

Investing in

RESILIENCE

Creating Sustainable Value

Investing in Resilience, Creating Sustainable Value

The future has never been shaped by certainty. It is shaped by the ability to anticipate change, navigate complexity, and remain steadfast when conditions evolve. Enduring progress belongs to those who prepare with intent, adapt with conviction, and continue moving forward.

This conviction defines ChrysCapital's ("the Group" or "the Firm") approach to responsible investing. In a world where sustainability is becoming a key driver of business performance, resilience is no longer simply an advantage; it is a foundation for enduring value creation. ChrysCapital integrates ESG considerations across the investment lifecycle to strengthen businesses for long-term growth.

"Investing in Resilience, Creating Sustainable Value" reflects ChrysCapital's ESG philosophy. Sustainability considerations are integrated across the investment lifecycle, enabling a deeper understanding of emerging risks, evolving opportunities, and the capabilities that allow businesses to adapt and thrive. From climate resilience and responsible governance to active portfolio stewardship, every investment is guided by the belief that resilient businesses are better positioned to deliver enduring performance.

By investing in resilience today, ChrysCapital continues to create sustainable value for its portfolio companies, investors, and the communities they touch.

Some of the most advanced kitesurfing manoeuvres require the rider to deliberately lose control before regaining it in mid-air.



FOCUS

About the Report	04
In Focus: ESG Performance Highlights	06
Foreword from the Board of Directors	08
A Message from the ESG Team	10



BALANCE

About ChrysCapital	14
ChrysCapital's ESG Journey So Far	16
Materiality	18
Awards and Alliances	22



TRUST

Fund Operations	26
• Environment	28
• Social	32
• Governance	38



MOMENTUM

Responsible Investment: Building Resilience, Creating Value	44
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REACH

Portfolio: ESG Performance	54
Case Studies – Portfolio Companies' ESG Impact	110
Building for Tomorrow	116
KPI Index.....	118

THE
NEW
FUND
CONCEPT



SEE BEYOND TODAY

Resilience begins with knowing where to look.

Every journey begins with understanding the terrain ahead. In nature, resilience comes from reading the landscape, anticipating change, and adapting to shifting conditions. Those who look beyond the immediate are better prepared to navigate uncertainty and find opportunities along the way.

At ChrysCapital, this same focus guides a disciplined investment approach. ESG considerations are embedded across the investment lifecycle, from evaluating opportunities to engaging with portfolio companies, helping the Group navigate risks, strengthen businesses, and create sustainable value.

This philosophy shapes the journey captured throughout this report:
Investing in Resilience, Creating Sustainable Value.

At high altitude, snow, cloud and terrain can merge visually, making distant ridges difficult to distinguish from the foreground. Pilots therefore rely on landmarks and changing perspective to maintain their sense of position

SEE BEYOND TODAY

About the Report

ChrysCapital (“the Group” or “the Firm”) is pleased to present its Environmental, Social, and Governance (ESG) Report for FY 2026, highlighting the Firm’s continued commitment to embedding ESG principles across its investment lifecycle.

Tree climbing has its own world championship, where speed, ascent, aerial rescue, and precision are tested as competitive events.

The Report provides an overview of ChrysCapital’s ESG journey, key initiatives, progress achieved, and the impact created through its portfolio companies. It reflects the Firm’s ongoing efforts to strengthen responsible investment practices and enhance ESG integration.

Guided by the theme “Investing in Resilience, Creating Sustainable Value” this report reflects ChrysCapital’s continued commitment to building resilient businesses through responsible and sustainable stewardship. It highlights the Firm’s ESG journey, the evolution of its sustainability priorities, and the measurable outcomes delivered across its portfolio.

ChrysCapital has further strengthened its approach to identifying and managing Sustainability-Related Risks and Opportunities (SRRO) across its investment ecosystem. As part of this effort, the Firm has conducted SRRO assessments at the fund level and Climate Risk Assessments (CRA) at both the fund and portfolio levels. These initiatives aim to deepen the understanding of climate-related exposures, identify emerging risks and opportunities, and systematically integrate these considerations into investment decision-making.

Reporting Period

The information presented in this Report covers the period from April 1, 2025 to March 31, 2026.

Scope and Boundary

The reporting boundary includes operations in India and Mauritius, along with relevant ESG performance and initiatives across the covered portfolio companies. It covers ChrysCapital’s own operations and portfolio companies from Fund VIII onwards.

Alignment with Global ESG Standards and Frameworks

During FY 2026, ChrysCapital continued to enhance its ESG reporting and disclosure practices. This report is prepared with reference to globally recognised sustainability frameworks, including the Global Reporting Initiative (GRI) and the IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2).

The Firm remains committed to responsible investing by embedding ESG considerations across investment evaluation, ownership practices, and portfolio engagement. Aligned with the Principles for Responsible Investment (PRI), ChrysCapital integrates ESG factors into its investment processes and value creation strategies.

ChrysCapital further reinforces its commitment to responsible business practices through its alignment with the United Nations Global Compact (UNGC), the world’s largest corporate sustainability initiative. Through this association, it upholds the UNGC’s ten principles across its four pillars: Human Rights, Labour, Environment, and Anti-Corruption, while strengthening its approach to sustainable growth across its operations and portfolio.

In addition, the Firm supports broader industry initiatives such as the Institutional Limited Partners Association (ILPA) Driving Inclusion in Alternatives (DIA) initiative, underscoring its commitment to advancing diversity, equity, and inclusion within the investment ecosystem.

ChrysCapital’s ESG approach is also aligned with relevant United Nations Sustainable Development Goals (UN SDGs), reflecting its focus on generating positive environmental and social impact while fostering sustainable growth across its portfolio.

In Focus: ESG Performance Highlights

Guided by its vision of being a catalyst for sustainable growth, ChrysCapital continues to integrate environmental stewardship, social responsibility, and strong governance practices across its investment ecosystem. During FY 2026, the Group further strengthened its ESG framework through enhanced disclosures, global sustainability commitments, and deeper portfolio engagement.

Key Milestones Include



UN Global Compact Commitment

Became a signatory to the United Nations Global Compact (UNGC) and submitted its first Communication of Progress (CoP), reaffirming its commitment to responsible business practices across Human Rights, Labour, Environment, and Anti-Corruption pillars.



Climate Risk Assessment and Sustainability-Related Risk and Opportunity Assessment

Conducted Climate Risk Assessments at both the Fund and portfolio company levels, along with Sustainability-Related Risk and Opportunity (SRRO) Assessments aligned with IFRS S1 requirements.



Carbon Neutrality and Scope 3 Inventorisation

Maintained carbon neutrality across its own operations from FY 2023 and enhanced climate disclosures through the reporting of key Scope 3 emissions categories.



Formalised ESG Frameworks

Formalised the ESG Due Diligence Framework, ESG and Impact Assessment Framework, ESG Exit Framework, and ESG Incident Reporting Process to strengthen ESG integration across the investment lifecycle.



GRI and IFRS Referenced Sustainability Report

Published its ESG Report with reference to the Global Reporting Initiative (GRI) and IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2), strengthening transparency and alignment with global reporting practices.



Human Rights Policy

Adopted a Human Rights Policy to further embed responsible business practices within the organisation and portfolio ecosystem.



Great Place to Work renewed

Successfully renewed its Great Place to Work® certification.

The fastest rock climbers can scale a 15-metre wall in under six seconds.

Foreword from the Board of Directors

ChrysCapital remains committed to responsible investing as a foundation for resilient businesses and sustainable value creation. By embedding ESG considerations across its operations and portfolio, the Group seeks to strengthen long-term performance while contributing meaningfully to a more inclusive and sustainable future.

Dear Stakeholders,

ChrysCapital is pleased to present its Environmental, Social, and Governance (ESG) Report for FY 2026. This Report reflects the Firm's unwavering commitment to responsible investing and its conviction that long-term financial performance and positive environmental and social impact are deeply interconnected.

In an increasingly complex global environment marked by geopolitical shifts, evolving market dynamics, and broader disruption, building organisational resilience and adaptive capabilities has never been more crucial. The Firm remains focused not only on strengthening its own governance, risk management, and sustainable business practices, but also supporting portfolio companies in building robust governance frameworks, operational resilience, and long-term sustainability capabilities.

As India continues its remarkable economic transformation, strengthening its position as a global growth engine, the imperative to embed sustainability across businesses has never been greater. Rising demand for natural resources, evolving stakeholder expectations, and a rapidly maturing regulatory landscape collectively underscore the need for businesses to adopt responsible, future-ready practices.

As one of India's leading private equity firms, ChrysCapital recognises its responsibility to support sustainable growth and shape the trajectory of the businesses it partners with, creating value that extends well beyond financial returns.

The Firm acknowledges that most companies in its portfolio are growth-stage businesses where ESG maturity is still evolving, reflecting the broader reality of India's mid-market private sector, where the urgency of scaling often precedes the institutionalisation of ESG practices. To address this, ChrysCapital adopts a phased, engagement-led approach, working closely with management teams to build foundational capabilities and progressively embed sustainability across operations.

In FY 2026, the Group sharpened its ESG approach in three decisive ways.

First, it formalised its Climate Risk Assessment methodology to quantify portfolio climate exposure, undertaking physical risk assessments at both the Fund and portfolio company levels, alongside transition risk assessments across the sectors in which the Group invests, with Sustainability-Related Risk and Opportunity (SRRO) assessments aligned to IFRS S1 requirements.

Second, it strengthened board-level governance at portfolio companies, advancing executive accountability for ESG delivery through structured oversight and regular monitoring of sustainability performance.

Third, it enhanced alignment with UNGC principles, becoming a signatory to the United Nations Global Compact and progressing its alignment with the Principles for Responsible Investment (PRI), anchoring its practices to the pillars of Human Rights, Labour Standards, Environmental Stewardship, and Anti-Corruption.

This Report provides an overview of ChrysCapital's ESG progress, initiatives undertaken during FY 2026, and the impact created across its portfolio companies. It reflects the collective effort of the Group's employees, portfolio partners, and investors in building stronger, more resilient, and sustainable businesses and in doing so, contributing to India's long-term sustainable growth agenda.

The Group extends its sincere gratitude to all stakeholders for their continued trust and partnership. The Firm remains steadfast in its commitment to responsible stewardship, sustainable value creation, and contributing to India's broader development and to a more inclusive and sustainable future for India and beyond.

Sincerely,

Board of Directors
ChrysCapital

At 30-metres underwater, a scuba diver breathes air at roughly four times the pressure experienced at the surface.



A Message from the ESG Team

Dear Stakeholders,

FY 2026 marked a year of meaningful progress in ChrysCapital's ESG journey, one defined by deeper integration, enhanced transparency, and a sharpened focus on driving sustainable value across the Firm's investment ecosystem.

Evolving stakeholder expectations and a maturing regulatory landscape continue to reinforce ESG as a strategic business imperative rather than a compliance exercise. For a portfolio comprising largely growth-stage businesses, this means building genuine ESG capability, not simply meeting disclosure requirements. During the year, a comprehensive, technology-enabled ESG and Impact Assessment was conducted across portfolio companies from Fund VIII onwards, providing a consistent evaluation of ESG performance, identifying key risks, and informing focused portfolio engagement. The Firm also embarked to enhance its ESG reporting practices in reference to globally recognised frameworks, including the Global Reporting Initiative (GRI) and IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2).

On climate, the Firm undertook a Climate Risk Assessment at both the Fund and portfolio company levels, evaluating physical risks through a location-based desktop assessment and transition risks through a sector-level analysis across the industries in which the Group invests. Together, these assessments provide a clearer view of where climate exposure is concentrated within the portfolio. These findings, alongside the Firm's broader Sustainability-Related Risks and Opportunities (SRRO) assessment, are informing how climate considerations are embedded into investment decision-making. Alongside this, the Group continued to strengthen internal governance through policy enhancements, compliance practices, and employee awareness initiatives.

Engagement with Limited Partners (LPs) during the year surfaced three consistent priorities: strengthening the link between ESG performance and financial value creation, enhancing disclosures on climate risk, and deepening human rights due diligence practices. In response, the Group undertook a series of targeted actions, including conducting climate risk assessments at both the Fund and portfolio-

sector levels, formalising a Human Rights Policy, providing dedicated support for emissions quantification across the portfolio, and developing standard ESG policy templates to accelerate adoption at portfolio companies. Looking ahead to FY 2027, the Group intends to build on this momentum by undertaking detailed climate risk assessments of high-risk sectors and driving ESG-led value creation at portfolio companies with the broader objective of deepening ESG integration, strengthening transparency, and embedding long-term value creation across the portfolio.

Portfolio companies have been active partners in this journey, translating ESG commitments into tangible progress. Their continued engagement reflects the value of sustained, structured collaboration in embedding sustainability into day-to-day operations.

The ESG Team also remained engaged in the broader responsible investment ecosystem during the year representing the Firm at the Responsible Investment Forum (RIF) Asia and New York, the IVCA Green Returns Summit, and the ESG and Sustainability Strategy India Summit, while continuing to invest in institutional ESG capability through participation in globally recognised programmes on climate risk and responsible investing.

As ESG continues to evolve as a driver of resilient growth, ChrysCapital and its portfolio companies remain committed to responsible stewardship and transparent engagement. The Team extends its sincere appreciation to employees, portfolio companies, and partners for their continued collaboration and trust.

Warm Regards,

The ESG Team
ChrysCapital

Cave divers use the "rule of thirds": one-third of their gas supply for the journey in, one-third for the journey out, and one-third held in reserve.



STAND BEYOND TODAY

Long-term value is built where performance and responsibility meet.

Slacklining is a practiced discipline in equilibrium. Each step requires sustained thought, deliberate movement, and awareness of the forces at play. Progress comes from finding and rebuilding balance with each step forward.

For ChrysCapital, creating lasting value follows a similar principle. Performance and responsibility must move in balance, with each shaping the choices that strengthen resilience and support sustainable growth. ESG strengthens this balance by bringing a broader view of risks, opportunities, and impacts into decision-making, helping the Group navigate change with greater foresight and resilience.

Like a slackliner adjusting to every shift in the line, ChrysCapital seeks to remain responsive, deliberate, and steady, building value that can endure.

Unlike tightrope walking, slacklining uses a line that stretches and moves beneath the athlete, making every step an exercise in recovery.

ECONOMY BALANCE



About ChrysCapital

Founded in 1999, ChrysCapital is one of India's largest and most established private equity firms. The Group's vision is rooted in the belief that long-term success is built through consistent performance, strong values, and responsible stewardship of capital. While capital creates opportunities, enduring success is earned through trust, credibility, and the ability to deliver sustainable value for stakeholders.

This philosophy is reflected in ChrysCapital's culture of collaboration, integrity, continuous learning, and commitment to excellence, enabling the Group to nurture talent, strengthen partnerships, and build enduring relationships with investors, founders, and portfolio companies. Through a foundation of purpose, collective ownership, and responsible decision-making, ChrysCapital seeks to create lasting impact and be recognised not only for its performance, but also the way it creates value.

The Group's values are reflected in leveraging deep sector expertise as it focuses on growth and control investments across Consumer, Enterprise Technology, Financial Services, Healthcare and Life Sciences, Manufacturing, and New Economy sectors. Since inception, ChrysCapital Group has raised ~ USD 8 Billion across ten funds and a continuation vehicle, invested ~ USD 6 Billion across more than 100 companies, and realised ~ USD 8 Billion through 82 exits. The Group has fully exited its first six funds, an achievement that reflects its disciplined investment approach and position as a benchmark institution in the Indian private equity landscape.



Over time, ChrysCapital's investment philosophy has evolved with a clear institutional conviction—businesses with robust environmental, social, and governance (ESG) practices are better positioned to create sustainable long-term value. The Group views ESG not as a compliance requirement, but as an integral component of investment evaluation, portfolio management, and stakeholder engagement. By identifying and managing ESG risks while unlocking related opportunities, ChrysCapital integrates responsible investing into its pursuit of superior, risk-adjusted returns, and resilient value creation.



Group's
Values

One for All

Lead
with Grace

Win it Right

Skydivers can form teams of dozens in freefall, linking hands and feet at more than 200 km/h before breaking apart and regrouping in seconds.



ChrysCapital's ESG Journey So Far

FY 2016

Adopted the Responsible Investment (RI) Policy

FY 2018

- The Group initiated external due diligence for target companies, with findings reviewed by the Board and key ESG considerations incorporated into legal documentation
- Launched ESG training for the investment advisory team

FY 2022

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

FY 2024

- 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

FY 2023

- 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

FY 2025

- 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 2023
- Evaluation of a Sustainability-Linked Loan Framework
- Refreshed the DEI Committee to strengthen the Group's DEI strategy and programmes

FY 2026

- Became a signatory to the United Nations Global Compact (UNGC)
- Submitted the first UNGC Communication of Progress (CoP)
- Formalised ESG Due Diligence Framework, ESG and Impact Assessment Framework, ESG Exit Framework, and ESG Incident Reporting Process
- Adopted the Human Rights Policy
- Conducted Climate Risk Assessment at the fund and portfolio company level
- Conducted Sustainability-Related Risk and Opportunity Assessment aligned to IFRS S1 requirements
- Maintained carbon neutrality in own operations
- Published Scope 3 key categories emissions
- Published ESG Report in reference to Global Reporting Initiative (GRI) and IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2)

A sailor can sail faster than the wind itself by using the sails to generate aerodynamic lift rather than simply being pushed by the wind.

Materiality

In FY 2024, the Group conducted a materiality assessment to identify the sustainability topics significant to its business and stakeholders.

Building on that foundation, and in response to evolving global disclosure expectations, the Group has undertaken a Sustainability-Related Risks and Opportunities (SRRO) Assessment based on International Financial Reporting Standards (IFRS) S1 General Requirements for Disclosure

of Sustainability-Related Financial Information and IFRS S2 Climate-Related Disclosures. The assessment identifies sustainability-related risks and opportunities that could affect the Group's cash flows, access to finance, or cost of capital over the short, medium, and long term.

Process for Determining SRROs



Value Chain Mapping

Mapped the Group's full value chain across upstream activities, own operations, and downstream activities to identify the key resources and relationships on which the business relies.



Dependencies and Impacts

Assessed the Group's dependencies and impacts related to those resources and relationships, drawing on the range of internal and external inputs set out below and anchored on the Group's FY 2024 material topics.



SRRO Identification

Translated these dependencies and impacts into SRROs across the value chain, in alignment with IFRS S1 and IFRS S2.



