

GROWTH THAT

# ADAPTS

PROGRESS THAT SUSTAINS





# GROWTH THAT ADAPTS PROGRESS THAT SUSTAINS



*The hump of the Indian dromedary camel (Camelus dromedarius) stores up to 80 pounds (36 kg) of fat, enabling survival for 4–7 days without water, or up to 10 months if not working and its forage contains sufficient moisture.*

**Adaptability is the cornerstone of the natural world. From arid deserts to freezing mountain peaks, life has always found a way to grow, sustain, and flourish.**

However, in this day and age, the significant impact of human activity on the natural environment has ensured that true growth and progress are inextricably linked with sustainability.

Corporate success and longevity now depend on balancing growth with meaningful carbon footprint reduction efforts. Therefore, the ability to conscientiously adapt to rapidly changing environments is now the hallmark of a responsible organisation. Working towards creating a sustainable world for future generations is integral to this commitment.

At ChrysCapital, the Group looks to the natural world's adaptability, resilience, and harmony as guiding principles for its journey. Its ESG Report FY 2024-25 theme, "Growth that Adapts. Progress that Sustains.", reflects its strategic drive to build a resilient future. By augmenting its ESG capabilities, as well as those of its portfolio companies, it ensures that this growth and progress remain holistic and universally beneficial.



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## AN OASIS OF INGENUITY

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*Indian elephants (Elephas maximus indicus) can spend up to 19 hours a day consuming as much as 136 kg of vegetation.*

PATHS OF

# RENEWAL





Strong, intelligent, and deeply social, the Indian elephant is India's largest megaherbivore, inhabiting a range of grasslands and diverse forest ecosystems.

Aside from their significance as a cultural icon spanning centuries, these gentle giants' migratory lifestyle makes them a keystone species, on which several other animals are dependent. Consuming large quantities of fruit, grasses, roots, and bark, their wandering habits are responsible for the renewal of vegetation across vast tracts of land due to the dispersal of seeds via their droppings, which act as natural fertiliser. The paths they forge through thickly forested areas also allow more sunlight to filter down, promoting growth on the forest floor.

Just as the Indian elephant maintains the ecological health of its habitat while living in a close-knit community, ChrysCapital promotes and maintains the health of its portfolio companies and the environment through the implementation of key ESG practices and oversight.

By combining careful oversight with thoughtful stewardship, ChrysCapital generates enduring impact, much like the Indian elephants maintain and nurture the ecosystems they traverse.

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# ABOUT THE REPORT

ChrysCapital (“the Group”, “the firm”) is proud to share its Environmental, Social, and Governance (ESG) Report for FY 2024-25, offering an in-depth look at the Group’s ongoing integration of ESG principles across its investment approach.

This Report highlights ChrysCapital’s ESG achievements, major initiatives, and dedication to responsible investment, as well as the impact created through investments in its portfolio companies from Fund VIII onwards.

Guided by the theme, “Growth that Adapts. Progress that Sustains.”, the Report underscores the breadth of ChrysCapital’s ESG efforts, the progress realised, and the measurable impact generated across these businesses. The Group takes pride in these achievements and reaffirms its commitment to advancing ESG goals, driving sustainable growth, and supporting a more inclusive, resilient future.



*The Malabar gliding frog (Rhacophorus malabaricus) glides 9-12 m by spreading its limbs and using its orange-red webbing as a parachute, aiding controlled arboreal movement and predator escape.*

## Reporting Period

The data included in this Report covers the period from April 1, 2024, to March 31, 2025, unless specified otherwise.

## Scope and Boundary

The data reported pertains to ChrysCapital and its portfolio companies from Fund VIII onwards.

## Alignment with Global ESG Standards and Frameworks

ChrysCapital demonstrates its commitment to responsible investment and sustainability by aligning with the Principles for Responsible Investment (PRI) and integrating ESG factors into its decision-making processes. Through participation in the Institutional Limited Partners Association (ILPA) Driving Inclusion in Alternatives (DIA) initiative, the firm advances diversity, equity, and inclusion within the industry. Additionally, ChrysCapital aligns with key UN SDGs, demonstrating a dedication to drive positive social and environmental impact.





FY 2024-25

# A YEAR OF PROGRESS & IMPACT



The Indian honeybee (*Apis cerana indica*) regulates hive temperature through “endothermy on demand,” with workers vibrating their thoracic flight muscles without wing movement to generate heat.

ChrysCapital’s vision is to be a leading catalyst for sustainable growth, pioneering innovative investment strategies that harmonise financial success with environmental stewardship and social responsibility.

By leading with integrity and purpose, the Group aims to transform the investment landscape, creating enduring value for its stakeholders and contributing to a resilient, equitable, and sustainable global economy.

- Submitted the first PRI Transparency Report
- Submitted the second EDCI disclosure, now including SFDR Principal Adverse Impact indicators
- Achieved carbon neutrality in its own operations since FY 2022-23
- Updated its Responsible Investment Policy to align with PRI requirements
- Became a signatory to the Institutional Limited Partners Association (ILPA) Driving Inclusion in Alternatives (DIA) initiative
- Successfully renewed its Great Place To Work® (GPTW) certification
- As part of its digital ESG transformation, the Group implemented Novata, a digital platform to enhance ESG data collection, monitoring, and reporting for portfolio companies
- Revamped the annual ESG and Impact Assessment Framework to align with BRSR, DJSI, SASB, EDCI, SFDR PAI, IRIS+, and HPSO requirements, ensuring comprehensive and globally benchmarked ESG and impact measurement across its portfolio
- Increased the focus on impact by conducting assessments for a majority of the existing portfolio companies and new investments
- Conducted desktop-based climate risk assessment for physical risks for a majority of the existing portfolio companies



# FOREWORD FROM THE BOARD OF DIRECTORS

**Dear Stakeholders,**

ChrysCapital is pleased to present its ESG Report for FY 2024-25, reflecting its continued commitment to transparently communicating its sustainability efforts and responsible investment journey. It underscores the Group's conviction that performance and purpose are not mutually exclusive, but rather mutually reinforcing.

*Habitat flexibility enables the barasingha (*Rucervus duvaucelii*) to adapt to both forest and wetland environments, supported by a body structure suited for wading, grazing, and swimming in flooded areas.*





India's rapid economic growth is solidifying its position as a global powerhouse, while also amplifying the urgency for businesses to adopt sustainable practices. As industries expand and consumption rises, the pressure on natural resources and the environment is intensifying. In response, a growing base of responsible businesses, evolving regulatory frameworks, and heightened investor interest are driving India's sustainability-focused transformation, creating compelling opportunities for ESG-aligned growth.

As one of India's leading private equity firms, ChrysCapital understands the critical role it plays in shaping the nation's business landscape. The Group is dedicated to investing in India to unlock value that extends far beyond financial returns.

During FY 2024-25, the Group deepened its ESG integration across all levels. A comprehensive, tech-enabled ESG and Impact assessment was conducted across portfolio companies in Funds VIII onwards, enabling a consistent and data-driven approach to sustainability performance. It also took meaningful steps to advance responsible investment practices and diversity, equity, and inclusion (DEI), including increased transparency in reporting and active participation in industry-wide initiatives that promote inclusivity and ethical investing standards.

This Report provides an opportunity to share ChrysCapital's ESG journey and the progress achieved in FY 2024-25. It also records the efforts undertaken across its portfolio companies and the tangible impacts of these initiatives.

ChrysCapital extends its sincere gratitude to its stakeholders for their continued support and partnership on this journey. The Group believes that, collectively, a sustainable and prosperous future can be built for all.

Kind Regards,

**The Board of Directors**  
ChrysCapital Group

ChrysCapital remains steadfast in to building ethical, high-performing businesses that generate positive impacts for people, communities, and the environment.





# A MESSAGE FROM THE ESG TEAM

*Patterned with black stripes, the orange coat of India's apex predator, the Bengal tiger (*Panthera tigris tigris*), appears green and dappled to dichromatic prey, providing highly effective camouflage.*

**Dear Stakeholders,**

ChrysCapital continues to deepen its commitment to responsible investment by embedding environmental, social, and governance (ESG) principles across its operations and portfolio engagement. FY 2024-25 marked another year of steady progress in integrating ESG considerations across the Group's operations and portfolio companies.

Building on its long-standing commitment to responsible investment, the Group undertook several initiatives to enhance internal policies, improve transparency in ESG reporting, and deepen its focus on inclusion, measurable impact, and employee well-being. ChrysCapital also joined the Institutional Limited Partners Association (ILPA) Driving Inclusion in Alternatives (DIA) initiative, reinforcing its alignment with global best practices in inclusive growth.





As part of its broader digital transformation efforts, the Group implemented the Novata platform for more efficient ESG data collection and reporting across its portfolio companies. ChrysCapital's annual ESG and Impact questionnaires are aligned with leading global standards, including DJSI, SASB, EDCI, SFDR PAI, IRIS+, and HIPS0, as well as the SEBI BRSR framework. Additionally, the Group submitted its second consecutive disclosure to the ESG Data Convergence Initiative (EDCI), which now incorporates SFDR Principal Adverse Impact (PAI) indicators. By participating in the EDCI, ChrysCapital is contributing to the development of a unified and comparable set of ESG metrics for the private equity industry.

On the environmental front, ChrysCapital remains committed to leading by example, having achieved carbon neutrality across its operations since FY 2022-23. It also completed the first desktop-based climate risk assessment for physical risks to gain deeper insights into potential climate-related risks associated with its investments across various sectors.

**During the year, ChrysCapital submitted its inaugural voluntary report for the Principles for Responsible Investment (PRI), marking a significant milestone in its journey as a responsible investor.**

To further strengthen its internal governance, ChrysCapital refreshed key policies covering whistleblowing, trade errors, expert networks, and confidential data destruction. All internal policies continue to be reviewed annually, with employees also affirming their compliance and understanding on an annual basis.

ChrysCapital continues to maintain a strong focus on enhancing employee experiences across all operations. Initiatives include the rollout of gender-neutral parental leave policies recognising both primary and secondary caregivers, increased preventive healthcare reimbursements, hybrid work flexibility, and supportive work-from-home policies. The Group also organised IPL match outings, off-site events, and quarterly team dinners to encourage team bonding and engagement.

Its Diversity, Equity, and Inclusion (DEI) strategy has evolved to reflect broader organisational representation. The DEI Committee now comprises individuals across generations, genders, and backgrounds. Going forward, wellness, mental health, and allyship will be key DEI focus areas both within ChrysCapital and across its portfolio companies.

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 organisation that is focused on transforming the skew of gender diversity in the investing world. These accolades underscore ChrysCapital's strong leadership and commitment to setting industry standards.

Key milestones during the year included its re-certification as a Great Place To Work® and the appointment of Ashley Menezes as Chairperson of the Indian Venture and Alternate Capital Association (IVCA) for the 2024-26 term.

As ESG continues to shape long-term business resilience and value creation, ChrysCapital remains committed to continuous improvement, enhancing transparency, and aligning purpose with performance. The Group is grateful to its team, portfolio partners, and stakeholders for their trust and support on this journey.

Warm Regards,

**The ESG Team**  
ChrysCapital Group





AN OASIS OF

# INGENUITY



*The white-footed fox (Vulpes vulpes pusilla) survives on an omnivorous diet, feeding on small rodents as well as desert plants, such as Cucurbitaceae and berries.*





Within the sandy dunes of India's deserts and arid regions dwells a perceptive hunter, whose diminutive size belies tremendous strength, astuteness, and resilience. Adapted to survive arid temperatures soaring up to 50°C, the white-footed or desert fox is prudent when it comes to conserving energy and water in the blistering heat.

Every move made, especially while on a hunt, is calculated, with several potential catches in sight, ready to be pursued in a single, swift chase. This mental and physical agility makes it efficient and resourceful, guided by a sharp nose and a keen ear, ever alert for an opportunity to endure.

ChrysCapital's agility as a private equity firm and an ESG proponent reflects the white-footed fox's ability to carefully weigh vital choices before making a decision, enabling not just instinctual survival but informed growth grounded in accumulated experience. Just as the white-footed fox adapts to its extreme clime for optimal efficiency, ChrysCapital prioritises evolving in step with the rapidly changing ESG landscape, augmenting processes and strengthening ESG capabilities for itself and its portfolio.



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# ABOUT CHRYSCAPITAL

Founded in 1999, ChrysCapital Group is India's largest and most established private equity firm. Leveraging deep domain expertise, the Group focuses on growth and control investments across its core sectors: Consumer, Enterprise Technology, Financial Services, Healthcare and Life Sciences, Manufacturing, and New Economy.

Since its inception, ChrysCapital has raised USD 5.79 Billion across nine funds and a continuation vehicle, invested nearly USD 5.54 Billion in more than 100 companies, and realised approximately USD 7.65 Billion through 81 exits.

It has fully exited its first six funds—an achievement that sets a benchmark in Indian private equity.





ChrysCapital's consistent performance is the result of a highly institutionalised approach, emphasising disciplined investing, intellectual rigour, and sectoral depth. The Group is recognised for being a committed partner to its portfolio companies, actively supporting them, particularly during challenging times.

*Although a skilled hunter, the tawny eagle (Aquila rapax) is highly opportunistic and practises kleptoparasitism (snatching prey from other birds) to supplement its hunting and scavenging, thereby conserving energy.*







# CHRYSCAPITAL'S ESG JOURNEY

- Adopted the **Responsible Investment (RI) Policy**

**FY 2015-16**

- External **ESG due diligence** began for target companies, with due diligence reports discussed at the Board level and key issues reflected in legal documents
- Launched **ESG training** for the investment team

**FY 2017-18**

- Annual **ESG assessment** commenced for the portfolio companies
- **An exclusion list** was added to the RI Policy

**FY 2021-22**



- Measured **UN SDG contribution** across the portfolio companies
- Initiated **measuring and monitoring of Scope 1 and 2 emissions** within the Group
- Conducted **Internal Health and Safety assessments**

- Became a signatory to the **Principles for Responsible Investment (PRI)**
- Committed to the **EDCI initiative** and submitted the first **EDCI disclosure**
- Formed an **ESG Committee** and appointed a dedicated **ESG Lead**
- Published the first public **ESG Report**
- Initiated **Scope 3 carbon inventory** calculation
- Achieved the **Great Place To Work®** certification
- **Phased out** single-use plastic across the organisation
- Launched a dedicated **Responsible Investment** webpage

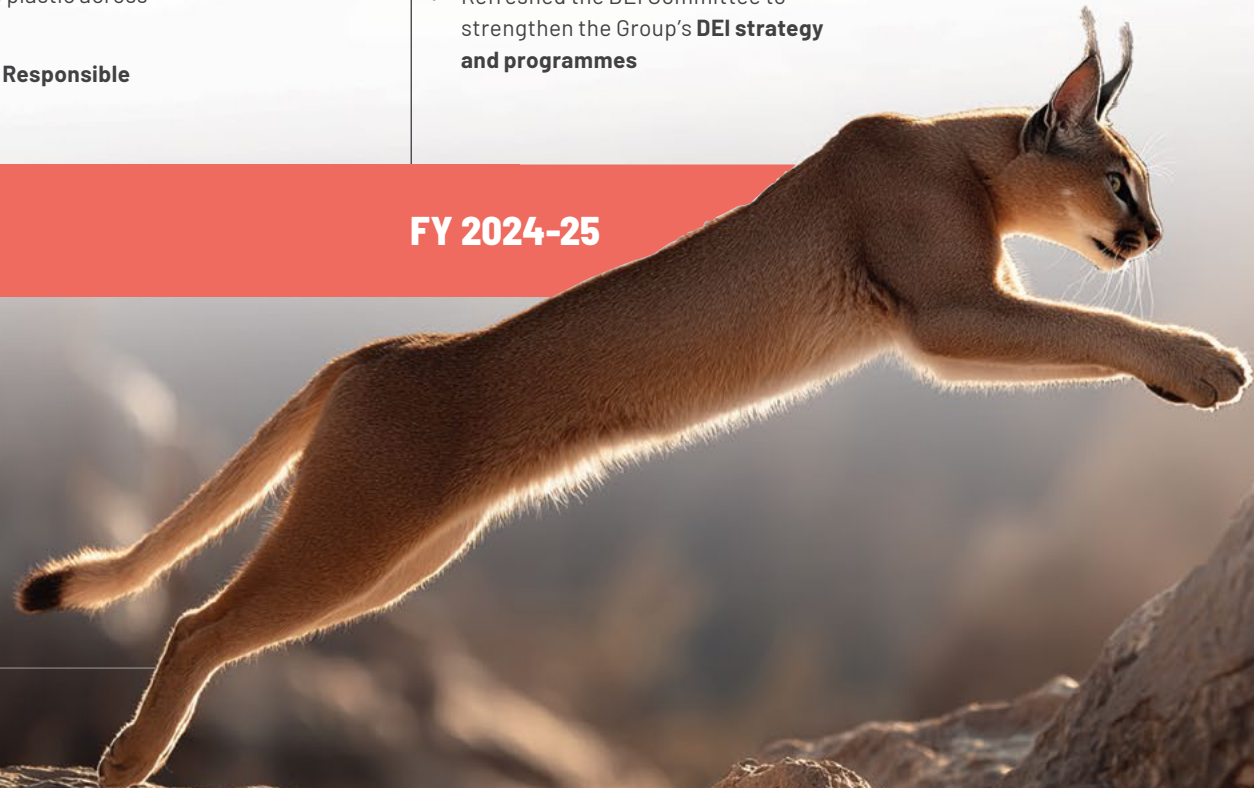
- Submitted the first **PRI Transparency Report**
- Became a signatory to the **Institutional Limited Partners Association (ILPA) Driving Inclusion in Alternatives (DIA) initiative**
- Achieved **carbon neutrality** in its own operations from FY 2022-23
- Evaluation of a **Sustainability-Linked Loan Framework**
- Refreshed the DEI Committee to strengthen the Group's **DEI strategy and programmes**

**FY 2022-23**

**FY 2023-24**

**FY 2024-25**

The caracal (Caracal caracal) uses its powerful hind limbs to leap over 3 m (9.8 ft) to catch birds midair, securing a reliable and nutritious food source in its habitat.







# CHRYSCAPITAL'S ESG PERFORMANCE

ChrysCapital is driving positive change not only across its portfolio companies but also within its own operations. Leading by example, the Group implements globally benchmarked policies and practices, actively manages its environmental footprint, and fosters an inclusive and forward-looking culture. The approach is rooted in trust, accountability, and transparency, with the aim of going beyond compliance to achieve lasting, positive outcomes for people and the planet.

