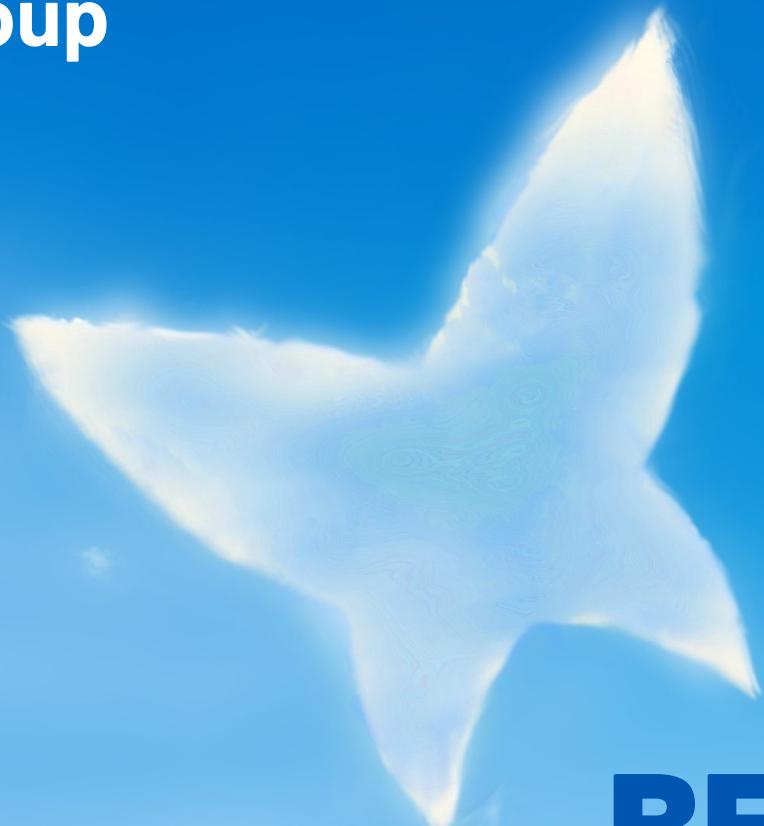


The Vivriti Group



# BEYOND INCLUSION

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Sustainability Report 2022-23

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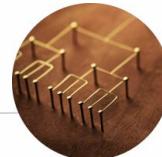
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# PREAMBLE

**Namrata Kaul**, Independent Board Director & Chairperson - Vivriti Capital Limited



Vivriti is pleased to present its second sustainability report - '**Beyond Inclusion**', highlighting our commitment to long-term value creation through sustainability and environmental & social accountability. Our vision, mission & values guiding our business practices fully embrace social inclusion, and through our ethically aligned commitments to People, Planet & Profit, we go beyond inclusion as a sustainable & responsible business.

As a young organisation that has focused on sustainability & impact since the get-go, we have been making significant progress in improving our own ESG performance. Our robust risk management framework & effective board oversight has ensured the implementation of ESG considerations in our business strategy & operations, further fortified by our ESG Committee. We are also committed to amplifying our external impact through our active client stewardship engagements aimed at improving their sustainability performance by assessing, monitoring & assisting them to adopt good sustainable practices.

This report includes our sustainability performance metrics - outlining key achievements and progress, our eco-accountability, collective exuberance and ethical framework, our ESG impact stories, insight into our CSR initiatives and materiality & stakeholder inclusion.

We acknowledge that our journey towards sustainability is ongoing, and we continuously seek ways to improve our performance and create shared value for our stakeholders. We also seek external verification to validate our ESG performance and enhance our credibility.



# PROLOGUE

Our report 'Beyond Inclusion' is reflective of our commitment to sustainability and transparency and showcases our performance in the purview of environmental, social, governance and economic dimensions.

The report presents our approach to manage our ESG performance and impact created by our businesses and is based on the principles of stakeholder inclusiveness, materiality, sustainability context and comprehensiveness.



## Reporting Guidelines

The report meets the disclosure requirements of the updated 2021 GRI standards framework and has been prepared in accordance with the GRI 1 - Foundation 2021, GRI 2 - General Disclosures 2021, GRI 3 - Material Topics 2021 and GRI Topic Standards. We have followed all 9 GRI reporting requirements and in cases of non-compliance with any disclosures have explained the reasons behind their omission.