Financial Impact Assessment

Assessed each SRRO for its potential effect on cash flows, access to capital, or cost of capital over the short, medium, and long term.



Materiality Judgements

Applied judgements on likelihood, magnitude, and time horizon to determine which SRROs are material.



Governance Review

Material SRROs were reviewed and approved by the ESG Committee to ensure governance oversight.

Kayaks date back at least 4,000 to 5,000 years and were originally created by the Inuit, Aleut, and Yup'ik indigenous people of Arctic North America.



The assessment drew on a broad range of quantitative and qualitative inputs, spanning global framework submissions, internal and published company documents, investor and LP requirements, peer benchmarks, and regulatory developments, as set out below.

Input Category	Sources Considered
Global Framework Submissions	PRi reporting submissions, EDCI data, UN Global Compact (UNGC) Communication on Progress
Internal Documents	Internal risk registers, board and management reports, sustainability policies, ESG strategy documents
Published Company Documents	Sustainability/ESG reports, investor presentations, public commitments
Investor and LP Requirements	ESG due diligence questionnaires from investors, LP ESG information requests, side letter requirements
Industry and Peer Benchmarks	Peer sustainability disclosures, industry association guidance, sector-specific ESG frameworks (SASB)
Regulatory and Emerging Trends	Evolving disclosure regulations, ISSB developments, global sustainability reporting trends

The Group recognises that materiality is not static and that SRROs will evolve in response to regulatory change, shifts in stakeholder expectations, and developments in the Group’s own strategy. Consistent with IFRS S1.B11, the Group will reassess its SRROs following a significant event or material change in circumstances and undertake a comprehensive periodic review.

From peaks more than 8,000 metres high, riders have descended thousands of vertical metres under their own effort, turning immense natural terrain into a path forward.

Key Judgements

In preparing this Report, ChrysCapital has applied significant judgements that affect the scope, measurement, and presentation of its sustainability-related disclosures. With reference to IFRS S1 paragraphs 97–98, the key judgements made in this process are summarised below.

Scope 2 Methodology

Both market-based and location-based emissions reported. Mumbai 5th floor reflects zero market-based emissions due to renewable energy certificates. Location-based factors applied where RECs are not in place.

Scope 1: HVAC Fugitive Emissions

The significant increase in Scope 1 emissions from 2.34 to 223.10 MTCO₂e is primarily attributable to the change in office floor at the Mumbai office during FY 2026. The relocation involved HVAC reinstallation and refrigerant refilling, resulting in higher fugitive emissions compared to the prior year.

Scope 3: Category Selection

Categories 1, 2, 3, 5, 6, and 7 were identified as relevant and are disclosed in this report. Category 15 (Investments) has been internally calculated. All remaining categories were assessed as not applicable to a fund management business model.

Carbon Neutrality and Offset Quality

Gross emissions are reported before offsets. Carbon neutrality across own operations has been maintained since FY 2023 through Gold Standard-certified carbon offset projects and international RECs, selected based on additionality, permanence, quality, and vintage criteria. Offsets are not netted against reported figures.

SRRO Relevance Threshold

A two-stage filter was applied in line with IFRS S1: Stage 1 tests whether each entry has a plausible transmission channel to cash flows, access to finance, or cost of capital (IFRS S1 paragraph B13); Stage 2 excludes entries where existing mitigation fully eliminates residual risk, on the basis that no financial exposure remains.

Time Horizons

Short term (2030), medium term (2040), and long term (2050). Applied consistently across physical risk (SSP/RCP scenarios) and transition risk (NGFS scenarios) assessments, and for the purposes of SRRO identification.

Climate Scenario Selection

Physical risks assessed under SSP1-2.6, SSP2-4.5, and SSP5-8.5. Transition risks assessed under NGFS scenarios: Net Zero 2050 (Below 2°C), Current Policies, and Hot House World. Scenarios were selected to capture a range of outcomes from an orderly transition to a high-warming pathway, reflecting uncertainty in the pace and ambition of global climate policy.

External Assurance

GHG inventory for FY 2026 was prepared in accordance with ISO 14064-1:2018 and the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard. Scope 1 and Scope 2 GHG emissions, along with Scope 3 emissions for categories 1, 2, 3, 5, 6, 7, were independently verified by Earthood Services Limited (accredited under ISO 14065:2020 for GHG validation and verification activities) through a limited level of assurance. The verification was conducted in accordance with ISO 14064-3:2019.

Awards and Alliances

Throughout its ESG journey, ChrysCapital has continued to strengthen its collaboration with leading global and industry organisations, while advancing responsible business practices through recognised frameworks and certifications. These partnerships and affiliations reflect the Group's commitment to responsible investment, ethical practices, sustainability leadership, and alignment with global ESG standards.

During FY 2026, ChrysCapital further reinforced this commitment through its association with the United Nations Global Compact (UNGC), alongside continued engagement with key industry platforms. These recognitions and partnerships underscore the Group's focus on building resilient businesses and contributing towards a more sustainable and inclusive future.

During the year, ChrysCapital was recognised as Firm of the Year - Private Equity, at the WinPE Leadership Awards 2026, acknowledging the Firm's contribution to building a high-performing, inclusive, and forward-looking private equity platform. The recognition reflects the focus on fostering diverse leadership, strengthening organisational capabilities, and embedding value-driven practices across its investment ecosystem. In addition, Ashley Menezes, Senior Partner at ChrysCapital, was recognised as Changemaker of the Year - Private Equity, at the WinPE Leadership Awards 2026. This recognition highlights his contribution towards advancing leadership excellence, promoting diversity and inclusion, and supporting the evolution of India's private equity landscape.

The Group was also named Midcap Firm of the Year, Asia, at the Asian Venture Capital Journal (AVCJ) Private Equity and Venture Capital Awards 2025. The recognition reflects the Firm's strong investment performance and ability to deliver successful outcomes across its portfolio.

Further reinforcing its commitment to sustainable finance, ChrysCapital secured a USD 350 Million Sustainability-Linked Capital Call Line Facility for Fund X, among the first such facilities for an India-focused private equity fund. The facility links the cost of capital to measurable sustainability performance targets, demonstrating the Firm's continued integration of ESG principles into investment practices and reinforcing its commitment to responsible investing.

These recognitions highlight ChrysCapital's focus on combining investment performance with responsible business practices, ESG integration, and inclusive growth for all its stakeholders.



Hydrofoils use the same principles as aircraft wings to generate lift beneath the water, allowing the board to rise above the surface.



Build Beyond Today

Shared purpose gives collective effort its strength.

A boat moves forward when every oar works in rhythm. Each person contributes a single stroke, but it is their coordination that keeps the boat on course. Trust is built when everyone understands the direction and plays their part in moving towards it.

ESG works in much the same way. Its value lies not in individual initiatives, but in the consistency with which responsible principles are reflected across an organisation. When ESG is embedded in everyday practices and decisions, it turns commitments into actions that can be relied upon.

At ChrysCapital, this integration strengthens accountability across the Group and creates a more consistent approach to responsible action, helping build trust that carries forward over time.

A raft can travel faster than the river's current, with coordinated paddling generating additional propulsion and helping rafters maintain control through changing conditions.

Trust





Fund Operations

At ChrysCapital, ESG performance extends beyond portfolio stewardship to encompass the Firm's own operations, reflecting its commitment to embedding sustainability across every aspect of its business.

Through robust governance, responsible resource management, and a people-centric culture, the Firm strives to lead by example while creating long-term value for its stakeholders. Guided by principles of accountability, transparency, and continuous improvement, ChrysCapital is strengthening its internal ESG practices and enhancing the resilience of its operations.

During FY 2026, ChrysCapital strengthened its sustainability programme through targeted ESG initiatives across its operations and portfolio. Environmental efforts included obtaining independent assurance of Scope 1 and Scope 2 greenhouse gas (GHG) emissions, expanding the Firm's GHG inventory to include Scope 3 emissions, and enhancing water and waste management practices. Social initiatives focused on employee awareness,

capability building, health and well-being, and fostering an inclusive workplace, reflected in the Firm's Great Place to Work certification. Governance practices were strengthened through the introduction of a Human Rights Policy, mandatory cybersecurity awareness training, and enhanced ESG oversight. The Firm also formalised climate risk assessments across its operations and portfolio companies. These initiatives reinforce ChrysCapital's commitment to responsible investment, resilient portfolio companies, and transitioning to a low-carbon economy.

The following section outlines ChrysCapital's ESG performance during FY 2026, highlighting key initiatives, progress, and outcomes across environmental stewardship, social responsibility, governance, and climate risk assessment.

Climbers do not always move together on a rope. On technical terrain, one climber may move while others remain anchored, creating a system where each depends on the protection established by the team.

Environment

Climate Strategy

Beyond advancing sustainability through its investments and engagement with portfolio companies, ChrysCapital recognises that sustainability begins within its own operations. As a private equity firm, its direct environmental impact is primarily associated with its operations, while its broader influence extends across its portfolio. The Firm therefore seeks to lead by example by embedding responsible environmental practices within its operations and governance, while working with portfolio companies to identify opportunities to improve resource efficiency and sustainability performance.

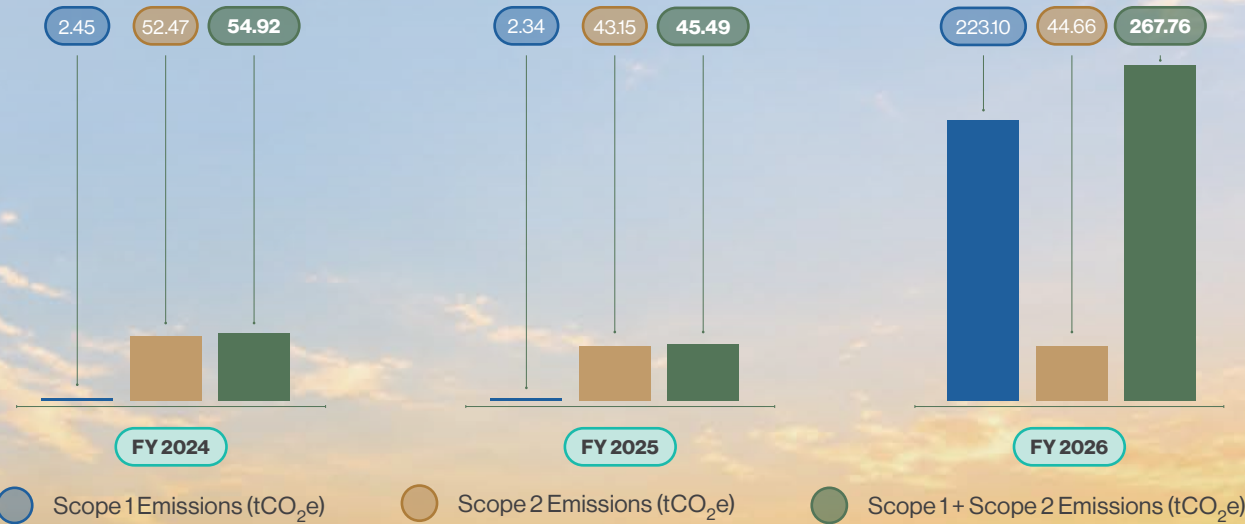
ChrysCapital monitors key environmental indicators across its operations, including energy and water consumption, waste generation, and greenhouse gas (GHG) emissions. Through focused energy and resource management initiatives, the Firm seeks to optimise resource utilisation, minimise its environmental footprint, and strengthen its climate performance.

As part of its strategy, ChrysCapital has initiated GHG inventory disclosure in alignment with global best practices, establishing a baseline for future decarbonisation efforts. The inventory is prepared in accordance with the Greenhouse Gas Protocol developed by the World Resources Institute (WRI), with reference to ISO 14064-1. The Firm monitors Scope 1 emissions from direct operational sources and Scope 2 emissions from purchased electricity, while progressively expanding the measurement and disclosure of relevant Scope 3 emissions to enhance the completeness of its carbon footprint assessment and climate-related disclosures across its value chain. The Firm's Scope 1, 2, and 3 GHG emissions have also undergone external assurance, enhancing the credibility, reliability, and transparency of its reported emissions data.

Since FY 2023, ChrysCapital has maintained carbon neutrality across its own operations in India and Mauritius by measuring, managing, and offsetting its operational emissions through investments in Gold Standard-certified carbon offset projects and international renewable energy certificates. These initiatives support the Firm's broader ambition to align with global climate action goals and contribute to India's transition towards Net Zero by 2070.

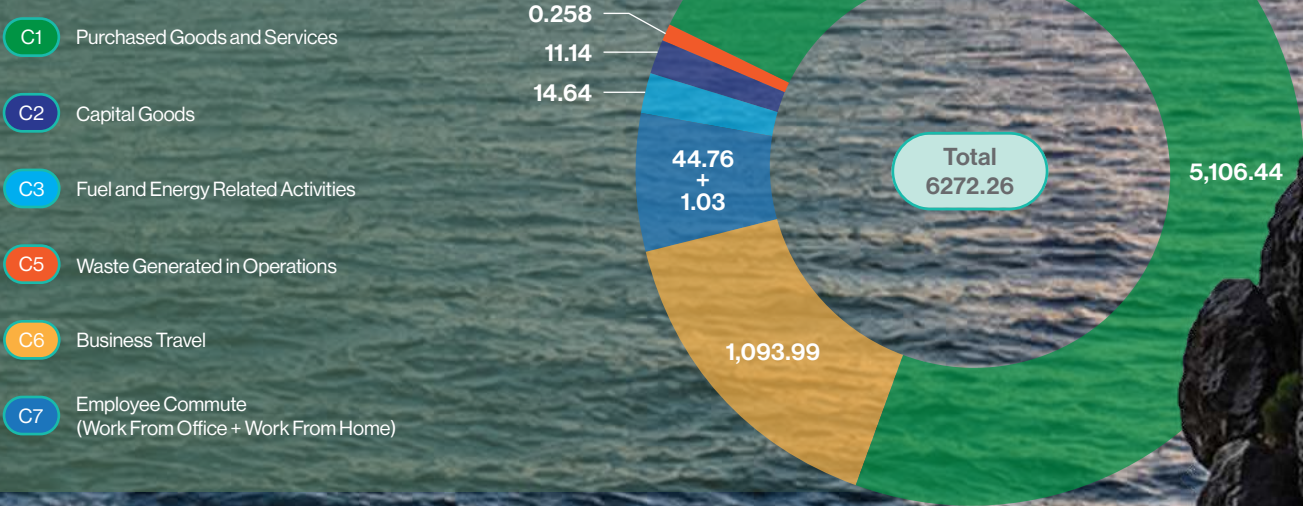
In cliff jumping, athletes can reach speeds of more than 80 km/h during freefall, with body position influencing their descent and water entry.

ChrysCapital's Carbon Footprint (tCO₂e): FY 2024 to FY 2026



The significant increase in Scope 1 emissions is primarily attributable to the change in office floor at the Mumbai office during the reporting period. The relocation involved HVAC reinstallation and refrigerant refilling, resulting in higher fugitive emissions compared to the previous year. This was a one-time impact and is not indicative of the Firm's ongoing emissions profile.

ChrysCapital's Scope 3 GHG Emissions (tCO₂e): FY 2026



Resource Management

Recognising the importance of responsible water stewardship, the Firm initiated monitoring of in-house water consumption through the installation of water meters, where permitted by building management, to establish a baseline and better understand usage patterns. It is also transitioning its offices to renewable energy and green power where available.

In addition, the Firm 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.

In parallel, ChrysCapital has been implementing waste segregation practices at its office premises for the past two years and has commenced formal reporting of waste data in the current reporting year, promoting responsible waste management and encouraging greater awareness of sustainable behaviours among employees. These initiatives represent the beginning of a more structured approach to managing the Firm's operational environmental footprint.

Through systematic measurement, improved data management, and continued engagement with portfolio companies, ChrysCapital aims to support resource efficiency, reduce environmental impacts, and contribute towards long-term sustainable value creation.

0.819 MT

Total Waste Generated
FY 2026

Climate Risk Assessment

Climate change presents an urgent sustainability-related risk, with rising global temperatures, more frequent and severe extreme weather events, sea-level rise, and an evolving regulatory and technological landscape expected to drive significant economic impacts. These evolving risks underscore the importance of strengthening climate resilience alongside mitigation efforts.

Climate change was the key focus area for the Group during the year, reinforcing its commitment to environmental responsibility and carbon reduction. As part of its efforts to better understand and manage climate-related impacts, the Group has undertaken a comprehensive Climate Risk Assessment (CRA) to evaluate physical and transition risks across its portfolio companies and own operations, providing valuable insights into climate risk exposure and resilience.

ChrysCapital conducted its portfolio-wide and fund-level Climate Risk Assessment using internationally recognised climate scenarios. Physical risks were assessed under the SSP1-2.6, SSP2-4.5, and SSP5-8.5 pathways, while transition risks were evaluated using NGFS (Network for Greening the Financial System) scenarios, including Net Zero 2050 (Below 2°C), Current Policies, and Hot House World. The assessment covered three time horizons—2030 (short term), 2040 (medium term), and 2050 (long term)—to capture both near- and long-term climate-related impacts.

During the reporting year, desktop-based physical climate risk assessments were conducted across the Firm's three office locations and its portfolio companies. The transition risks were assessed across the fund and its portfolio sectors. The results confirmed that climate-related exposure varies across the portfolio. Key risk drivers included extreme weather events, evolving regulatory requirements, carbon transition costs, technological disruption, and shifting market expectations, while sectors with lower climate sensitivity showed comparatively limited exposure. Collectively, the assessment provides ChrysCapital with a forward-looking view of sector-specific climate vulnerabilities, enabling the prioritisation of higher-risk portfolio companies, informed investment decisions, and targeted resilience planning.

In canyoning, the route can require a continuous shift between walking, swimming, climbing, and rappelling, making it one of the few adventure sports built around multiple modes of movement.

Social

At its heart, private equity is a people business. The thesis may be compelling and the market timing favourable, but it is ultimately the quality of the team, the depth of their market knowledge, the strength of their relationships, and the rigour of their judgement that determines whether an investment succeeds.

ChrysCapital has understood this since its founding. Over more than two decades of backing India's most ambitious businesses, the Group has built a community of professionals whose collective expertise and shared commitment to integrity-driven investing have become one of its most enduring strengths.

Many limestone caves form as water slowly dissolves rock along fractures, with some passages taking more than 100,000 years to become large enough for human exploration.