## Environment

Just as it expects portfolio companies to prioritise ESG considerations, ChrysCapital holds itself to the same standard within its own operations. This commitment is part of the Group's broader support for the global transition to a low-carbon future and India's goal of achieving Net Zero by 2070. As part of its strategy, ChrysCapital has initiated the disclosure of its greenhouse gas (GHG) inventory to align with global best practices and lay the groundwork for future decarbonisation targets. The GHG inventory has been prepared in accordance with the Greenhouse Gas Protocol developed by the World Resources Institute (WRI), and with

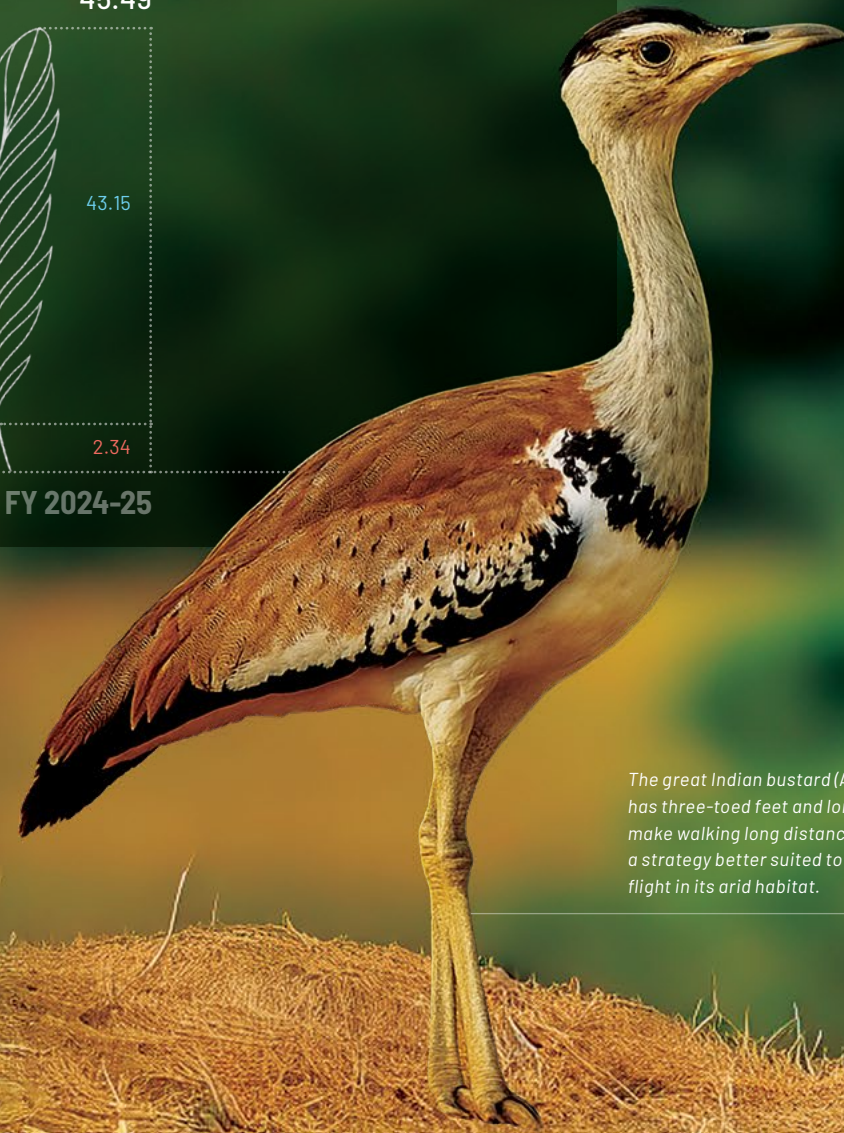
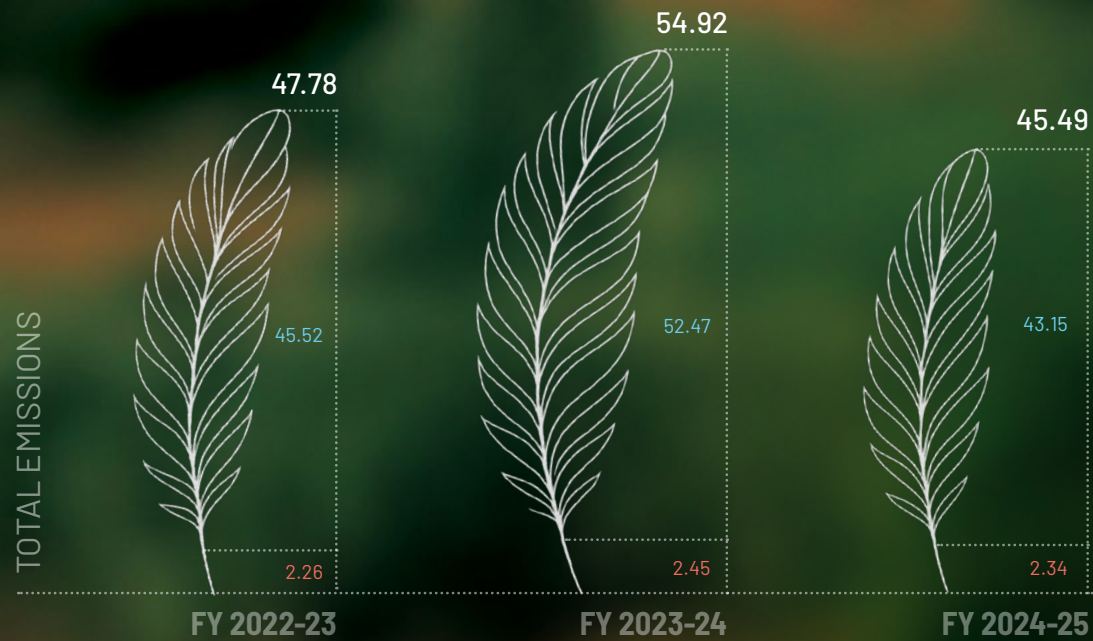
reference to ISO 14064-1. This process marks a critical step in measuring and managing the firm's environmental impact. To further reduce its operational footprint, ChrysCapital is transitioning its offices to renewable energy. The Group's Mumbai offices now operate on green power, and similar efforts are being evaluated for other offices. In addition, the Group has completed a comprehensive asset verification and tagging exercise, with the next phase focused on identifying and responsibly managing e-waste through authorised recycling vendors.

ChrysCapital also achieved carbon neutrality in its own operations in India and Mauritius from FY 2022-23 by offsetting its emissions through investments in Gold Standard-certified projects. This initiative reflects the Group's commitment to mitigating the climate impact of its business activities and advancing environmental stewardship across its ecosystem.



## ChrysCapital's Carbon Footprint (tCO<sub>2</sub>e): FY 2022-23 to FY 2024-25

○ Scope 1 Emissions   ○ Scope 2 Emissions



The great Indian bustard (*Ardeotis nigriceps*) has three-toed feet and long, powerful legs that make walking long distances energy-efficient, a strategy better suited to its heavy body than flight in its arid habitat.



## Social

ChrysCapital understands that its people are at the heart of its long-term success and impact. Through forward-thinking policies and inclusive practices, ChrysCapital aims to cultivate a culture where every individual feels respected, supported, and empowered to succeed.

### Championing Diversity, Equity, and Inclusion

ChrysCapital has been nurturing a workplace culture that embodies equity, inclusion, and respect. Over the past year, the Group introduced a series of progressive policies and initiatives aimed at creating a more inclusive, supportive, and empowering environment for all employees.

One of the cornerstone changes was the introduction of a gender-neutral, caregiver-based parental leave policy. Replacing traditional maternity and paternity distinctions, the new policy recognises both primary and secondary caregivers, reflecting the diverse realities of modern families. Crucially, the Group has ensured that taking parental leave does not negatively impact performance evaluations, bonuses, or promotions. Instead, employee performance is assessed holistically over the entire eligible period.

ChrysCapital strengthened its commitment to Diversity, Equity, and Inclusion (DEI) by becoming a signatory to the Institutional Limited Partners Association (ILPA) Driving Inclusion in Alternatives (DIA) initiative, showcasing its dedication to advancing DEI both within the firm and across the broader investment industry. As part of this commitment, the Group revitalised its internal DEI committee, now composed of members representing a diverse mix of age groups, genders, professional backgrounds, and educational experiences. This renewed committee plays a critical role in shaping and driving inclusive initiatives, ensuring that a broad range of perspectives is reflected in its DEI efforts.

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 organisation that is focused on transforming the skew of gender diversity in the investing world. These accolades underscore ChrysCapital's strong leadership and commitment to setting industry standards.

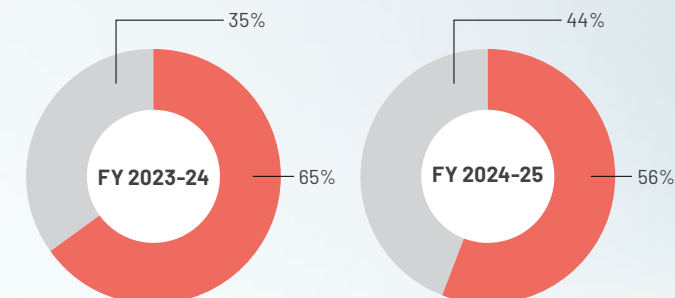
Key initiatives during the year included the launch of a voluntary mentorship programme for women, facilitating meaningful engagement with senior female leaders from across private equity, law, and consulting. Hiring practices were expanded to reach underrepresented groups, with a focus on increasing diversity across all organisational levels.

These initiatives are firmly rooted in a culture of respect, inclusion, and accountability, upheld by a comprehensive DEI policy, a strict zero-tolerance policy against discrimination and harassment, and well-defined expectations for maintaining an inclusive work environment.

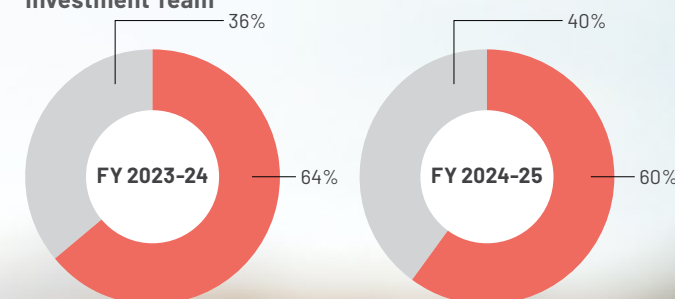
ChrysCapital is actively developing new initiatives centred around wellness, mental well-being, ergonomic workplace practices, and inclusive insurance benefits, alongside strengthened mentorship, sponsorship, and allyship programmes. As part of its forward-looking strategy, the Group also aims to broaden DEI engagement across its portfolio companies.

## Gender Diversity at ChrysCapital

### Firm-Wide



### Investment Team



○ Female ○ Male





## Putting People First: Well-being and Engagement in Focus

Well-being at ChrysCapital is viewed holistically, encompassing the mental, physical, and emotional health of every employee. The Group is dedicated to creating an environment where individuals feel heard, recognised, respected, and empowered to express themselves freely. Through a range of targeted initiatives, ChrysCapital supports its people in meaningful ways, strengthening their sense of belonging and driving higher morale, engagement, and overall team effectiveness.

To bring this vision to life, ChrysCapital continued to prioritise employee well-being through flexible and empathetic workplace practices. A hybrid work-from-home model, supported by a core working hours framework, was adopted to help employees manage their schedules more effectively. Preventive healthcare reimbursement limits were enhanced to provide better healthcare coverage, while daily complimentary lunches and frequent engagement initiatives helped build a more connected and energised workplace. Beyond policies, the Group reinforced its commitment to team cohesion and a positive work culture through regular team-building events, international offsites, and family-inclusive activities.

In recognition of these ongoing initiatives, ChrysCapital was once again certified as a Great Place To Work® (GPTW), a testament to its dedication to creating an enabling, inclusive, and high-trust work environment.

## Investing in Employee Growth and Performance

ChrysCapital remains deeply committed to nurturing talent and supporting the long-term growth of its employees. The firm offers a comprehensive range of learning and development opportunities, including shadowing, executive and one-on-one coaching, skill-building workshops, access to online learning platforms, and participation in external industry forums. These initiatives are designed to broaden perspectives, strengthen leadership capabilities, and promote cross-functional collaboration.

In parallel, ChrysCapital rolled out tailored “Unconscious Bias” training in partnership with We-Ace, reinforcing its commitment to building an inclusive workplace. This was complemented by a series of thought-leadership sessions featuring industry leaders:

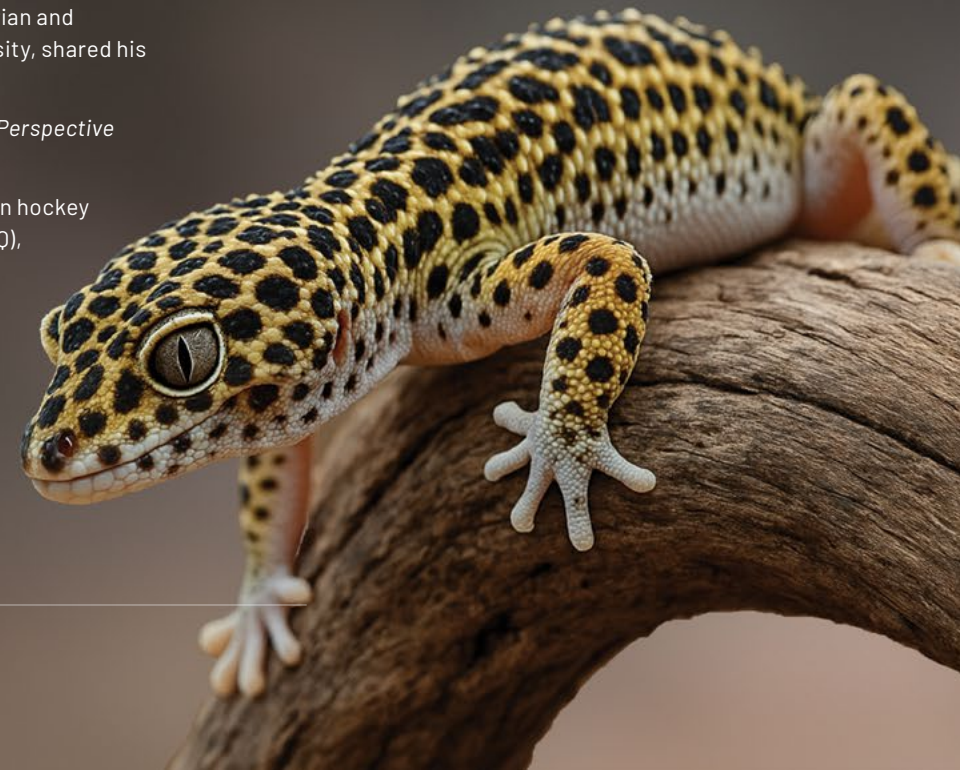
- Niren Chaudhary, former Chairman of Panera Bread and seasoned global CEO, spoke on *Values-based Leadership*.
- Prof. Rudrangshu Mukherjee, eminent historian and Founding Vice-Chancellor of Ashoka University, shared his reflections on *India at 75*.
- Virat Bhatia, CEO of Apple India, offered his *Perspective on India*.
- Viren Rasquinha, former captain of the Indian hockey team and CEO of the Olympic Gold Quest (OGQ), discussed the *Pursuit of Excellence*.

These initiatives show ChrysCapital’s learning culture, where colleagues are encouraged to broaden their horizons and bring fresh perspectives to their work. In line with this, select colleagues are also undergoing “Coaching Conversations”, further embedding growth and self-development into the firm’s DNA.

To further support individual growth, ChrysCapital also introduced voluntary mentorship programmes, providing employees with valuable exposure to senior leaders and diverse career pathways.

Performance assessments at the Group are thoughtfully structured to ensure fairness and transparency, particularly for employees on extended leave. By removing structural biases and enabling continuous development, ChrysCapital is fostering a high-performance culture where professional advancement and personal growth go hand in hand.

The West Indian Leopard Gecko (*Eublepharis fuscus*) is nocturnal and uses its movable eyelids—unlike most geckos—to protect its eyes and aid night vision.





## Governance

At ChrysCapital, governance goes beyond regulatory compliance; it serves as a core pillar of responsible investing and long-term value creation. The Group's governance framework is built to uphold transparency, accountability, and ethical conduct at every level of operation. Through clearly defined policies, designated responsibilities, and regular oversight mechanisms, ChrysCapital ensures adherence not just to regulatory requirements, but to the highest standards of professional integrity.

This disciplined and proactive approach enables the firm to effectively navigate evolving global expectations while strengthening trust with investors, portfolio companies, and other key stakeholders.

### Driving Responsible Investment through Strong ESG Governance

ChrysCapital continues to deepen its commitment to responsible investment through robust governance, clear accountability, and transparent disclosure practices. As ESG considerations evolve globally, the Group maintains that long-term value creation is intrinsically linked to environmental stewardship, social responsibility, and ethical business conduct.

The Group has introduced and institutionalised a suite of policies which includes new Standard Operating Procedures (SOPs) for the secure destruction of confidential information, along with formalised policies on waste management, whistleblower protection, expert network usage, and trade error handling. Existing guidelines, such as those on gifting, were updated to introduce structured approval mechanisms and mandatory logging to enhance transparency and regulatory compliance.

An annual review of the complete Policy Handbook is now standard practice. To ensure understanding and compliance, all employees, including new hires, participate in mandatory annual training on these policies and are required to formally acknowledge them. This process reinforces a firm-wide culture of accountability, governance, and rigour.

Oversight of ESG integration is guided by ChrysCapital's dedicated ESG Committee, which includes representation from senior leadership. The committee is supported by an ESG Lead who is responsible for coordinating implementation across investment teams, monitoring portfolio-level ESG performance, and managing firm-level disclosures. The ESG Lead also acts as the liaison for external stakeholder communication and engagement on ESG matters.

As part of strengthening ESG data governance, the Group implemented a digital platform, Novata, to streamline data collection, monitor KPIs, and facilitate consistent ESG reporting across the portfolio.

### Embedding Ethics and Integrity

At the heart of ChrysCapital's governance approach lies a strong emphasis on ethical conduct. Whether through codified policies or operational practices, the Group ensures that integrity guides all interactions with portfolio companies, investors, and society at large. As global ESG narratives evolve, the firm remains steadfast in its belief that responsible investment is not just a trend but a long-term imperative.

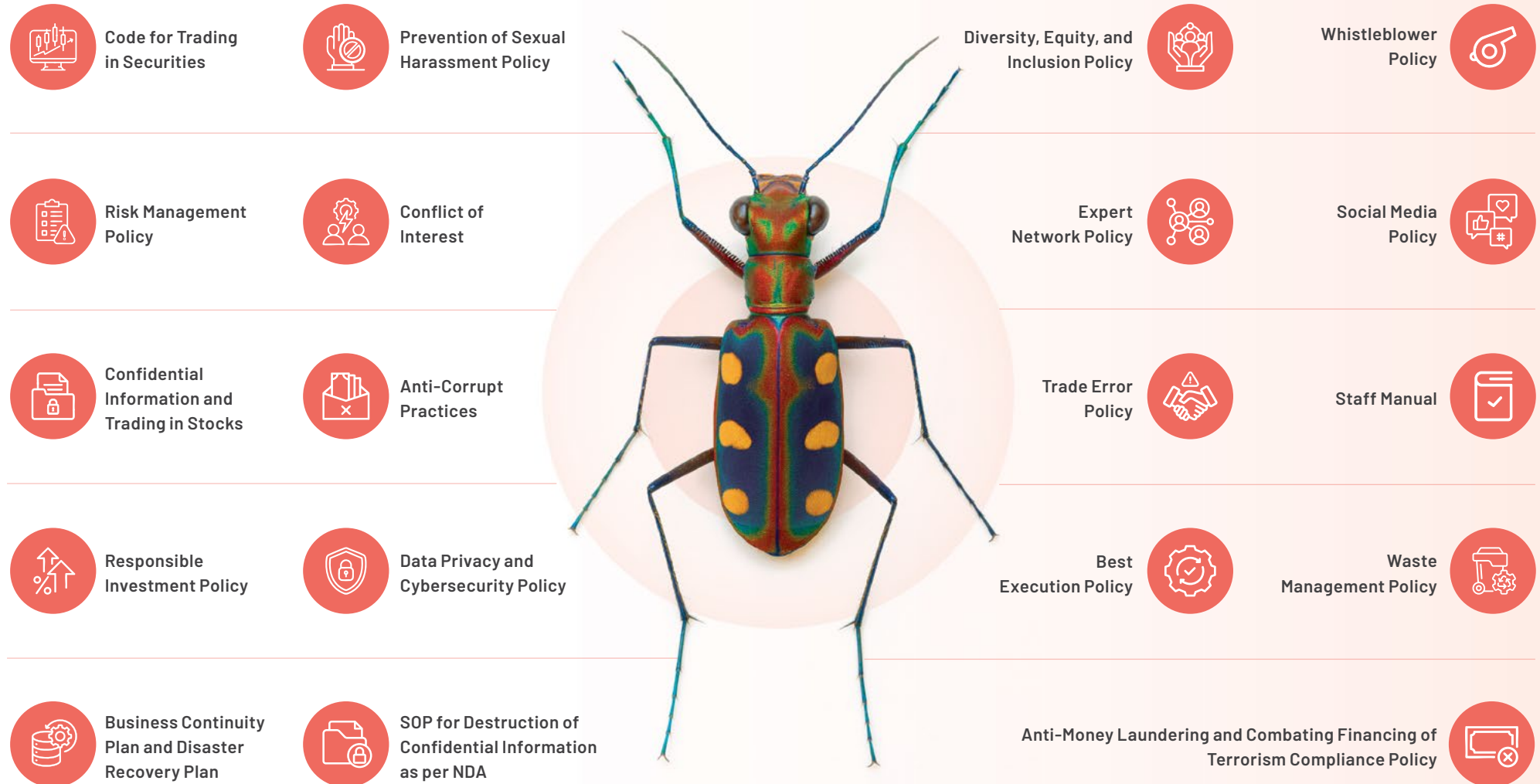


Running at speeds close to 9 km/h, the golden-spotted tiger beetle (*Cosmodonta aurulenta*) exhibits pause-and-look behaviour while hunting, which offsets the temporary blindness caused by high-speed pursuit.