## Reporting Boundary and Principles

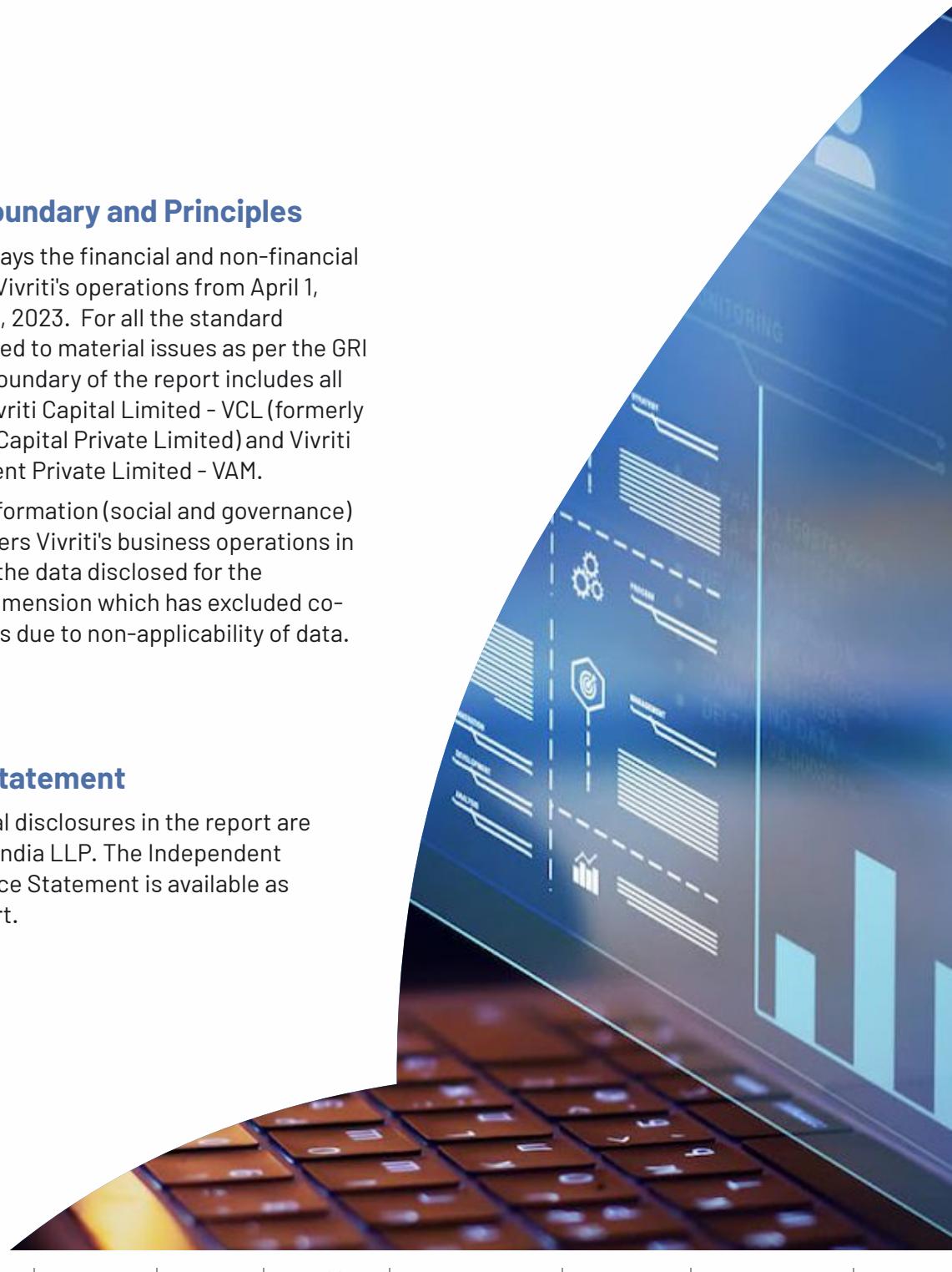
This report portrays the financial and non-financial performance of Vivriti's operations from April 1, 2022 to March 31, 2023. For all the standard disclosures related to material issues as per the GRI standards, the boundary of the report includes all businesses of Vivriti Capital Limited - VCL (formerly known as Vivriti Capital Private Limited) and Vivriti Asset Management Private Limited - VAM.

The disclosed information (social and governance) in the report covers Vivriti's business operations in entirety, except the data disclosed for the environmental dimension which has excluded co-working locations due to non-applicability of data.



## Assurance Statement

The non-financial disclosures in the report are assured by BDO India LLP. The Independent Limited Assurance Statement is available as part of this report.





# LOOKING AHEAD



## Message from our CEO

India's mid-market segment consists of around 15,000 enterprises, typically generating revenue greater than INR 800 million but lower / mid rated. These companies play a crucial role in driving economic growth in India and are significant contributors to job creation in the country. Despite their role, most of these enterprises still face challenges in accessing mainstream sources of debt. A large share of debt comes from traditional channels and a negligible share from capital markets. Additionally, around 60% of these companies have very low levels of long-term debt - critical to expand their business.

Vivriti's purpose has been steadfastly rooted in transforming Indian debt markets to a level playing field, where the mid-market segment becomes mainstream. **Vivriti Capital** has reached 300+ mid-corporates with INR 2,10,000 million disbursed since our inception in 2017. We continue to support entrepreneurs through our customised debt solutions meeting evolving client needs. Through financial inclusion for the Indian mid market space, we aim to positively propel core impact sectors in India.

Through our asset management arm, **Vivriti Asset Management**, we are committed to revolutionizing the Indian mid-market performing credit space, by bringing in global capital and tailoring innovative financial solutions in order to direct capital from many domestic and international investors into the right causes. Established in 2019, VAM manages 9 Alternative Investment Funds (AIFs), with capital sourced from HNIs, family offices, financial institutions, insurance companies, development organisations and international asset managers.

Over the recent quarters, we have expanded our product arsenal through two new avenues - leasing and factoring, to help companies meet various needs including buying equipment, efficiently managing their capital and business growth.

As an organization that practices continuous improvement, our systems and processes are recalibrated often to meet changing stakeholder need and demands. Our track record has led to increased investor trust, resulting in our garnering USD 195 Mn from our shareholders over three rounds.

## ESG

While we are clear of our mission to bring parity within debt markets and make Vivriti's portfolio companies a standalone asset strategy for global lenders and capital allocators, we know our domain extends naturally to positively impacting the underserved segments of the society. Our loan and investment books form the catalyst in building a portfolio that is environmentally sustainable and socially inclusive. In addition, we have implemented the Green Finance Framework and Energy Policy, which are dedicated to advancing our climate strategy and promoting decarbonization efforts.

Transparency and accountability are core principles we firmly uphold to create a robust, sustainable, and resilient organization, and ensuring strong governance remains our topmost priority. This year we have appointed our fourth Independent Director on our Board for an additional layer of oversight and accountability. We regularly undergo external audits to enhance our internal controls, identify and mitigate risks, and ensure strict compliance with regulatory requirements.

## FY 23 – year of new milestones

Despite plenty of headwinds, FY23 proved to be an inspiring period with valuable learning experiences, as we witnessed phenomenal growth and scale across our client base and funds managed. The Vivriti team delivered a strong set of numbers closing the year with INR 78,500 million of assets spread across 300+ enterprise clients and 9 performing credit funds across the Group. Our focus on risk management and maintaining the stability of the portfolio with discipline on product diversification over the years, has resulted in industry-best asset quality, with gross assets at risk at under 0.25% across the Group.