ChrysCapital's People Strategy

Inclusive Workplace

Creating an environment with diverse perspectives

Employee Development and Well-Being

Supporting employees through learning, engagement, and well-being initiatives

Ethical Culture

Maintaining a culture of integrity that reinforces trust among investors, portfolio companies, and other stakeholders

Diversity, Equity, and Inclusion (DEI)

ChrysCapital believes that a diversity of backgrounds, experiences, and perspectives strengthens decision-making, builds stronger teams, and delivers better outcomes for the Firm, its people, and the businesses it backs.

The Group's DEI programme is built around four areas of focus:

- Governance and Accountability
- Attracting Diverse Talent
- Capability Building and Awareness
- Policy Infrastructure

Governance and Accountability

ChrysCapital's DEI Committee provides governance oversight for the Firm's inclusion agenda. The Committee, comprising a cross-functional, cross-generational, and cross-gender group of colleagues, reviewed the Group's training programme, monitored progress against inclusion commitments, and identified priority areas for further action during FY 2026.

The Group remains a signatory to the Institutional Limited Partners Association Driving Inclusion in Alternatives (ILPA DIA) initiative, reaffirming its commitment to industry-wide diversity and inclusion standards and embedding these principles across its people practices.

ChrysCapital is also a member of WinPE, a pioneering not-for-profit platform advancing gender diversity and increasing women's participation across the private equity ecosystem.

Attracting Diverse Talent

ChrysCapital continues to strengthen workforce diversity through inclusive hiring practices and broader talent outreach, reinforcing its commitment to equitable opportunities across the organisation. During FY 2026, the Group welcomed 13 new employees across its Mumbai, Delhi, and Mauritius offices.

38.81%
Female employees
firm-wide

53.85%
Female new hires



The table below shows the distribution of ChrysCapital's workforce by management level and gender as of March 31, 2026.

Management Level	Under 30 Y		30–50 Y		Over 50 Y		Total Male	Total Female	Total
	M	F	M	F	M	F			
Senior Management	-	-	13	-	3	-	16	0	16
Middle Management	-	-	10	6	1	-	11	6	17
Junior Management	5	-	4	9	-	-	9	9	18
Non-Management	5	3	-	8	-	-	5	11	16
Total	10	3	27	23	4	0	41	26	67
% of total by gender							61.19%	38.81%	

ChrysCapital maintains a formal performance and career development review process covering all eligible employees who joined before January 1, 2026. 100% of eligible employees received a formal review, supporting performance assessment, career development, and ongoing growth conversations.

Voluntary employee turnover remained low at 7.46% during FY 2026, with five departures recorded during the year. The Firm attributes this stability to its investment in career development, a flexible working environment, and a collaborative culture.

Capability Building and Awareness

During FY 2026, ChrysCapital partnered with the Samāna Centre for Gender, Policy and Law—an Equality, Diversity, and Inclusion advisory founded by Aparna Mittal, a corporate lawyer and DEI specialist with over two decades of experience—to deliver a structured DEI training programme comprising four dedicated sessions. Together, the programme accounted for 255 learning hours, representing 43.55% of the Group's total organisational learning hours.

The sessions covered:

- Unconscious Bias Training
- Socio-Economic Inclusion
- Creating and Leveraging Allies at the Workplace
- Language as a Tool for Inclusion

Complementing the formal training programme, ChrysCapital's voluntary mentorship programme continued into its second year, pairing employees with senior mentors to support career development, industry exposure, and professional networks. Together, these initiatives reflect the Group's commitment to fostering an inclusive workplace through continuous learning and engagement.

Policy Infrastructure

ChrysCapital's DEI Policy enshrines zero tolerance for discrimination and commits the Firm to regularly reviewing its employment practices to ensure fairness. The policy is read in conjunction with the Firm's Code of Conduct.

The Firm's gender-neutral parental leave policy, introduced in FY 2025, continued throughout FY 2026, providing equal entitlement for primary and secondary caregivers irrespective of gender. ChrysCapital also maintains a child day care reimbursement benefit for all full-time employees, reinforcing its commitment to supporting families.

Policy Applies to

- Employees
- Partners
- Consultants
- Contractual Staff

Protected Characteristics

- Gender Identity
- Sexual Orientation
- Socio-Economic Status
- Ethnicity
- Disability
- Religion

Zip-line cables are installed with a calculated sag rather than pulled completely taut, allowing the line to absorb part of the load as a rider travels along it.



Employee Engagement and Well-Being

Employee well-being is central to ChrysCapital's people strategy. The Group fosters a workplace where employees are supported to grow, recognised for their contributions, and provided with the resources they need to thrive. The Group's engagement programme spans structured learning and development, flexible working, health and welfare benefits, and a culture of open dialogue. Its renewed Great Place To Work® certification in FY 2026 reflects the cumulative outcome of these efforts.

Learning and Development

Learning and development is a professional commitment at ChrysCapital—to the firm, to its investors, and to the individuals who make up its team. During FY 2026, the Group delivered a structured learning programme spanning policy and regulatory training, DEI capability building, knowledge enrichment, and professional development.

585.50	8.74	13
Total learning hours	Average training hours per employee	Training sessions delivered

Session Type	Sessions	Total Learning Hours	% of Total
DEI Training	4	255.00	43.55%
Policy Training	5	188.00	32.11%
Knowledge Sessions— External Speaker	3	120.00	20.50%
Internal ChrysCapital Sessions	1	22.50	3.84%

Beyond the formal curriculum, ChrysCapital hosted thought-leadership sessions with external speakers to broaden perspectives and encourage continuous learning. During FY 2026, sessions covered leadership and organisational culture, the social and historical context of modern India, and Indian labour law.

FY 2026 also marked the introduction of a structured Individual Development Plan (IDP) process at ChrysCapital. Through dedicated walkthrough sessions, employees identified role-specific skill gaps, defined learning objectives, and accessed development opportunities, including mentoring and role-specific training. The framework formalises ChrysCapital's approach to structured career development.

Learning Mix

6	7
Mandatory sessions	Voluntary sessions

Employee Well-Being and Benefits

ChrysCapital adopts a holistic approach to employee well-being, supporting the physical, mental, and emotional health of its people. The Group fosters an environment where employees feel heard, recognised, and empowered through a range of well-being initiatives.

People First

- Hybrid Work Model
- Core Working Hours Framework
- Preventive Healthcare Reimbursement
- Firm-Wide Celebrations
- Team Events
- Cross-Functional Gatherings

Alongside its formal well-being programme, ChrysCapital included a range of employee engagement activities, from firm-wide celebrations to team events and cross-functional gatherings, that reinforce the sense of community at the heart of the firm's culture.

Great Place To Work® Certified

ChrysCapital retained its Great Place To Work® certification in FY 2026, reflecting sustained high levels of employee trust, pride, and camaraderie. The certification serves as an independent benchmark of the Group's workplace culture and employee experience.

Preventing Sexual Harassment

ChrysCapital is committed to maintaining a safe, respectful, and harassment-free workplace. The Group's Prevention of Sexual Harassment (POSH) Policy provides a framework for the prevention, prohibition, and redressal of sexual harassment across all its offices.

POSH Framework:

- **Policy Coverage:** All employees across the Mumbai, Delhi, and Mauritius offices
- **Internal Complaints Committee (ICC):** Constituted with designated presiding officers and members across the Mumbai and Delhi offices
- **Grievance Mechanism:** Formal and confidential process for reporting concerns
- **Governance:** ICC composition reviewed periodically to ensure representational adequacy
- **FY 2026:** No incidents of sexual harassment reported



The Namib Desert hosts one of the world's longest sandboarding descents, with riders descending dunes that can rise more than 300 metres above the surrounding landscape.

Governance

At ChrysCapital, governance is a cornerstone 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, the Group ensures adherence not only to regulatory requirements but also the highest standards of professional integrity.

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

Governance Structure

ChrysCapital's governance structure provides a robust foundation for overseeing ESG risks and opportunities, ensuring alignment with its strategic and fiduciary objectives. It defines clear roles, responsibilities, and oversight mechanisms to drive accountability and integration of sustainability across the organisation.

ESG Committee

The ESG Committee provides strategic oversight to the Investment Managers, enabling informed investment decisions through the assessment of sustainability and climate-related factors. It is responsible for developing and refining ESG strategies, policies, and frameworks aligned with the Group's investment objectives and industry best practices.

Committee Composition

- Chief Investment Officer
- Chief Operating Officer
- Chief Financial Officer
- ESG Lead

Key Responsibilities

- **Strategy, Policy, and Framework Development:** Develops and refines overarching ESG strategies, policies, and frameworks aligned with the Group's investment objectives and industry best practices
- **ESG Due Diligence Oversight:** Provides oversight and guidance on ESG due diligence processes throughout the investment lifecycle, ensuring comprehensive assessment of the environmental, social, and governance factors for potential investments
- **Portfolio Engagement and Performance Monitoring:** Facilitates engagement with portfolio companies to enhance ESG performance, monitors progress against established ESG objectives and benchmarks, and identifies areas for improvement
- **Board Recommendations:** Makes recommendations and provides guidance to the Board of Directors on ESG-related matters

Governance in Practice

ESG Accountability



Approach

Qualitative ESG KRAs embedded into the variable compensation of the ESG Lead and CFO

Committee Meetings



Approach

Quarterly discussions on sustainability and climate-related matters

ESG Training



Approach

Annual training for all employees

Embedding Ethics and Integrity

Ethical conduct underpins every aspect of the Group's governance approach, shaping how the Group engages with portfolio companies, investors, and the wider community.

Policy Framework

ChrysCapital maintains a comprehensive Policy Handbook that is reviewed annually as well as on an ad-hoc basis to keep pace with evolving regulatory expectations and global standards. All employees, including new hires, participate in mandatory annual training on the complete Policy Handbook and are required to formally acknowledge that they have understood and agreed to abide by the policies.



Human Rights Policy

Formalising the Group's commitment to internationally recognised human rights principles

Alpine climbers often navigate exposed ridgelines where careful foot placement, balance, and secure handholds are essential for maintaining stability on steep terrain.

List of Policies

The Group’s Policy Handbook brings together the full suite of policies that govern its day-to-day conduct, covering investment activities, workplace practices, and information management. The list below outlines the policies currently in force.

- Code for Trading in Securities
- Confidential Information and Trading in Stocks
- Responsible Investment Policy
- Risk Management Policy
- Anti-Money Laundering and Combatting Financing of Terrorism Compliance Policy
- Anti-Corrupt Practices Policy
- Conflict of Interest
- Information Security Policy
- Acceptable Usage Policy
- Safe Workplace Policy
- Diversity, Equity, and Inclusion Policy
- Human Rights Policy
- Social Media Policy
- Staff Manual
- Background Verification Policy
- SOP for Destruction of Confidential Information as per NDA
- Waste Management Policy
- Whistleblower Policy
- Expert Network Policy
- Trade Error Policy
- Best Execution Policy
- Reputational Risk and Crisis Communication Policy

A successful jump depends on more than the cord. Operators calculate the cord length and elasticity against the jumper’s weight, jump height, and required clearance before each jump.

Cybersecurity and Data Protection

ChrysCapital treats information security and data as fundamental to maintaining the trust of its investors, portfolio companies, and employees. The Group’s cybersecurity framework is guided by dedicated policies and practices that safeguard sensitive information and promote the secure handling of confidential data throughout its lifecycle.

Cybersecurity Framework

- **Policies:** Information Security Policy, Acceptable Usage Policy, and SOP for Destruction of Confidential Information
- **Capability Building:** Mandatory annual cybersecurity training for all employees
- **Continuous Awareness:** Monthly cybersecurity awareness emails covering emerging risks and security best practices
- **FY 2026 Performance:** No material data breach incidents reported



Move Beyond Today

Momentum turns intention into meaningful action.

Wingsuit flying demands more than the instinct to move forward. Every flight requires preparation, precision, and an ability to read changing conditions, with each decision shaping the path ahead. Momentum comes from knowing when to accelerate, when to adjust, and how to navigate with control.

For ChrysCapital, ESG creates similar momentum in its investment approach. Responsible investment principles are translated into action through the way opportunities are assessed, risks are understood, and portfolio companies are supported.

From due diligence to engagement and ongoing value creation, ESG remains integral to investment decisions—helping the Group navigate complexity, act with foresight, and build businesses positioned for sustainable growth.

A wingsuit pilot builds speed in a dive before converting that speed into forward glide, using changes in body position and angle of attack to control the flight path.



Responsible Investment: Building Resilience, Creating Value

Funds Overview

Investment Strategy

ChrysCapital invests in high-quality businesses operating in sectors driven by long-term structural growth. Through deep sector expertise, disciplined investing, active ownership, and responsible stewardship, the Firm seeks to create sustainable value for investors while supporting the growth, resilience, and long-term success of portfolio companies.

The Firm's investment approach is centred on identifying businesses with strong management teams, scalable operating models, and sustainable competitive advantages. Dedicated sector teams provide differentiated insights into market dynamics and emerging opportunities, enabling ChrysCapital to support portfolio companies through evolving business and economic environments.

Disciplined capital allocation remains a cornerstone of the investment philosophy. Investment opportunities are evaluated through a rigorous assessment of business fundamentals, growth prospects, valuation, governance standards, and risk-return considerations.

With a long-term investment horizon, ChrysCapital focuses on building resilient businesses capable of generating sustainable returns across economic cycles.

The fastest line is not always the shortest: riders read the terrain and choose a route that allows them to maintain speed while staying in control.



Group Level Statistics FY 2026

USD 6.83 Bn Asset under management ⁴	~ USD 8 Bn Capital raised since inception	~ USD 8 Bn Capital returned since inception	~ USD 6 Bn Total capital invested
5 Investments during FY 2026	3 Exits during FY 2026	30 Active portfolio companies ⁵	6 Sector coverage



Sector Coverage and Fund Level Analysis

USD 392 Mn Consumer AUM	USD 593 Mn Enterprise technology AUM	USD 2,213 Mn Financial services AUM
USD 1,251 Mn Healthcare and life sciences AUM	USD 495 Mn Manufacturing AUM	USD 169 Mn New economy AUM

⁴Includes dry powder of USD 1.72 Billion
⁵Responsible Investment Policy/ESG Strategy is applicable for companies from Fund VIII onwards

Geographic Presence

India remains ChrysCapital's primary investment market and continues to be the foundation of its investment strategy. Several portfolio companies also operate across international markets, reflecting the global growth ambitions of the businesses in which the Firm invests.

Approach to Responsible Investment

Responsible Investment Philosophy

ChrysCapital believes that identifying and managing material ESG risks, while capturing ESG-related value creation opportunities, enhances long-term, risk-adjusted returns. As a responsible steward of capital, the Firm recognises its role in supporting sustainable development and building resilient, future-ready businesses.

As one of the largest private equity firms investing in India, ChrysCapital considers the systematic integration of ESG principles across the investment lifecycle—from pre-investment due diligence and active ownership to exit—as one of its most material responsible investment priorities. Rather than a compliance exercise, ESG integration is viewed as a key enabler of long-term value creation, stronger governance, operational resilience, and effective risk management.

A land yacht's forward thrust is generated by the combined effects of lift, drag, apparent wind angle, and sail position, rather than by the wind acting as a simple push from behind.

Responsible Investment Approach

ChrysCapital implements a structured, lifecycle-based approach to ESG integration across its private equity portfolio.



Commitment to Principles for Responsible Investment

ChrysCapital's commitment to responsible investment is guided by the Principles for Responsible Investment (PRI), the world's leading framework for integrating environmental, social, and governance considerations into investment decision-making and ownership practices.

As a PRI signatory, the Firm aligns its investment activities with globally recognised responsible investment principles, strengthening its approach to risk management, value creation, transparency, and stakeholder accountability.

During FY 2026, ChrysCapital continued to strengthen its responsible investment programme by embedding ESG considerations across the investment lifecycle by formalising:

- ESG Due Diligence Framework
- ESG and Impact Assessment Framework
- ESG Exit Framework
- ESG Incident Reporting Process

ChrysCapital's Alignment with the PRI Principles

PRI Principle	ChrysCapital's Approach
Principle 1: Incorporate ESG issues into investment analysis and decision-making processes	ESG considerations are integrated into investment screening, due diligence, and investment committee discussions through the formalised ESG Due Diligence Framework.
Principle 2: Be active owners and incorporate ESG issues into ownership policies and practices	ChrysCapital engages with portfolio companies throughout the ownership period through ESG assessments, ESGCAP implementation, and ongoing management engagement.
Principle 3: Seek appropriate disclosure on ESG issues from investee companies	Portfolio companies participate in annual ESG and Impact Assessments, enabling consistent monitoring of ESG performance, risks, opportunities, and value creation initiatives.
Principle 4: Promote acceptance and implementation of PRI within the investment industry	ChrysCapital contributes to the advancement of responsible investment through participation in PRI, EDCI, UNGC, ILPA DIA, and other ESG-related initiatives and forums.
Principle 5: Work together to enhance effectiveness in implementing PRI	The Firm collaborates with portfolio companies, external advisors, industry peers, and sustainability organisations to strengthen ESG practices and share knowledge.
Principle 6: Report on activities and progress towards implementing PRI	ChrysCapital reports annually on its ESG performance and responsible investment activities through its ESG Report, PRI disclosures, UNGC reporting, EDCI, and ILPA DIA participation.

A controlled turn depends on continuously managing three variables: edge angle, pressure, and balance, to respond to the changing interaction between ski and snow.

ESG and Impact Assessment

During FY 2026, ChrysCapital refined and formally documented its ESG and Impact Assessment Framework to strengthen portfolio-level ESG oversight, benchmarking, and stewardship. The framework provides a structured approach for evaluating ESG maturity, identifying improvement opportunities, monitoring progress, and supporting informed decision-making across portfolio companies.

By evaluating performance across Environmental, Social, Governance, and Impact dimensions, the framework supports consistent ESG oversight while recognising sector-specific material issues and business contexts.