## Policies in Place

ChrysCapital has established a robust set of policies to uphold transparency, accountability, responsibility, and ethical conduct across its operations. A few of the key policies include:





# MATERIALITY AT CHRYSCAPITAL

As part of ChrysCapital's unwavering commitment to sustainability, the Group undertook a comprehensive internal review of material ESG topics. This review involved the steps listed below to gather insights from various perspectives:

- **Compilation of a list of topics:** Building on an initial set of previously identified material topics, a thorough review of industry peers, portfolio companies, and their disclosed material issues was undertaken to compile an extensive list of topics relevant to ChrysCapital's own operations and those of its portfolio companies.

- **Desktop research:** In addition to analysing industry peers and portfolio companies, comprehensive desktop research was conducted to capture broader perspectives pertinent to both the Group's industry and its portfolio companies. This research followed leading global ESG standards and frameworks, including MSCI, SASB, Sustainalytics, and S&P Global DJSI.
- **Internal stakeholder engagement:** To ensure a comprehensive understanding of the most significant ESG issues, structured engagement sessions were held with internal stakeholders. These sessions aimed to gather insights, validate the relevance of identified topics, and align the process with business priorities and values.
- **Material topic consolidation and prioritisation:** The feedback from internal stakeholder engagement, when combined with results from peer benchmarking and desktop research, was utilised to consolidate the initial list of material topics. Subsequently, a robust prioritisation exercise was conducted to identify the issues of greatest strategic and operational importance to the Group and its portfolio companies.
- **Development of ESG strategy:** The finalised set of material topics formed the basis for the development of ChrysCapital's ESG strategy. This strategy ensures that all key ESG priorities, as determined by the materiality assessment, are systematically addressed and integrated into the Group's overall business objectives, thus enabling informed decision-making and responsible value creation across the organisation.

The Indian gazelle (*Gazella bennettii*), also known as the chinkara, is capable of running at speeds of up to 50-60 km/h to evade predators.

This process has significantly deepened the Group's understanding of the ESG themes most critical to both its own business and that of its portfolio companies. By concentrating its ESG initiatives on areas with the greatest potential for meaningful impact, ChrysCapital aims to proactively manage ESG-related risks, identify opportunities for value creation, and enhance long-term performance across its investments. These insights are foundational in shaping a robust, future-ready ESG strategy for the Group and its portfolio.



# MATERIAL TOPICS AND THEIR IMPORTANCE

| ESG Pillars   | Material Topics                   | Importance             |
|---------------|-----------------------------------|------------------------|
| Environmental | GHG Emissions and Climate Change  | Strategically Material |
|               | Water and Waste Management        | Moderately Material    |
|               | Energy Management                 | Moderately Material    |
| Social        | Human Capital Management          | Strategically Material |
|               | Diversity, Equity, and Inclusion  | Strategically Material |
|               | Stakeholder Engagement            | Highly Material        |
|               | Human Rights                      | Moderately Material    |
| Governance    | Active Governance and Partnership | Highly Material        |
|               | Ethical Business Conduct          | Strategically Material |
|               | Risk Management                   | Strategically Material |
|               | Cybersecurity and Data Privacy    | Strategically Material |





# ALLIANCES AND CERTIFICATIONS

During extreme heat, the greater hoopoe-lark (*Alaemon alaudipes*) shelters in spiny-tailed lizard burrows, cutting evaporative water loss by 80–81% and avoiding lethal desert temperatures.

Throughout its ESG journey, ChrysCapital has built meaningful alliances and partnerships with leading organisations, while also securing certifications that reflect its responsible practices. These recognitions underscore the Group's commitment to global industry frameworks and its dedication to shaping a resilient, sustainable future.









NAVIGATING WITH

# CLARITY



*Gahirmatha Marine Sanctuary, Rushikulya River Mouth, and Devi River Mouth in Odisha, India, are officially recognised among the world's largest mass nesting rookeries for olive ridley sea turtles (*Lepidochelys olivacea*).*





Every sea turtle possesses a natural instinct to navigate back to the beach where it hatched to nest and continue its life cycle. This process, known as natal homing, allows sea turtles to utilise the Earth’s geomagnetic field as a navigational guide.

Renowned for its striking olive-green shell in adulthood, the olive ridley sea turtle is also famous for its spectacular mass nesting events. Each year, vast groups of female olive ridleys converge on their nesting sites to lay thousands of eggs, a phenomenon known as an arribada (Spanish for “arrival”). With only one in 1,000 hatchlings making it to adulthood, this innate drive ensures that the odds remain in their favour.

This internal compass, guiding the path to achieving significant milestones, also serves as ChrysCapital’s rudder, steering it true in the ESG space. Leading by example, the Group aligns with international ESG frameworks, upholds key principles, and fosters inclusive growth and equal opportunities for all, both within the firm and across its portfolio, as well as in society at large.

|  |    |
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# CHRYSCAPITAL'S APPROACH TO RESPONSIBLE INVESTMENT

ChrysCapital began its ESG journey with the launch of a Responsible Investment (RI) Policy in 2016, establishing a strong foundation for its commitment to ethical and sustainable investing. This framework has since evolved to embed ESG considerations across the entire investment lifecycle, integrating them into investment analysis, due diligence, portfolio management, and performance evaluation as essential elements of decision-making.

ChrysCapital formally joined the Principles for Responsible Investment (PRI) in FY 2023-24 and submitted the first voluntary PRI report this year, further strengthening its commitment to incorporating ESG considerations into investment decisions. By aligning with the six Principles for Responsible Investment, the Group affirms its dedication to upholding globally recognised standards of responsible investing and contributing to a more sustainable future. In line with this commitment, ChrysCapital has also updated its RI Policy.

## RI Integration in the Investment Lifecycle

At ChrysCapital, RI principles are integrated across every stage of the investment lifecycle. From initial screening and due diligence to ownership and exit, ESG considerations are embedded into decision-making processes to identify risks, unlock value, and drive long-term impact. This structured approach ensures that sustainability is not treated as an isolated effort but as a core component of investment and value creation.

*With a dark dorsal side and pale underside, the Indo-Pacific bottlenose dolphin (*Tursiops aduncus*) uses countershading for camouflage, while belly speckling progresses with age to mark individuals.*





01

### Pre-Investment

- Conduct a pre-screening based on the exclusion list and a desk-based preliminary review and assign preliminary risk categorisation
- Conduct ESG Due Diligence (DD) and Impact Assessment to identify risks and opportunities

02

### Investment Decision

- Investment decision after reviewing the ESG DD Report and ESG Corrective Action Plan (ESGCAP)
- Include negotiated ESG terms and conditions into investment agreements and finalise ESGCAP
- Align with the management of the portfolio company on all ESG-related matters, including corrective measures, performance standards, and reporting

03

### Investment Ownership Period



#### Environmental

- Measure and monitor resource consumption
- Reduce climate-related impact
- Efficient management of resources (air, water, waste, etc.)



#### Social

- Create an equitable and safe working environment
- Focus on diversity, equity, and inclusion
- Protect and uphold human rights
- Drive ESG across all stakeholder groups



#### Governance

- Integrate ESG oversight at the CEO-1 level
- Identify, monitor, and track ESG and Impact metrics on an annual basis
- Annual portfolio assessment
- Adopt short-term and long-term ESG action plans
- Be regulatory compliant

### Impact:

- Maximise the size and scale of impact opportunities
- Measure contribution to UN SDGs

04

### Exit

- Assist portfolio companies in articulating their ESG and Impact journey, highlighting the benefits of enhanced ESG performance





# CHRYSCAPITAL'S COMMITMENT TO PRINCIPLES FOR RESPONSIBLE INVESTMENT

*Gel-filled electroreceptors called ampullae of Lorenzini enable the whale shark (Rhincodon typus) to detect the weak electric fields produced by the muscle contractions of its prey even in low-visibility waters.*

ChrysCapital's commitment to the Principles for Responsible Investment (PRI) reflects its dedication to integrating ESG considerations into investment decision-making and ownership practices. As a PRI signatory, ChrysCapital aligns with global best practices in responsible investing, reinforcing its focus on long-term value creation, transparency, and sustainable impact across its portfolio.

The six Principles for Responsible Investment (PRI) establish a global benchmark for responsible investing. They aim to enhance an investor's capacity to fulfil obligations to beneficiaries while aligning investment practices with the wider interests of society.





## OVERVIEW OF PRI ADHERENCE

| Principle   | Principle Description   | Approach  |
|-------------|---|---|
| Principle 1 | Incorporate ESG issues into investment analysis and decision-making processes.          | <p>ChrysCapital conducts pre-investment ESG Impact Due Diligence (ESG DD) for each new investment made by the Group.</p> <p>This due diligence aims to identify ESG risks, assess the company's capacity to manage key issues, and evaluate its past performance on ESG-related matters.</p>  |
| Principle 2 | Be active owners and incorporate ESG issues into its ownership policies and practices.  | ChrysCapital has a formal Responsible Investment (RI) Policy in place, guiding the integration of ESG considerations across its investment decisions. The Group is also a signatory to the Principles for Responsible Investment (PRI), reinforcing its commitment to transparency, accountability, and sustainable value creation. |
| Principle 3 | Seek appropriate disclosure on ESG issues from the entities in which the Group invests. | Post-investment, ChrysCapital's ESG and Impact assessment monitors and report on key ESG indicators. ESG and Impact KPIs offer insights into the overall ESG footprint of each portfolio company and support the development of value creation initiatives.   |
| Principle 4 | Promote acceptance and implementation of PRI within the investment industry.            | The Group actively shares best practices with peers and promotes the Principles for Responsible Investment (PRI) through participation in meetings, industry events, webinars, and other forums. This open engagement creates industry-wide advancement in ESG standards and stewardship.   |
| Principle 5 | Work together to enhance the Group's effectiveness in implementing PRI.                 | ChrysCapital actively participates in industry-wide conferences on ESG and Impact topics. These platforms enable the Group to share insights and experiences related to the implementation of the PRI.  |
| Principle 6 | Report on the Group's activities and progress towards implementing PRI.                 | <p>ChrysCapital publishes its ESG Report annually, which is available on its website; the website also has a dedicated Responsible Investment webpage.</p> <p>Additionally, the Group actively participates in PRI and EDCI reporting.</p>  |



# ESG AND IMPACT ASSESSMENT FRAMEWORK

ChrysCapital is integrating ESG considerations into its investment process to drive sustainable long-term value. This ESG and Impact Assessment has been developed to evaluate the ESG performance of portfolio companies across all investments from Fund VIII onwards.

The Group's ESG and Impact Assessment is a proprietary digital framework developed to evaluate and enhance ESG performance across portfolio companies. It is designed to systematically assess the integration of ESG principles into business strategy, operations, and disclosures. The framework enables regular assessments, identifies material gaps, and provides a clear roadmap to support ESG integration, maturity, and data-driven decision-making.

The assessment covers all portfolio companies, regardless of ChrysCapital's ownership stake, whether majority or minority, and is conducted annually to review the year-on-year ESG performance of portfolio companies. This initiative reflects a proactive approach to responsible investment, enabling the Group to identify material ESG risks and opportunities, support portfolio companies in enhancing their ESG maturity, ensure alignment with global best practices and stakeholder expectations, and facilitate value creation beyond ownership.



## Environmental

- Carbon emission monitoring
- Decarbonisation planning
- Climate risk assessment
- Water and waste management

**50+**  
KPIs captured



## Social

- Employee diversity
- Workplace safety
- Gender-pay gap
- Human rights

**40+**  
KPIs captured



## Governance

- ESG oversight
- Board diversity
- Key policies and compliances
- Data privacy and cybersecurity

**50+**  
KPIs captured



## ESG AND IMPACT ASSESSMENT FRAMEWORK OVERVIEW



### Assessment Parameter

- Evaluation of the portfolio companies' ESG and Impact performance over 170+ KPIs spanning more than 15 thematic areas.
- KPIs referenced are aligned with globally recognised standards such as BRSR, DJSI, SASB, EDCI, SFDR PAI, IRIS+, and HIPSO.
- The Group uses sector-specific material themes to design comprehensive ESG and Impact questionnaires, which are distributed to each portfolio company to gather detailed information about their current ESG practices.



### Analysis

- 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 DJSI ratings alongside the unique business operations of each portfolio company.



### Output

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

The red ghost crab (*Ocypode macrocera*) plays a vital role in the beach ecosystem by aerating sand, improving water infiltration, controlling organic debris, and serving as prey for larger species.

### Global Frameworks and Benchmarks







# FUNDS AND INVESTMENT

With tolerance of water temperatures from 6 to 32°C, the yellow seahorse (*Hippocampus kuda*) adapts through increased carbohydrate breakdown, heat shock proteins, and antioxidants, but is vulnerable to rapid temperature fluctuations.

**USD 7.65 Bn**

Returned to investors since inception

**USD 5.88 Bn**

Assets Under Management (AUM)

**2**

Exits during FY 2024-25

**USD 5.79 Bn**

Amount raised since inception

**USD 1.06 Bn**

Investment made during FY 2024-25

**6**

Sector coverage

**USD 5.54 Bn**

Total amount invested

**27**

Total active portfolio companies

**5**

Investments made in FY 2024-25



## SECTORS



Consumer



Enterprise  
Technology



Financial  
Services



Healthcare and  
Life Sciences



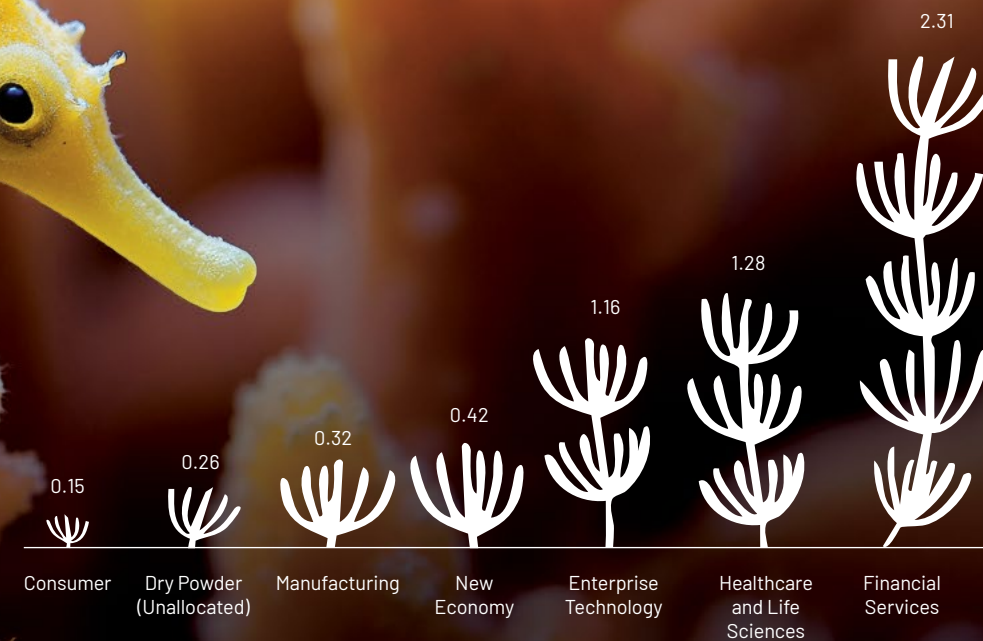
Manufacturing



New  
Economy


## FUND-LEVEL STATISTICS

AUM (in USD Billion)





# INITIATIVES FOR PORTFOLIO COMPANIES



ChrysCapital has consistently advanced initiatives to enhance the ESG performance and resilience of its portfolio companies. These efforts are rooted in the Group's commitment to responsible investment and long-term value creation. Through structured engagement, it has sought to embed ESG considerations into the operations, governance, and risk management practices of its portfolio companies. Key areas of focus include data transparency, material risk identification, capacity building, and alignment with global sustainability standards.



To align with global best practices and meet evolving stakeholder expectations, ChrysCapital has introduced several measures to deepen ESG integration and enhance impact measurement.

To support robust data collection, monitoring, and reporting, the Group has implemented the Novata digital platform across its portfolio companies. Following ESG and Impact assessments, the platform has been leveraged to generate detailed performance reports that highlight ESG strengths, identify gaps, and assess overall impact. Each report also outlines a customised roadmap for improvement, tailored to the specific sector and assessment results of each portfolio company.

ESG oversight is being progressively institutionalised at the CEO-1 level, with ChrysCapital actively working towards embedding this structure across all portfolio companies to reinforce accountability and ensure strategic alignment at the highest levels of management.

Additionally, the scope of impact assessments has been expanded to encompass a majority of portfolio companies, accompanied by the execution of desktop-based climate risk assessment for physical risks to evaluate potential exposure to climate-related risks. ChrysCapital further supports its portfolio companies by actively sharing ESG best practices and providing access to key resources, such as carbon calculation tools and globally aligned ESG policy templates, to facilitate the adoption and implementation of these practices.

*The gharial (*Gavialis gangeticus*) or gavial, has a long, narrow snout with 106–110 needle-like interlocking teeth, specialised to catch fast, slippery river fish.*

## Novata

Digital platform used across ChrysCapital's portfolio to strengthen ESG data collection, monitoring, and reporting



# RESILIENT

## BY NATURE



Snow leopards (*Panthera uncia*) have long tails (up to 3 ft), which act as a counterbalance during leaping, climbing, or making sharp turns, helping stabilise them on steep, rocky terrain.



Sub-zero temperatures, steep inclines, the world’s highest altitudes—the Himalayas are renowned for their majestic yet treacherous terrain. Yet, this seemingly inhospitable biome is home to several animals, one of which is the elusive, graceful snow leopard, a master of this unforgiving landscape.

Quiet, agile, and powerful, this apex predator’s very survival is centred around its adaptation for resilience to its extreme habitat. Patient and observant, with a thick, insulated coat well-camouflaged to its surroundings, the snow leopard’s nimbleness enables it not just to survive, but to thrive in the icy weather.

Mirroring this agility and strength, ChrysCapital navigates shifting landscapes with clarity and sure footing, guiding its portfolio companies to create a resilient future. By advancing environmental stewardship, social responsibility, and governance standards, the firm ensures that adaptability and resilience are rooted in responsibility, delivering sustainable value that endures across sectors.



|   |    |
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# ESG HIGHLIGHTS: CHRYSCAPITAL'S PORTFOLIO

## PORTFOLIO OVERVIEW







The regal Apollo (*Parnassius charltonius*) is a high-altitude butterfly that thrives at 2,700–4,000 m, with dark body and wing pigmentation enhancing solar heat retention in cold alpine zones.



XPRESSBEES  
delivering happiness

KIMS  
HOSPITALS™

Bandhan AMC

Credila  
The Education Loan Specialist

XORIENT

La Renon

lenskart

CENTRE FOR SIGHT  
Every eye deserves the best

GMM  
Pfaudler

HEALTHKART

PROHANCE

GeBBS  
HEALTHCARE SOLUTIONS  
Forward Thinking





## SNAPSHOT OF THE PORTFOLIO'S ESG PERFORMANCE

ChrysCapital continues to prioritise ESG integration across its portfolio, working closely with portfolio companies to strengthen environmental stewardship, social responsibility, and governance standards.