Vivriti Asset Management continues to define the Performing Credit space by aligning global and domestic long-term capital to India's credit needs. In FY23, we added 275+ new investors to our funds and saw significant traction amongst every category of investors, showcasing the quality and differentiation of our funds.

Towards the end of the financial year, we launched two new funds, Promising Lenders Fund II (supporting micro-enterprises) and Vivriti Retail Assets Fund (enabling offshore capital into the Indian securitisation market) that witnessed participation from large institutional investors, paving the path for us to take centre stage.

In FY 23, we expanded our office network by opening 4 new regional offices in GIFT City, Jaipur, Delhi and Hyderabad. We strengthened our workforce across lending, credit, risk, technology, products and operations.

We completed our Series C equity raise process in May 2023, inducting TVS Capital Partners to our cap table. We quickly followed this with an upgrade to Vivriti Capital's credit ratings, making us one of the youngest NBFCs to be rated at A.

## Looking Ahead

The much-needed proof of concept for our motto to propel the mid-market segment has been seen in light. Our aim therein, is to become the leading and go-to institution for mid-market enterprises, and by 2028 cater to the financial needs of around 5,000 enterprises with a cumulative credit flow of INR 1 trillion. Along the way, we aim to not just deliver impactful finance, but also support our clients in becoming sustainable enterprises themselves in every way.

To start with, we need to demonstrate our commitment to sustainability into every aspect of our own operations. In this report, you will find comprehensive details of the initiatives we have undertaken and the milestones we have achieved – from measuring our carbon emissions and minimizing waste to fostering diversity and promoting social responsibility. Additionally, we have made great strides in enhancing our procurement practices to ensure ethical sourcing, and we have actively collaborated with our partners and suppliers to promote sustainable practices throughout our value chain.

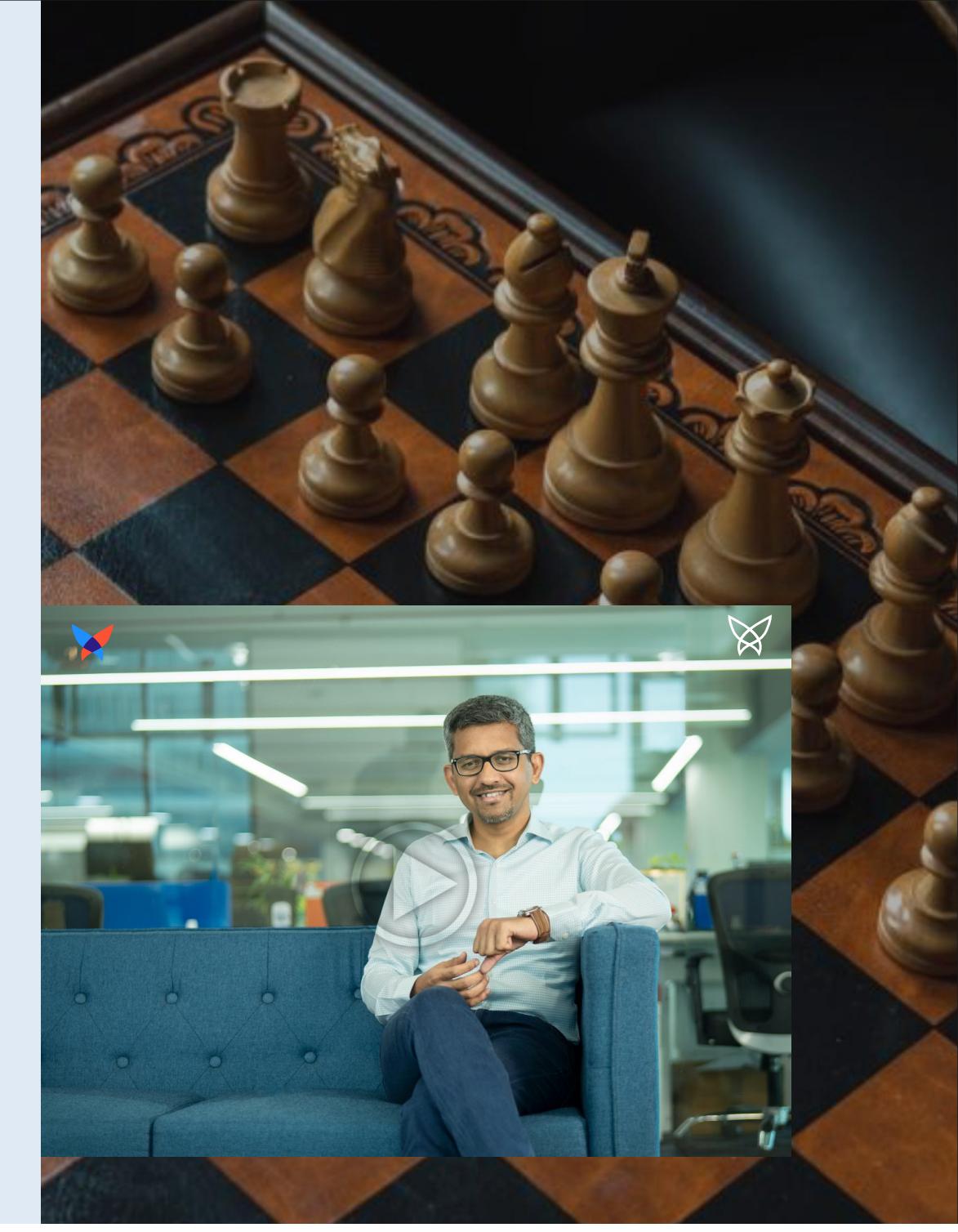
As an extension of our client engagement, we introduced ESG risk assessment, becoming one of the first lenders in India to do so. We believe our efforts in systematically measuring our clients' progress in minimising ESG risk, succeeded by targeted advice and interventions, will go a long way towards building resilience in our client organisations.

This report is not solely about celebrating our achievements. It is also a joint reminder to all of us, that we must continue to push the envelope and challenge ourselves to do better. Sustainability is an ongoing journey, and I am cognizant that we need to remain agile and adaptable in order to address emerging challenges and capture new opportunities.