Framework Coverage

Environmental (50+ KPIs)	Social (40+ KPIs)	Governance (50+ KPIs)	Impact (30+ KPIs)
- Carbon emissions monitoring - Decarbonisation planning - Climate risk assessment - Energy management - Water stewardship - Waste management	- Employee diversity - Workforce well-being - Workplace health and safety - Human rights - Talent management - Employee engagement	- ESG oversight - Board composition and diversity - Ethics and compliance - Risk management - Data privacy and cybersecurity - Responsible business conduct	- SDG contribution - Beneficiary reach - Economic impact - Community outcomes - Impact measurement and reporting

ESG and Impact Assessment Framework Overview

Assessment	Analysis	Output
- Evaluate ESG and impact performance across portfolio companies - Assess more than 170 KPIs across material sustainability themes - Align with globally recognised frameworks and standards - Apply sector-specific materiality considerations	- Assess ESG maturity levels - Benchmark performance across portfolio companies - Identify material risks and opportunities - Evaluate year-on-year progress	- Generate ESG and impact profiles - Develop tailored improvement roadmaps - Support ESGCAP implementation - Identify value creation opportunities - Strengthen portfolio-level ESG oversight

Global Frameworks and Benchmarks

The ESG and Impact Assessment Framework is aligned with globally recognised standards and initiatives, including:



Initiatives for Portfolio Companies

ChrysCapital's engagement with its portfolio companies extends beyond financial oversight, reflecting the Firm's belief that sustainable business practices are fundamental to long-term resilience and value creation. Through structured ESG engagement, the Firm works with portfolio company management teams to embed responsible practices across governance, operations, and risk management, translating ESG commitments into measurable business outcomes.

The Firm's engagement focuses on four priorities:

- Strengthening ESG data transparency and reporting quality
- Identifying and managing material sustainability risks and opportunities
- Building internal ESG capacity within portfolio companies
- Progressively aligning businesses with globally recognised sustainability standards

Together, these efforts support ChrysCapital's broader objective of building a portfolio of businesses that are not only financially strong but also governance-ready, risk-aware, and positioned for sustainable growth.

During FY 2026, ChrysCapital advanced a structured portfolio engagement programme to build ESG capability, strengthen accountability, and drive measurable sustainability progress across its investments.

- Structured Engagement and Governance:** Maintained a regular engagement cadence with portfolio companies to track ESG progress and align on priorities. ESG oversight

progressively institutionalised at the CEO minus 1 level, reinforcing senior accountability and strategic alignment across the portfolio.

- Customised ESG Roadmaps:** Developed tailored ESG improvement roadmaps for each portfolio company based on sector-specific materiality considerations and assessment outcomes, ensuring practical actions aligned with each company's maturity.
- Climate Risk Assessment:** Conducted desktop-based physical climate risk and sector-specific transition risk assessments to help portfolio companies understand climate-related risks and resilience priorities.
- Emissions, Policy, and Training:** Supported portfolio companies with greenhouse gas emissions calculations to establish environmental reporting baselines. Draft ESG policies covering key governance, environmental, and social areas were made available for adoption, alongside targeted training on ESG governance, climate risk, and sustainability reporting.

Whitewater rivers feature distinct hydraulic patterns, each requiring riverboarders to recognise and respond differently.





Go Beyond Today

Resilience creates the confidence to reach further.

What once appeared as a distant summit becomes a milestone in a much larger journey, revealing new paths, possibilities, and challenges beyond. The perspective gained along the way creates the confidence to look further and go higher.

For ESG, progress creates the foundation for what comes next. Stronger practices, deeper integration, and greater resilience can open new possibilities, extending the value created today into the future.

At ChrysCapital, the journey continues by building on the progress across its portfolio—strengthening ESG performance, advancing responsible growth, and exploring what lies beyond.

The journey began by looking beyond today. It continues by going beyond today.

Paraglider pilots can gain altitude without an engine by circling within invisible columns of rising air, using each thermal to climb before gliding towards the next.

REACH

Portfolio: ESG Performance

ESG Highlights: ChrysCapital's Portfolio























































A flyboard can propel a person up to around 15 metres (50 feet) above the water using nothing but the force of water.

*Note: The portfolio highlight for Body Cupid Private Limited has not been included due to the unavailability of data.

Spotlight on Portfolio Companies' ESG Performance

FY 2026 marks a continued evolution in how ChrysCapital approaches responsible investment. Across the portfolio, companies are moving beyond intent to action, streamlining ESG practices with greater precision and accountability. From tightening resource efficiency and elevating workforce standards to strengthening governance frameworks and improving disclosure accuracy, the portfolio reflects a maturing ESG culture. ChrysCapital's active engagement model ensures these commitments translate into measurable, long-term value across sectors.

Some ice-climbing routes form on frozen waterfalls, meaning climbers can literally ascend a waterfall when winter transforms it into ice.

Aggregated ESG Performance of Our Investments: A Snapshot

 Environment	 Social	 Governance
96% Of the portfolio companies track energy consumption	62% Of the portfolio companies have women C-suite representation	56% Of the portfolio companies have an ESG policy
92% Of the portfolio companies monitor Scope 1 emissions	85% Of the portfolio companies reported zero workplace-related injuries and fatalities	69% Of the portfolio companies have women representation on the Board of Directors
96% Of the portfolio companies monitor Scope 2 emissions	100% Of the portfolio companies offer retirement and well-being benefits	88% Of the portfolio companies have established formal ESG oversight mechanisms
27% Of the portfolio companies monitor Scope 3 emissions	67% Of the portfolio companies have a DEI policy	100% Of the portfolio companies reported zero personal data breaches
62% Of the portfolio companies utilise energy from renewable sources	54% Of the portfolio companies have a Human Rights Policy	100% Of the portfolio companies have a Code of Conduct policy

 | Lenskart Solutions Limited

Company Highlights

Headquarters
Gurugram, India

Year of Investment
2023

Listed
Yes

Sector
Consumer

Business Overview

Founded in 2010, Lenskart Solutions Limited is a technology-driven eyewear company with integrated operations spanning design, manufacturing, branding, and retailing of eyewear products. The company primarily retails prescription eyeglasses, sunglasses, and other products, including contact lenses and eyewear accessories. Its operations span 28 States and 3 Union Territories across India, while its subsidiaries extend its presence across international markets, including Singapore, the UAE, Saudi Arabia, Malaysia, Indonesia, Thailand, Japan, Taiwan, Hong Kong, Australia, Vietnam, Spain, and the United Kingdom.

ESG Highlights

31.25%
Women on the Board of Directors

100%
Employees trained on health and safety

64%
Waste recycled

11.16%
Total energy consumed from renewable sources

Zero
Workplace fatalities

Impact Highlights

23.8 Million
Eye tests conducted globally

11.87%
Inputs sourced directly from MSMEs and small producers

517,500+
CSR beneficiaries reached, 100% from vulnerable and marginalised groups

Awards and Certifications

- ISO 9001:2015-certified Quality Management System
- ISO 13485:2016-certified Medical Devices Quality Management System

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Targets Net Zero by 2050, with Scope 1, 2, and 3 GHG emissions inventorised and independently assured. • Reduced Scope 2 emissions year-on-year despite expansion of the store network. • Commissioned a 2.28 MWp captive rooftop solar power plant to increase the share of renewable energy in operations and reduce the carbon footprint.
Community Welfare	• Lenskart Foundation delivered preventive eye care through Child Eye Care Centres, Drishti “Har Gaon, Har Ghar”, Mobile Vision Vans, Reframe India, and facilitates cataract surgeries. • Focused outreach on aspirational districts in Bihar, Jharkhand, Rajasthan, and Uttarakhand (Gaya, Katihar, Muzaffarpur, Gumla, and Latehar), widening access to affordable vision care.
Human Capital Development	• Trained 100% of employees on health and safety and 62.67% on skill upgradation through the Lenskart Academy. • 100% employee coverage across health, accident, life insurance, provident fund, and gratuity, with a 100% parental leave return-to-work rate.
Governance	• Maintains Board-approved ESG and responsible business policies covering all nine NGRBC Principles, which are publicly available. • Sustainability is overseen by the Board and its CSR and Risk Management Committees. • Recorded zero data breaches and zero product recalls, with cybersecurity, data privacy, business continuity, and disaster recovery frameworks in place.
Responsible Supply Chain	• Sustainable sourcing is underway, including eye frames made from approximately 65% bio-based Nylon PA12, with 11.87% of inputs sourced directly from MSMEs and small producers. • Rolled out a supplier ESG assessment framework across the value chain, covering energy, emissions, waste, water, and working conditions, with the Code of Conduct extended to all partners.



Comfort Grid Technologies Private Limited

Company Highlights

Headquarters Mumbai, India	Year of Investment 2025	Listed No	Sector Consumer
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Business Overview

Founded in 2019, Comfort Grid Technologies Private Limited (The Sleep Company) is a Mumbai-based comfort-tech company that designs and produces advanced sleep and seating solutions using its patented SmartGRID® technology. The Sleep Company offers a variety of products including mattresses, pillows, cushions, bedding, and office chairs, distributed through both e-commerce platforms and offline retail channels.

ESG Highlights

100% Compliant with EPR targets	Zero Product recall	Zero Data breaches
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Impact Highlights

27 Indian cities served through retail presence	75% Procurement from sustainable sources	13% Of revenue invested in R&D
100% Operational footprint coverage (offices and plants) through human rights due diligence		

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- An Environmental Management System is in place. - Met all Extended Producer Responsibility targets as a brand owner. - Operates as an MPCB Green+ certified, Zero Liquid Discharge manufacturer.
Human Capital Development	- Employees are offered comprehensive benefits covering health insurance, accident insurance, maternity/paternity benefits, and retirement benefits. 98% survey response rate; Employee Satisfaction Score of 89/100. - Employees receive an average of 20 hours of training per year.
Health and Safety	- Formal health and safety and OHSMS in place. - Zero reportable workplace incidents for employees in the reporting period.
Diversity, Equity and Inclusion	Formal Diversity, Equity, and Inclusion Policy in place.
Responsible Supply Chain	Supplier Code of Conduct embedded in all contracts; ESG due diligence conducted across Tier 1 and Tier 2 partners; 100% of sites covered.
Governance	ESG materiality assessment completed with stakeholder engagement.



Theobroma Foods Private Limited

Company Highlights

Headquarters
Mumbai, India

Year of Investment
2025

Listed
No

Sector
Consumer

Business Overview

Theobroma is a pan-India patisserie chain, founded in Mumbai in 2004. Its range spans brownies, cakes, desserts, chocolates, breads, cookies, and savouries, sold through 300+ outlets in 30+ cities. Production follows a hub-and-spoke model: central kitchens in Mumbai, Noida, Bengaluru, Ahmedabad, and Hyderabad, with satellite kitchens in Goa, Nagpur and Lucknow. Together, they serve customers across 330 pin codes.

ESG Highlights

799GJ
Energy saved through efficiency initiatives

13.3
Average training hours per employee

100%
Recyclable plastic packaging across products

26.4%
Women in the workforce

14.3%
Waste recycled

Impact Highlights

82 Mn+
Customers reached

37.41%
Women-led enterprises among MSME suppliers

71 NPS Achieved
With feedback collected from 100% customers

Awards and Certifications

- Operates under food safety standards governed by the Food Safety and Standards Authority of India (FSSAI)
- Named "Most Loved Consumer Brand" by The Economic Times in 2026

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Scope 1 and 2 GHG emissions quantified. - Energy-efficiency programmes in place: chiller condenser optimisation, air-compressor pressure monitoring, heat-pump installation. - Waste segregation with approved-vendor recycling. 100% recyclable plastic packaging, shifting to food-grade paper. - EPR obligations met as a registered brand owner.
Community Welfare	100 women skilled as home-based baking entrepreneurs. - Funded a fully-equipped chemistry laboratory at Shree Ganesh Education Academy, Navi Mumbai. - Supported a digital learning lab, community meals, and food-safety workshops in Bengaluru.
Human Capital Development	13.3 training hours per employee across POSH, Code of Conduct, and soft-skills programmes. - Retirement benefits (Provident Fund, Gratuity, ESIC) and health-insurance coverage for all eligible employees.
Governance	- Established an ESG Steering Committee with members of the senior leadership. - Code of Conduct, anti-bribery, whistleblower, and remuneration policy in place. - Zero compliance breaches or penalties in the year. - Data privacy and cybersecurity governance aligned to the DPDP Act, 2023.
Responsible Supply Chain	470+ suppliers engaged, with strong local and inclusive sourcing.



GeBBS Healthcare Solutions Private Limited

Company Highlights

Headquarters Navi Mumbai, India	Year of Investment 2018	Listed No	Sector Enterprise Technology
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Business Overview

GeBBS Healthcare Solutions is a leading technology-enabled provider of Revenue Cycle Management (RCM) and Health Information Management (HIM) services to US healthcare providers, 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. Incorporated in 2005, GeBBS operates 16 delivery centres across India, the USA, the Philippines, and the Dominican Republic, serving 331 customers. With deep operational expertise and strong compliance governance, GeBBS delivers scalable execution that improves cash flow, strengthens financial control, and supports more predictable revenue outcomes.

ESG Highlights

Zero Data breaches	>40% Female workforce	Zero Compliance breaches
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Impact Highlights

INR 30.6 Mn Spent on CSR via 22 CSR projects	90,000+ CSR beneficiaries
302 PIN codes served	7.5 Mn Charts coded annually for outpatient coding

Awards and Certifications

- ISO 27001:2013/17 Information Security Management, ISO 9001:2015 Quality Management, AICPA SOC (Service Organization Control), HITRUST CSF, PCI-DSS, and NIST Cybersecurity Framework certified
- Recognised as a Leader in the 2026 IAOP® Global 100 Outsourcing List
- GeBBS Wins at the L&D Visionaries Conclave and Awards 2025

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Scope 1 and 2 GHG emissions quantified; Environmental Management System in place; ESG policy reviewed annually. • Board-overseen, Paris-aligned decarbonisation strategy with a near-term target; SBTi validation in progress. • Waste managed through dry/wet segregation, certified e-waste recycling and paperless/restricted-printing policies, supported by employee training and ESG reporting.
Community Welfare	• Strengthened community well-being through integrated initiatives in health, education, livelihoods, skill development, environmental sustainability, and regenerative agriculture, with a focus on vulnerable and underserved populations.
Diversity, Equity and Inclusion	• Maintains a diverse and skilled workforce of over 40%. • DEI and POSH policies in place. • Specially-abled individuals employed as part of workplace diversity.
Governance	• No compliance fines or penalties; zero reportable data breaches. • ESG-linked executive compensation; materiality assessment conducted with stakeholder engagement. • Policies in place: Code of Conduct, Anti-Bribery, Whistleblower, Risk, Data Privacy and Cybersecurity, Disaster Management, and Business Continuity Plan Policy.
Responsible Supply Chain	• Responsible Procurement and Supplier Code of Conduct policies in place. • The Supplier Code is embedded in contracts, setting baseline ESG expectations for vendors.



ProHance India Private Limited

(Formerly known as Jamocha Tech Private Limited)

Company Highlights

Headquarters
Bengaluru, India

Year of Investment
2023

Listed
No

Sector
Enterprise Technology

Business Overview

ProHance India Private Limited is a cloud-based workforce intelligence and productivity analytics platform designed to improve productivity, efficiency, and employee engagement across hybrid and distributed work environments. The company provides enterprises with real-time visibility into how work is done, enabling them 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.

ESG Highlights

31.3%
of the workforce are women

20
Average training hours per employee

Zero
Data breaches

100%
Employees covered by health and accident insurance

Zero
Compliance breaches

Impact Highlights

INR 2.68 Million
Spent on CSR

450,000+
Licences supported across 220+ enterprises in 55 countries, saving 84 Million+ hours.

Awards and Certifications

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

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Scope 1 and 2 GHG emissions quantified. - Partnered with registered waste recyclers to enhance its waste management strategy. - Tracks water withdrawal, discharge, and consumption in detail.
Diversity, Equity and Inclusion	- Women hold 15.1% of middle-management roles and 83.0% of junior-management roles. - Established DEI and POSH policies. - Prioritises the recruitment of women employees, aiming to create a balanced, inclusive workplace with equal opportunities and diverse representation for women.
Health and Safety	Offers hybrid work-from-home arrangements, with additional remote-work options available in specific cases.
Governance	- Instated Anti-Corruption, ESG, Data Privacy, Cybersecurity, Whistleblower, and Supplier Code of Conduct policies. 62 Net Promoter Score, from an independent third-party survey covering 75% of customers with an 80% survey response rate.
Community Welfare	- A formal CSR Policy is in place. 3 CSR programmes supported; SWABHIMAAN, I Am Gurgaon, and Voice of Stray Dogs.

moengage | MoEngage India Private Limited

Company Highlights

Headquarters
Bengaluru, India

Year of Investment
2025

Listed
No

Sector
Enterprise Technology

Business Overview

Founded in 2014, MoEngage is an AI-native customer engagement platform with principal operations in Bengaluru, India. It helps consumer brands read customer behaviour and deliver personalised, cross-channel communications that lift retention, loyalty, and lifetime value. The suite spans analytics and insights, cross-channel marketing, web and app personalisation, real-time transactional alerts, and the Merlin AI Agentic Suite, serving 1,350+ brands in financial services, retail and e-commerce, media and entertainment, food and beverage, and travel and hospitality.

ESG Highlights

29.6%
Of permanent employees are women

Zero
Data breaches reported

4
Average training hours per employee on ESG and Human Rights

Impact Highlights

90+
National and international markets served

Awards and Certifications

- ISO/IEC 27001:2022, ISO/IEC 27701:2019, ISO 22301:2019, SOC 2 Type II, HIPAA, and CSA STAR Level 2 certified

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Scope 1 and Scope 2 GHG emissions quantified. - Formalised an EMS and Environment Risk Management Plan covering pollution prevention, resource efficiency, health and safety, and waste management. - Three-way waste segregation (food, dry, wet) all waste routed to a vendor partner to avoid landfill.
Community Welfare	- Donated INR 1 Lakh each to Sri Rakum School for the Blind and Sri Chaitanya Old Age Home as part of its CSR initiatives. - Hosted children from Angel Orphanage for a Christmas lunch and donated six months' worth of rations in December 2025.
Diversity, Equity and Inclusion	- DEI and POSH policies in place. 100% maternity and paternity coverage plus day care.
Human Capital Development	- Hybrid work policy with supplementary work-from-home provisions. 100% of employees trained on Code of Conduct, Data Privacy and Cybersecurity, POSH. 100% employees covered by health and accident insurance.
Governance	- Seven-member board with an ESG (ESMS) Committee and a designated EandS Officer. - Code of Conduct, Anti-Corruption and Bribery, Whistleblower, POSH, Risk Management, Business Continuity, Disaster Management, Data Privacy, and Cybersecurity policies in place. - Tracks customer experience through an internal CSAT programme, enabling feedback-driven improvements, and strengthening customer satisfaction and engagement.
Responsible Supply Chain	65 suppliers, all MSMEs, supporting smaller enterprises in the value chain. - Stakeholder grievance mechanism covers employees and partners. - Rolled out ESG assessment of value-chain partners covering environment, health and safety, and human rights parameters.