Through ongoing engagement and capacity-building initiatives, portfolio companies are progressively adopting structured practices that focus on resource efficiency, workforce well-being, compliance, and transparency. These efforts reflect the Group's enduring commitment to embedding responsible investment principles across diverse sectors and delivering long-term sustainable value.

*The Tibetan argali (*Ovis ammon hodgsoni*) exhibits genetic and physiological specialisations—including high haemoglobin, fine lung vasculature, and adaptive HIF alleles—that maximise oxygen use in extreme altitudes.*







## ENVIRONMENT

**95%**

of the portfolio companies track energy consumption

**91%**

of the portfolio companies monitor Scope 1 and 2 emissions

**73%**

of the portfolio companies track waste generation and management

**68%**

of the portfolio companies monitor water consumption

**50%**

of the portfolio companies utilise energy from renewable sources

## SOCIAL

**120,000+**

employees across portfolio companies

**28%**

women in the workforce across portfolio companies

**16%**

women C-suite employees

**100%**

of the portfolio companies offer retirement and well-being benefits

**100%**

of the portfolio companies reported zero workplace-related fatalities

## GOVERNANCE

**68%**

of the portfolio companies have women representation on the Board of Directors

**100%**

of the portfolio companies reported zero personal data breaches

**45%**

of the portfolio companies have an ESG policy

**100%**

of the portfolio companies have a Code of Conduct policy

**77%**

of the portfolio companies have established formal ESG oversight mechanisms





# SPOTLIGHT ON PORTFOLIO COMPANIES' ESG PERFORMANCE (FY 2024-25)



## BODY CUPID PRIVATE LIMITED

### Company Highlights

|                    |                  |
|--------------------|------------------|
| Headquarters       | Bengaluru, India |
| Industry           | Consumer         |
| Year of Investment | 2021             |
| Employee Strength  | 500+             |

### Business Overview

Body Cupid Private Limited, operating under the brand WOW Skin Science, offers a wide range of personal care products, including plant-derived skincare, haircare, health supplements, bath and body items, essential oils, and grooming essentials. The company is known for its nature-inspired wellness and beauty products, which are formulated with plant-based ingredients, and are free from harmful chemicals such as sulphates, parabens, silicones, mineral oils, and artificial colours. The company operates primarily via e-commerce platforms, its proprietary website, and over 40,000 offline retail touchpoints in India, while also expanding its presence internationally, particularly in the U.S. All products are clean, natural, and dermatologically tested, with a consumer-centric, D2C-first approach.

### UN SDGs Contributed to



### ESG Highlights

**18%** permanent employees below the age of 30

**100%** employees covered by health and accident insurance

**17%** women on the Board of Directors

**Zero** POSH complaints

**17%** of procurement from local suppliers

**33%** women C-suite employees

**Zero** cases of human rights violations

**Zero** data breaches

### Impact Highlights

**78** new products launched







## BODY CUPID PRIVATE LIMITED

### ESG Initiatives

#### Environmental Stewardship

- The company launched the #WOWGreenHands initiative to position itself as a green brand. As part of this effort, it introduced paper tube packaging made from virgin kraft or recycled paper for one of its products, reducing plastic usage in packaging by 45%.
- Under the #WOWGreenHands campaign, provided seed sachets with customer orders to encourage tree planting and kitchen gardening as part of reforestation and community greening efforts.
- Eliminated mono cartons for most product packs, significantly reducing paperboard consumption.
- It also launched the #EkChotiSiShuruwaat campaign to raise awareness about recycling and the reuse of waste paper.
- Its products are packaged in recyclable materials and are free from harmful chemicals such as silicones, parabens, and sulphates.
- Implemented water recycling and conservation facilities for sustainable water management.
- All products are 100% vegan and cruelty-free, developed without any form of animal testing.

#### Human Capital Development

- Has established a Code of Conduct.
- Offers internal coaching for professional and personal development.

*The Eurasian goshawk (Accipiter gentilis) has a distinctive white supercilium (eyebrow) and fine dark barring on a creamy or white underside, which aids its camouflage by blending with tree trunks and dappled forest light.*

#### Health and Well-being

- Has established a Health and Safety policy.
- Provides mental and physical health support.
- Included yoga and somatic practices as part of wellness initiatives.

#### Human Rights

- Established a POSH policy.

#### Governance

- Anti-Corruption, Data Privacy, Cybersecurity, and Whistleblower policies are in place.







## LENSKART SOLUTIONS LIMITED

### Company Highlights

|                    |                 |
|--------------------|-----------------|
| Headquarters       | Gurugram, India |
| Industry           | Consumer        |
| Year of Investment | 2023            |
| Employee Strength  | 17,607          |

### Business Overview

Founded in 2010, Lenskart Solutions Limited is a technology-driven eyewear company with integrated operations spanning the design, manufacturing, branding, and retailing of eyewear products. The company primarily retails prescription eyeglasses, sunglasses, and other products, including contact lenses and eyewear accessories.

It has established a presence across multiple channels, centred around mobile applications and a website, and a network of over 2,700 stores across India, Japan, Southeast Asia, the Middle East, Taiwan, Hong Kong, and Australia. The company also utilises AI-based features and subscription plans to improve the customer experience and build loyalty.

### UN SDGs Contributed to



### ESG Highlights

**2800 kW** solar capacity across facilities in India

**37%** women in the workforce

**25+ Nationalities** form a diverse workforce

### Certifications

**ISO/IEC 27001:2022** certified Information Security Management System

### Impact Highlights

**550,000+** individuals screened and provided vision support across 610+ villages under DRISHTI: Har Gaon, Har Ghar

**22,500+** eye tests conducted at six of Lenskart Foundation's Child Eye Care Centres



The Himalayan sucker frog (*Amolops himalayanus*) is adapted to fast alpine streams, using adhesive disks with circum-marginal grooves on its toes to grip rocks, while its tadpoles employ ventral suckers to stay anchored in strong currents.





## LENSKART SOLUTIONS LIMITED

### ESG Initiatives

#### Environmental Stewardship

- Undertook energy efficiency measures, renewable energy utilisation, and integrated low-carbon technologies.
- The Bhiwadi facility operates as a Zero Liquid Discharge (ZLD) plant.
- The Bhiwadi and Gurugram facilities equipped with rainwater harvesting systems, capturing 1,060 kL and 110 kL per day, respectively.
- Undertook climate risk assessment of operations to develop more effective strategies to mitigate potential risks on operations.

#### Human Capital Development

- Lenskart Academy offers programmes for offline retail staff, covering topics such as optometry, products, customer experience, and leadership for offline retail staff employees.
- Learning management system (LMS) in place to deliver online content and assessments of employees across various businesses.

#### Health and Safety

- Offers group term life, group medical claim, group personal accident, and business travel accident insurance to employees.
- Conducts periodic quality audits and inspections to identify and rectify any potential hazards or non-compliances.

#### Community Welfare

- DRISHTI: Har Gaon, Har Ghar helps address vision correction needs among disadvantaged groups.
- Trains local women (Drishti Didis) to conduct basic eye tests, educate families, and share data for bi-monthly optometrist visits and prescription distribution.
- Lenskart Foundation on Wheels provides free vision screenings and eyeglasses in remote and underserved areas.
- Lenskart Foundation's Child Eye Care Centre provides free eye care to underserved communities.

#### Governance

- Undertakes an ESG assessment of value chain partners.
- Climate-related risks are integrated into the overall risk management framework.







## QUEST GLOBAL SERVICES PTE. LTD.

## Company Highlights

|                    |                       |
|--------------------|-----------------------|
| Headquarters       | Singapore             |
| Industry           | Enterprise Technology |
| Year of Investment | 2021                  |
| Employee Strength  | 21,000+               |

## Business Overview

Quest Global Services Pte. Ltd. is a leading engineering services firm that delivers end-to-end solutions by combining deep domain expertise with advanced digital capabilities. For over 25 years, Quest Global has been solving the world's most complex engineering problems. Operating in over 17 countries, with over 83 global delivery centres, the company's 21,000+ curious minds embrace the power of doing things differently to make the impossible possible. Using a multi-dimensional approach, combining technology, industry expertise, and diverse talents, Quest Global tackles critical challenges faster and more effectively across the Aerospace and Defense, Automotive, Energy, Hi-Tech, MedTech and Healthcare, Rail, and Semiconductor industries.

## UN SDGs Contributed to



## ESG Highlights

25% women in the workforce

13% women C-suite employees

77% employee satisfaction score

25% women on the Board of Directors

## Impact Highlights

2,250+ Beneficiaries empowered through vocational reskilling and digital literacy training

113,000 tCO<sub>2</sub>e emissions likely to be absorbed by the company's afforestation initiative over the next 20 years

17,000+ Students from underprivileged communities positively impacted through targeted STEM education initiatives

## Awards and Certifications

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

Great Place To Work® certified

Commitment Badge secured from EcoVadis



The bearded vulture (*Gypaetus barbatus*) has highly acidic stomach acid (a pH of 1) designed to efficiently digest bone, its primary food source.





## QUEST GLOBAL SERVICES PTE. LTD.

### ESG Initiatives

#### ESG Materiality

- Identified material issues.

#### Environmental Stewardship

- Established a dedicated Environmental policy.
- GHG emissions quantified.
- 100% of electricity requirements at the Bengaluru office met through renewable energy.
- Utilises energy-efficient LED fixtures across offices and optimised HVAC power consumption.
- Recycled all plastic waste, replaced paper tissues with hand dryers, and adopted waste segregation with biodegradable bags.

#### Community Welfare

- Supports STEM education and provides scholarships to women to help them pursue engineering careers.
- Promotes vocational reskilling and digital literacy training.
- Supports school students through scholarships, infrastructure development, and skill-building programmes.

#### Diversity, Equity, Inclusion (DEI)

- Dedicated Diversity, Equity, and Inclusion (DEI) policy.
- Instated Employee Resource Groups (ERG).
- Conducts sessions and programmes to promote an inclusive workplace.

#### Human Capital Development

- Conducted surveys to assess organisational awareness.
- Introduced the "eKincare" programme, offering AI-driven, predictive, preventive, and personalised healthcare services.

#### Governance

- Established an ESG Steering Committee with members of the senior leadership.
- Established a certified Information Security Management System (ISMS).

#### Responsible Supply Chain

- Implemented a Sustainable Procurement Policy and Supplier Code of Conduct.
- Conducted a foundational sustainability assessment of the top 50 suppliers based on spend.







## XORANT CAYMAN PRIVATE LIMITED

## Company Highlights

|                    |                                 |
|--------------------|---------------------------------|
| Headquarters       | California, USA                 |
| Industry           | Business Services               |
| Year of Investment | 2022                            |
| Employee Strength  | 3,000+ (India); 5,000+ (Global) |

## Business Overview

Xoriant Cayman Private Limited ("Xoriant") is a global technology consulting company with a presence in 17 locations across North America, Asia, and Europe. It offers solutions in Digital Engineering, Cloud and Infrastructure, Data and AI, and Cybersecurity and Risk, serving a diverse range of industries, such as banking and financial services, healthcare, high-tech, retail, manufacturing, and telecommunications. It follows a Build-Run-Transform continuum and uses proven frameworks and accelerators for service delivery. Xoriant operates Global Capability Centres for effective offshore delivery and partners with major technology providers, including AWS, Microsoft, Salesforce, and Snowflake.

## UN SDGs Contributed To



The Himalayan wolf (*Canis lupus chanco*) possesses specialised genes, including EPAS1, that enhance heart function and oxygen transport, enabling survival in low-oxygen, high-altitude environments.

## ESG Highlights

**29%** women in the workforce

**40** average training hours per employee

**68%** of procurement from local suppliers

## Impact Highlights

**200+** clients served across 17 global locations

**950+** products and platforms engineered

**472** employees volunteered for CSR efforts

**Vision 2030** developed to positively impact two million lives

**17,000+** CSR beneficiaries

**~USD 0.23 Mn** CSR spend

**57%, 22%, and 10%** of the CSR initiatives were around Education, Environmental Sustainability, and Women Empowerment, respectively

## Awards and Certifications

**Best Mental Health Initiative of the Year** award received at the Global CSR & ESG Summit and Awards 2025

**ISO/IEC 27001:2022** certified Information Security Management System

**Great Place To Work®** certified







## XORANT CAYMAN PRIVATE LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Established a Green Initiative policy to promote energy efficiency, waste reduction, and resource conservation in operations.
- Utilises smart energy systems, eliminated single-use plastic, and reduced paper use through digital-first operations.
- Develops digital engineering solutions to support the circular economy.

#### Health and Well-being

- Offers hybrid work model for employees.
- Health and Safety policy in place.

#### Diversity, Equity, and Inclusion (DEI)

- Targeted hiring drives to attract women talent.
- Accelerated development programmes to support women leaders.
- Promotes inclusive mindsets by enabling dialogue and perspective-sharing.
- Annual pride celebrations.

#### Community Welfare

- Standalone CSR policy with UN SDG aligned pillars—Quality Education, Gender Equality and Women's Empowerment, Environmental Sustainability, and Hunger Alleviation and Health Support.
- Activities include deploying mobile classrooms, skill-building for underprivileged women, renewable energy and afforestation efforts, nutritional support, access to clean water, and sanitation.
- Engages employees as CSR volunteers.

#### Governance

- Quarterly review of gaps and opportunities via the ESG study and action points at the Board and management level.
- Undertaken materiality assessment in consultation with stakeholders.
- Established a well-defined ESG strategy that aligns with company goals and commitments.
- Undertakes sustainability reporting which includes CDP and Microsoft Supplier Emissions.
- Standalone policies on Code of Conduct, Anti-Corruption, Human Rights, POSH, Cybersecurity, Whistleblower, and Business Continuity.
- Aligned its privacy framework to global standards such as GDPR and India's Digital Personal Data Protection Act.
- Tracks key performance indicators aligned with global ESG frameworks.
- Promotes ESG awareness through emails, internal campaigns, leadership-led communications, and employee engagement.





## PROHANCE

# PROHANCE INDIA PRIVATE LIMITED (FORMERLY KNOWN AS JAMOCHA TECH PRIVATE LIMITED)

### Company Highlights

|                    |                       |
|--------------------|-----------------------|
| Headquarters       | Bengaluru, India      |
| Industry           | Enterprise Technology |
| Year of Investment | 2023                  |
| Employee Strength  | 170                   |

### Business Overview

ProHance India Private Limited ("ProHance") is a cloud-based workforce analytics and performance management software solution designed to improve productivity, efficiency, and employee engagement in hybrid and distributed work environments. It provides real-time visibility into workforce activities, enabling organisations to optimise resource utilisation, streamline operations, and make data-driven decisions. Serving industries such as IT/ITeS, BFSI, healthcare, and shared services, ProHance offers actionable insights into work patterns, process bottlenecks, and performance metrics across teams and functions.

### UN SDGs Contributed to



### ESG Highlights

**100%** employees covered by health and accident insurance

**Zero** data breaches

**20%** women C-suite employees

**41%** permanent employees under the age of 30

**32%** women in the workforce

### Impact Highlights

**INR 3.2 Million** CSR spend focused on education scholarships, eco-restoration, animal protection, welfare of underprivileged communities, etc.

**180+** customers across 37 countries





## PROHANCE INDIA PRIVATE LIMITED (FORMERLY KNOWN AS JAMOCHA TECH PRIVATE LIMITED)

### ESG Initiatives

|  |   |
|--|---|
| Environmental Stewardship              | <ul style="list-style-type: none"> <li>• GHG emissions quantified.</li> <li>• Implemented energy-efficient lighting and air conditioning systems.</li> <li>• Partnered with registered waste recyclers to enhance its waste management strategy.</li> </ul>       |
| Community Welfare                      | <ul style="list-style-type: none"> <li>• Instated a CSR Policy and identified seven focus areas for its CSR expenditure: Education, Social Empowerment, Rural Development, Environment, Healthcare, Sports and Culture, and Water.</li> </ul>                     |
| Human Capital Development              | <ul style="list-style-type: none"> <li>• Developed a Code of Conduct and Health and Safety policies.</li> <li>• Offers flexible work arrangements through remote and hybrid work options.</li> </ul>  |
| Diversity, Equity, and Inclusion (DEI) | <ul style="list-style-type: none"> <li>• Established DEI and POSH policies.</li> <li>• Prioritises the recruitment of women employees, aiming to create a balanced, inclusive workplace with equal opportunities and diverse representation for women.</li> </ul> |
| Governance                             | <ul style="list-style-type: none"> <li>• Instated Anti-Corruption, ESG, Data Privacy, Cybersecurity, Whistleblower, and Supplier Code of Conduct policies.</li> <li>• Adheres to standards such as GDPR and HIPAA.</li> </ul>                                     |

*The Tibetan snowcock (Tetraogallus tibetanus) has strong, swift flight adapted to mountainous terrain, often gliding downhill to escape predators while conserving energy.*





## GEBBS HEALTHCARE SOLUTIONS PRIVATE LIMITED

### Company Highlights

|                    |                       |
|--------------------|-----------------------|
| Headquarters       | Navi Mumbai, India    |
| Industry           | Enterprise Technology |
| Year of Investment | 2018                  |
| Employee Strength  | 9,000+                |

### Business Overview

GeBBS Healthcare Solutions Private Limited is a global provider of technology-enabled Revenue Cycle Management (RCM) and Risk Adjustment solutions, helping clients to optimise claims management, reduce denials, enhance financial performance and ensure regulatory compliance. Its proprietary AI-enabled technology platforms enable data analytics, process automation, workflow management, and business intelligence, facilitating improved decision-making. Collectively, its domain expertise and scalable global operations with 16 delivery centres across the United States, India, the Philippines, and the Dominican Republic, enable healthcare organisations to optimise back-office functions and focus more on patient care.

### UN SDGs Contributed to



### ESG Highlights

**34,941 kL**  
water recycled

**~39%** women in  
the workforce

**18,000+ Hours** of  
employee trainings

**Zero**  
data breaches

**40%** women C-suite  
employees

**100%** employees  
provided accident  
insurance

### Impact Highlights

**~USD 0.31 Mn**  
CSR spend

**300+** health  
organisations served

**16** delivery centres  
across the globe

**80,000+**  
CSR beneficiaries

**3,000+**  
certified coders

### Awards

#### Gold Award for Sustainability and Platinum Award for Water Management

at the 9<sup>th</sup> edition of the iNHFA Workplace  
Excellence and Conference Awards 2024-25

**Best Places to Work** CCD Health (a  
GeBBS healthcare company) recognised in the  
Dominican Republic for 2024 by Mercado Media  
Network

#### WOW Workplace of 2025 Award

received in the Healthcare category, bestowed  
by Jombay

**America's Greatest Workplaces  
for Diversity for 2024** recognised by  
Newsweek

The Himalayan black bear  
(Ursus thibetanus laniger)  
has a dense black coat,  
a white chest crescent,  
and fluffy ears, providing  
insulation and protection in  
variable Himalayan climates.







## Certifications and Compliances

**ISO 9001** Quality Management System

**NIST** cybersecurity framework

**PCI-DSS Validated**

**HITRUST Compliant**

**ISO 27001:2013/17** certified Information Security Management System

**AICPA SOC**

**HIPAA Compliant**

## GEBBS HEALTHCARE SOLUTIONS PRIVATE LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Implemented water recycling and rainwater harvesting mechanisms, sensor-based taps, water flow control aerator and cooling towers for efficient water use.

#### Human Capital Development

- Has programmes like LEAD, LEAP, and GenNex for employee development and upskilling.
- Offers a five-day work week, flexible reporting hours, and the option to work from home.

#### Diversity, Equity, and Inclusion (DEI)

- Has dedicated DEI and POSH policies.
- Is an equal opportunity employer with hiring practices being role- and skill-based in adherence with local rules and practices.

#### Employee Health and Well-being

- Has a dedicated Health and Safety policy.
- Conducts regular health check-ups and recreational activities, and provides mental health support.

#### Community Welfare

- Supports underserved rural Indian communities, enhancing healthcare access, education, and livelihoods.
- Engages employees as CSR volunteers and seeks their inputs to strengthen the CSR approach.