Therefore, in the coming year, we will continue to focus on integrating sustainability into our business processes, fostering a culture of continuous innovation, and setting ambitious goals that will accelerate our progress towards a carbon-neutral and socially responsible future.



Vineet Sukumar  
Founder & CEO





# SUSTAINABILITY & IMPACT AT A GLANCE

# SUSTAINABILITY & IMPACT AT A GLANCE

**Smitha Jain Arora**, Head - Sustainability & Impact



**Sustainability & Impact** have always been fundamental to the ethos of Vivriti. And today after 6 years of our existence, it is not just about achieving 'Sustainability at Scale', but also an opportunity to look 'Beyond Inclusion'.

Our ESG framework adopts a holistic approach & proactively addresses ESG risks & opportunities in our business practices (through our sustainable strategy & initiatives) & beyond (through stakeholder engagements and stewardship).

Our focus on inclusion through impact enables us to cater to the underserved sector in the mid-market performing credit space, revolutionizing and catapulting our influence and reach through our ESG ecosystem and roadmap.

Vivriti has been a catalyst and a market differentiator, proactively capturing sustainable business opportunities and building long term value for its stakeholders through its innovative product and service offerings.

We believe all businesses are journeying towards sustainability, some having just embarked, while others having traversed far ahead. With this intent, we have set out to create a '**circle of sustainable champions**'.

**At Vivriti, sustainability & profitability are not seen as mutually exclusive, but as interdependent and complementary.**



## Sustainability and Impact 2022-23



Strengthened our



**Stakeholder engagement**  
**BEYOND INCLUSION**  
leading to enhanced Materiality

Conducted the second **materiality assessment** with participation from over 415 respondents, identifying and prioritising ESG issues that are most material and relevant for long-term value creation

Collaborated with various stakeholders to map out their interests, co-create opportunities and foster shared ownership & accountability

Promoted active **stewardship engagement** to align portfolio companies with ESG principles by identifying the gaps and engaging with them to strengthen their ESG performance

Vivriti commits Rs 6,000 crore debt financing to high-impact, low ESG risk sectors

Vivriti Capital raises \$30 million in funding TVS Capital

Updated - August 10, 2022 at 01:34 PM | Chennai, Aug 10

Vivriti has set up a 2-member team to focus on ESG risks for each of the client

**IFC proposes \$30m senior loan to Vivriti's latest alt investment fund**

Vivriti Group rolls out its first ESOP Liquidity Programme

**Lighrock India, Creation Investments pump in \$55m in Indian NBFC Vivriti Capital**

Vivriti Asset Management eyes \$5 bn AUM by FY26

Fund house invests in debt of small- and mid-sized financial institutions

**Vivriti Asset Management closes second fund with ₹350 cr in commitments**

Updated - March 28, 2022 at 03:52 PM

VSTBF is a SEBI-registered Category II Alternative Investment Fund

**Cogos raises \$1.2 mn in debt funding from Vivriti Capital**

**IFC proposes \$30m senior loan to Vivriti's latest alt investment fund**

**Vivriti commits Rs 6,000-crore debt financing to high-impact, low ESG risk sectors**

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Vivriti has set up a 2-member team to focus on ESG risks for each of the client

**Performing credit amid the funding winter**

Vivriti Asset Manag fund with ₹350 cr in

Updated - March 28, 2022 at 03:52 PM

VSTBF is a SEBI-registered Category II Alt

**FT ranking: High-Growth Companies Pacific 2023**

**Vivriti Capital, Sai Silks (Kalamandir) cr vendor financing deal**

Updated - January 17, 2023 at 12:51 AM

**Vivriti Asset Management closes second fund with ₹350 cr in commitments**

**Rs 60 crore in GMR's**

**Zaggle raises ₹50 cr**  
**Vivriti Asset Manag**

**Lighrock India, Creation Investments pump in \$55 bn AUM**

**Vivriti Capital raises \$30 million in funding**  
TVS Capital

Vivriti Asset Manag fund with ₹350 cr in

Updated - March 28, 2022 at 03:52 PM

VSTBF is a SEBI-registered Category II Alt

**Performing credit amid the funding winter**

# OUR CHRONICLE

**Narayan Ramachandran**, Independent Board Chairman - Vivriti Asset Management



“ Vivriti Capital was founded in 2017 with an unwavering commitment to transform the Indian mid-market performing credit space. As pioneers in deepening an under-penetrated market and building appetite toward mid-market enterprises, Vivriti manages a portfolio of US \$920+ million across 300 enterprises and 45+ sectors. Over the last six years, Vivriti has built significant expertise and a robust business model through specialized technology, curated products, multi-level underwriting, superior portfolio management and highly effective distribution. With a highly varied product suite, Vivriti enjoys 90%+ client retention and has delivered these unparalleled numbers in the most challenging macro environment that India has seen.

Vivriti Asset Management continues to define the performing credit market by aligning global and domestic long-term capital to India's credit

needs. Through our focused investments, Vivriti aims to offer long-term, stable, risk-adjusted returns through its investment in fixed income instruments of well-established companies. By virtue of our investments in the mid-to-small enterprise space, there is a natural and integral overlay of social impact in all our investments.

The financial inclusion focus has been impactful in granularizing our portfolio and enabling credit access to underserved credit seekers in India. Through it all, sustainability has remained at the core of our values and vision. It is our unwavering belief that businesses have a vital role to play in protecting our ecosystem and creating a better world for generations to come. Our commitment to sustainability goes beyond mere compliance as it is a fundamental part of our business strategy and a driving force behind every decision we make.

## The vivriti Journey





Vivriti's vision, mission and values give the company a steadfast purpose that intertwines inclusion through impact, while being a responsible, sustainable and ethical business. We ambitiously strive to uplift the mid-sized enterprises and financially deprived credit seekers in helping them realize and achieve business growth and success through the interplay of advanced tech-enabled, inclusive and responsible financing.