Quest Global Engineering Services Private Limited

Company Highlights

Headquarters Singapore	Year of Investment 2021	Listed No	Sector Enterprise Technology
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Business Overview

Quest Global is a global engineering services company focused on solving complex engineering challenges and enabling innovation across industries. Established more than 25 years ago, the company operates in over 20 countries through a network of more than 104 global delivery centres and a workforce of 23,000+ professionals. By combining advanced technologies, deep industry expertise, and diverse talent, Quest Global helps customers address critical engineering challenges efficiently and effectively. The company provides end-to-end engineering solutions across the aerospace and defense, automotive, energy, hi-tech, MedTech and healthcare, rail, and semiconductor sectors, serving as a trusted engineering partner to leading global organisations.

ESG Highlights

25% Women directors on Board	38% Independent directors on Board	76% Employee satisfaction score	83% Of total waste diverted from landfill
20+ Learning and development hours per employee	28% Of the total energy consumed is renewable		

Impact Highlights

600+ Students graduate annually from the junior technical schools	100% Pass rates achieved at community learning centres	765+ Scholarships provided to students from economically weaker sections	516 Tribal women trained and placed in electronics manufacturing jobs
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Awards and Certifications

- Bronze medal by EcoVadis, recognising the company's continued progress in sustainability
 - Great Place To Work® Certified (India and USA)
 - Felicitated as a "Pioneer of Energy Transformation" at the ET Edge Global Sustainability Summit 2025
 - Gold at The Drum Awards 2025 for CSR initiatives
 - Financial Express HR Awards 2025: Gold for Excellence in CSR and Social Impact Initiatives and Silver for Excellence in Employee Recognition Programmes
- The Asset Triple A Award for Sustainable Finance: Best Sustainability-Linked Loan (Engineering Services)
 - PAN Finance Awards 2025: Excellence in CSR
 - Best Organisations for Women to Work, ET Now
 - DEI Excellence Award, U.S. Embassy



UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Scope 1, 2, and 3 GHG emissions quantified. GHG emissions reduction targets in place for Scope 1 and 2. - Launched a solar electrification initiative in two tribal villages, replacing kerosene lighting and reducing reliance on carbon-intensive grid power. - Fulfilled the pledge to plant 500,000 trees globally for carbon sequestration, promoting biodiversity, nature restoration, and community resilience.
Community Welfare	Supports the education to-employment phase for rural and tribal communities in Kerala, Maharashtra, and Karnataka through junior technical schools, scholarships, community learning centres, and job-oriented skilling programmes.
Diversity, Equity and Inclusion	- Dedicated Diversity, Equity and Inclusion (DE&I) Policy. - Employee Resource Group (ERG) dedicated to fostering women's allyship that enhances an inclusive culture.
Human Capital Development	- Workplace risk assessments, fire and emergency preparedness drills, ergonomics and workstation assessments, and employee well-being indicators such as work-related stress managed. - Human rights data monitored.
Governance	- Established a cross functional ESG Group responsible for implementing ESG initiatives. - Follows stringent information security practices supported by Information Security Management System (ISMS).
Responsible Supply Chain	- Comprehensive Sustainable Procurement Policy in place. - Conducted ESG capacity-building sessions with selected suppliers.



ResultsCX Cayman Private Limited

Company Highlights

Headquarters
Pennsylvania, USA

Year of Investment
2021

Listed
No

Sector
Enterprise Technology

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+ site 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.

ESG Highlights

100%
Certified renewable electricity across all UK sites

774
Specially-abled individuals employed

59%
Of the total workforce is women

Zero
Data breaches

27.2 hours
Average training per employee

Impact Highlights

4.88 Kg
CO₂ avoided by responsibly processing 1,085 kg of e-waste

110
Students received donations of electronics such as computers and laptops

Awards and Certifications

- ISO 27001, SOC 2 Type 2, HIPAA, PCI, and HITRUST certified

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Quantified Scope 1 and 2 GHG emissions for Huntswood location. • Improved energy efficiency via optimised office space, server room AC controls, and AV installations that cut commuting and travel. • 100%-certified renewable electricity across UK sites, plus LED lighting and PIR sensors. • Quarterly Environment theme drove clean-ups, tree planting, and recycling drives. • Waste segregation, licensed recycling, and responsible disposal across key sites; recycling infrastructure established in SA and UK, with standardisation under way across all regions.
Community Welfare	• Community campaign generated 35 employee stories, with one winner per country donating a nominal amount to a charity of choice. • Glasgow team raised funds for the Glasgow Children’s Hospital Charity. • Honduras Red Cross blood-donation drive and a Bangalore (India) donation drive at NAMS Snehasadan supporting children and the elderly.
Diversity, Equity and Inclusion	• Diversity, Inclusion, and POSH policies in place. • “R.E.A.L. Women, Real Results” initiative continues to expand, earning recognition at the Stevie Awards and ISG Women in Digital Awards.
Governance	• Policies in place: Code of Conduct, Anti-Corruption and Bribery, Whistleblower, Risk, Data Privacy and Cybersecurity, Business Continuity Plan, Disaster Management Plan, and Risk Management Policy. • Committed to operating in compliance with all local, national, and international laws and has aligned the operations with ISO 26000 standards.
Responsible Supply Chain	• Responsible Procurement Policy in place and Supplier Code of Conduct embedded in supplier contracts and agreements. • Stakeholder grievance mechanism covering clients, contractors, employees, investors, and regulators.



Xoriant Cayman Private Limited

Company Highlights

Headquarters California, USA	Year of Investment 2022	Listed No	Sector Enterprise Technology
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Business Overview

Xoriant Cayman Private Limited is a global digital engineering and technology consulting firm with over 36 years of experience, operating across 17 locations in North America, Asia, and Europe. The company partners with organisations to accelerate their transformation into software-defined businesses, offering solutions across digital engineering, cloud and infrastructure, data and AI, and cybersecurity and risk. Backed by a workforce of over 5,000 professionals and partnerships with leading technology providers such as AWS, Microsoft, Salesforce, and Snowflake, Xoriant serves Fortune 500 clients across industries including banking and financial services, healthcare, high-tech, retail, manufacturing, and telecommunications.

ESG Highlights

Zero Workplace fatalities and injuries	100% Employees covered by health insurance, personal accident insurance, and paternity benefits (plus day-care facilities)
30.3% Women in the total workforce	83 Employee satisfaction (eNPS) score, on a 65% survey response rate
	50% Supplier base are MSMEs, supporting small-enterprise inclusion

Impact Highlights

26 CSR projects delivered, with nearly 100% of beneficiaries from vulnerable and marginalised groups	2,000+ Rural students empowered through the Xoriant Innovation and Skill Development Centre	100 Hearing-impaired students supported, with 66 hearing aids sponsored for children from marginalised communities.	15 Bunk-shops established for rural women, supporting livelihoods and financial independence
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Awards and Certifications

- ISO/IEC 27001 Information Security Management System certified
- Best Mental Health Initiative of the Year at the Global CSR and ESG Summit Awards 2025
- Happy Employer Brands 2025 at the 24th Edition of Asia Pacific HRM Congress and Awards 2025

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Scope 1, 2, and 3 GHG emissions are quantified. - Committed to a net zero pathway by 2050 or sooner, backed by a Board-overseen decarbonisation strategy and a Paris-aligned short-term GHG reduction target. - An internal Environmental Management System (EMS) governs environmental practices across operations.
Diversity, Equity and Inclusion	29% of new permanent hires during the year were women. - Women hold leadership positions across every management tier; 9 in top management, 20 in middle management, 24 in junior management.
Human Capital Development	- Capability-building programmes rolled out, including the GOLD leadership programme (33 leaders globally) and the “Art of Storytelling” communication workshop. - Employees receive an average of 6 training hours.
Governance	- All Board members have oversight on ESG matters. - ESG goals, gaps, and action points reviewed quarterly at Board and management level. - Well-defined ESG strategy spanning short, medium, and long-term goals across energy efficiency, renewable transition, waste reduction, diversity, and net zero commitments. - Materiality assessment conducted through engagement with relevant stakeholders. - Data privacy and cybersecurity frameworks aligned to India’s Digital Personal Data Protection Act, 2023; zero data breaches recorded in the period.
Responsible Supply Chain	Supplier Code of Conduct and onboarding due diligence process in place, with a structured supplier capacity-building programme under evaluation for future cycles.





 Bandhan AMC | Bandhan AMC Limited

Company Highlights

Headquarters Mumbai, India	Year of Investment 2023	Listed No	Sector Financial Services
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Business Overview

Established in 2000, Bandhan AMC is an asset management company focused on helping savers become investors and create wealth. The company offers a range of prudently constructed investment products across mutual fund, AIF, and PMS platforms, spanning equities, fixed income, and liquid alternatives, each designed to deliver performance consistent with its well-defined objectives. Supported by a seasoned investment team, the company has an on-the-ground presence in over 60 cities and serves investors across more than 790 cities and towns nationwide.

ESG Highlights

28.3% Women in the workforce	18% Women C-suite employees	Zero POSH complaints	100% of employees covered by health insurance, accident insurance, and day care facilities
50% Independent directors on the Board	100% Provident fund and gratuity coverage	Zero Data breaches	

Impact Highlights

6,000+ Total CSR beneficiaries across 3 programmes with 100% vulnerable-population beneficiaries	308 Girls supported through Protsahan India became trauma-informed changemakers, helping secure INR 230 Mn in government entitlements for 1,540 community members across 107+ underserved communities	3,000+ Children improved their literacy or numeracy level through the Saajha programme
~ 45 Lakh+ Customers served		
~ 21 Lakh+ New customers added during the year		

Awards and Certifications

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

UN SDGs Contributed to



ESG Initiatives and Outcomes

Diversity, Equity and Inclusion	• Women hold 7.5% of middle-management roles.
Human Capital Development	• 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. • Dedicated DEI and POSH policies. • Regular mental health sessions to support employee well-being.
Governance	• Adopted a Stewardship Policy to build constructive engagement with investee companies. • Dedicated Anti-Corruption and Anti-Bribery, Data Privacy, Cybersecurity, Whistleblower, and Business Continuity policies. • 94% employee survey response rate, yielding an 82.8 employee satisfaction score. • Compliance with the Digital Personal Data Protection Act, 2023 is under process, to be aligned as per the government guidelines.
Community Welfare	• Dedicated CSR Policy and a Board-level CSR Committee. • Undertaken multiple projects such as “Ennoble” which supported school infrastructure upgrades, “Saajha” which enabled children to use technology to improve their language and math skills, and “Protsahan” which supported at-risk children in Delhi via education and skilling.



Credila Financial Services Limited

Company Highlights

Headquarters	Year of Investment	Listed	Sector
Mumbai, India	2023	No	Financial Services

Business Overview

Founded in 2006, Credila Financial Services Limited is India's first non-banking financial company (NBFC) to specialise in education loans. A non-deposit-taking NBFC registered with the RBI, the company is a pioneer in offering customised, education loan solutions for Indian students pursuing higher education in India and abroad. Drawing on an in-depth understanding of the higher education landscape both in India and overseas, Credila provides financing primarily for STEM master's programmes, MBAs, undergraduate courses, and diploma, professional, and certificate programmes, enabling students to be financially equipped to pursue their education at their dream university and country of study.

ESG Highlights

4,206
Training hours completed across compliance topics (AML, KYC, DEI) and business capabilities, including customer engagement and communication

29%
Women in the leadership team

Impact Highlights

1688
Distribution agents across 33 branches, 8 regional offices, and 1 central back office

~53%
of borrowers are from non-urban towns, cities, and beyond

250,000
Customers served since inception

~35%
of total borrowers were women

Awards and Certifications

- “Lending Company of the Year” at the VCCircle Awards 2026

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- GHG emissions have been quantified across Scope 1, 2, and 3. - A formal Sustainability Policy is in place to guide environmental commitments. - Progressed sustainability agenda in line with global best practices by formalising near-term commitment to the Science-Based Targets initiative (SBTi) and initiating the preparation of official target submission.
Diversity, Equity and Inclusion	31% women in managerial roles, who are Vice Presidents and above. - Committed to a fair and supportive workplace through robust policies covering medical benefits, equal opportunity, including the inclusion of PwD, and diversity, equity, and inclusion (DEI).
Human Capital Development	Company culture is strengthened through structured initiatives such as the Credila Excellence Awards, holistic wellness programmes, including yoga, meditation, and financial literacy, and regular leadership engagement through open forums.
Community Welfare (CSR)	- A formal CSR policy is documented and board-approved. - Partnered with 14 credible implementation organisations to deliver meaningful impact across rural and urban India. Programmes extended to aspirational districts, government schools, healthcare facilities, and community spaces, ensuring broad outreach and sustained, measurable outcomes. - Key CSR focus areas include: healthcare, education and support for PwD.
Governance	- A dedicated CSR and Sustainability Committee, chaired by an Independent Director, oversees the company's ESG strategy and performance. - Cybersecurity Framework and Information Security Management System are based on globally accepted standards such as NIST and ISO 27001.



National Stock Exchange of India Limited

Company Highlights

Headquarters

Mumbai, India

Year of Investment

2024

Listed

No

Sector

Financial Services

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 1992, and the world's largest derivatives exchange by the number of contracts traded. NSE operates a technology-driven marketplace that enables efficient, transparent, and resilient capital market operations, facilitating seamless participation across equities, debt instruments, derivatives, and exchange-traded funds (ETFs). Beyond trading, NSE plays an active role in financial education, market research, and investor protection, reaching over 120 Million unique registered investors across 99.85% of India's pin codes.

ESG Highlights

11.6%

Total energy consumed is renewable

15,497 kL

Water saved through recycling and STP reuse

23%

Total wages paid to women

Zero

Data breaches

25%

Women on Board of Directors

Zero

LTIFR and workplace fatalities

Impact Highlights

120 Mn+

Unique registered investors across India

99.85%

Indian pin codes reached

40%

investors below 30 years of age

25%

Women investors

17,764

Investor awareness programmes; 9.3 Lakh participants reached

Awards and Certifications

- 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, ISO 27017:2015 certified
- USGBC Platinum – Chennai regional office; IGBC Gold - Kohinoor office building

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Scope 1 and Scope 2 GHG emissions quantified; Scope 3 inventorisation underway. • Thermal Energy Storage System at Exchange Plaza reduces peak energy demand; Building Management System (BMS), and LED lighting transformers save 37,936 kWh annually.
Community Welfare	• NSE Foundation CSR programmes span healthcare infrastructure, safe drinking water and sanitation, skill development, elderly care, and athlete development. • Launched the Social Stock Exchange (SSE) to connect social enterprises with impact investors, advancing inclusive financial market development.
Human Capital Development	• Talent Development Plan with Training Need Identification (TNI) aligns capability-building with business goals; 98% of employees covered by awareness programmes. • Collaborations with international universities for CXO-level long-term programmes; employee education assistance and mentorship programmes are in place. • Equal Opportunity Employer Policy and Diversity and Equal Opportunity Policy in place; zero tolerance on discrimination across the employee lifecycle.
Governance	• Dedicated Sustainability Committee constituted to oversee ESG strategy, set targets, and guide disclosures; BRSR Core independently assured by TÜV India (ISAE 3000 Revised). • ESG disclosures aligned with GRI, SASB, UN SDGs, NGRBC Principles, and SEBI BRSR requirements; member of UN Global Compact, UNEP Finance Initiative, and UN PRI. • Zero data breaches, zero POSH complaints, and zero corruption or conflict-of-interest cases.
Responsible Supply Chain	• 100% of vendors onboarded through a structured empanelment process requiring statutory compliance certifications, ESG clauses, and adherence to the Supplier Code of Conduct. • Human rights requirements embedded in business agreements and contracts through ESG clauses covering child labour, forced labour, occupational safety, and environmental conduct. • 97% of inputs sourced directly from within India; 5% sourced from MSMEs and small producers.



CORONA Remedies Limited

Company Highlights

Headquarters Ahmedabad, India	Year of Investment 2021	Listed Yes	Sector Healthcare and Lifesciences
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Business Overview

CORONA Remedies Limited is a fast-growing Indian pharmaceutical company specialising in the development, manufacturing, and marketing of branded generic medicines. Incorporated in 2004 and headquartered in Ahmedabad, Gujarat, the company is listed on the National Stock Exchange of India Limited (NSE) and BSE Limited (BSE) with a turnover of INR 14,030 Million and a net worth of INR 7,460 Million in FY 2026. The company serves patients across 22 states in India and 18 international markets, with exports contributing approximately 4% of total turnover. Its 71 brand portfolio, anchored by 27 key engine brands, spans women's healthcare, cardio-diabetes, pain management, urology, and other chronic therapeutic segments.

ESG Highlights

13% Women on Board of Directors	20% Women in KMP	Zero LTIFR and fatalities across all facilities
100% Employees trained on health and safety and skill upgradation	18% Of total energy consumed is renewable	Zero Liquid Discharge At Bhayla plant

Impact Highlights

2,450+ Distributors	INR 250 Mn R&D investment
71 Brands across therapeutic segments	#5 In women's healthcare market in India

Awards and Certifications

- EU-GMP Certified - Bhayla manufacturing facility
- WHO-GMP Certified - Bhayla and Solan manufacturing facilities
- EDGE Certified by IFC/World Bank Group for energy and water conservation at manufacturing operations

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Scope 1 and Scope 2 GHG emissions quantified; Scope 3 inventorisation underway. • 1.3 MW solar power plant commissioned at Bhayla facility; 4.25 MW solar park investment spanning 11.9 acres, progressively shifting the energy mix towards renewables and a carbon-negative manufacturing model. • Zero Liquid Discharge (ZLD) status achieved at Bhayla through a 200 KLD Effluent Treatment Plant combined with Multiple Effect Evaporator (MEE) technology. • The company has implemented a structured reverse logistics mechanism for the safe collection, documentation, and disposal of reclaimed, damaged, or expired pharmaceutical products. Hazardous waste from manufacturing Bhayla and Solan manufacturing facilities is managed through SPCB-approved vendors with digital manifests maintained for transparent and compliant disposal. • Renewable energy consumption grew 116% year-on-year.
Community Welfare	• CSR investments directed towards healthcare, education, women empowerment, animal welfare, and social service, reaching beneficiaries across multiple communities through registered trust partnerships. • R&D investment nearly doubled in FY 2026 advancing accessible and differentiated formulations for patients in India and globally.
Diversity, Equity and Inclusion	• Formal Human Rights Policy with a dedicated commitment to DEI, incorporating equal opportunity provisions aligned with the Rights of Persons with Disabilities Act, 2016. • 40% of the workforce at the Solan manufacturing plant are women.
Human Capital Development	• 100% of permanent employees trained on health and safety measures and skill upgradation. • 100% parental leave return-to-work and retention rates; all permanent employees covered under personal accident insurance.
Governance	• BRSR disclosures aligned with SEBI requirements and benchmarked against NGRBC Principles, UN SDGs, and WHO GMP standards; formation of a dedicated ESG Committee in progress. • Zero complaints filed across all nine NGRBC Principles and zero product recalls in FY 2026.
Responsible Supply Chain	• Code of Conduct, Anti-Bribery and Anti-Corruption Policy, and Grievance Redressal Policy explicitly extended to all value chain partners including suppliers, vendors, distributors, and service providers. • Multi-vendor procurement base maintained to prevent single-point failures; roadmap for formal ESG assessment of value chain partners under development.