#### Governance

- Has an annually-reviewed ESG policy outlining the company's ESG vision, strategic focus areas, and reporting approach.
- Established an ESG Committee, with the Board conducting periodic discussions on ESG goals and strategic roadmaps.
- Policies for Anti-Corruption, Supplier Code of Conduct, Cybersecurity, Data Privacy, Whistleblower, etc.





## RESULTSCX CAYMAN PRIVATE LIMITED

### Company Highlights

|                    |                       |
|--------------------|-----------------------|
| Headquarters       | Florida, USA          |
| Industry           | Enterprise Technology |
| Year of Investment | 2021                  |
| Employee Strength  | 26,000+               |

### Business Overview

ResultsCX Cayman Private Limited ("ResultsCX") is a global customer experience management (CXM) company that partners with leading brands to deliver end-to-end customer support, sales, retention, and digital engagement solutions. It combines human-centric service with AI-powered tools and analytics to enhance customer satisfaction, cost optimisation, and revenue growth. With a presence in 25+ locations across the world, it serves clients in industries such as Healthcare, Telecommunications, Retail, Media, Banking, Financial Services and Insurance, and Fast-Growth Technology. It operates through onshore, nearshore, offshore, and remote delivery models, maintaining high standards in security and compliance.

### UN SDGs Contributed to



### ESG Highlights

**58%** women in the workforce

**42%** women in senior leadership roles

**100%** certified renewable electricity achieved across all the UK sites

**~80%** reduction in electricity consumption

### Impact Highlights

**83%** of employees expressed pride in the company's contributions to the community

The Himalayan owl (*Strix nivicolus*) has dark brown plumage with buff, brown, and black mottling, providing camouflage in forests and mountains by breaking up its outline against trees, rocks, and foliage.

### Awards

#### Gold Stevie® Award for Achievement in Leadership Development for Women

won at the Stevie® Awards for Great Employers 2024

#### Great Place To Work®

certification achieved in 7 of 9 operating countries







## RESULTSCX CAYMAN PRIVATE LIMITED

### ESG Initiatives

#### Environmental Stewardship

- Developed a dedicated Environmental Policy.
- Utilises mechanical equipment that uses non-chlorofluorocarbon-based refrigerants for heating, ventilation, air conditioning, and refrigeration systems at new facilities.
- Retrofitted all existing contract centre facilities with LED lighting wherever possible, while all new facilities only use LEDs, reducing electrical consumption by 80%.

#### Human Capital Development

- The first session of ESG Training for the senior leadership was successfully completed in December 2024, reinforcing the company's commitment to responsible leadership.
- On-demand learning opportunities made available for both personal and professional development.

#### Health and Well-Being

- The Employee Assistance Programme is offered free of charge to employees and their families; the programme provides access to services such as Mental Health Resources, Attorney Consultation, Money Coach, and Family Care.

#### Diversity, Equity, and Inclusion (DEI)

- A dedicated diversity and inclusion programme is in place—R.E.A.L. (Resourceful. Empowering. Amazing. Leaders) Women—which strives to ensure women employees have the tools and opportunities to thrive professionally and personally.
- With a diverse employee base, the company honours various cultural backgrounds by celebrating events including Black History Month, Women's History Month, and Pride Month.

#### Community Welfare

- Engages employees in initiatives that align with their interests and preferences, promoting a sense of ownership in the CSR activities.
- Collaborated with the Department of Defence's Spouse Education and Career Opportunities programme and the Military Spouse Employment Partnership (MSEP) to support military spouses in securing and sustaining meaningful employment opportunities.

#### Governance

- Has an ESG Committee in place to overview the implementation of ESG strategies.
- Introduced quarterly ESG themes to drive collaboration amongst the various ResultsCX business teams and employees i.e. Education, Environment, Community, and Health and Well-being.
- Compliant with ISO 26000 guidance for integrating social responsibility into the company's operations.





## **NSE** NATIONAL STOCK EXCHANGE OF INDIA LIMITED

### Company Highlights

|                    |                    |
|--------------------|--------------------|
| Headquarters       | Mumbai, India      |
| Industry           | Financial Services |
| Year of Investment | 2024               |
| Employee Strength  | 1,747              |

### Business Overview

The National Stock Exchange of India Limited (NSE) is India's largest stock exchange by total and average daily equity share turnover since its inception in 1995. It is also the world's largest derivatives exchange by the number of contracts traded, and the first exchange in India to introduce a fully electronic trading platform.

NSE offers a wide range of products, including equities, equity derivatives, currency derivatives, commodity derivatives, fixed income, and debt instruments. It manages key market indices such as the NIFTY 50, which serves as a benchmark for Indian equity markets. Through its subsidiaries and group entities, it provides services including clearing and settlement, index licensing, international trading facilities, and market data dissemination. Beyond trading, NSE plays an active role in financial education, market research, and the development of risk management and surveillance systems to protect investor interests.

### UN SDGs Contributed to



### ESG Highlights

**12%** of the total energy consumed is renewable

**~140 GJ** energy savings achieved

**23,238 kL** water recycled

**100%** e-waste recycled

**33%** women in the workforce

**Zero** data breaches

**25 Hours** average learning hours per employee

### Impact Highlights

**11.3 Crore** unique registered investors

**99.85%** of Indian pin codes reached

**24.3%** women participation in individual investor registrations

**40%** registered investors under 30 years of age

**8 Lakh** participants reached through regional seminars, along with SEBI and investor awareness programmes

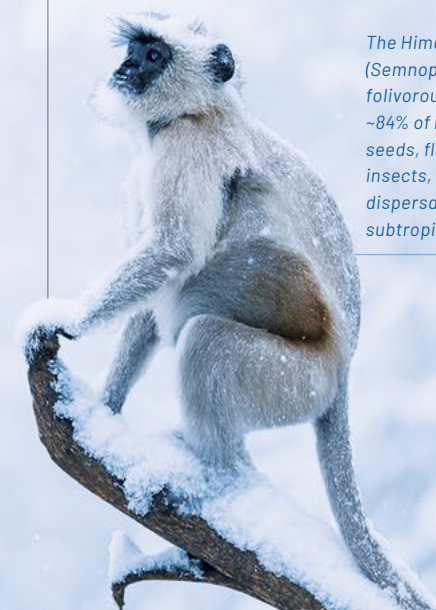
### Awards and Certifications

**WOW Workplace Award 2025** by Jombay

**1,000 Women Leaders Ally Award 2024** by Jombay

**Top 50 Future Ready Employers of India 2025** by Fortune India and CIEL HR

**ISO 14001:2015, ISO 9001:2015, ISO 45001, ISO 27001:2013, and ISO 27017:2015** certifications obtained



The Himalayan gray langur (*Semnopithecus ajax*) is primarily folivorous, with leaves making up ~84% of its diet, supplemented by seeds, flowers, buds, bark, and insects, and contributes to seed dispersal and pollination across subtropical to alpine forests.





## NATIONAL STOCK EXCHANGE OF INDIA LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Operates wind and solar power installations at its Mumbai and Chennai premises.
- USGBC Platinum and IGBC Gold certification Regional Office Buildings in Chennai and Mumbai, respectively.
- Recycles and reuses water for HVAC, harvests rainwater, and implements water-efficient practices across facilities.
- Developed E-Waste Management Environmental, and ESG policies.

#### Human Capital Development

- Established a Talent Development Plan.
- Conducts Training Need Identification (TNI) to align capability-building with business goals and individual aspirations.
- Employee education assistance and mentorship programmes held.
- Collaborated with International Universities to nominate CXO-level employees for long term programmes.
- Learning and Development, Employee Health and Wellness, Equal Opportunity Employer, and Employee Education Assistance Policies in place.

#### Employee Well-being

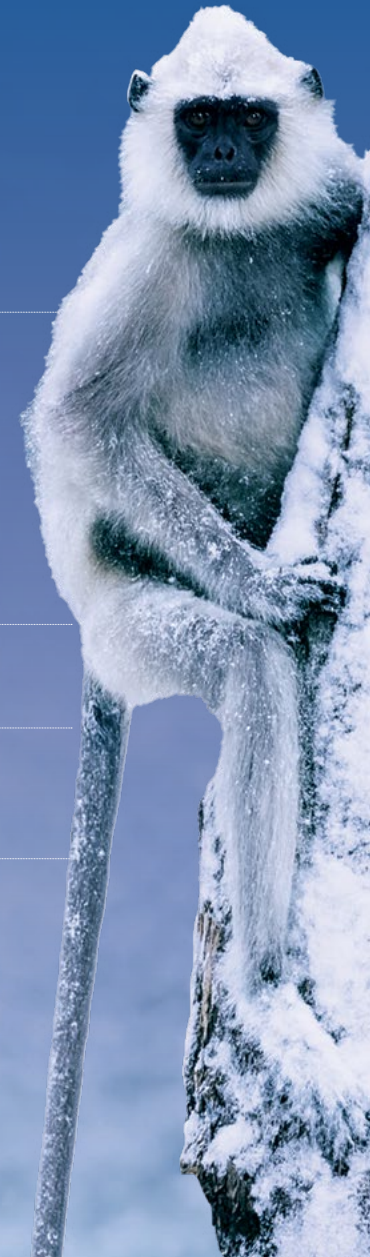
- Offers medical insurance, health check-up, and recreation facilities.
- Supports work-life balance through special leaves.

#### Community Welfare

- Launched Social Stock Exchange (SSE) to connect social enterprises with donors.
- CSR initiatives in primary education, safe drinking water, sanitation etc., aligned with the Aspirational District Programme.

#### Governance

- Constituted an ESG Committee to oversee the ESG agenda in the company.
- Reports ESG metrics in integrated annual reports, referencing GRI and SASB standards and UN SDGs.
- Engages with regulatory bodies and participates in policy discussions.
- Contributes to global sustainability efforts, Sustainable Stock Exchanges Initiative, the World Federation of Exchanges, and IOSCO.







## BANDHAN AMC LIMITED

### Company Highlights

|                    |                    |
|--------------------|--------------------|
| Headquarters       | Mumbai, India      |
| Industry           | Financial Services |
| Year of Investment | 2023               |
| Employee Strength  | 644                |

### Business Overview

Established in 2000, Bandhan AMC Limited (Bandhan AMC) is one of India's prominent fund houses with an on-the-ground presence in over 100 cities. The fund house caters to investors in over 790 cities and towns across the country, serving over four million folios representing institutions, corporates, family offices, and individual clients.

It offers a wide range of investment options across equity, debt, hybrid, and money market categories, along with portfolio management and alternative investment services catering to varied financial goals. With a blend of expert fund management and digital tools, Bandhan AMC is helping people make informed investment decisions and build long-term wealth.

### UN SDGs Contributed To



### ESG Highlights

**30%** permanent employees below the age of 30

**100%** employees covered by health and accident insurance

**29%** women in the workforce

**Zero** POSH complaintst

**Zero** data breaches

**18%** Women C-suite employees

**13%** women on the Board of Directors

**50%** independent directors on the Board

### Impact Highlights

**~27 Lakh** unique investors, a y-o-y increase of 53%

**~USD 19.42 Bn** mutual fund average assets under management for Q4 FY25, an increase of 22% compared to Q4 FY24

**~USD 0.4 Mn** CSR spend

**47 Lakh** CSR beneficiaries of which nearly 65% were women

The Indian tortoiseshell butterfly (*Aglais caschmirensis*) basks on sun-warmed rocks, using its orange-and-black wings like natural solar panels for thermoregulation in cool alpine habitats.





## BANDHAN AMC LIMITED

### Awards and Certifications

#### The Great Managers Award

**Gold Award: "Integrated Digital Campaign"**

**Gold Medal: "Most Effective Use of Traditional Media"**

**Best Digital Marketing Campaign for "Equal Calculator"** at The Great Indian BFSI Awards 2025

**Best Podcast/Audio Series: Let's Talk Macro** by e4m Golden Mikes Awards

#### ISO 27001:2022

certified Information Security Management System

### ESG Initiatives

#### Human Capital Development

- Code of Conduct in place to prevent discrimination, conflicts of interest, and insider trading, and ensure confidentiality of information.
- Bandhan AMC offers a range of opportunities to support firm-wide and individual needs and interests. It funds postgraduate and professional courses, encourages certifications in stewardship-related areas such as monitoring and engaging with portfolio companies, ESG risks and opportunities, etc.
- Offers six annual work-from-home days, and additional bereavement and adoption leaves.

#### Health and Well-being

- Regular mental health sessions to support employee well-being.

#### Diversity, Equity, and Inclusion (DEI)

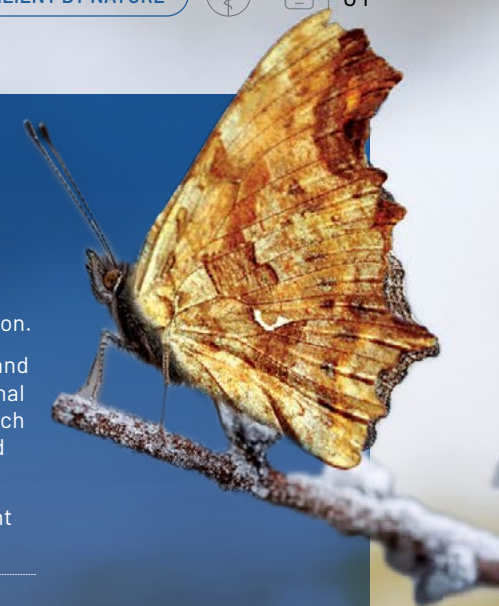
- Dedicated DEI and POSH policies.

#### Community Welfare

- Dedicated CSR policy and a Board-level CSR committee.
- Flagship programme "Udaan" to improve school resources, support girl child education, upskill teachers, create financial awareness among parents, and enable skill-building for college students.

#### Governance

- Adopted a Stewardship policy to build constructive engagement with investee companies.
- Continuous review of investee performance and evaluation of management proposals requiring shareholder approval.
- Dedicated Anti-Corruption and Anti-Bribery, Data Privacy, Cybersecurity, Whistleblower, and Business Continuity policies.





## Credila CREDILA FINANCIAL SERVICES LIMITED

The Education Loan Specialist

### Company Highlights

|                    |                    |
|--------------------|--------------------|
| Headquarters       | Mumbai, India      |
| Industry           | Financial Services |
| Year of Investment | 2024               |
| Employee Strength  | 1,478              |

### Business Overview

Founded in 2006, Credila Financial Services Limited ("Credila") is an Indian education finance company specialising in providing education loans to Indian students pursuing higher education in India and abroad. It is a non-deposit-taking NBFC registered with the RBI, focusing on empowering aspiring students to realise their dreams of higher education.

Credila primarily provides loans to students pursuing master's programmes in the Science, Technology, Engineering, and Mathematics ("STEM") domain, master's in business administration ("MBA"), undergraduate programmes, and students enrolled in diploma programmes, professional degrees, certificate courses, and executive and technical programmes. As of March 31, 2025, all its loans were retail education loans, and 94.65% and 5.35% of its AUM were attributable to students pursuing higher education overseas and in India, respectively.

### UN SDGs Contributed to



### ESG Highlights

**8%** women on the Board of Directors

**2,178.5 Training Hours** focused on compliance topics, including anti-money laundering and KYC norms

**29%** women in the top management (designation of Vice President or above)

### Impact Highlights

**226,570** is the cumulative number of loans disbursed by Credila—an increase from 178,372

**57.29%** of the total loans disbursed to economically weaker section co-borrowers

**15 Anganwadis and 7 Schools** supported in the implementation of solar electrification

**34.97%** of the total loans were disbursed to women

**48.69%** of the total loans disbursed to non-urban borrowers

**150+** critical surgeries supported

**14 NGOs** partnered with across nine states in India for CSR activities

**120 Teachers Trained** to enhance classroom outcomes and education delivery, benefitting more than 10,000 students across 30 schools

~USD 1.06 Mn CSR spend



Keeled, abrasion-resistant scales on the tail, limbs, and digits of the Kashmir rock agama (*Laudakia tuberculata*) enhance grip, climbing, and protection on rocky terrain.



## Awards and Certifications

**Winner in the “Rising Star in CSR” Category** supported in the implementation of solar electrification.

**Won the “Best Social Loan–Education” in India Award** at the Asset Triple A Awards for Sustainable Finance 2025, South Asia, for the company’s USD 512 Million Social Loan facility

**Won the “Innovation in Digital Lending” Award** at NBFC100 Leader of Excellence Awards organised by Elets Technomedia & Elets

**Recognised as the “Best Mid-sized NBFC”** at the Mint BFSI Awards 2024 organised by Mint

## CREDILA FINANCIAL SERVICES LIMITED

### ESG Initiatives

|  |  |
|--|--|
| Environmental Stewardship              | <ul style="list-style-type: none"> <li>Implemented eco-friendly gifting to reduce waste and support local communities and biodiversity; decarbonising and transitioning operations to paper-less and online application processes; conducting plantation drives and managing electronic waste through e-waste recycling initiatives.</li> <li>In FY 2024-25, Credila processed loan applications predominantly through its loan systems.</li> <li>Executes customer documents through eAgreements, reducing the use of paper.</li> </ul> |
| Human Capital Development              | <ul style="list-style-type: none"> <li>“Credila Excellence Awards” held to celebrate employee contributions.</li> <li>Provides financial literacy sessions.</li> <li>Leadership development through tailored programmes for first-time managers.</li> <li>Leadership engagement through fireside discussions.</li> <li>Training on customer engagement, communication, and functional aspects of business.</li> <li>Provides stock options to eligible employees, alongside performance-based incentives.</li> </ul>                     |
| Diversity, Equity, and Inclusion (DEI) | <ul style="list-style-type: none"> <li>Policies on POSH, “Equal Opportunities for Persons with Disabilities”, “Diversity, Equity, and Inclusion”, and a “Crèche Policy” present.</li> <li>Conducts sensitisation sessions to prevent bias.</li> </ul>  |
| Health and Well-being                  | <ul style="list-style-type: none"> <li>Wellness initiatives like yoga, guided meditation sessions, and sports events conducted.</li> <li>Personal accident coverage, group medical insurance for employees and their dependants, and life insurance coverage provided.</li> </ul>  |
| Community Welfare                      | <ul style="list-style-type: none"> <li>Has a dedicated CSR policy.</li> <li>Developed a social financing framework in line with ICMA Social Bond Principles and LMA Social Loan Principle.</li> </ul>  |
| Governance                             | <ul style="list-style-type: none"> <li>Established CSR and Sustainability committee to oversee ESG strategy, roadmap, and achievement of targets.</li> <li>Code of Conduct, Risk Management, Whistleblower/Vigil Mechanism policies in place.</li> </ul>   |



# Eris

## ERIS LIFESCIENCES LIMITED

### Company Highlights

|                    |                              |
|--------------------|------------------------------|
| Headquarters       | Ahmedabad, India             |
| Industry           | Healthcare and Life Sciences |
| Year of Investment | 2019                         |
| Employee Strength  | 6,554                        |

### Business Overview

Eris Lifesciences Limited ("Eris") is a publicly-listed Indian Pharmaceutical company and a leading player in the Domestic Branded Formulations market. Ranked 20<sup>th</sup> in the Indian pharmaceutical market, it is the youngest among the Top 20 companies with a strong presence in major specialities such as Oral Anti-Diabetes, Insulins, Cardiovascular, Vitamins/Minerals, and Dermatology and rapidly expanding its presence in super specialities like Nephrology, Critical Care, Women's Health, and Oncology. Eris manufactures a wide range of prescription products across several dosage forms, including oral solids, oral liquids, softgels, ointments, sprays and gels, sterile injectables, and biologics, in its six manufacturing facilities.

### UN SDGs Contributed to



The Tibetan fox (*Vulpes ferrilata*) survives the extreme climate of its high-altitude environment with small, close-set ears that reduce heat loss and a dense coat of soft, red fur with a grey underlayer, which insulates against severe cold and high winds.

