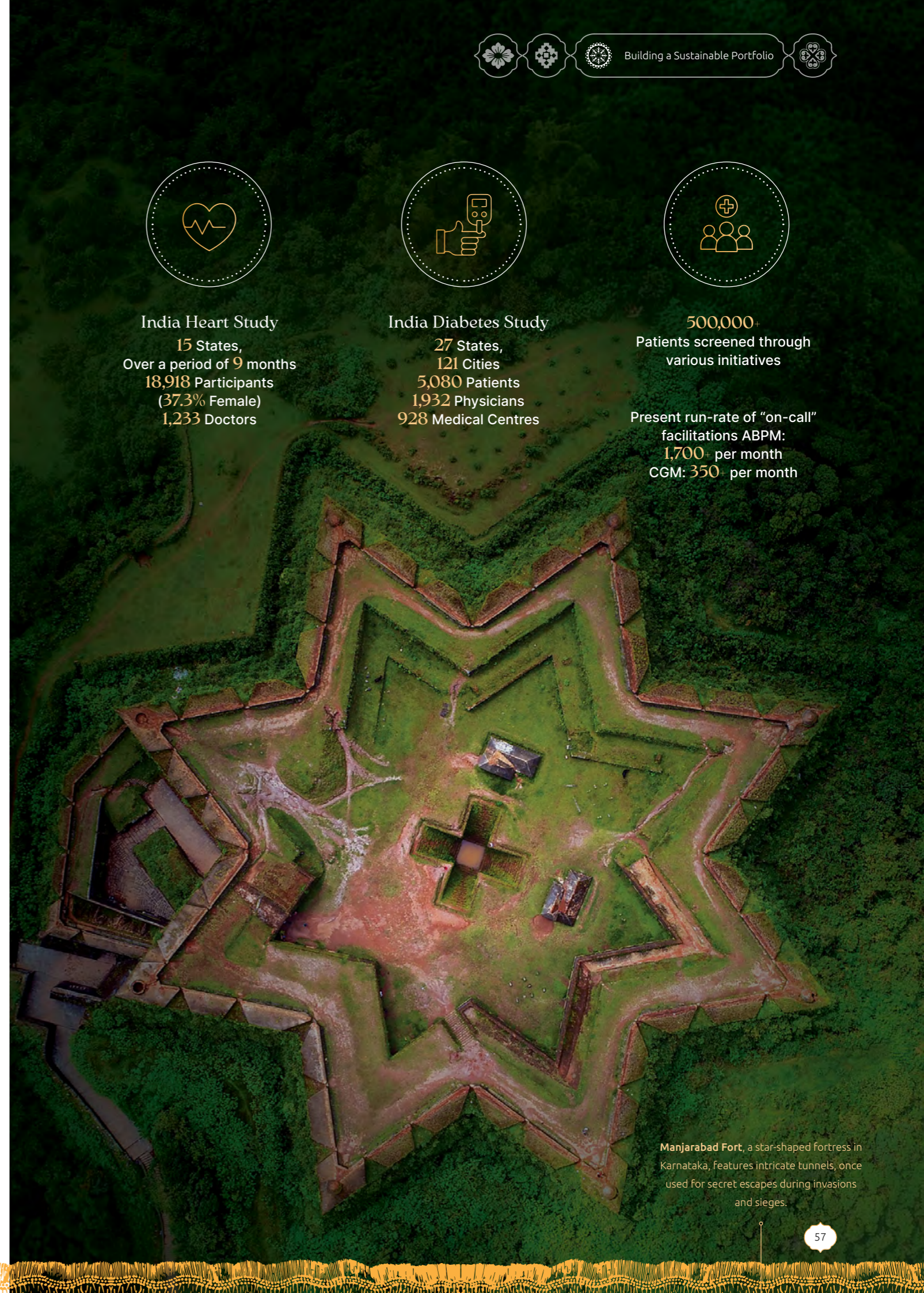


India Diabetes Study
27 States,
121 Cities
5,080 Patients
1,932 Physicians
928 Medical Centres



500,000+
Patients screened through various initiatives

Present run-rate of “on-call” facilitations ABPM: **1,700+** per month
CGM: **350+** per month



Manjarabad Fort, a star-shaped fortress in Karnataka, features intricate tunnels, once used for secret escapes during invasions and sieges.