**3** GOOD HEALTH AND WELL-BEING



The well-being and safety of our employees is paramount. Our employee benefits, programs and policies promote a good work culture that prioritizes the health and well-being of all our employees

**4** QUALITY EDUCATION



We encourage continuous learning, innovation and advancement within our organization. Vivriti supports its employees with educational grants and allowances to enhance their professional and academic knowledge and skills

**5** GENDER EQUALITY



Our DE&I initiatives ensure a diverse, equitable & inclusive workplace. We provide equal opportunities for employment, advancement & professional growth. We also have an all women advocacy/empowerment group called Zariya

**6** CLEAN WATER AND SANITATION



We have adopted sustainable water management initiatives through installation of water-efficient fixtures at all our offices; Externally, through partnership with reputed NGO's, we have restored & revived 2 lakes in Chennai, with a plan to develop Vivriti's own lake district in the future

**7** AFFORDABLE AND CLEAN ENERGY



Vivriti is committed to a clean and green future by decarbonizing our operations (energy conservation & efficiency, renewable energy procurement) & our portfolio emissions through increased investments in green projects

Going 'Beyond Inclusion' has been at the heart of our business's cause and purpose, overlaying real impact by uplifting the underserved and unbanked players in India who lie at the bottom of the pyramid. Sustainable and ethical responsibility have been a precursor to our sustainability and impact journey, and SDGs a beacon of guidance to illuminate our very path.

**8** DECENT WORK AND ECONOMIC GROWTH



Vivriti manages a portfolio of US \$920 + million AUM, with 300+ clients across 45+ sectors. We have over 316 employees (including contractual & consultant workers) across 7 offices, thereby, contributing to economic growth, job creation & opportunities

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



VCL's business model focuses on building credit history and robust lending processes, while that of VAM aims to channelize global capital to its portfolio enterprises. Both are aligned to ensuring an inclusive and equitable growth for the mid-market enterprises in India

**13** CLIMATE ACTION



Our ESG Policy, Green Finance Framework and Energy Policy have a focus on combatting climate change. Increased lending/investing in climate-focused sectors has enabled us to decarbonise our portfolio. We are currently a TCFD Supporter, and will be aligning our climate risk management gradually towards global frameworks and target-setting

**17** PARTNERSHIPS FOR THE GOALS

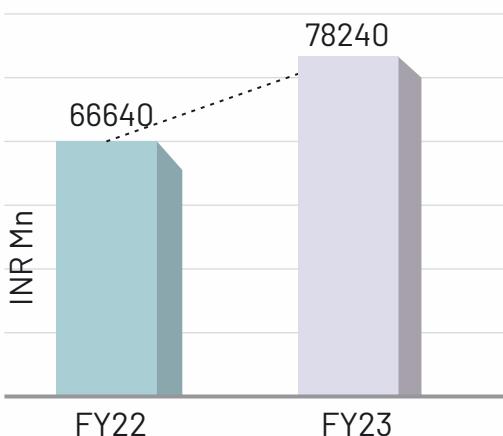


Collaboration with our esteemed corporate social responsibility partners help us strengthen our social and environmental stewardship

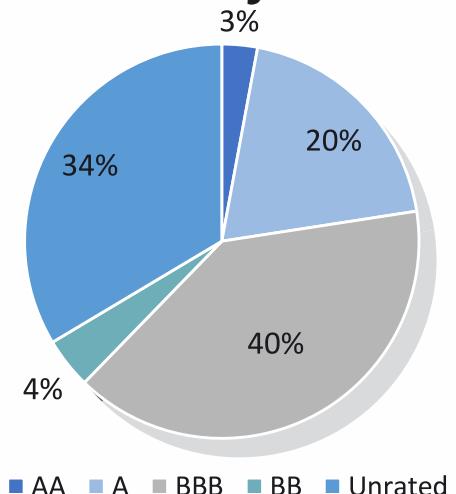
# BUSINESS PERFORMANCE (AT GROUP LEVEL)



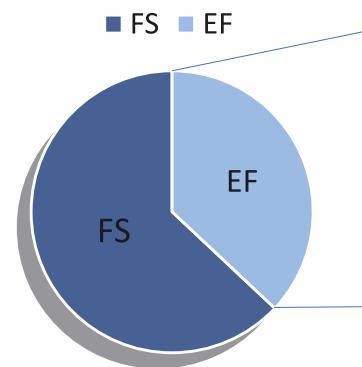
## AUM Growth (1.5X Growth)