### ESG Highlights

|  |   |
|--|---|
| 91% waste diverted from landfill and recycled  | 4,549 GJ energy savings achieved                  |
| 50%+ of the total energy consumed is renewable | 7,835.16 tCO <sub>2</sub> e GHG emissions avoided |
| 13% women representation on the Board          | 50% independent directors on the Board            |
| Zero workplace injuries                        | 68% of procurement from sustainable sources       |
| Zero data breaches                             | 28,845 kL of effluent treated                     |

### Impact Highlights

#### First-in-market Fixed Dose Combinations

launched in FY 2024-25

**30 Brands** launched in the domestic formulations market

**580,000+ Patients** have been screened under Patient Care Initiatives

### Certifications

**WHO-GMP** certified

**ISO 9001:2015** certification achieved by the Guwahati unit







## ERIS LIFESCIENCES LIMITED

### ESG Initiatives

#### Environmental Stewardship

- An Environmental Management System is in place.
- GHG emissions quantified.
- At the Ahmedabad plant, approximately 80% of the total energy consumption comes from renewable sources.
- Established Zero Liquid Discharge (ZLD) systems at all operational manufacturing plants.

#### Human Capital Development

- Multiple trainings conducted, such as Pratham and Aagman (an induction programme), Saksham (a managerial skill development programme), LEAD (a leadership excellence and development programme).
- 40+ training programmes held during the year.
- Established Human Rights and Remuneration policies.

#### Health and Safety

- Established an occupational health and safety management system and a Health and Safety Policy.
- Identifies and evaluates hazards through HIRA, routine inspections, pre-task risk assessments, toolbox talks, and audits.
- Routine medical check-ups for all employees at all operational manufacturing plants, including periodic mental health programmes.

#### Governance

- The Risk Management Committee reviews ESG risks while the Executive Committee of the Board reviews the ESG performance and the Board of Directors reviews and provides oversight on appropriate ESG issues.
- Materiality assessment undertaken to identify material ESG issues.
- Instated Whistleblower, Anti-Corruption and Anti-Bribery, Code of Conduct, Cybersecurity, Business Continuity, and Disaster Management policies.

- Supplier Sustainability • Established a Supplier Code of Conduct.







## INTAS PHARMACEUTICALS LIMITED

### Company Highlights

|                    |                              |
|--------------------|------------------------------|
| Headquarters       | Ahmedabad, India             |
| Industry           | Healthcare and Life Sciences |
| Year of Investment | 2020                         |
| Employee Strength  | 20,000+                      |

### Business Overview

Intas Pharmaceuticals Limited ("Intas") is a vertically integrated global pharmaceutical company focused on developing, manufacturing, and marketing a range of pharmaceutical and biopharmaceutical products, including generic formulations, biosimilars, injectables, and Active Pharmaceutical Ingredients (APIs). With a value chain spanning the world, and manufacturing facilities approved by major global regulatory agencies, including the US FDA, MHRA, EMA, TGA, MCC, and ANVISA, it operates in more than 85 countries through a network of subsidiaries. Nearly 70% of its revenue comes from international markets, particularly the highly regulated markets of the EU and US. Moreover, Intas has a strong R&D vertical comprising 550+ scientists and researchers dedicated to developing new chemical entities (NCEs), particularly in areas such as oncology and neurodegenerative diseases.

### UN SDGs Contributed to



### ESG Highlights

**100%** employees covered by health and accident insurance

**35%** permanent employees under the age of 30

**Zero** cases of human rights violations

**Zero** data breaches

**11%** women on the Board of Directors

**100%** of procurement from local suppliers

### Awards and Certifications

**ISO 14001:2015 and ISO 45001:2018** certified  
Matoda and SEZ units

**Great Place To Work®** certified



### Impact Highlights

**10,000+** product registrations worldwide

**8,500+** product registrations in the European market alone

#### **1,337,000+ Apna Ghar Beneficiaries**

supported through 41 transit homes across 654+ districts in 24 states and UTs

#### **3,170,000+ Blood for Life Beneficiaries**

supported through 230 blood centres across 117 districts in 23 states and UTs

#### **96,000+ Patient Assistance Programme Beneficiaries**

supported through 100+ hospitals across 150+ districts in 27 states and UTs

#### **300,000+ Beneficiaries**

supported through 100+ need-based CSR activities across 20+ districts in 11 states and UTs

*Built for alpine predation, the Himalayan stoat (Mustela erminea ferghanae) has a narrow body and short legs, enabling it to make zigzag leaps and tunnel hunt. Its strong jaws, claws, and sharp senses further enhance its predatory capabilities.*





## INTAS PHARMACEUTICALS LIMITED

### ESG Initiatives

|                           |  |
|---------------------------|--|
| Environmental Stewardship | <ul style="list-style-type: none"><li>• GHG emissions quantified.</li><li>• Uses renewable energy as part of the energy mix.</li><li>• Installed a sewage treatment plant (STP) and a Zero Liquid Discharge (ZLD) facility.</li></ul>  |
| Human Capital Development | <ul style="list-style-type: none"><li>• Conducted periodic training for KMPs, employees, and workers for their growth and skill development on topics such as Leadership Essentials, Business Communication, Good Manufacturing Practices, etc.</li></ul>  |
| Health and Well-being     | <ul style="list-style-type: none"><li>• Established a Health and Safety policy.</li><li>• Encourages employees to take paid time off and provides mental health resources and support.</li></ul>   |
| Community Welfare         | <ul style="list-style-type: none"><li>• Initiated the Apna Ghar programme to support cancer patients traveling for treatment in urban health centres.</li><li>• Initiated the Blood for Life programme to enhance access to quality blood supplies for the underprivileged.</li><li>• Initiated the Patient Assistance programme to improve availability of quality healthcare at affordable price for underprivileged patients.</li><li>• Commenced need-based initiatives focussed on improving education and community infrastructure, promoting health and fitness through medical camps, providing rehabilitation facilities and supporting environmental conservation efforts.</li></ul> |
| Governance                | <ul style="list-style-type: none"><li>• Developed a CSR policy and established CSR Committee.</li><li>• Conducts impact assessment of CSR initiatives.</li><li>• Anti-Corruption, Data Privacy, Cybersecurity, and Whistleblower policies in place.</li></ul>  |







## KRISHNA INSTITUTE OF MEDICAL SCIENCES LIMITED

## Company Highlights

|                    |                              |
|--------------------|------------------------------|
| Headquarters       | Secunderabad, India          |
| Industry           | Healthcare and Life Sciences |
| Year of Investment | 2022                         |
| Employee Strength  | 5,200+                       |

## Business Overview

Krishna Institute of Medical Sciences Limited (KIMS Hospitals) is one of India's largest corporate healthcare groups, providing multi-disciplinary healthcare services with a focus on tertiary and quaternary care at affordable prices. KIMS follows an integrated model that combines in-house diagnostics and pharmacy services, providing comprehensive services across more than 25 specialities and super specialities, including cardiac sciences, oncology, organ transplants, and robotic surgeries. It has also been listed on the National Stock Exchange of India since 2021.

## UN SDGs Contributed to



In rugged alpine and forest habitats, male Himalayan musk deer (*Moschus leucogaster*) rely on sharp, elongated tusks and potent musk secretions to defend territory and attract mates.

## ESG Highlights

**27%** of total energy consumed is renewable

**13%** reduction in energy consumption

**200 Kg Reduction** in daily waste generated

**310,925 kL** water recycled

**40** average training hours per employee

**53%** women in the workforce

**Zero** data breaches

**20+ Well-being Sessions** conducted, with 10,000+ participants

**100%** of employees trained in ethical conduct

## Impact Highlights

**~20.5 Lakh** patients treated

**45,000+** surgeries performed

**~USD 0.84 Mn** CSR spend

**2,212 Clinicians & 1,000+ Nurses** trained

**30%** increase in bed capacity in FY 2024-25, with a presence in 5 states

**480 Students** enrolled annually in KIMS-funded education programmes

**50+** community medical camps conducted



## Awards and Certifications

Accredited by the **AACI**  
(American Accreditation  
Commission International)

**ISO 9001, ISO 14001, ISO  
22000 (Food Safety), and  
ISO 45001** certifications obtained

**CSSD ACE  
Certification—2022**

**PDQ (Pharmacie de  
Qualité) Certification**

**“Best Hospital to Work For”**  
award received from the Association of  
Healthcare Providers (India)

## KRISHNA INSTITUTE OF MEDICAL SCIENCES LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Adopted LED lights, solar power installations, and electric boilers.
- Staff receive regular training on waste segregation and handling.
- Harvests rainwater and implemented Zero Liquid Discharge systems.

#### Diversity, Equity, and Inclusion (DEI)

- Dedicated policies on Board diversity and POSH.
- Facilities have ramps and accessible restrooms for persons with disabilities and staff trained to support them with empathy.
- Daycare facilities provided for women employees.

#### Human Capital Development

- Developed a Code of Conduct inclusive of aspects such as anti-corruption and conflict of interest.
- Provides trainings across clinical, operational, behavioural, safety compliance, and well-being aspects.
- Multi-channel grievance redressal mechanism and grievance policy to ensure a fair, timely grievance redressal.
- Transition assistance programmes for employees nearing retirement or facing employment termination.

#### Health and Safety

- Well-being programmes on stress management, diet, motivation, yoga, and meditation.
- Regular audits to identify routine and non-routine hazards.
- Standard Operating Procedures to guide employees on reporting hazards, waste disposal, and withdrawing from unsafe conditions.
- Access to non-occupational medical services for workforce.
- Regular fire drills, emergency codes, and awareness sessions for emergency preparedness.

#### Governance

- Whistleblower, Insider Trading Prevention, ESG, and Cybersecurity policies in place.
- Consults internal and external stakeholders to identify material issues and develop risk mitigation approaches.
- A Disaster Management policy and a contingency plan are in place to ensure operational continuity during emergencies.

#### Responsible Procurement

- Sustainability considerations integrated into the vendor selection process.
- Vendor contracts have explicit clauses to comply with labour laws.







## LA RENON HEALTHCARE PRIVATE LIMITED

## Company Highlights

|                    |                              |
|--------------------|------------------------------|
| Headquarters       | Ahmedabad, India             |
| Industry           | Healthcare and Life Sciences |
| Year of Investment | 2024                         |
| Employee Strength  | 2,854                        |

## Business Overview

La Renon Healthcare Private Limited ("La Renon") is a pharmaceutical company focused on providing products for chronic disease management. It ranks among the Top 30 pharma companies in India and has a presence in major Southeast Asian, African, and GIS countries. It majorly caters to areas such as nephrology, critical care, neurology, gastroenterology, urology, respiratory and cardio-metabolic disorders. With a commitment to meet the unmet needs of patients, La Renon invests in research and development to create innovative formulations and ensures quality manufacturing processes, either in-house or through collaborations with trusted partners.

## UN SDGs Contributed to



## ESG Highlights

**31%** permanent employees under the age of 30

**Zero** data breaches

**Zero** cases of human rights violations

**~56 MT** waste diverted from landfills

**100%** employees covered by health and accident insurance

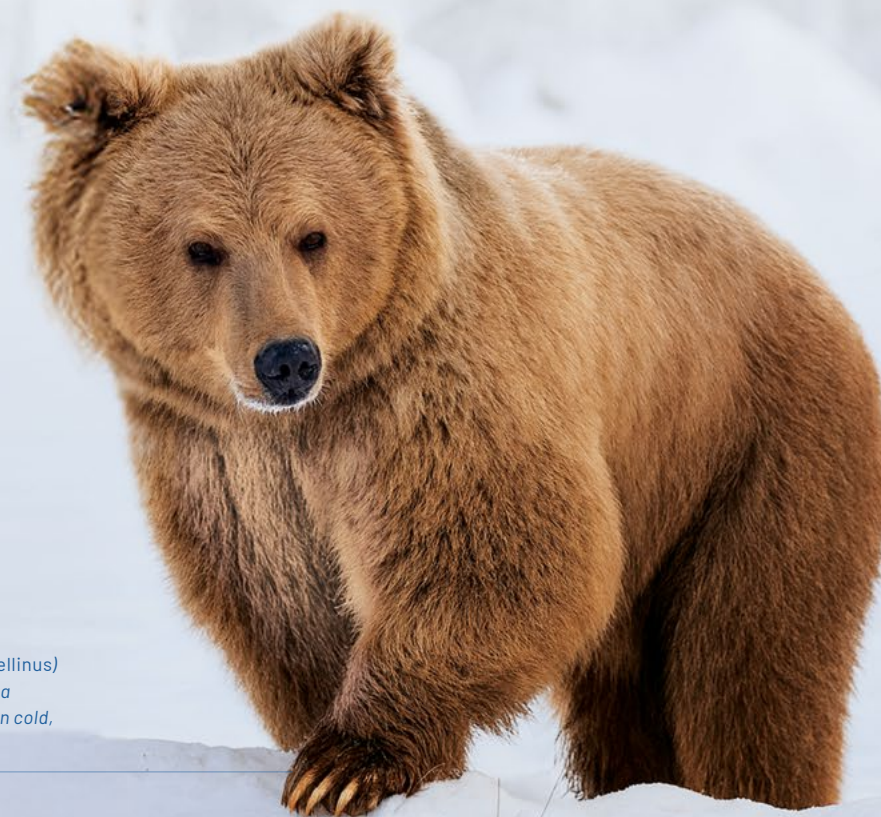
## Impact Highlights

**40+** Countries presence

**69** new products launched

**10** aspirational districts covered under CSR initiatives

**~INR 40 Million** CSR spend



Adapted to high-altitude climates, the Himalayan brown bear (*Ursus arctos isabellinus*) combines thick insulating fur and fat with a heat-conserving metabolism for survival in cold, oxygen-poor regions.





## LA RENON HEALTHCARE PRIVATE LIMITED

### ESG Initiatives

#### Environmental Stewardship

- Scope 2 GHG emissions quantified.
- Annually reports the quantity of e-waste and hazardous waste generated which is managed by authorised recyclers.

#### Human Capital Development

- Developed a Code of Conduct.
- Rewards and recognition programmes in place to appreciate outstanding performances.

#### Health and Safety

- Identifies work-related hazards through safety analyses, inspections, etc., and assesses them for likelihood and severity.
- Established a hierarchy of controls to prevent and manage hazards.

#### Community Welfare

- Five CSR focus areas: Biomedicine and Health, Basic Sciences and Technology, Education, Economy and Society, and Girl Empowerment.
- Raises awareness about chronic kidney disease and supports underprivileged patients.
- Collaborates with an NGO to encourage talents in medical research.
- Launched "Next GenN" to support early-career nephrologists with academic support and research grants.

#### Governance

- Dedicated CSR policy and Board-level CSR Committee.
- Developed Anti-Corruption, Data Privacy, Cybersecurity, and Whistleblower policies.







## NEW DELHI CENTRE FOR SIGHT LIMITED

### Company Highlights

|                    |                              |
|--------------------|------------------------------|
| Headquarters       | New Delhi, India             |
| Industry           | Healthcare and Life Sciences |
| Year of Investment | 2024                         |
| Employee Strength  | 2,520                        |

### Business Overview

Founded in 1996, Centre for Sight has established itself as one of India's leading chains of eye hospitals, built on over 30 years of trust in specialised ophthalmic care. With a team of 350+ doctors and 2,500+ employees, the organisation blends clinical expertise with a personalised approach to deliver world-class treatment and compassionate care.

With a presence across 85+ centres in 30+ cities, Centre for Sight provides comprehensive services spanning cataract, refractive surgery, retina, glaucoma, cornea, oculoplasty, and paediatric ophthalmology. The organisation continues to set benchmarks in eye care through significant investments in advanced technologies, including high-resolution imaging systems, femtosecond lasers for cataract and refractive surgeries, as well as state-of-the-art retinal diagnostics and treatment tools.

From routine consultations to complex, super-specialised procedures, along with pharmacy and optical retail services, Centre for Sight has become a one-stop destination for eye health, trusted by patients and partners nationwide.

### UN SDGs Contributed to



### ESG Highlights

**41.1%** women in the workforce

### Awards and Certifications

**"Leading Eye Hospital in India"**  
awarded by Outlook & NEB Research 2024

**NABH**  
accredited

### Impact Highlights

**30+ Cities, 85+ Centres, and 350+ Doctors**  
in operation

**13+ Lakh**  
consultations

**1+ Lakh**  
surgeries

**70,000+**  
cataract surgeries

**150+ Corneal Transplants**  
performed, restoring sight and improving quality of life

*Blood pheasant (Ithaginis cruentus), lives mostly at 2,400-4,500 meters (7,900-14,800 ft), often in snowy or cold temperate environments.*





## NEW DELHI CENTRE FOR SIGHT LIMITED

### ESG Initiatives

#### Environmental Stewardship

- Adopted energy-efficient LED lighting across all hospitals, reducing energy consumption and minimising environmental footprint.
- Operating nine Water Treatment Plants (WTPs) to ensure sustainable water management by treating toxic wastewater before safe discharge into sewers.

#### Human Capital Development

- Offers a two-year Long-Term Fellowship programme for ophthalmology postgraduates, providing hands-on clinical and surgical training across multiple specialities—Cataract, Refractive Surgery, Glaucoma, Retina, etc.
- Strengthened its academic footprint with 100+ research publications, 13 clinical trials, and six DNB thesis protocols, driving innovation and medical excellence.
- Enhanced workforce capabilities through 50+ structured training programmes, including Grooming and Greeting sessions and Counsellor Capability Development sessions, aimed at strengthening skills, professionalism, and patient experience.

#### Community Welfare

- Promotes eye donation through eye banks, conducts free eye check-up camps, and runs eye health awareness campaigns to educate the public.
- Ensures accessible and affordable eye care, including vision therapy and optical services for all financial segments.
- 700+ surgeries done for underserved communities, promoting equitable access to quality eye care.

#### Governance

- Established a CSR policy and CSR Committee.
- 40 NABH-accredited centres, ensuring adherence to the highest standards of clinical governance, patient safety, and ethical practices.





## HEALTHKART BRIGHT LIFECARE PRIVATE LIMITED

## Company Highlights

|                    |                              |
|--------------------|------------------------------|
| Headquarters       | Gurugram, India              |
| Industry           | Healthcare and Life Sciences |
| Year of Investment | 2024                         |
| Employee Strength  | 991                          |

## Business Overview

Bright Lifecare Private Limited (HealthKart) is India's leading health and nutrition company, manufacturing and marketing a wide range of sports supplements, nutraceuticals, vitamins, food, and other health and wellness products. As a house of brands that includes MuscleBlaze, HK Vitals, Gritzo, TrueBasics, and bGREEN, HealthKart has built a strong presence with 250+ retail stores and an extensive online reach through its own marketplace, and D2C and third-party platforms. Since its inception in 2011, the company has empowered over 10 million customers on their journey to better health and fitness.