Tides of Progress

Expanding ChrysCapital's Sustainability Journey

ChrysCapital's sustainability journey reflects a broad and forward-thinking vision. By continually diversifying and innovating ESG practices, the Group is focused on creating lasting impact. These initiatives ensure that both the Group and its portfolio companies are well-prepared to navigate the dynamic waters of Responsible Investing.

Vagator Beach overlooks the vast Arabian Sea, where the horizon stretches endlessly, blending sky and ocean.

ChrysCapital's Path Forward

ChrysCapital is deeply committed to advancing its sustainability initiatives. In recent years, it has made significant progress in strengthening its ESG efforts & processes. The Group's dedication to responsible investment practices is evident in its continuous integration of ESG factors into its investment lifecycle, aiming to create a lasting positive impact on the environment and society while delivering enduring & diversified value for stakeholders.

The Kerala Backwaters feature a network of over 1,000 kilometers of interconnected canals and lagoons.



Advance ESG Data Tracking Across Portfolio Companies

Most of the portfolio companies are in early-stage maturity or just initiating their sustainability journey when acquired. ChrysCapital supports them in tracking various ESG data metrics, which are periodically updated based on the latest international frameworks and LP requirements, such as EDCl, SFDR and BRSR.



Embedding Sustainability across the Portfolio

Chryscapital is committed to this ongoing goal. It engages with portfolio companies on a regular basis to help them integrate sustainability into their governance structure. The next objective is to assist them in setting targets to reduce resource consumption and develop a systematic plan to enhance their ESG maturity.



Impact

At the pre-investment stage, ChrysCapital has started screening all target portfolio companies for impact potential alongside ESG due diligence. An Impact Measurement exercise is underway in select portfolio companies. Looking ahead, the Group is prioritising a fund-level Impact Management Framework to capture and showcase the multi-dimensional impact across four pillars – economic, revenue contribution, social, and environmental.



Carbon Neutrality

The Group has established practices for GHG inventory management and is aiming for long-term objectives, including setting reduction targets and formulating strategic plans to achieve carbon neutrality in the Fund's own operations.



Building Climate Resilience

Recognising the critical importance of climate change and its profound long-term impact on businesses, ChrysCapital is actively integrating climate considerations into every facet of its investment lifecycle. By embedding climate resilience and sustainability into investment strategies, the Group aims to ensure that its portfolio not only thrives in the present but is also well-prepared to navigate future environmental challenges.



Awards, Certifications, and Industry Frameworks

Awards & Certifications

ChrysCapital has been recognised as a Great Place to Work-certified organisation for the period February 2024- February 2025

Ashley Menezes, Partner and COO, ChrysCapital Advisors LLP, was awarded the Private Equity Leader of the Year (Male) in 2023 and Changemaker of the Year (Private Equity) in 2024 by WinPE. WinPE is an organization that is focussed on transforming the skew of gender diversity in the investing world. These accolades underscore ChrysCapital's strong leadership and commitment to setting industry standards.

Frameworks Referred

UN Sustainable Development Goals (UNSDGs)

Sustainability Accounting Standards Board (SASB)

Morgan Stanley Capital International (MSCI)

Standard & Poor Global Corporate Sustainability Assessment (S&P Global CSA)

Memberships

ESG Data Convergence Initiative (EDCI)

UN-backed Principles for Responsible Investment (PRI)

Butterfly Beach in Goa is uniquely secluded and primarily accessible by boat, offering visitors the rare opportunity to witness both seasonal swarms of butterflies and dolphins swimming close to its shores.

Disclaimers



The ESG information provided here may rely on data, analysis, or recommendations from ChrysCapital's portfolio companies and advisors.

Past performance is not indicative of future results.