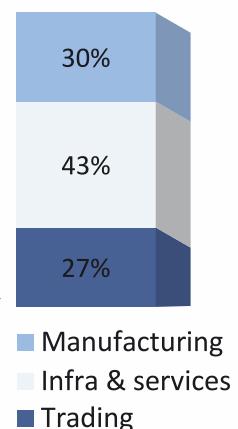
## Rating Mix



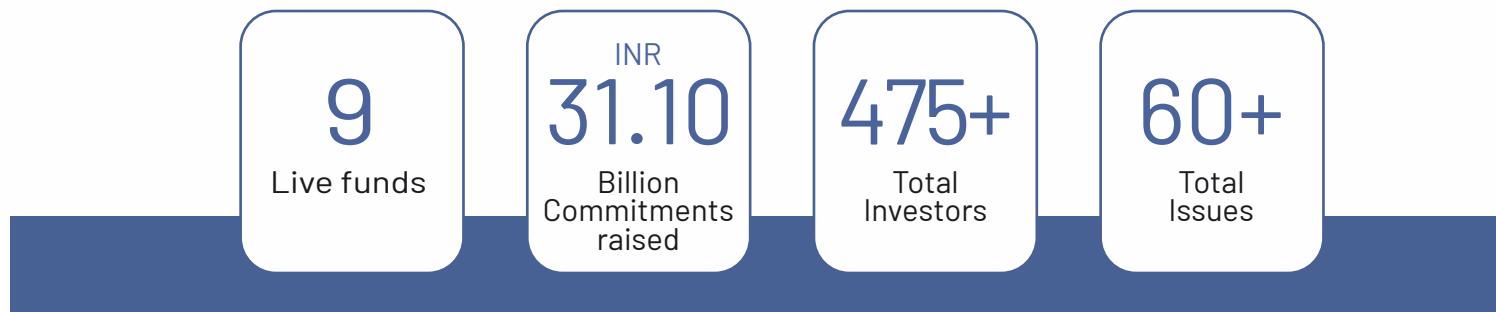
## Client Break Up



## EF Clients



## VIVRITI ASSET MANAGEMENT



## **Financial inclusion commitment**

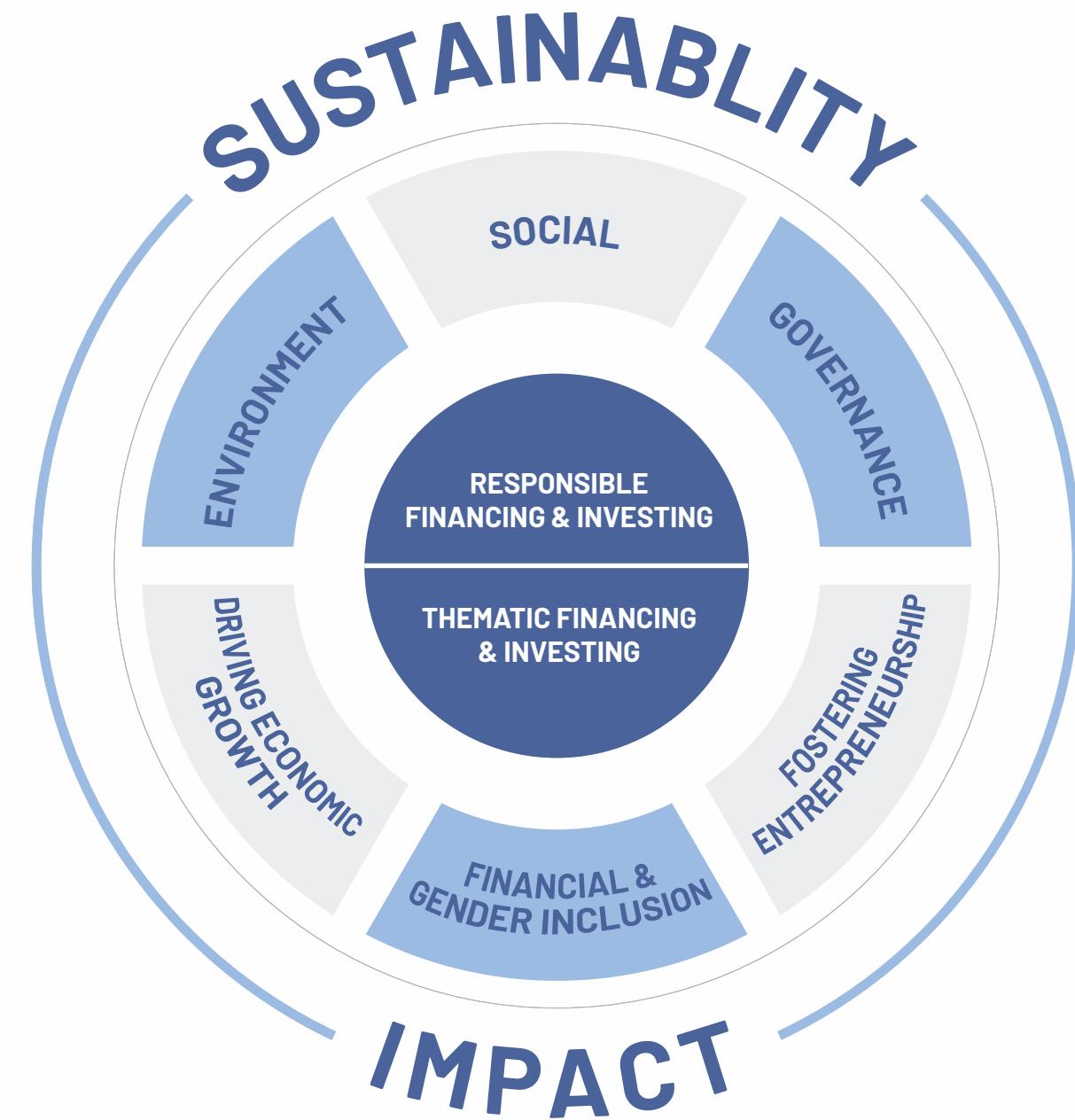
In India, financial inclusion has primarily been addressed by priority sector lending, and beyond banks NBFC's play a crucial role in bringing parity in the financial markets.

As a purpose driven organization, we are committed to making a meaningful and tangible difference in the lives of our clients, shareholders and the community. Vivriti plays an integral role in promoting financial inclusion through its innovative and evolving range of financial services catering to the underserved & underbanked groups & offering support to strengthen their financial well-being. We engage with our co-lending partners to expand the reach of our inclusive financing services to the bottom of the pyramid.

Establishing procedures to prevent aggressive selling and over-indebtedness, demonstrates our commitment to responsible business practices. To ensure customer satisfaction, we have adopted a customer grievance redressal system which is transparent, responsive, and efficient in actively detecting and addressing client feedback.