## UN SDGs Contributed to



## ESG Highlights

**48%** permanent employees under the age of 30

**100%** employees covered by health and accident insurance

**32%** of procurement from local suppliers

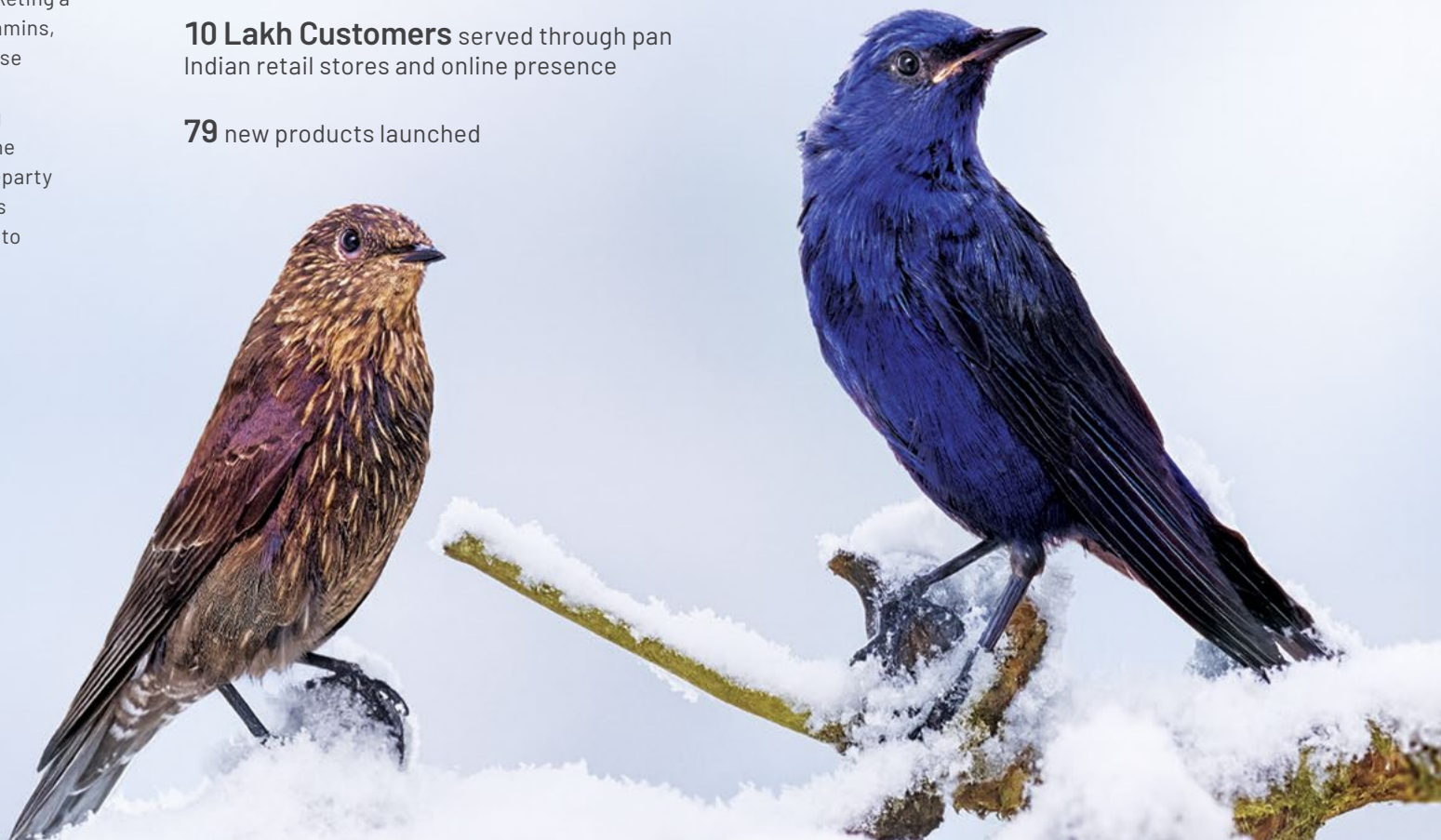
**Zero** data breaches

**14%** Women in the workforce

## Impact Highlights

**10 Lakh Customers** served through pan Indian retail stores and online presence

**79** new products launched







## BRIGHT LIFECARE PRIVATE LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Installed an ETP plant at the factory in Manesar.
- Appointed authorised vendors for hazardous and plastic waste management.

#### Human Capital Development

- Developed a Code of Conduct.
- Established POSH and DEI policies.

#### Health and Well-being

- Received ISO/IEC 27001:2022 Information Security Management System certification.
- Offers flexible working hours, remote work options.
- Provides mental health support and counselling services via Employee Assistance programmes.
- Extends online medical consultations to employees and their family members.
- Health check-ups, fitness and mindfulness sessions, blood donation drives regularly organised.
- Regular team outings, celebrations, town halls, rewards, and recognitions events.

#### Community Welfare

- Collaborates with NGOs to distribute health supplements, organise health and nutrition awareness drives for underprivileged communities.

#### Governance

- Developed Anti-Corruption, Data Privacy, Cybersecurity, Whistleblower, and Supplier Code of Conduct policies.
- Conducts regular customer feedback and satisfaction surveys.

*The grandala (Grandala coelicolor) nests on vertical cliffs and rocky crevices, using moss, grass, and feathers to insulate against cold and protect eggs and chicks from predators and extreme weather.*





## CORONA REMEDIES LIMITED

### Company Highlights

|                    |                              |
|--------------------|------------------------------|
| Headquarters       | Ahmedabad, India             |
| Industry           | Healthcare and Life Sciences |
| Year of Investment | 2021                         |
| Employee Strength  | 4,255                        |

### Business Overview

CORONA Remedies Limited is a pharmaceutical company engaged in the research, manufacturing, and marketing of high-quality pharmaceutical products, particularly in women's healthcare, cardio-diabetes, pain management, urology, and other therapeutic areas. The company is supported by a network of specialists and super-specialist doctors and maintains a strong marketing and distribution presence across urban and semi-urban regions.

### UN SDGs Contributed to



### ESG Highlights

**25%** of the total energy consumed is renewable

**22%** women C-suite employees

**23%** permanent employees below the age of 30

**Zero** workplace injuries

**11,500 kL** water recycled

**22%** of procurement from local suppliers

**100%** employees covered by health and accident insurance

**Zero** cases of human rights violations

### Impact Highlights

**20 Countries** presence

**2,000+** distributors

**~USD 0.15 Mn** CSR spend

**67** brands of healthcare products offered

### Certifications

**EDGE Advanced Certification** received from the World Bank in recognition of the company's energy and water saving initiatives







## CORONA REMEDIES LIMITED

### ESG Initiatives

|                           |  |
|---------------------------|--|
| Environmental Stewardship | <ul style="list-style-type: none"> <li>• GHG emissions quantified.</li> <li>• Installed a solar power source at a manufacturing plant.</li> <li>• Developed detailed SoPs for waste management.</li> <li>• Installed an Effluent Treatment Plant (ETP).</li> </ul>   |
| Human Capital Development | <ul style="list-style-type: none"> <li>• Instated Code of Conduct and DEI policies.</li> </ul>   |
| Health and Safety         | <ul style="list-style-type: none"> <li>• Has a dedicated Health and Safety policy.</li> <li>• Identifies hazards through routine workplace inspections and assesses likelihood and severity of potential risks.</li> </ul>   |
| Human Rights              | <ul style="list-style-type: none"> <li>• Developed a Human Rights policy and undertakes due diligence.</li> <li>• Instated a POSH policy.</li> </ul>   |
| Community Welfare         | <ul style="list-style-type: none"> <li>• In collaboration with Smile Foundation, Team Aarush (CORONA's women health division) has empowered women by providing access to vital resources such as healthcare, education, and entrepreneurship opportunities.</li> </ul>   |
| Governance                | <ul style="list-style-type: none"> <li>• Established a CSR Policy and a Board-level CSR Committee.</li> <li>• The Board of Directors reviews ESG goals and the roadmap twice a year.</li> <li>• Has dedicated Whistleblower, Anti-Corruption, Data Privacy, and Cybersecurity policies.</li> <li>• Has a dedicated Supplier Code of Conduct.</li> <li>• Implemented serialisation and QR code technology to safeguard against product counterfeiting.</li> </ul> |

*Himalayan marmots (Marmota himalayana) hibernate communally in shared burrows, conserving heat through social thermoregulation, entering torpor with lowered metabolism, heart rate, and body temperature.*







## SAFEX CHEMICALS (INDIA) LIMITED

### Company Highlights

|                    |                  |
|--------------------|------------------|
| Headquarters       | New Delhi, India |
| Industry           | Manufacturing    |
| Year of Investment | 2021             |
| Employee Strength  | 1,400+           |

### Business Overview

Safex Chemicals (India) Limited is a leading agrochemical company with operations across three verticals: branded formulations, specialty chemicals, and contract development and manufacturing (CDMO). Safex offers a comprehensive range of crop protection solutions, including herbicides, weedicides, fungicides, insecticides, and fertilisers, with production facilities in four Indian states, one union territory, and Norwich, United Kingdom. It has a strong value chain network with over 10,000 distributors across 17 states, serving farmers and agro companies nationwide. The company is also multinational, with a presence in 21 countries across six continents.

### UN SDGs Contributed To



### ESG Highlights

|   |  |                                       |                      |
|---|--|---------------------------------------|----------------------|
| ~52% of total energy consumed is renewable              | 38,405 GJ energy savings achieved      | 6,464 kL water recycled               | 100% EPR compliance  |
| 62% of procurement from local suppliers                 | 50% independent directors on the Board | Zero cases of human rights violations | Zero POSH complaints |
| 100% employees covered by health and accident insurance |  |                                       |                      |

### Impact Highlights

|   |   |                           |
|---|---|---------------------------|
| 50% of procurement from sustainable sources | Over 2 Million farming customers served | 10,000+ CSR beneficiaries |
|---|---|---------------------------|

### Awards and Certifications

**ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018**  
certifications received for all Indian manufacturing facilities

**EcoVadis Silver Medal**  
received by subsidiary Briar Chemicals Limited

**EcoVadis Bronze Medal**  
received by subsidiary Shogun Organics Limited







## SAFEX CHEMICALS (INDIA) LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Formulation facilities operate with Zero Liquid Discharge.
- Established effluent treatment plants to recycle wastewater; the treated water is used for industrial processes and irrigation.
- Manufacturing facility in Gujarat utilises a 100 kW solar power unit.
- Manufacturing units are designed to maximise the use of natural light, complemented by natural ventilators.

#### Diversity, Equity, and Inclusion (DEI)

- Policies for Prevention of Sexual Harassment (POSH), Diversity of Board of Directors, Equal Opportunity, and Anti-Discrimination are in place.

#### Occupational Health and Safety

- Dedicated Health and Safety policy.
- Environment, Health, and Safety (EHS) training across all locations.
- Undertakes hazard identification, risk assessment, and determining control responsibilities.

#### Community Welfare

- Dedicated CSR policy.
- CSR programme with six focus area: Rural Transformation, Health, Education, Environment, Protection of National Heritage, Art and Culture, and Disaster Response.
- Upskills farmers helping them adopt cost-effective crop protection and nutrition practices.

#### Governance

- The Code of Conduct address aspects like confidentiality of information, conflicts of interest, anti-competitive practices, money-laundering, insider trading.
- Whistleblower, Anti-Corruption, and Data Privacy policies in place.
- Business Continuity Plan (BCP) in place to address disruptions from health emergencies, natural disasters, or security threats.



The Himalayan monal (*Lophophorus impejanus*) exhibits sexual dimorphism: males flaunt bright plumage for courtship and mate competition, while females remain camouflaged in muted browns and whites to protect themselves and their chicks.



## GMM PFAUDLER LIMITED

## Company Highlights

|                    |                           |
|--------------------|---------------------------|
| Headquarters       | Mumbai, India             |
| Industry           | Manufacturing             |
| Year of Investment | 2023                      |
| Employee Strength  | 744 (Permanent employees) |

## Business Overview

GMM Pfaudler Limited is a global supplier of engineered corrosion-resistant equipment and systems, primarily serving the chemical, pharmaceutical, food, and energy industries. It provides end-to-end solutions ranging across design, manufacturing, and after-sales assistance. With 19 manufacturing sites and a strong network of sales and services centres, it specialises in Heavy Engineering, Lab and Process Glass, Mixing Technology, Alloy Equipment, Sealing Technology, Fluoropolymers, Membrane Separation Systems, Glass-Lined Technology, and Filtration and Drying.

## UN SDGs Contributed to



## ESG Highlights

**14%** reduction in total energy consumption

**14%** reduction in absolute emission

**62%** independent directors on the Board

**97%** of waste recycled or reused

**Zero** workplace injuries

**100%** workers trained on health and safety

**887 tCO<sub>2</sub>e** emissions avoided

**25%** women representation on the Board

## Impact Highlights

**4 Hours** of ESG training received by employees on average

**29.7%** of procurement from local suppliers

**33,000+** beneficiaries of CSR projects

**77%** of materials sourced from within India

## Awards and Certifications

**ISO 14001, ISO 9001, and ISO 45001** certified manufacturing sites

**EcoVadis Bronze** medal received

**~2,000 E-learning Hours and 2,300+ Classroom Learning Hours** delivered on skill-building and employee development

The grey double-bristled hawkmoth (*Megastotus analis*) uses intricate grey wing patterns for disruptive colouration, blending into bark and rocky substrates to evade visually hunting predators.





## GMM PFAUDLER LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Implemented energy efficiency measures and process improvements.
- Generates power from a rooftop solar plant and via a wind-solar hybrid PPA.
- Implemented value engineering to improve material efficiency and extend product life.
- Treats, recycles, and disposes wastewater in an environmentally-friendly manner.
- Implemented Zero Liquid Discharge principles at Karamsad plant.
- Conducted Climate Change Risk Assessment for manufacturing sites.
- Undertakes urban afforestation, marine megafauna rescue, and coral reef restoration.

#### Diversity, Equity, and Inclusion (DEI)

- Integrated equal opportunity and non-discrimination into the Code of Conduct and developed a Board Diversity policy.
- Quarterly sessions for women employees to address concerns, share ideas, and discuss relevant topics.
- Employee Referral policy prioritises increasing women representation.
- Learning platform offers modules on discrimination, inclusion, unconscious bias, and legal frameworks.
- Premises equipped with ramps and levelled surfaces for accessibility of persons with disabilities.

#### Human Capital Development

- Annual performance reviews and employee engagement surveys.
- Developed a rewards and recognition portal to promote transparency and open communication.
- Conducts monthly sessions with the CEO.
- Transition support programmes for employees nearing retirement.

#### Health and Safety

- Provides insurance and daycare facilities.
- Promotes mental and employee fitness through seminars, medical screenings, and checkups.
- All permanent and contract workers receive safety training.
- Regular safety communication, HIRA and HSE audits, toolbox talks, Gemba Walks, and National Safety Week celebrations.

#### Human Rights

- Promoted human rights agenda through training, updating supplier agreements, establishing a grievance redressal mechanism, and limiting overtime hours.
- Human rights assessments conducted across all plants.

#### Responsible Procurement

- Suppliers to comply with the Supplier Code of Conduct.
- Assesses suppliers for sustainable practices.

#### Governance

- Material issues identified and ESG policy developed with focus areas, KPIs, and targets.
- ESG Steering Committee has been established for setting sustainability goals and aligning strategy and plans with the ESG vision.
- Instated Whistleblower, Anti-Corruption, Cybersecurity, and Data Privacy policies.
- Enterprise Risk Management (ERM) framework to identify, assess, and address potential risks.



## BUSYBEES LOGISTICS SOLUTIONS PRIVATE LIMITED

### Company Highlights

|                    |                   |
|--------------------|-------------------|
| Headquarters       | Pune, Maharashtra |
| Industry           | New Economy       |
| Year of Investment | 2022              |
| Employee Strength  | 18,917            |

### Business Overview

BusyBees Logistics Solutions Private Limited (XpressBees) is one of India's fastest-growing, end-to-end logistics and supply-chain companies. Founded in 2015, it provides express delivery services, including last-mile e-commerce delivery, reverse logistics, cross-border shipments, B2B and B2C logistics, 3PL warehousing, and fulfilment solutions. With a tech-enabled national network, automated infrastructure, and an extensive fleet, XpressBees moves millions of shipments daily, positioning itself as a key logistics innovator in India's dynamic e-commerce ecosystem.

### ESG Highlights

**31%** of plastic bags reused

**834 MT** of waste diverted from landfills

**100%** permanent employees covered by health and accident insurance

**Zero** major safety-related incidents reported inside the premises

**495 GJ** energy savings achieved

**~100 tCO<sub>2</sub>e** GHG emissions avoided

**100%** return-to-work rate

### Impact Highlights

**4,500+** service centres

**19,000+** pin codes served

**260+** hubs

### UN SDGs Contributed To



The wild yak (*Bos mutus*) thrives in high-altitude, low-oxygen environments with lung capacities nearly thrice that of cattle and smaller red blood cells rich in haemoglobin.





## BUSYBEES LOGISTICS SOLUTIONS PRIVATE LIMITED

### ESG Initiatives and Outcomes

#### Environmental Stewardship

- Proactively tracks electricity, water, and waste.
- SOPs in place for energy and water conservation.
- Started using solar energy.
- GHG emissions quantified.
- Began adopting CNG and electric vehicles to make its delivery fleet greener.

#### Diversity, Equity, and Inclusion (DEI)

- Upholds a strong commitment to diversity, inclusion, and human rights.
- Women make up 6% of employees and 95% of junior management, highlighting gender inclusion efforts.
- All permanent employees are entitled to maternity/paternity benefits.

#### Human Capital Development

- All employees and workers are covered under provident fund, gratuity, and health and accident insurance, with workers also benefitting from the Employee State Insurance Corporation (ESIC) scheme.
- A well-being intensity ratio of 0.21 reflects a proactive approach to employee welfare.

#### Governance

- A dedicated VP and nodal officer have been appointed to oversee safety and ESG-related matters.
- Instituted a range of ESG-aligned policies, covering areas such as Code of Conduct, Human Rights, Anti-Corruption and Anti-Bribery, Health and Safety, Data Privacy, Cybersecurity, Business Continuity, Disaster Management, and a Supplier Code of Conduct.
- Compliance with the Supplier Code of Conduct is a mandatory component of all business agreements.







## BRAINBEES SOLUTIONS LIMITED

## Company Highlights

|                    |             |
|--------------------|-------------|
| Headquarters       | Pune, India |
| Industry           | New Economy |
| Year of Investment | 2021        |
| Employee Strength  | 6,326       |

## Business Overview

BrainBees Solution Limited (FirstCry) is a leading e-commerce company specialising in baby and children's products. Established in 2010, the company offers a range of products, including clothing, toys, diapers, feeding essentials, and maternity wear. It operates through a combination of e-commerce and offline retail stores across India. Internationally, it has expanded its presence in the UAE and the Kingdom of Saudi Arabia. It also runs parenting content platforms and communities to support early childhood care, thus becoming a one-stop destination for parenting needs across commerce, content, community engagement, and education.

## UN SDGs Contributed to



## ESG Highlights

**76 MT** of plastic waste recycled

**11%** of procurement from local suppliers

**100%** employees trained in human rights

**29%** women representation on the Board of Directors

**50%** women key management personnel

**Zero** data privacy and cybersecurity breaches

**24%** women in the workforce

## Impact Highlights

**41.5 Million** orders received

**8,019** brand partnerships

**10.6 Million** annual unique transacting customers across 22 Indian states, the UAE, and the Kingdom of Saudi Arabia

**83** warehouses and stockists

## Awards and Certifications

**Won #1 in the Health, Nutrition, and Safety Category** at the Education World Awards 2025 in Pune, Maharashtra

**WOW Workplace Award 2025** by Jombay

ISO 14001:2015, ISCC, CDP, ISO 37001:2016, ISO/IEC 27001:2013, ISO 9001:2015, ISO 45001:2018, ECOCERT, OEKOTEX, SEDEX, SA8000, FSSAI, BIS, EN Standard, Made Safe, Allergy Certified, Cruelty-free, Vegan, EN 71, ASTM certifications







## BRAINBEES SOLUTIONS LIMITED

### ESG Initiatives

#### Environmental Stewardship

- GHG emissions quantified.
- Uses natural lighting through see-through roof tiles and solar panels in warehouses.
- LED lights and motion sensors across offices and warehouses.
- Engages authorised vendors for safe disposal of e-waste, plastic, and hazardous waste.
- Through its parenting platforms and product selections, the company aims to instil environmental consciousness in early education and product use among parents.

#### Human Capital Development

- Code of Conduct in place.
- Gender-balanced hiring approach.
- Tailored training and development programmes to equip employees across various functions.

#### Health and Safety

- Has a dedicated Environment, Social, Health, and Safety policy.
- Holds Health and Safety awareness and training programmes.
- Conducts workplace cleanliness audits to maintain hygiene.
- Identifies work-related hazards through regular workplace inspections.
- Conducts emergency preparedness drills for fire and natural disasters.

#### Community Welfare

- CSR focus areas include Education, Animal Welfare, Women's Empowerment, Livelihood Enhancement, and Healthcare.
- Partners with artisan and hand-loom communities to promote traditional techniques and rural livelihoods while supporting fair trade practices.
- Community feedback is routed to the company's designated officer through implementing agency partners.