This document contains forward-looking statements based on ChrysCapital's current beliefs and expectations, which are subject to significant risks and uncertainties. These statements can be identified by the use of forward-looking terminology such as "may," "will," "shall," "expect," "anticipate," "project," "aim," "contemplate," "estimate," "intend," "continue," "target," "plan" or "believe" or the negatives thereof or other variations thereon or comparable terminology. Due to various risks and uncertainties, actual events or results or the actual performance may differ materially from those reflected or contemplated in the forward-looking statements. ChrysCapital is not obligated to update or revise forward-looking statements based on new information or future events. ESG-related goals, targets, or expectations may change, and there is no assurance that these will be met. Additionally, ESG statistics and metrics may involve estimates and assumptions or be based on evolving standards, including ChrysCapital's internal policies.

The case studies in this document are illustrative of ChrysCapital's ESG program and are not intended to imply that ChrysCapital was solely responsible for the achievements described. Successes in these case studies could have resulted from various other/ additional factors, including the involvement of portfolio company management,

advisors, and third parties. References to specific portfolio companies should not be seen as investment recommendations or as an indicator of current or future performance.

The list of material ESG topics may not be exhaustive, and additional topics may be identified on a case-by-case basis. There is no guarantee that ChrysCapital's efforts to address material ESG issues will succeed or be completed as planned, or that they will continue to be implemented in the future.

ChrysCapital does not guarantee that its investments will create positive ESG impacts while achieving financial returns. While the firm may engage with portfolio companies on ESG-related improvements, these engagements may not achieve the desired financial or ESG outcomes. The selection and evaluation of material ESG factors are inherently subjective, and there is no assurance that ChrysCapital's criteria or judgments will align with the beliefs or practices of specific investors or market trends.

The success of ESG engagement depends on ChrysCapital's and its advisors' ability to effectively identify and analyse material ESG factors, and there is no assurance that the strategies employed will be successful. ESG factors are just one consideration among many in ChrysCapital's & its advisors' investment decisions/

recommendations. Although ChrysCapital considers the application of its Responsible Investment framework to be an opportunity to enhance or protect the performance of its investments over the long-term, while also potentially producing beneficial impacts for both society and the environment, ChrysCapital cannot guarantee that its ESG framework, which depends in part on qualitative judgments, will positively impact the financial, climate or ESG performance of any individual investment or ChrysCapital's funds as a whole.

There is no guarantee that any ESG measures, targets, programmes, commitments, incentives, initiatives, or benefits will be implemented or applicable to the assets held by funds advised or managed by the ChrysCapital Group and any implementation of such ESG measures, targets, programmes, commitments, incentives, initiatives, or benefits may be overridden or ignored at the sole discretion of ChrysCapital at any time. Any ESG measures, targets, programmes, commitments, incentives, initiatives, or benefits referenced are not promoted to investors and do not bind any investment decisions or the management or stewardship of any funds advised or managed by ChrysCapital unless otherwise specified in the relevant fund documentation or regulatory disclosures.

Featured Crafts



Pichwai Art

Pichwai art originated over 400 years ago in Nathdwara, Rajasthan, and is primarily used to decorate the temples of Shrinathji, a form of Lord Krishna. This art form traditionally depicts Lord Krishna's life and is often created on large cloth or canvas to serve as temple backdrops, hence the name "Pichwai," meaning behind the idol.



Himachal Cap Art

The Himachali cap, or "topi," is a traditional headgear and a cultural symbol of pride, featuring intricate hand embroidery and traditional motifs such as flowers and nature-inspired designs. Different regions of Himachal have unique cap styles, such as the green cap of Kullu, the maroon cap of Chamba, and the round cap of Kinnaur, each representing their local identity.



Warli Art

Warli art is one of the oldest forms of tribal art in India, originating from the Warli tribe of Maharashtra. Using natural materials like rice paste, mud, and bamboo sticks for brushes, Warli art serves as a visual narrative of tribal life, rituals, and cultural beliefs, often depicting farming, hunting, dancing, and festivals, conveying stories of community and nature.



Azulejos Tiles Art

Azulejos tiles in Goa are a legacy of Portuguese colonial rule, blending Indian and European artistic traditions, and are typically painted in blue and white. Hand-painted by skilled artisans, many Azulejos tiles feature Christian religious motifs, including depictions of saints and biblical scenes, reflecting the strong Catholic influence in Goan culture.

CHRYSCAPITAL 

website: www.chryscapital.com

For any feedback, questions or comments you
may have, kindly contact esg@chryscapital.com