Eris

Eris Lifesciences Limited

Company Highlights

Headquarters
Ahmedabad, India

Year of Investment
2019

Listed
Yes

Sector
Healthcare
and Lifesciences

Business Overview

Eris Lifesciences Limited ("Eris") is a publicly listed Indian pharmaceutical company and a leading player in the domestic branded formulations market. Ranked 19th 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, GLPs, 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, soft gels, ointments, sprays and gels, sterile injectables, and biologics, in its six manufacturing facilities.

ESG Highlights

62.5%
Of the total energy consumed is renewable

~65%
Of waste recovered and recycled

58 Hours
Average training per employee

15.7%
Water recycled in own operations

Zero
Reportable incidents, fatalities, and lost-time injuries

Impact Highlights

INR 134.06 Mn
CSR spend

100%
Procurement sourced from sustainable sources.

49
New products launched and three new markets/ regions added

100%
Operational footprint coverage (offices and plants) assessed for human rights

Awards and Certifications

- IGBC pre-certified Platinum (green building) – Eris Therapeutics Ltd, Ahmedabad
- WHO-GMP-certified company
- ISO 9001:2015 certification achieved by the Guwahati unit

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- An Environmental Management System is in place across GMP-certified sites, with monitoring of key environmental parameters; energy-efficiency and GHG-reduction initiatives are underway. - Quantified Scope 1 and 2 GHG emissions. - Established Zero Liquid Discharge (ZLD) systems at all operational manufacturing plants.
Community Welfare	Conducted patient-care initiatives including disease-awareness camps, preventive medical screening and treatment support, and provided education support for underprivileged children.
Diversity, Equity and Inclusion	- Diversity, Equity, and Inclusion Policy and POSH Policy in place. - Women hold ~66% of junior management and ~26% of middle management positions; 1 woman on the Board.
Human Capital Development	- Retirement and well-being benefits provided; work-from-home and compensatory-off support work-life balance. - Human Rights Policy in place with assessment covering 100% of offices and plants.
Governance	- ESG oversight by the Chief Operating Officer reporting to the Board. - Conducted Materiality Assessment - Policies covering Code of Conduct, Anti-Corruption and Bribery, Whistleblower, Risk Management, Business Continuity, and Cybersecurity.
Responsible Supply Chain	- Supplier Code of Conduct in place. - Training provided to top suppliers, with value-chain ESG assessment underway.



Intas Pharmaceuticals Limited

Company Highlights

Headquarters
Ahmedabad, India

Year of Investment
2020

Listed
Yes

Sector
Healthcare
and Lifesciences

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.

ESG Highlights

15.9%
Of the total energy is from renewables

83%
Of the total waste generated was recovered/recycled

93%
Workforce received trainings

Zero
Fines or data breaches reported during the year

Impact Highlights

2 Mn
Beneficiaries reached through CSR programmes across 12 aspirational districts

84
Employee satisfaction score, based on a 90% survey response rate

Zero
POSH complaints during the period

Zero
Workplace fatalities

Awards and Certifications

- 14001:2015 and ISO 45001:2018 certified Matoda and SEZ units
- Great Place to Work® certified

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Scope 1 and 2 GHG emissions quantified; -53,000 tCO₂e emissions avoided through efficiency initiatives. - Zero Liquid Discharge via ETP (two-stage RO, MEE, ATFD); water recycled. - Hazardous waste co-processed or incinerated; e-waste and plastic routed to approved agencies.
Community Welfare	- CSR programmes reached 2 Million beneficiaries across 12 aspirational districts. - Flagship initiatives: Apna Ghar, Hemophilia Patient Assistance, Blood Bank Upliftment, and Medical Treatment Assistance. - Zero grievances recorded via the formal stakeholder grievance mechanism.
Diversity, Equity, and Inclusion	- Diversity and Inclusion policy is in place. - POSH policy in place, with no complaints filed.
Human Capital Development	93% of the workforce received training, spanning technical, soft-skill, POSH, conduct, and data-privacy topics. - Covers all employees and workers under Provident Fund (PF), gratuity, health, accident, and maternity benefits. - Defines working hours and offers flexible schedules for global roles.
Governance	- Maintains policies on DEI, CSR, code of conduct, anti-corruption and bribery, whistleblower, POSH, risk management, data privacy, and cybersecurity. - Reported no fines, penalties or data breaches, and complies with applicable ESG regulations.
Responsible Supply Chain	Supports local manufacturers in meeting international drug-quality standards



Krishna Institute of Medical Sciences Limited

Company Highlights

Headquarters

Secunderabad, India

Year of Investment

2022

Listed

Yes

Sector

Healthcare and Lifesciences

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.

ESG Highlights

10.3%

Total energy from renewable sources

54.5%

Permanent employees are women

Zero Liquid Discharge
(ZLD) System in place

22.2%

Board seats are held by women

50%

of KMP positions are held by women

Zero

Data Breaches reported

Zero

Safety-related incidents (LTIFR, fatalities) for employees and workers

Impact Highlights

1 Lakh+

Patients reached via medical camps

340

People aided via in-house AI smart glasses (KFRC)

76.6%

Employees trained on health and safety and 55% on skill upgradation

100%

Health-insurance coverage for permanent employees

Awards and Certifications

- NABH (National Accreditation Board for Hospitals and Healthcare Providers)
- ISO 9001:2015 (Quality Management System)
- ISO 22000:2005 – Food Safety Management System (FSMS)
- AACI International Accreditation
- Pharmacie De Qualite Certification (PDQ)
- CSSD ACE Certification (2022)
- IVF Center Accreditation by Board of FEQH and ISAR

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship

- Quantified Scope 1 and 2 GHG emissions.
- Zero Liquid Discharge (ZLD): STP-treated sewage reused for toilet flushing, cooling, and landscaping.
- Complete transition to LED lighting and an ESCO performance-based energy-efficiency partnership.

Community Welfare

- CSR focused on healthcare, education, skill development, sanitation, and nutrition, largely for vulnerable and marginalised groups.
- 100 free cataract surgeries with IOL implants; malnutrition awareness programme reached 340.
- Skill-development and education programmes (Tech Mahindra Foundation, Youth 4 Jobs, and others) benefitting 700+ individuals, largely from vulnerable/marginalised groups.

Diversity, Equity, and Inclusion

- 21 specially-abled employees were supported through accessible infrastructure and staff sensitisation across all facilities.
- Females receive 39% of total wages paid; equal-opportunity and non-discrimination policies in place.

Human Capital Development

- 76.6% of employees trained on health and safety and 55% on skill upgradation.
- Occupational Health and Safety Management System in place with zero LTIFR, injuries and fatalities.
- 72% of permanent employees trained on human rights.

Governance

- Anti-bribery and anti-corruption at the core of the Code of Conduct; zero cases reported.
- Zero regulatory fines, penalties or settlements and zero data breaches reported.

Responsible Supply Chain

- 98.45% of inputs sourced sustainably; vendors undergo rigorous onboarding and periodic review.
- 91.18% of inputs sourced locally (district and neighbouring districts).
- Human rights and statutory compliance, including EPF, ESI and Professional Tax, embedded in all vendor and partner agreements.



New Delhi Centre for Sight Limited

Company Highlights

Headquarters
New Delhi, India

Year of Investment
2024

Listed
No

Sector
Healthcare
and Lifesciences

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 the organisation blends clinical expertise with a personalised approach to deliver world-class treatment and compassionate care. With a presence across 95+ 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.

ESG Highlights

Zero
Data breaches

40%
Permanent women employees

Impact Highlights

48+
NABH-accredited hospitals

1.49 Mn
OPD consultations delivered

115,548
IP procedures/
volume recorded

95+
Eye-care centres across
17 states and UTs

15 Lakh+
Happy patients a year

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Adopted energy-efficient LED lighting across all hospitals, reducing energy consumption and minimising environmental footprint. - Operating 9 Water Treatment Plants (WTPs) to ensure sustainable water management by treating toxic wastewater before safe discharge into sewers
Human Capital Development	93 employee training programmes conducted during FY 2026, covering Soft Skills and POSH (Prevention of Sexual Harassment). 74% of employees covered these training initiatives. - Offers a 2-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 research publications, clinical trials, and DNB thesis protocols, driving innovation and medical excellence.
Diversity, Equity and Inclusion	- Transgender Policy in place, which ensures fair treatment of transgender individuals, free from discrimination, harassment, and bias, while establishing a robust grievance redressal mechanism. - Policy on equal opportunity in place.
Community Welfare (CSR)	- 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. - Surgeries done for underserved communities, promoting equitable access to quality eye care.
Governance	- Zero data breaches reported, reflecting continued focus on protecting patient and stakeholder information. 48 NABH-accredited centres, ensuring adherence to the highest standards of clinical governance, patient safety, and ethical practices.



Company Highlights

Headquarters Gurugram, India	Year of Investment 2024	Listed No	Sector Healthcare and Lifesciences
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Business Overview

Bright Lifecare Private Limited is one of India's leading health and nutrition companies, engaged in the manufacturing, marketing, and selling of health/sports supplements, nutraceuticals, food, and other health and wellness products of its brand, on wholesale and retail basis through third-party websites and offline distributors and retailers. As a trusted house of brands that includes MuscleBlaze, HK Vitals, Gritzo, TrueBasics, and bGREEN, the company has built a strong presence through its online marketplace, D2C, and third-party platforms, and a growing retail network of over 250 stores across 80+ cities. Since its inception in 2011, HealthKart has empowered Millions of customers on their journey to better health and fitness, offering genuine, quality nutrition products at honest prices alongside home delivery and expert advice.

ESG Highlights

Zero Data breaches, compliance breaches, human rights violations, and POSH complaints were recorded during the year	100% Employees trained across 297 training sessions covering Code of Conduct, POSH, and technical/soft skills	100% Employees are covered by health insurance, accident insurance, paternity benefits, and day-care facilities
Zero Employee fatalities and workplace incidents	96/100 Employee satisfaction score, from a 46% survey response rate	
Zero Product quality rejection rate and product recalls	97% Total waste recovered or recycled	

Impact Highlights

10,059,291 Total customers/users served, including 2,332,537 new customers added during the year	19,874 Pin codes served across India, plus 4 international markets (Nepal, Singapore, UAE) alongside India
~80.5% Customers come from Tier 2/3/4 cities and below	36.5% Supplier base are MSMEs, including 5 women-led suppliers

Awards and Certifications

- ISO/IEC 27001:2022 Information Security Management certified
- Platinum Green Building Certification by the Luhari warehouse (Gurugram)

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Installed a rooftop solar power plant at one warehouse, generating metered renewable electricity. - Measures and discloses Scope 1, 2, and 3 GHG emissions. - Installed Sewage/Effluent Treatment Plants (STP/ETP) and appointed authorised hazardous-waste collectors for used oil, containers, and sludge. - Met 100% of Extended Producer Responsibility (EPR) targets as a registered brand owner. - Incorporated 10–15% recycled content into secondary packaging (mono cartons and corrugated boxes).
Health and Safety	- Implemented an occupational health and safety management system aligned with legal requirements and recognised standards. - Provides Employee Assistance Program (EAP) counselling and mental health support, extended to employees' families via online consultations.
Diversity, Equity, and Inclusion	- Maintains a formal Diversity, Equity, and Inclusion (DEI) policy. - Women hold 31.6% of middle-management roles and 73.7% of junior-management roles.
Responsible Supply Chain	61.8% are domestic suppliers in the supply chain. - Complies with REACH/DTSC/CMSR (India) chemical-safety regulations, with none of the products found to contain substances of high concern.
Governance	- ESG performance monitoring is overseen by the Legal and HR function heads (VP Legal and SVP HR). - Has a Board-referenced sustainability policy in place. - Operates a formal stakeholder grievance mechanism for customers and employees, with zero grievances received during the year. - Aligned data-handling processes with India's Digital Personal Data Protection Act, 2023. - Conducts scheduled vulnerability scans, penetration testing, and secure software development lifecycle (SDLC) testing as part of a proactive cybersecurity programme. - Zero monetary losses from false, deceptive, or unfair-advertising litigation.

La Renon

La Renon Healthcare Private Limited

Company Highlights

Headquarters

Ahmedabad, India

Year of Investment

2024

Listed

No

Sector

Healthcare and Lifesciences

Business Overview

La Renon Healthcare Private Limited (“La Renon” or the “company”) is a pharmaceutical company established in 2007 in Ahmedabad, focused on providing products for chronic disease management. Ranked among the Top 25 pharmaceutical companies in India, the company caters primarily to nephrology, critical care, neurology, gastroenterology, urology, respiratory, and cardio-metabolic disorders, with a presence extending across major Southeast Asian, African, and GIS countries. Driven by research and development, La Renon invests in creating innovative formulations and ensures quality manufacturing, either in-house or through collaborations with trusted partners, in its commitment to meeting the unmet needs of patients.

ESG Highlights

38.4%

Total energy consumption sourced from renewable energy

2,846 tCO₂e

Of GHG emissions avoided through efficiency initiatives during the year

82.8%

Total waste generated recovered through recycling and reuse

Zero Liquid Discharge

Operational at 4 of 5 manufacturing sites

6%

Recyclable content in plastic packaging, up from 3% a year ago

Zero

LTIFR and workplace fatalities, for both employees and workers

100%

Employees and workers received training during the year

Zero

Compliance breaches, regulatory fines/penalties, and material ESG incidents

Impact Highlights

INR 58.06 Mn

Spent on CSR

43

International markets reached, alongside national coverage across India

28.9%

Suppliers are MSMEs

83

New products/ services launched, alongside 7 new markets added

Awards and Certifications

- WHO-GMP certification across manufacturing operations, issued by State Food and Drug Administrations under the revised Schedule M
 - ISO 9001:2015 certification at applicable manufacturing sites, alongside Certificate of Pharmaceutical Product (CoPP) approvals for export markets
- US-FDA approval at the Enaltec API unit (Ambernath), ANVISA (Brazil) and KFDA (Korea) approvals at the Enaltec Pithampur facility, supporting supply into regulated markets
 - 9 national GMP certificates held by Stanford Laboratories across Tanzania, Nepal, Ethiopia, Kenya, Philippines, Rwanda, Nigeria, and Peru

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Scope 1 and 2 GHG emissions quantified. - Annually reports e-waste and hazardous waste generated, with disposal routed exclusively through CPCB/SPCB-authorised recyclers. 38.4% of energy consumption from renewable sources; 82.8% of waste recovered.
Health and Safety	- Identifies work-related hazards through Hazard Identification and Risk Assessment studies, Job Safety Analyses, and HAZOP studies. - Applies a hierarchy of controls (elimination, substitution, engineering, administrative, PPE) to prevent and manage hazards. - Zero lost-time injuries, zero fatalities, and zero lost days across employees and workers this year.
Human Capital Development	- Developed a Code of Conduct covering conflicts of interest, confidentiality, and discrimination. 100% of employees and 100% of workers received training during the year (945 avg. hours/employee). - Workforce grew 14.5% year-on-year, with 1,291 new permanent hires.
Community Welfare (CSR)	INR 58.06 Million was invested in the Healthcare CSR programme.
Governance	- Anti-corruption, data privacy, cybersecurity, and whistleblower policies in place. - Zero compliance breaches and zero data breaches recorded this year.

GMM Pfaudler Limited

Company Highlights

Headquarters Mumbai, India	Year of Investment 2023	Listed Yes	Sector Manufacturing
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Business Overview

GMM Pfaudler Limited is a diversified global engineering company with a heritage of more than 140 years. The company brings together strong engineering capabilities, a cost-efficient global manufacturing footprint, and deep process know-how to help customers improve performance, reliability, and efficiency in process industries worldwide. With 20 manufacturing facilities across four continents and a strong local presence, the company operates through four distinct global divisions: Corrosion-Resistant Technologies, Process Performance Technologies, Heavy Engineering Technologies, and Process System Technologies, to serve customers worldwide.

ESG Highlights

14.16% Renewable energy in total energy consumption	25% Women directors on the Board
1,696 tCO₂e Emissions avoided	100% Workers upskilled

Awards and Certifications

- ISO 9001 / ISO 9000 Quality Management.
- ISO 14001:2015 Environmental Management (all manufacturing sites)
- ISO 45001:2018 Occupational Health and Safety Management (all manufacturing sites)

Impact Highlights

55,000+ Beneficiaries reached through Project SPARSH 3.0, rural NCD screening camps, equipment donations to ESIC Hospital Hyderabad, and OT upgradation at Shree Krishna Hospital, Karamsad	1,400+ Beneficiaries reached through education initiatives via vocational courses at JV Patel Industrial Training Institute, Karamsad, Childcare institutions at Sangli and collaboration with local schools at Karamsad
78.78% Sourcing from within India	24.19% Inputs sourced from small producers (MSME)

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Quantified Scope 1 and 2 emissions with improved combined intensity; initiated Scope 3 reporting. • Of the 1,696 tCO₂e emissions avoided, 863.29 tCO₂e were reduced through clean energy initiatives, including a wind-solar hybrid PPA at the Karamsad plant and a captive solar power plant at the Vatva plant. • Implemented Zero Liquid Discharge principles at Karamsad plant. • Completed a TCFD-aligned Climate Change Risk Assessment for Gujarat sites.
Community Welfare	• Delivered rural health camps and non-communicable disease screening through Project SPARSH 3.0. • Supports hospital infrastructure, the JV Patel ITI, and childcare programmes with Catalyst for Social Action.
Diversity, Equity, and Inclusion	• Hiring supported by diverse recruitment panels, gender diversity focus, and equal opportunity. • Employs specially-abled staff, with premises fitted with ramps and barrier-free access.
Human Capital Development	• 100% permanent workforce coverage through Provident Fund, Gratuity, and health and accident insurance benefits. • Trained 86.57% of employees and 100% of workers on skill upgradation, alongside behavioural, leadership, and functional programmes.
Governance	• Adopted a three-year, board-approved ESG Strategy 2.0, overseen by an MD-chaired ESG Steering Committee. • Aligns reporting and management practices with GRI, the UN Sustainable Development Goals, and the UN Global Compact.
Responsible Supply Chain	• Requires annual Supplier's Code of Conduct compliance affirmation from all value-chain partners. • Assesses suppliers on sustainability parameters.