#### Governance

- Has an established CSR policy and Board-level CSR Committee.
- Engages with internal and external stakeholders through defined channels and frequency.
- Whistleblower, Code of Conduct for Board and Senior Management, Anti-Corruption, Cybersecurity, Anti-Money Laundering policies in place.
- Integrated a SOAR (Security Orchestration, Automation, and Response) tool with SIEM (Security Information and Event Management) system for faster threat detection and response.
- Regular security audits, vulnerability assessments, and compliance checks.



The yellow-throated marten (*Martes flavigula*) can leap 8–9 m and climb agilely, which supports efficient arboreal hunting and predator escape, especially when snow limits terrestrial activity.



## SPORTA TECHNOLOGIES PRIVATE LIMITED

## Company Highlights

|                    |               |
|--------------------|---------------|
| Headquarters       | Mumbai, India |
| Industry           | New Economy   |
| Year of Investment | 2020          |
| Employee Strength  | 1,224         |

## Business Overview

Sporta Technologies Private Limited (Dream Sports) is India's leading sports technology company, focused on creating a comprehensive ecosystem for sports fans through digital innovation. It owns brands such as Dream11 (a fantasy sports platform), FanCode (a multi-sport content and commerce platform), DreamSetGo (sports travel and experiences), Dream Game Studios (gaming development), and Sixer (a stock market-type fantasy game). Through these brands, the company bring together sports, technology, and entertainment to offer immersive fan experiences in content, gaming, and commerce.

## UN SDGs Contributed to



## ESG Highlights

**44%** employees under the age of 30

**100%** employees covered by health and accident insurance

**Zero** data breaches

**17%** women in the workforce

## Impact Highlights

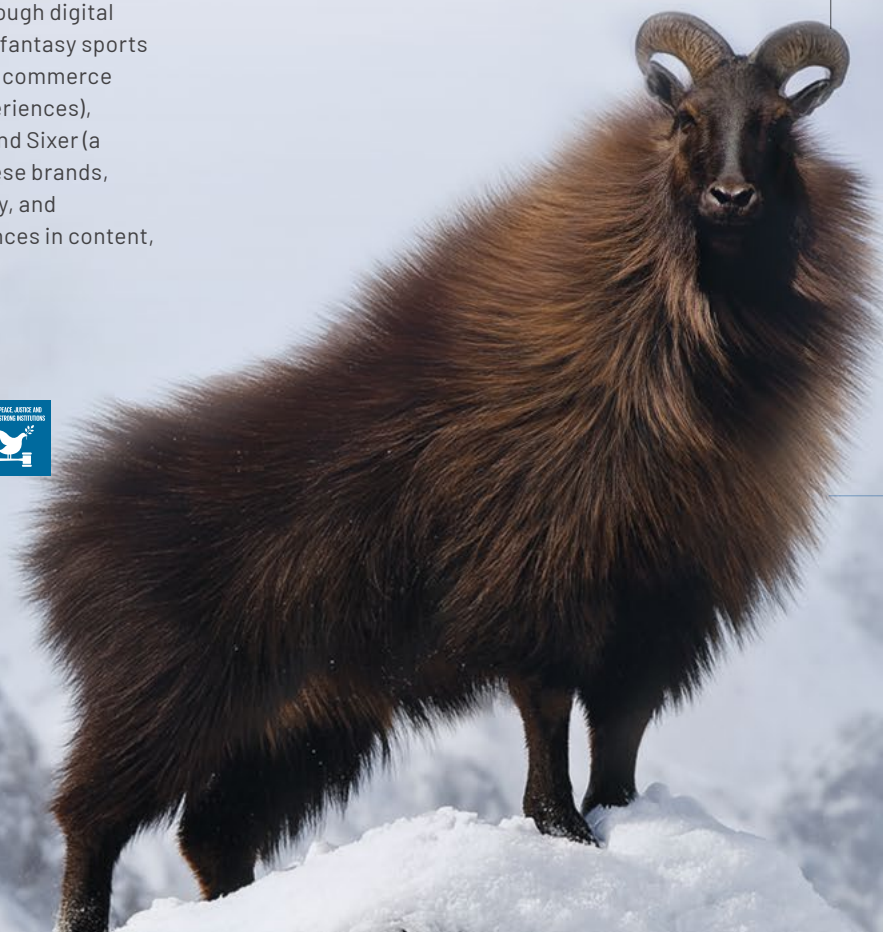
**7,000+ Grassroot Beneficiaries** benefitted through Dream Sports Foundation's initiatives

**200+ Athletes** supported by Dream Sports Foundation's initiatives, securing 280+ medals

**200 Million Sports Fans** are provided a safe gaming experience

**Great Place To Work®** certified

The hooves of the Himalayan tahr (*Hemitragus jemlahicus*) consist of a flexible, rubber-like core encircled by hard keratin rims, providing secure traction on varied rocky surfaces.







## SPORTA TECHNOLOGIES PRIVATE LIMITED

### ESG Initiatives

#### Environmental Stewardship

- Scope 2 emissions quantified.
- Operates from a LEED Platinum Certified office space.

#### Human Capital Development

- Developed Code of Conduct, DEI, and POSH policies.

#### Health and Well-being

- Developed a comprehensive Health and Safety policy and established a Health and Safety Committee to promote policy adoption, ensure hazard reporting, and oversee implementation of safety measures.

#### Community Welfare

- Established a philanthropic arm, Dream Sports Foundation, to boost the sports ecosystem in India through strategic sponsorships and provide athlete support. Its focus areas include long term athlete development, scalable grassroots interventions, competitions and leagues, and government partnerships.

#### Governance

- Established a CSR Policy and a Board-level CSR Committee.
- Developed Anti-Corruption, Data Privacy, Cybersecurity, and Whistleblower policies.
- Rolled out a Responsible Play Policy aimed at increasing awareness about the risks of gaming addiction.







## CASE STUDIES: PORTFOLIO COMPANIES' ESG IMPACT



The Himalayan ibex (*Capra sibirica hemalayanus*) thrives on steep mountain slopes, its robust build and specialised hooves ensuring balance, grip, and agile movement.

### CREDILA FINANCIAL SERVICES LIMITED: PROMOTING INCLUSIVE EDUCATION

With its digital loan processing system, flexible loan structures, customised repayment solutions and dedicated relationship managers, Credila Financial Services Limited ("Credila") is a brand trusted by students pursuing higher studies in the United States, the United Kingdom, Canada, Australia, India, and beyond.

#### Accessible Financial Assistance

Credila promotes inclusivity by ensuring accessible financial assistance for students from underprivileged and underserved backgrounds, enabling them to pursue quality tertiary education. It offers tailored loans to support women, non-urban students, and those from economically weaker sections (EWS).

Between FY 2022-23 and FY 2024-25, Credila consistently disbursed an average of 34% of loans to women, with nearly 50% of these women hailing from EWS households. Over the same period, 45% of the loans went to non-urban students, rising from 37% in FY 2022-23 to 49% in FY 2024-25, marking a 2x increase in the number of non-urban students served. Similarly, it disbursed 51% of loans to EWS students, up from 44% in FY 2022-23 to 57% in FY 2024-25, again achieving an impressive 2x increase in the loans disbursed to the EWS category in just three years.

#### Higher Education Support

In line with its social impact agenda, Credila has also launched a dedicated social loan facility to support higher education for EWS students. Launched in August 2024, at an issuance price of USD 300 Million with participation from 15 international banks, the facility was upsized to USD 512 Million through the greenshoe option in October 2024, reflecting the success of Credila's first social loan.





## GMM PFAUDLER LIMITED: MITIGATING ENVIRONMENTAL IMPACT

GMM Pfaudler Limited has made several modifications to its manufacturing process and other operations to reduce the environmental impact of its business.

### Energy Efficiency

The company undertakes energy-saving measures, has a diversified energy mix, and is increasing the share of renewable energy use. As a result, in FY 2024-25, it experienced a 14% reduction in both its energy consumption and GHG emissions. Its 1 MW rooftop solar plant produced 1,220,115 kWh of energy, resulting in the avoidance of 887.02 tCO<sub>2</sub>e emissions. Its energy management is driven by ISO 50001 standards. Some of the key initiatives include the adoption of eco-friendly transformers, high-energy equipment retrofits, daylight-controlled timers to optimise natural light, and process improvements like air-fuel ratio optimisation and catalyst installation.

### Waste Management

It has adopted measures to reduce waste generation, implemented operational controls, established systems for safe handling and storage of waste, and is collaborating with authorised agencies for responsible disposal. In FY 2024-25, the total waste generated decreased by 26% compared to FY 2023-24, leading to a 17% reduction in waste intensity. Of the total waste generated, 97% was recycled or reused.

### Sustainable Manufacturing Initiatives

The steel industry accounts for approximately 12% of India's CO<sub>2</sub> emissions. To address this, GMM Pfaudler offers re-glassing services to refurbish old and damaged steel equipment, extending their durability by 10-15 years. In FY 2024-25, it re-glassed over 479 tonnes of steel, avoiding about 1,222 tCO<sub>2</sub>e emissions.

As a core member of the Centre for Sustainable Continuous Manufacturing, GMM Pfaudler supports the research and development of technologies that enable continuous manufacturing, thereby helping to reduce energy consumption, emissions, and waste.

Its value engineering programme aims to improve material efficiency, reduce environmental impact, and enhance product performance. In FY 2024-25, initiatives such as optimising the length-to-diameter ratio in glass-lined reactors, and reducing structural weight of the transportation frames by 25-30%, resulted in lower material use and improved fuel efficiency.







## KRISHNA INSTITUTE OF MEDICAL SCIENCES LIMITED: PROMOTING HEALTH EDUCATION AND HEALTHCARE BEYOND HOSPITALS

Krishna Institute of Medical Sciences Limited (KIMS Hospitals) undertakes public health outreach initiatives and has programmes to promote medical education.

### Community Health Outreach

KIMS Hospitals organises Basic Life Support (BLS) classes, camps on diabetes, hypertension, and preventive care, and deploys mobile units for cancer screening. In FY 2024-25, it organised 400 free health camps and deployed 27 mobile cancer screening tests across multiple Indian states. In Srikakulam alone—a district with limited health infrastructure—it conducted nearly 25 health camps in a month. It distributed free-of-cost, AI-based smart vision glasses, DRISTI, to visually impaired users, providing real-time audio guidance and object detection. Recognising the issue of poor communication that people with hearing impairments face when seeking medical care, KIMS Hospitals launched SignCare, a national telemedicine facility. This offering of sign language-enabled virtual care helps make healthcare accessible. Further, it conducts gatherings to provide psychological support and promote strong community bonds for patients dealing with Parkinson's, Alzheimer's, Lupus, etc.

### Medical Education

KIMS Hospitals conducts workshops and conferences to encourage knowledge-sharing among doctors, nurses, and paramedics. To produce skilled healthcare professionals, KIMS Educational Society offers degrees, diplomas, and certificate courses in nursing, physiotherapy, paramedical sciences, and hospital management. About 480 students are enrolled in various programmes. KIMS Foundation and Research Centre (KFRC) has collaborated with premier institutions to facilitate joint academic programmes, research projects, and PhD-level training in areas such as cancer drug delivery systems, blood embolic agents, and others. Its partnership with the Genome Foundation has offered access to advanced laboratory facilities and training in molecular genetics and cytogenetics, thereby expanding opportunities for DNB and PhD students to undertake high-impact research projects.







## NATIONAL STOCK EXCHANGE INDIA LIMITED: FINANCIAL INCLUSION

Financial inclusion is a key focus area for the National Stock Exchange India Limited (NSE), as it promotes financial literacy while also providing platforms for SMEs and social enterprises to raise capital.

### Financial Training

NSE Investments Limited's subsidiary, NSE Academy Limited, offers capacity-building programmes and certification courses to hone Banking, Financial Services, and Insurance (BFSI), and FinTech professionals with industry-relevant skills. It collaborates with multiple state governments under its "Student Skilling Programme" (SSP) to promote financial skillsets among the youth in the BFSI sector. It has also signed MoUs with Zomato and Swiggy to offer financial and investment education to their delivery partners, promoting investment awareness among gig economy workers. It also prioritises developing an inclusive capital market by providing dedicated financial literacy programmes for marginalised communities through its CSR entity, NSE Foundation.

### Support for Emerging Enterprises

NSE launched "NSE Emerge" for small and medium-sized enterprises (SMEs) and startups to list on the stock exchange, offering lower compliance requirements and reduced listing costs compared to the main board. In FY 2024-25, the cumulative number of companies listed on the NSE Emerge increased to 610, a near 100% rise compared to FY 2022-23, mobilising ~USD 20.66 Billion. Meanwhile, its Social Stock Exchange, which supports fundraising for social enterprises, registered 119 not-for-profit organisations and listed 14 social impact projects, raising over ~USD 5 Million from over 700 donors since its inception in FY 2022-23.

*The thick, soft pelage, densely furred and insulated ears, and compact body make the large-eared pika (Ochotona macrotis) well adapted to cold alpine environments.*







## CORONA REMEDIES PRIVATE LIMITED: CREATING OPPORTUNITIES AND CATALYSING CHANGE

### Promoting Health and Well-being

To mark its 20<sup>th</sup> Foundation Day on December 6, 2024, CORONA Remedies Private Limited ("CORONA Remedies") held blood donation drives at its Ahmedabad headquarters and facilities in Gujarat and Himachal Pradesh, with strong participation from employees and leadership, including CEO Mr. Nirav Mehta. The drives supported local blood banks and community health. The company also launched the ABHA Study, a nationwide hypertension awareness initiative involving 2,033 doctors and screening 6,339 individuals to promote early detection and healthier lifestyles.

### Fostering Employee Health and Community Welfare

To promote employee well-being, the company organised an eye check-up camp, offering essential eye care services and preventive health screenings. This check-up was conducted at the head office, Solan Plant, and Bhayla Plant to promote better eye health awareness, measures, and education for the employees. In October 2024, an educational session led by a doctor and a free bone density mass check-up for employees at the head office and Bhayla plant was organised to raise awareness about the seriousness of bone density issues. This highlighted the significance of better information and early detection. Approximately 1,022 employees participated in these initiatives.

At CORONA Remedies, we believe in leading by example. Our commitment to sustainability, community empowerment, and innovation drives every aspect of our work. Together, we aim to create a future that prioritises the well-being of people and the planet, ensuring that our legacy is one of positive change and growth for generations to come.

Dr. Kirtikumar L. Mehta, Chairman, CORONA Remedies Private Limited







## GEBBS HEALTHCARE SOLUTIONS PRIVATE LIMITED: EMPOWERING PEOPLE, PROTECTING THE PLANET

We measure success by the lives we lift, the resources we restore, and the trust we keep—that is ESG in action. True stewardship means designing systems that keep people healthy, voices heard, and water and nature resilient for generations.

Mr. Milind Godbole, MD and CEO, GeBBS  
Healthcare Solutions Private Limited

GeBBS Healthcare Solutions Private Limited ("GeBBS") is dedicated to generating sustainable value for its stakeholders through responsible business practices and focused ESG initiatives. The company drives a green future, fosters a diverse and skilled workforce, and actively supports healthcare and education for underprivileged communities.

Aligned with this vision, GeBBS partnered with Property Management partners who shared its sustainability vision, ensuring that its facilities are managed using renewable energy sources such as solar panels, alongside certified maintenance of diesel generators and compliance with LEED green building standards. Energy consumption was actively reduced through widespread installation of LED lighting.

### Dedicated to Diversity and Inclusion

GeBBS championed diversity and inclusion, achieving 43% representation of women in the workforce globally in FY 2024-25, with an increasing number of women in leadership—a commitment recognised by Newsweek as one of America's Greatest Workplaces for Diversity. The company balances a mix of fresh and experienced talent by following role- and skill-based hiring aligned with local regulations. It invested significantly in employee development, delivering over 2,100 training hours to 7,000 employees through programmes like LEAD, LEAP, and GenNex, preparing its workforce for future challenges.

*The red panda (*Ailurus fulgens*) has an enlarged radial sesamoid bone, also known as a pseudo-thumb, which helps it grasp bamboo (its primary food source) and enables it to be an agile climber.*





*The Greater Flamingo (Phoenicopterus roseus) gets its vibrant colouration from the carotenoid pigments in its diet of crustaceans and algae.*

**SUSTAINING ECOLOGICAL**

**BALANCE**





Instantly recognisable for its one-legged resting stance and rosy plumage, the Greater Flamingo gathers in vast flocks across India's wetlands, pausing to recover and winter after migratory journeys spanning thousands of miles.



Alongside being seasonal visitors, these graceful birds are also local residents, serving as vital bioindicators of ecosystem health. Their presence signals healthy water quality, salinity, and thriving biodiversity. Through their filter-feeding habits, they recycle nutrients, aerate sediment, and help sustain the integrity of wetland systems. Their distribution further highlights priority areas for conservation.

In much the same way, ChrysCapital is committed to maintaining ecological balance while fostering progress. By steadily strengthening ESG practices across its own operations and its portfolio, the Group looks ahead to creating lasting positive outcomes for society and the environment, while continuing to deliver sustainable, long-term value to its stakeholders.

# CHRYSCAPITAL'S WAY AHEAD

ChrysCapital is firmly dedicated to enhancing its sustainability initiatives, having made substantial progress in advancing its ESG efforts and processes over the past few years. The Group's commitment to responsible investment is demonstrated through the ongoing integration of ESG considerations throughout the investment lifecycle, with the goal of generating enduring positive outcomes for both the environment and society, while delivering sustainable and diversified value to its stakeholders.

Building on this success, the Group intends to implement the following measures to further strengthen its commitment as a responsible investor:

- **Conduct ESG capacity-building programmes at the Group and portfolio level:** Organise targeted ESG training and capacity-building sessions both for internal teams and across portfolio companies to strengthen ESG competencies and awareness.
- **Support portfolio companies in establishing targets aligned with the firm-wide ESG commitments:** Assist portfolio companies in setting strong ESG targets that are consistent with the broader ESG objectives and commitments of the Group.

*The crimson marsh glider (Trithemis aurora) preys on mosquitoes and insects, with its nymphs acting as top predators in fishless environments, maintaining ecological balance within wetland habitats.*



- **Collaborate with priority portfolio companies to develop GHG reduction and decarbonisation plans:** Work closely with select portfolio companies to design and implement actionable greenhouse gas (GHG) reduction and decarbonisation strategies.
- **Undertake climate risk assessment at the fund level and initiate reporting in alignment with TCFD guidelines:** Launch comprehensive climate risk assessments for the entire fund and commence transparent reporting in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework.
- **Incorporating human rights into the investment lifecycle and conducting human rights due diligence:** Integrate human rights considerations throughout the investment process and conduct robust due diligence to identify, assess, and address potential human rights risks.
- **Establish UNGC-aligned systems and processes to facilitate Communication on Progress (CoP) reporting:** Develop systems and procedures in line with the United Nations Global Compact (UNGC) principles to enable effective and timely Communication on Progress (CoP) reporting.
- **Expand the Scope 3 emissions inventory at the fund level:** Enhance the measurement and tracking of Scope 3 GHG emissions across the fund, further supporting efforts to capture indirect value chain emissions.
- **Assist portfolio companies in driving value through their sustainability initiatives:** Provide guidance and resources to help portfolio companies unlock business value and performance improvements through effective sustainability initiatives.
- Support community initiatives by actively collaborating with portfolio companies and engaging with relevant implementation partners.



## 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 programme 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 Group 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 and 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.





## DISCLAIMER ON WILDLIFE IMAGERY

All wildlife depicted in this Report represents real species. The visuals are a combination of AI-generated wildlife, stock images, and AI-generated backgrounds. These images do not constitute actual photographs and are provided solely for illustrative purposes.



*The common kingfisher (Alcedo atthis) has specialised lenses and oil droplets for accurate underwater prey detection, as well as a nictitating membrane that protects its eyes during dives.*



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