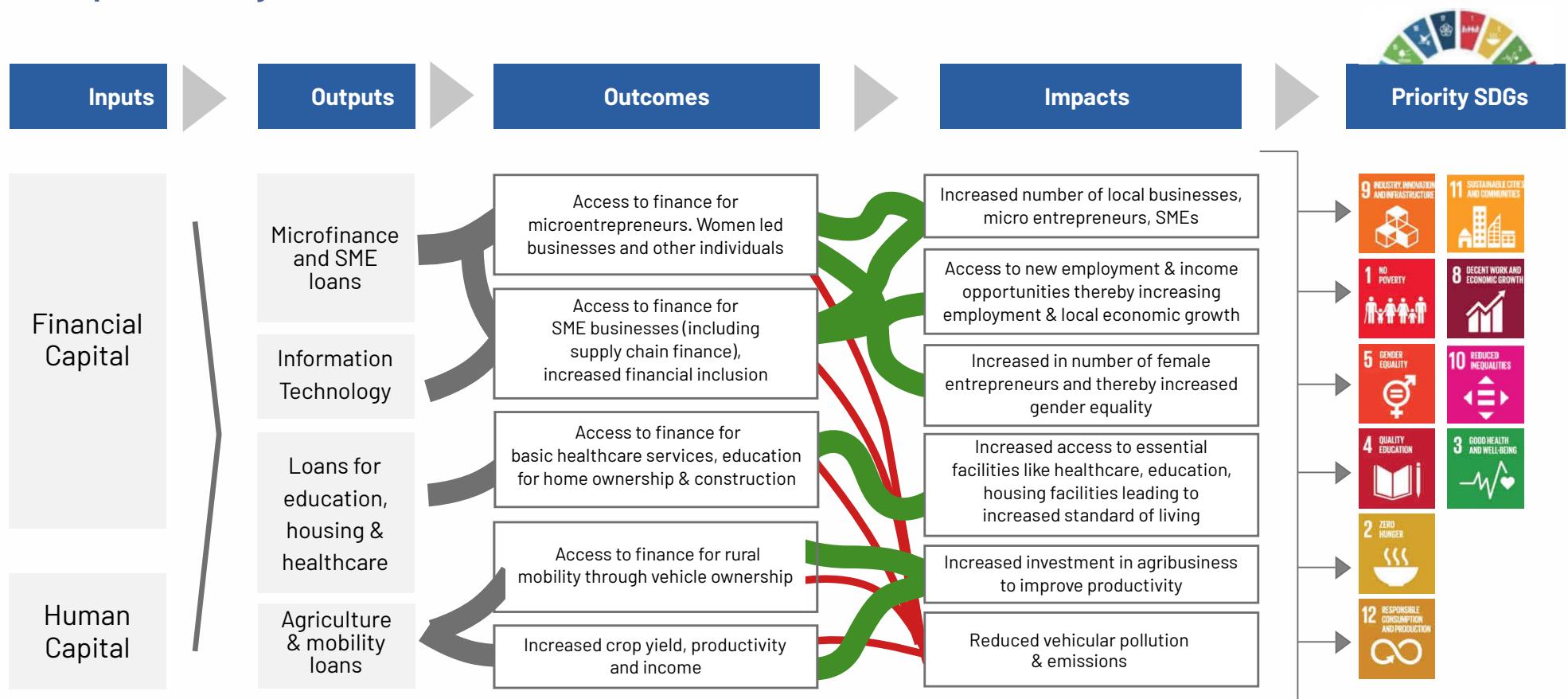
## **Theory of change**

The theory of change is a critical result based tool to provide a better understanding of the underlying impact of our work. It helps us unpack the complexities of impact and change arising from targeted activities and measuring progress on the outputs & outcomes.



Impact pathway guided by Operating Principles for Impact

## Our Impact Pathways

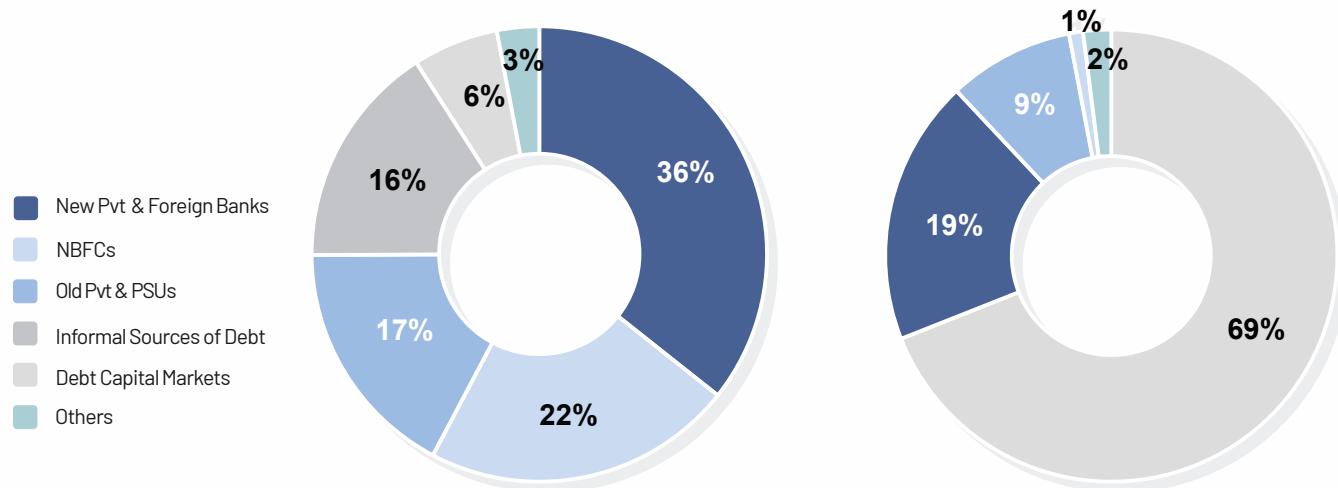


## Impact – Achieved through engagement with 170+ mid & small sized NBFCs



KPIs through On-lending & Co-lending as on March 31, 2023.