IL JIN Electronics (India)
Private Limited

Company Highlights

Headquarters	Year of Investment	Listed	Sector
Pune, India	2025	No	Manufacturing

Business Overview

Incorporated in 2001, ILJIN Electronics specialises in high-precision electronics manufacturing services across smart electronics, automotive, consumer durables, telecom, healthcare, industrial, renewable energy, and defence sectors, with qualification underway for aerospace. With over two decades of expertise and advanced facilities, they offer end-to-end solutions from product design and PCB manufacturing to embedded software and final assembly. With a global presence across the USA, Germany, Israel and India, IL JIN serves 20+ customers across various industries such as smart electronics, automotive, consumer durables, telecom, healthcare, industrials, renewable energy, and defence.

ESG Highlights

10% Renewable energy consumption	96.5% Waste recovered and recycled	Zero Fatalities and zero TRIR/LTIFR	Zero Landfill and zero incineration
415 tCO ₂ e Emissions avoided	Zero Water discharge	Zero Data breaches	

Impact Highlights

100% Value chain partners assessed on labour, human rights, and health and safety criteria	90.12/100 Employee well-being score, with 89.67% participation across all four sites	100% Of employees covered by human rights training under the Amber group framework
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Awards and Certifications

- ISO 9001:2015 (Quality), ISO 14001:2015 (Environment), ISO 45001:2018 (Occupational Health and Safety), and ISO/IEC 27001:2022 (Information Security) certified across all four sites
 - IATF 16949 (Automotive); AS9100D (Aerospace and Defence, Greater Noida); TL 9000 (Telecommunications, Greater Noida and Chennai) certified
 - BIS/ISI product certifications in place
- Best Electrical Supplier Award, Gold - Conferred on IL JIN Electronics Pune in recognition of reliable delivery, quality performance, and agile engineering support, supporting LG's time-to-market and product cost objectives
 - Kimble Award 2025: Honouring Growth Partners - Recognising IL JIN Electronics as a key contributor to the customer's growth journey through capacity scale-up, rapid new product introduction, and close collaboration on cost, quality, and technology.

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Operates a certified Environmental Management System under ISO 14001, with Scope 1 and 2 GHG emissions quantified. • 96.5% waste recovery with zero landfill across all four sites. • Energy-efficiency initiatives including LED lighting upgrades, electric forklifts, and PNG dual-fuel diesel generators helped avoid 415 tCO₂e emissions. • Green product offerings include inverter AC and BLDC motor controllers, solar inverters, EV chargers, battery management systems, and battery energy storage systems (BESS), helping customers reduce downstream emissions.
Diversity, Equity, and Inclusion	• Equal-opportunity policy aligned to the Rights of Persons with Disabilities Act, 2016. • POSH policy with a constituted Internal Complaints Committee, and zero POSH complaints.
Human Capital Development	• Employee well-being surveys: weighted score 90.12/100 with 89.67% participation. • ISO 45001 safety systems with zero TRIR, LTIFR, and fatalities. • Employee benefits include provident fund, gratuity, ESI, health and accident insurance, maternity benefits, and day care. • Structured training on safety, EHS, technical skills, lean manufacturing and POSH across all sites.
Governance	• ESG oversight via Amber's Business Responsibility and Sustainability Committee with site-level data owners. • ISO/IEC 27001:2022 certified with zero data breaches.
Responsible Supply Chain	• 764 value-chain partners, 100% assessed on labour, human-rights, and health and safety criteria. • Five supplier awareness and capacity-building programmes conducted.



Nash Industries (I) Private Limited

Company Highlights

Headquarters
Bengaluru, India

Year of Investment
2025

Listed
No

Sector
Manufacturing

Business Overview

Nash Industries (I) Private Limited is a precision sheet metal manufacturer, originally established as a partnership firm in 1971 and subsequently converted into a private limited company in the year 2012. The company designs, manufactures, and assembles high-precision sheet metal components, sub-assemblies, and fabricated structures across eight key sectors: Automotive, Aerospace, Banking Hardware, Electrical and Power Protection, Off-Highway, Healthcare, Defence, and Display Systems. Nash Industries operates six plants across Chennai, Pune, Nagpur, Bommasandra, Peenya, and Dobaspete (“Plant Network”).

ESG Highlights

15.2%
Of total energy consumed is renewable

49%
Of permanent employees under 30 years of age

13.45%
Improvement in energy efficiency against a 20% target by 2030

Zero
LTIFR and zero workplace fatalities across all facilities and workers

700 kW
Rooftop solar operational at Chennai plant

Impact Highlights

39,066 MT
Total production volume across 6 plants

15%
Secondary and recycled materials used in production processes

1.4%
Of revenue invested in R&D

Awards and Certifications

- ISO 14001:2015 - Environmental Management System, certified across all 6 plants
- ISO 45001:2018 - Occupational Health and Safety Management System
- AS9100D - Aerospace Quality Management System
- IATF 16949 - Automotive Quality Management System

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	Scope 1 and Scope 2 GHG emissions have been quantified, and the company has achieved a 13.45% energy efficiency improvement against its 2030 target of 20% through VFDs for compressors, skylights, HVLS/BLDC fans, LED lighting, motion sensors, and automation projects.
Community Welfare	CSR Policy in place; community engagement through stakeholder grievance process and regular engagement with local communities near plant locations.
Diversity, Equity, and Inclusion	- Formal DEI Policy and POSH Policy in place; zero tolerance on discrimination across the employee and worker lifecycle. - Zero POSH complaints filed or pending in FY 2026.
Human Capital Development	50 training programmes conducted in FY 2026 covering Code of Conduct, POSH, and technical skill-based training. 100% of employees and workers covered by health insurance, accident insurance, and maternity benefits; structured hazard identification and risk assessment processes in place.
Governance	- Functional heads, including Plant Heads, HR, and Finance, oversee ESG matters, with the CFO reporting ESG updates to the Board. Board oversight extends to the decarbonisation strategy and 2030 ESG targets across energy, emissions, water, diversity, safety, and supplier human rights. - Code of Conduct, anti-corruption and bribery, whistleblower, data privacy and cybersecurity policies, along with business continuity and disaster management plans, support accountable and resilient operations.
Responsible Supply Chain	- Supplier Code of Conduct embedded in all supplier contracts and agreements; responsible procurement policy in place. 44% of suppliers trained on ESG principles and responsible business conduct in FY 2026; target of 100% critical supplier screening for human rights by 2030.



Safex Chemicals Limited

Company Highlights

Headquarters New Delhi, India	Year of Investment 2021	Listed No	Sector Manufacturing
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Business Overview

Safex Chemicals (India) Limited is a leading agrochemical company operating across three verticals: branded formulations, specialty chemicals, and contract development and manufacturing (CDMO). The company offers a comprehensive range of crop protection solutions, including herbicides, weedicides, fungicides, insecticides, and fertilisers, manufactured across facilities in four Indian states, one union territory, and Norwich, United Kingdom. Supported by a strong value chain of over 10,000 distributors across 17 states, Safex serves farmers and agri-companies nationwide, while maintaining a multinational presence spanning 21 countries across six continents.

ESG Highlights

Zero Workplace fatalities or lost-time injuries across employees and workers	63.6% Total energy consumed came from renewable sources	100% Indian manufacturing sites operate Zero Liquid Discharge	Zero Data breaches and zero affected users
80% Materials used in products and packaging are secondary reused/ recycled content	50% Of the Board are independent directors	100% Employee retention rate and return-to-work rate	50% Procurement is sourced from certified/ sustainable suppliers

Impact Highlights

INR 17.1 Million Spent on CSR	69% Of the supplier base are MSMEs	12 CSR Projects Delivered across education and healthcare	3,866 New customers/users added during the year
8,900+ Documented beneficiaries			

Awards and Certifications

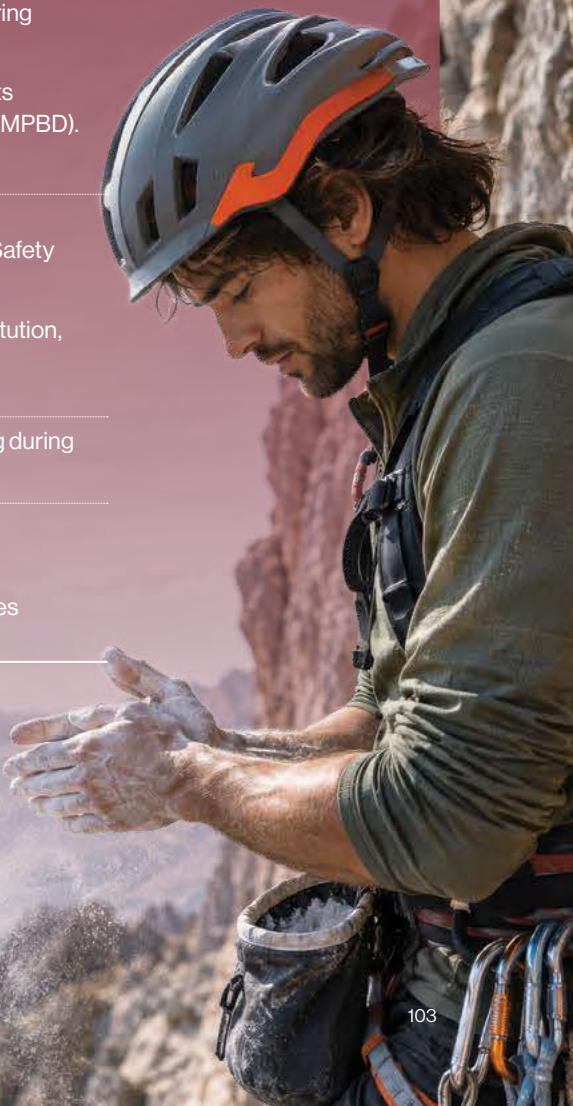
- Received the ICC–Deepak Nitrite Acharya P. C. Ray Award for Development of Indigenous Technology (2025), recently announced by the Indian Chemical Council (ICC), for Shogun Organics Ltd.
- ISO 50001 (Energy Management) certification currently in progress at the Pune site.
- ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), ISO 45001:2018 (Occupational Health and Safety) certifications maintained for Indian manufacturing facilities.
- EcoVadis Silver Medal received by subsidiary Shogun Organics Limited.

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Installed -200 solar streetlights, cutting -13,200 kWh of annual electricity use. - Commissioned a 1,300 kWh solar power plant at Shogun Organics, operational since September 2025. - Deployed LED lighting, high-efficiency motors/pumps, VFDs, and automatic condensate recovery systems across manufacturing sites. - Recycled 13.3 ML and reused 0.8 ML of water during the year. - Conducted Life Cycle Assessments for 5 products (Bifenthrin, Imazapic, Mesotrione, Tebuconazole, MPBD). - Has a board-overseen decarbonisation strategy.
Health and Safety	- Identifies work-related hazards through Hazard Identification and Risk Assessment studies, Job Safety Analyses, and HAZOP studies. - Applies a hierarchy of controls (elimination, substitution, engineering, administrative, PPE) to prevent and manage hazards.
Human Capital Development	100% of employees and workers received training during the year.
Governance	- Anti-corruption, data privacy, cybersecurity, and whistleblower policies in place. - Zero compliance breaches and zero data breaches recorded this year.





Brainbees Solutions Limited (FirstCry)

Company Highlights

Headquarters Pune, India	Year of Investment 2021	Listed Yes	Sector New Economy
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Business Overview

BrainBees Solutions Limited (FirstCry) is engaged in the business of buying, selling, advertising, and promoting maternity, baby, and kids' products on a wholesale basis through various channels and providing facilitation services in education, training, and other related activities. The company is also a single brand retailer and operates stores under the brand name Babyhug. Established in 2010, the company offers a range of products, including clothing, toys, diapers, feeding essentials, and maternity wear. Internationally, it has expanded its presence in the UAE and the Kingdom of Saudi Arabia.

ESG Highlights

185.24 tCO₂e Avoided	100% Waste recovered/ recycled	100% Employees trained on human rights	1,110+ Training programmes delivered
Zero POSH complaints	Zero Data breaches	Zero Safety-related incidents	100% Employees trained

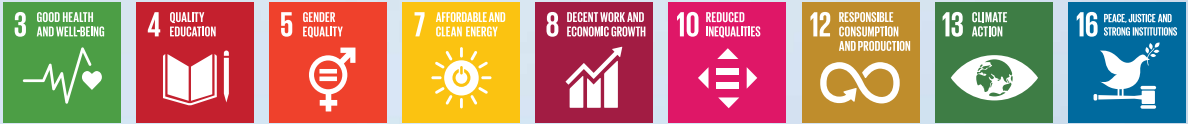
Impact Highlights

16% y-o-y reduction in emission intensity per rupee of turnover achieved	64% y-o-y increase in direct sourcing from MSMEs and small producers
11.03 Million Annual unique transacting customers	99.70% Sourcing from within India
1,189 Modern stores	

Awards and Certifications

- Certifications include ISO 37001:2016, ISO/IEC 27001:2013, ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015, alongside SA8000, SEDEX, ECOCERT, OEKO-TEX, FSSAI, BIS, ISCC, CDP, Made Safe, Allergy Certified, Cruelty Free, Vegan, EN 71, and ASTM.

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	• Commissioned rooftop solar at a warehouse, which generated 939.24 GJ of clean energy and avoided 185.24 tCO₂e emissions. • Installed energy-efficient retrofitting such as smart sensors, rooftop skylights, roof insulation, louvers, ridge ventilation, HVLS BLDC fans, and LED/HVAC upgrades. • Waste fully recovered/recycled with zero landfill or incineration.
Community Welfare	• Community grievances handled through a dedicated HR mechanism. • Facilitation of pre-school education, training, and allied services widening access to early education.
Diversity, Equity, and Inclusion	• 100% maternity-benefit coverage for eligible female employees; equal-opportunity policy in place. • Women represented 42.86% of the Board of Directors.
Governance	• Policies in place: Anti-bribery/anti-corruption framework (ISO 37001) and whistle-blower mechanism; zero bribery, corruption or conflict-of-interest cases. • ESG oversight is led by the Managing Director and CEO, who is the highest authority responsible for implementation and oversight of the Business Responsibility Policy.
Responsible Supply Chain	• Products sourced from vetted third-party manufacturers held to EHS, SA8000, and SEDEX standards. • Product safety assured via BIS, EN 71, ASTM, and Made Safe certifications, and PLM-based quality controls. • 100% of assessed suppliers/sites screened for child labour, forced labour, and wage compliance. • Cybersecurity stack includes Security Information and Event Management (SIEM) tools, Akamai/AWS Web Application Firewall (WAF), tokenisation and network firewalls; zero customer data breaches reported in FY 2026.



Busybees Logistics and Solutions Private Limited (Xpressbees)

Company Highlights

Headquarters Pune, India	Year of Investment 2022	Listed No	Sector New Economy
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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

- 42.6%**
Waste generated was recovered/recycled
- Zero**
Workplace fatalities
- 100%**
Sites covered by human-rights due diligence

Impact Highlights

- 5**
Average training hours per employee
- 2 Million+**
Shipments per day
- 24-Hour**
Average support response time
- 14%**
Of the total workforce is women
- 19,000+**
Pin codes served
- 4,500+**
Service centres

UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	- Quantified Scope 1 and 2 GHG emissions. - Monitors DG-set fuel consumption and operates no company-owned vehicles. - Sources renewable energy from landlord-installed rooftop solar at hired warehouses. - Routes e-waste and battery waste to authorised recyclers and reuses plastic mother-bags until worn out. - Initiated fleet decarbonisation through the adoption of alternative fuel vehicles, including electric and CNG-powered vehicles.
Diversity, Equity, and Inclusion	- Women represent 14% of the total workforce. - Maintains a POSH policy and reported zero harassment complaints.
Human Capital Development	- Work-life balance via flexible/remote work, alternate Saturday and Sunday offs, and maternity/paternity leave. - Employees and workers covered by retirement and well-being benefits (health, accident, maternity/paternity) - Human rights policy and health and safety policy in place
Governance	- A dedicated VP and nodal officer have been appointed to oversee safety and ESG-related matters. - Maintains a policy suite covering ESG, code of conduct, anti-corruption and bribery, whistleblower, risk management, business continuity, disaster management, data privacy, and cybersecurity. - Recorded zero fines, penalties, and data breaches, and remains compliant with applicable ESG regulations.
Responsible Supply Chain	- Supplier code of conduct in place and shared with business contracts/agreements. - Formal grievance process extended to suppliers and the wider supply chain.



Sporta Technologies Private Limited (Dream Sports)

Company Highlights

Headquarters Mumbai, India	Year of Investment 2020	Listed No	Sector New Economy
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Business Overview

Sporta Technologies Private Limited, operating as Dream Sports, is India's leading sports technology company, founded in 2008 and headquartered in Mumbai. Dream Sports builds platforms and experiences that transform how millions of fans engage with sport across content, commerce, and community. Its ecosystem spans Dream11, now a sports entertainment platform with over 300 Million users, FanCode (sports content and streaming), DreamSetGo (sports travel and experiences), Dream Cricket (AAA mobile cricket game with 25 Million users), and Dream Sports Foundation. Dream Sports has expanded further into financial services through Dream Money and Dream Street, and into sports ownership through Mumbai Dreamers.

ESG Highlights

100% Employees covered by health and accident insurance	40% Employees under 30 years of age
Zero Data breaches	20% Women in the workforce

Impact Highlights

200 Mn+ Sports fans across the Dream Sports ecosystem	76,000+ CSR beneficiaries across 10 sports development programmes in FY 2026
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UN SDGs Contributed to



ESG Initiatives and Outcomes

Environmental Stewardship	Scope 2 GHG emissions quantified; operates as a technology company with a predominantly digital footprint, resulting in a low-emissions operational profile.
Community Welfare	- Dream Sports Foundation (DSF) serves as the sports development and CSR arm of Dream Sports, focused on long-term athlete development, scalable grassroots interventions, competitions, leagues, and government partnerships. 76,000+ CSR beneficiaries reached across 10 active sports development programmes in FY 2026, including the Mumbai Schools Sports Association programme (75,000 beneficiaries), Dream Sports Championship Football (380), and Dream Again (320). - Athletes supported across elite sports disciplines including cricket, weightlifting, athletics, table tennis, and football through structured training and competitive pathways.
Diversity, Equity, and Inclusion	- Formal Diversity, Equity, and Inclusion (DEI) policy and Prevention of Sexual Harassment (POSH) policy in place; zero tolerance on discrimination across the employee lifecycle. 20% women in the workforce; 40% of employees are under 30 years of age, reflecting a young and diverse talent base. - Accessibility features for users with disabilities built into all customer-facing platforms.
Human Capital Development	Great Place to Work® certified; flexible work benefits including WFH, unlimited leaves, flexible hours, and a mandatory annual "Unplug" week for all employees.
Governance	- Board-level CSR Committee and CSR Policy in place; Code of Conduct covering discrimination, confidentiality, and anti-money laundering. - Anti-corruption and bribery policy, whistleblower, data privacy, and cybersecurity policies all established and operational. - Zero data breaches in FY 2026; cybersecurity posture maintained through penetration testing, software development lifecycle security testing, and scheduled vulnerability scans.
Responsible Supply Chain	- Responsible Procurement Policy in place governing supplier and vendor engagement. - Multiple languages supported across platforms (enabling inclusive access); accessibility features for users with disabilities embedded in all customer-facing products.

Case Studies – Portfolio Companies' ESG Impact



Case Study 1: Embedding ESG as a Strategic Business Imperative

Environmental Stewardship

Xoriant Cayman Private Limited has embedded energy efficiency across all its delivery centres through smart HVAC systems, IoT-based lighting controls, and occupancy sensors. These measures have collectively reduced electricity consumption by 30% since 2021, with all offices now operating with 100% LED lighting. The company has also eliminated single-use plastics across all premises and reduced paper consumption by 3x versus its 2020 baseline through digital-first workflows.

Xoriant measures and discloses Scope 1 and Scope 2 emissions annually and has committed to a net-zero target by 2035, aligned with the Science-Based Targets initiative (SBTi). Its Pune headquarters is targeting LEED Silver certification, and it evaluates all new leases against GRIHA and BEE energy ratings. The company also partners with certified e-waste recyclers for the secure disposal of IT assets.

Social: People-First Culture

Women comprise 30.3% of Xoriant's workforce, supported by targeted campus hiring, a returnship programme for women returning to the workforce, and mentorship circles. The company maintains a zero gender pay gap policy backed by annual compensation equity audits. Employees benefit from comprehensive health insurance, an Employee Assistance Programme, and on-site counsellors across delivery centres.

In FY 2026, Xoriant employees completed over 5,200 training hours. The Xoriant Academy, launched in 2024, provides structured learning pathways across cloud, domain, and leadership programmes. A matched-giving policy and eight hours of annual Volunteer Time Off (VTO) per employee further deepen community engagement. Xoriant has set a target to achieve 50% representation of women in mid-management roles by FY 2027.

Governance

Xoriant's governance framework is anchored in independently verified information security standards and assurance (ISO 27001:2022 and annual SOC 2 Type II), 100% Tier-1 vendor compliance with Supplier Code of Conduct, and a 30-day whistleblower case review commitment. ESG criteria are embedded in vendor selection, and 100% of Tier-1 vendors have signed Xoriant's Supplier Code of Conduct.

CSR: Xoriant Foundation

Through the Xoriant Foundation, the company invested INR 28 Million in CSR activities in FY 2026, reaching over 10,000 beneficiaries across Maharashtra, Karnataka, and Telangana. The Digi-Shiksha Programme equipped 12 schools with labs, reached over 4,200 students, and awarded 200 merit scholarships to students from low-income families. Vocational training, delivered in partnership with the NSDC, reached over 1,500 young people from underserved communities. Health camps focused on eye care, diabetes screening, and women's health, while sanitation infrastructure was developed in three rural villages. Looking ahead, Xoriant has set a target of INR 100 Million in cumulative CSR investment by FY 2027.

Leadership Perspective

“

"I look at ESG through the lens of accountability and how we build the business for the long term. Good governance, transparency, responsible use of resources, and managing risk are all part of running a sustainable organisation. As ESG expectations continue to evolve, our focus is on making sure these considerations are supported by the right processes, ownership, and measurable outcomes rather than treated as a standalone exercise."

Sourabh Jalan
Chief Financial Officer

“

"For us, ESG is closely connected to the kind of workplace we want to build. It is about giving people opportunities to learn and grow, creating an environment where different perspectives are valued, and making sure our employees feel supported as they build their careers. These are things we have always considered important, and ESG gives us a broader framework to bring them together and keep improving."

Krupa NS
Chief Human Resource Officer

“

"ESG needs to be looked at holistically beyond the affirmative action that we take through initiatives such as CSR. We need to be cognisant of our responsibilities in creating applications which stand the test of ethics, sustainability, and governance. We need to take our clients along in contributing towards making a responsible community of developers moving the needle on ESG in multiple places at once."

Shivraj Sabale
Chief Operating Officer

Wing walkers perform aerial stunts while standing on the wings of a flying aircraft, often at speeds exceeding 200 km/h.



Case Study 2: Advancing Renewable Energy Through Rooftop Solar

As part of its commitment to integrating sustainability into its operations, **Nash Industries (India) Private Limited** has undertaken a significant renewable energy initiative at its Chennai Unit—installing a large-scale rooftop solar power system.

~700 kW
Installed solar capacity

1,285
Solar panels installed

690 tCO₂
Average annual CO₂ reduction

Environmental Impact

The solar installation generates renewable energy on-site, directly reducing Nash's dependence on conventional grid electricity. Based on available project data, the system is estimated to deliver an average CO₂ reduction of approximately 57.3 tonnes per month, or around 690 tonnes of CO₂ per annum. This directly supports Nash's objective of reducing the carbon footprint associated with its manufacturing operations.

Alongside emissions reduction, the project supports long-term energy cost optimisation and strengthens the company's operational resilience by adding an independent, renewable electricity source to its energy mix.

Contribution to ESG Objectives

The initiative advances Nash's ESG agenda across multiple dimensions. On the environmental front, it increases the share of renewable energy in operations and supports carbon footprint reduction. From an energy efficiency standpoint, on-site renewable generation enables responsible energy management and long-term cost optimisation. The technical records, certificates, and performance data generated by the project will also support future ESG disclosures and governance reporting.

Leadership Perspective



"The rooftop solar initiative at our Chennai Unit is a meaningful step towards increasing the use of renewable energy, improving energy efficiency, and making responsible use of our existing infrastructure. Our objective is not limited to a single project, but to continuously identify opportunities that improve operational efficiency, optimise resources, and reduce our environmental impact."

Sanjay S Wadhwa
Managing Director



Case Study 3: Strengthening Environmental Performance and Community Health

Intas Pharmaceuticals Limited's EHS framework is designed to go beyond compliance—embedding environmental protection, employee health, and safety into the company's operational culture. Its social impact arm, the Intas Foundation, delivers healthcare access, education, and community development at significant scale.

2 Million+
CSR beneficiaries
in FY 2026

30
States and Union
Territories reached

ZLD
Zero Liquid Discharge
status maintained

Environmental Health and Safety

Intas has implemented Zero Liquid Discharge (ZLD) across its Matoda unit, with all treated water reused in utility applications including cooling towers and boilers. Strengthened source segregation of API effluent at Matoda significantly reduced high-TDS effluent generation, enabling the discontinuation of one pre-processing MEE unit—resulting in substantial energy savings, reduced GHG emissions, and lower hazardous waste generation.

Circular Economy in Action: Repurposed caustic soda saves INR 72 Lakh/year; Spent solvents co-processed in cement; ETP sludge diverted from landfill

The company monitors Scope 1 and Scope 2 emissions across all units and reduced Common Effluent Treatment Plant (CETP) treatment charges at its SEZ unit from INR 11 Million to INR 8.5 Million through effective effluent management. Its Biopharma unit has introduced electric vehicles for internal material movement and upgraded its ultrafiltration system with HEPTABORE membranes to improve water recovery and reduce freshwater consumption. Energy-efficient measures, including Variable Frequency Drives on ETP blowers and real-time LED environmental display boards, further demonstrate the breadth of Intas' EHS commitment.

CSR: Intas Foundation—Advancing Healthcare Access

In FY 2026, the Intas Foundation's programmes reached over 2 Million beneficiaries across 12 aspirational districts.

The Foundation's flagship Apna Ghar programme provided accommodation, nutrition, transportation, and psychosocial support to 575,000+ beneficiaries across 24 States and Union Territories—supporting patients who must travel far from home for treatment. Complementing this effort, the Haemophilia Patient Assistance Programme reached over 22,900 beneficiaries across 29 States, providing factor assistance, diagnostics, specialist consultations, genetic counselling, and physiotherapy. Further strengthening access to the blood transfusion ecosystem, the Blood for Life initiative supported 75 blood centres across 18 states with investments in storage, processing, transportation, diagnostics, and technology.

Beyond healthcare, the Foundation supported over 2,400 patients through medical treatment assistance in Gujarat, provided educational support—including school kits, tuition fees, and infrastructure—to more than 1,500 students, and delivered community interventions spanning safe drinking water, solar street lighting, and recreational infrastructure.

Riders control their speed and direction entirely through braking and steering while gravity powers the descent.



Case Study 4: Reducing Energy Consumption and Greenhouse Gas Emissions

Following its acquisition of Shogun Organics in 2021, Safex Chemicals has undertaken a series of targeted sustainability initiatives at the Shogun Organics facility to reduce fossil fuel consumption, expand renewable energy adoption, and lower greenhouse gas (GHG) emissions, while also creating measurable positive impact for surrounding communities.

1,300 kWh
Solar power
system installed

~40%
Scope 2 GHG
emissions offset

30 KL/month
LDO fossil fuel
phased out

A SEABOB's propulsion is powerful enough to pull a rider from a high-speed surface run straight into an underwater dive—turning open water into a fast-moving adventure course.



Transitioning to Cleaner Fuels

In FY 2026, Shogun Organics phased out its LDO (Light Diesel Oil)-fuelled boiler and transitioned to a bio-briquette-fuelled boiler. Before the transition, the plant consumed approximately 30 KL of LDO per month for boiler operations—a significant source of fossil-fuel dependency and direct GHG emissions. The shift to bio-briquettes delivers cleaner combustion, reduced emissions, and operational benefits, including easier storage and transportation. This transition marks a meaningful step in reducing Scope 1 emissions and moving the plant towards a more sustainable approach to thermal energy generation.

Accelerating Renewable Energy Adoption

Shogun Organics has substantially expanded its renewable energy footprint, with a 1,300-kW solar power system installed and operational since September 2025. The system is expected to offset approximately 40% of the plant's Scope 2 GHG emissions compared with the pre-installation baseline. Additionally, 200 solar-powered street lights were installed within the plant premises, supporting renewable energy use for on-site lighting requirements. Together, these initiatives are helping Safex move towards a cleaner energy mix and reduce its dependence on conventional grid electricity.

Strengthening Energy Management

Recognising that sustained energy performance requires a structured approach, Shogun Organics is implementing an Energy Management System aligned with ISO 50001, which is in the final audit stage. The system provides a framework for continuously monitoring energy consumption, identifying efficiency opportunities, setting energy performance targets, and driving ongoing improvement across operations—embedding energy discipline into the plant's day-to-day management.

Community Impact

Safex's renewable energy commitment extends beyond the plant boundary. The installation of 200 solar-powered street lights in surrounding villages has improved night-time visibility and safety for local residents. The initiative has supported children studying after sunset and local businesses operating for longer hours, while promoting cleaner energy use and a more sustainable way of living for the communities around the Kurkumbh facility. Together, these outcomes demonstrate how operational sustainability investments can generate broader social value.

Building for Tomorrow

ChrysCapital's ESG journey has evolved from foundational framework-building to active, measurable integration across the full investment lifecycle, from pre-investment screening and due diligence through to active ownership and exit. As global sustainability standards evolve and stakeholder expectations mature, the Firm remains focused on continuous improvement:



Strengthening
ESG data quality



Deepening climate
risk integration



Building genuine sustainability
capability across its portfolio

Building on this progress, ChrysCapital intends to advance its responsible investment commitment through the following measures:

Expanding Carbon Footprint Coverage at the Portfolio Level

Enhance the breadth and depth of carbon footprint measurement across portfolio companies to enable more comprehensive emissions tracking, benchmarking, and reporting.

Strengthening ESG Governance Across Portfolio Companies

Establish formal ESG governance frameworks at the portfolio level, including defined oversight at CXO and CXO-1 levels, to drive accountability and ensure effective implementation of ESG priorities.

Undertaking Detailed Climate Risk Assessments

Conduct comprehensive climate risk assessments for companies operating in high-risk sectors to better understand vulnerabilities and inform appropriate mitigation and adaptation strategies.

Advancing Decarbonisation and GHG Reduction Efforts

Partner with priority portfolio companies to develop and implement actionable GHG reduction strategies and decarbonisation roadmaps aligned with evolving best practices.

Driving ESG-Led Value Creation Initiatives

Integrate ESG considerations into value creation plans across portfolio companies, with a focus on enhancing operational efficiencies, managing risks, and unlocking sustainable growth opportunities.

The current world record for free-distance hang gliding stands at 609.9 km, achieved by using naturally occurring lift to sustain and extend the flight.



KPI Index |

Pillar	KPI	GRI & IFRS S1/S2 Reference
ENVIRONMENTAL		
Environmental	Scope 1 GHG Emissions (Direct)	GRI 305-1 IFRS S2, para. 29(a)
Environmental	Scope 2 GHG Emissions (Purchased Electricity)	GRI 305-2 IFRS S2, para. 29(b)
Environmental	Total Scope 1 + Scope 2 GHG Emissions	GRI 305-1; 305-2 IFRS S2, para. 29(a); 29(b)
Environmental	Scope 3 – Cat. 1: Purchased Goods & Services	GRI 305-3 IFRS S2, para. 29(c)
Environmental	Scope 3 – Cat. 2: Capital Goods	GRI 305-3 IFRS S2, para. 29(c)
Environmental	Scope 3 – Cat. 3: Fuel- & Energy-Related Activities	GRI 305-3 IFRS S2, para. 29(c)
Environmental	Scope 3 – Cat. 5: Waste Generated in Operations	GRI 305-3 IFRS S2, para. 29(c)
Environmental	Scope 3 – Cat. 6: Business Travel	GRI 305-3 IFRS S2, para. 29(c)
Environmental	Scope 3 – Cat. 7: Employee Commuting	GRI 305-3 IFRS S2, para. 29(c)
Environmental	Total Scope 3 GHG Emissions	GRI 305-3 IFRS S2, para. 29(c)
Environmental	Total Waste Generated	GRI 306-3 IFRS S1, para. 33
SOCIAL		
Social	Total Employees	GRI 2-7 IFRS S1, para. 33
Social	Total Male Employees	GRI 2-7; GRI 405-1 IFRS S1, para. 33
Social	Total Female Employees	GRI 2-7; GRI 405-1 IFRS S1, para. 33
Social	Female Employees (% of Total)	GRI 405-1 IFRS S1, para. 33
Social	Senior Management – Total	GRI 2-7; GRI 405-1 IFRS S1, para. 33
Social	Senior Management – Female	GRI 405-1 IFRS S1, para. 33
Social	Middle Management – Total	GRI 2-7; GRI 405-1 IFRS S1, para. 33
Social	Middle Management – Female	GRI 405-1 IFRS S1, para. 33
Social	Junior Management – Total	GRI 2-7; GRI 405-1 IFRS S1, para. 33
Social	Junior Management – Female	GRI 405-1 IFRS S1, para. 33
Social	Non-Management – Total	GRI 2-7; GRI 405-1 IFRS S1, para. 33
Social	Non-Management – Female	GRI 405-1 IFRS S1, para. 33
Social	New Hires	GRI 401-1 IFRS S1, para. 33
Social	Female New Hires (% of Total New Hires)	GRI 401-1; GRI 405-1 IFRS S1, para. 33
Social	Voluntary Employee Departures	GRI 401-1 IFRS S1, para. 33
Social	Voluntary Employee Turnover Rate	GRI 401-1 IFRS S1, para. 33
Social	Total Learning Hours	GRI 404-1 IFRS S1, para. 33
Social	Average Training Hours Per Employee	GRI 404-1 IFRS S1, para. 33
Social	Training Sessions Delivered	GRI 404-1 IFRS S1, para. 33
Social	Employees Receiving Formal Performance Review (%)	GRI 404-3 IFRS S1, para. 33
Social	Sexual Harassment / POSH Incidents Reported	GRI 406-1 IFRS S1, para. 33
Social	Material Data Breach Incidents	GRI 418-1 IFRS S1, para. 33

Pillar	KPI	GRI & IFRS S1/S2 Reference
GOVERNANCE		
Governance	ESG Committee Meetings per Year	GRI 2-17 IFRS S1, para. 6; IFRS S2, para. 6
Governance	Employees Trained on Policy Handbook (Annual, %)	GRI 2-17; GRI 2-26 IFRS S1, para. 6; para. 7; IFRS S2, para. 6; para. 7
BUSINESS		
Business	Assets Under Management (AUM)	GRI 2-6 IFRS S2, Appendix B
Business	Active Portfolio Companies	GRI 2-6 IFRS S1, para. 17
Business	New Investments During FY	GRI 2-6
Business	Exits During FY	GRI 2-6
Business	Total Exits Since Inception	GRI 2-6
Business	Capital Raised Since Inception	GRI 2-6
Business	Capital Returned Since Inception	GRI 2-6

A windsurfing sail can catch enough wind to launch the board across open water at high speed—forcing the rider to balance, carve, and react instantly to every gust and wave.



CHRYSCAPITAL

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have, kindly contact esg@chryscapital.com