## Impact – Achieved through engagement with 525+ mid & small sized Enterprises



Debt funding mix of Portfolio enterprises prior to Vivriti and large corporates (AAA & AA category)

### Direct impact to smaller FIs

- Access to mainstream capital – Enabled multiple 1st NCD issuances
- Improved lending processes – Structured data monitoring
- Curated products to match complexity – securitization, longer tenured loans

### Vivriti as a Catalyst

- Large corporates are very well served by mainstream debt capital markets and new private banks (88%) which improves risk appetite and product diversity whereas mid market enterprises are comparatively underserved (42%), which is what Vivriti aims to correct
- Typically, traditional lenders are more willing to provide working capital / short term debt that allows enterprises to manage cashflows only for their existing scale of business

**Mid - corporates lack inclusiveness and have had access to debt majorly through traditional lenders that involves collateral backed debt and limited term financing**

# Our Impact Universe

Total Disbursements  
USD **1.18** Billion

Impact exposures of Vivriti  
at group level aligned with SDGs  
**81%**

Impact exposures of Vivriti  
Capital (VC) aligned with SDGs  
**79%**

Impact exposures of  
Vivriti Asset Management (VAM)  
aligned with SDGs  
**92%**



# OUR ECO-ACCOUNTABILITY & COLLECTIVE EXUBERANCE

**Gopal Srinivasan**, Chairman & MD, TVS Capital Funds (P) Limited



“

Our social and environmental responsibility and accountability allude to our commitment to sustainability. The actions and initiatives taken as entailed in the following chapters 'Our eco-accountability' and 'Our collective exuberance', showcase our dedication to People and the Planet. The focus of our business is not only on financial but ESG materiality as well; the latter having gained utmost priority in the financial year. This responsibility of ours transcends our operating boundaries and includes our value chain players.

The shared responsibility is ensured through our inclusive ESG related policies and framework that outline a structured set of guidelines for management of environmental and social risks and opportunities.

## Towards People:

Our talent acquisition strategy has been a differentiator in attracting top talent. In addition, we have created a diverse workforce in line with our Diversity, Equity and Inclusion (DE&I) practices. We offer various employee benefits and programs catering to their well-being, performance and development (policies, training, leaves, grants, remuneration, ESOPs, offsites, etc.). Our office spaces have been ergonomically designed to promote employee wellness, safety and happiness through the use of maximum daylighting, indoor plants, sports and activities arena in the Chennai office, fire safety provisions, etc. More details in the 'Our collective exuberance' chapter.

## Our Responsibility

### Towards the Environment & Planet:

We actively track our environmental impact and are transparent in disclosing the same. Necessary processes and measures have been adopted in our offices to reduce and manage carbon emissions (through renewable energy procurement) and negative environmental impacts (through reduced energy, water and paper consumption and responsible waste management). We intend to align our forward-looking climate and decarbonization strategy with global frameworks and target-setting (TCFD, CDP, SBTi, etc). More details in the 'Our eco-accountability' chapter.

## Shared Responsibility

### Towards People, Environment & Planet:

The environmental and social criteria and initiatives that we use to improve our sustainability performance are the same parameters we base our client ESG assessments on. Our ESG engagements intend to encourage and positively influence, while providing the necessary support to our clients to strengthen and improve their own sustainability performance.”



# OUR ECO-ACCOUNTABILITY

## In this together!

As a financial institution, we have minimal direct impact on the environment. However, we abide by our principles of accountability and transparency and believe our impacts can be far-reaching and have a cumulative effect on the larger environment. We hence stay committed and consistent in our environmental responsibility and have been striving ambitiously to transform Vivriti's environmental outlook and performance. Moreover, we believe that to serve a greater environmental purpose we cannot isolate our responsibility, and hence have adopted inclusive strategies to incorporate shared environmental responsibility.

## Current Accountability

### 1. Sustainability & Climate Governance

Our **ESG Committee** is an executive-level sustainability committee responsible for the oversight and management of ESG and climate-related risks and opportunities.

### Climate Risk Management and Decarbonization Strategy

Our ESG risk management process is overarching in its oversight and management of ESG risks and opportunities, including short, medium & long-term climate risks arising from regulatory, legal, technological, market and stakeholder pressure. Our climate ambition and decarbonization strategy resonate in our implementation of the ESG framework. However, we currently do not have a climate change adaptation plan on adapting to the physical risks from climate change. Though climate resiliency is an emerging concern for our sector, climate change adaptation action still lacks wide-scale impetus and implementation. As a young organization, we intend to build a climate-resilient portfolio in the future and hence are a **TCFD Supporter**.

### 2. Decarbonizing our operations

Our operational emissions accounted for only include Scope 2 and Scope 3 greenhouse gas (GHG) emissions, the definitions of which are based on the **GHG Protocol Standards**. The measured GHG emissions have been disclosed in the following section. Along with this, we have adopted decarbonization various measures to mitigate our GHG emissions.

#### Renewable energy procurement

To mitigate and reduce our Scope 2 emissions, renewable energy procurement from distributors has been initiated for energy supply needs in our offices. Mumbai Office currently purchases a green power tariff and is powered by 100% renewable energy.

#### Energy conservation and efficiency

Energy-conserving LED and sensor lighting and energy-efficient BEE star-rated electronic appliances (split air-conditioners, refrigerators, etc.) have been installed in our offices. The buildings in Chennai and Mumbai also have ETA-branded chiller systems and energy-efficient central air-cooling.

Ergonomically designed office spaces also ensure maximum use of daylighting with lesser dependence on artificial lighting consumption. These measures have resulted in reduced energy consumption and indirect GHG emissions from our operations.

#### Green Building

Our Chennai office building is a green building and has recently been inspected and audited for final LEED certification.

### 3. Decarbonizing our portfolio emissions

Our portfolio is assessed on stipulated criteria and requirements as outlined in the following policies and frameworks.

■ **The ESG Policy** outlines our key exclusion list and criteria for client ESG due diligence and assessment based on our ESMS - Vivriti Sustainability Assessment Model - VSAM. The taxonomy of the model is built on global frameworks such as GRI, TCFD & Indian ESG/sustainability reporting standards - BRR/BRSR. Our ESG risk management process is a comprehensive framework that covers the assessment of ESG risks and opportunities (including climate change), over and above other business risks. The environmental parameters covered in our ESG assessments include - environmental management, climate change risks and opportunities management, GHG emissions, energy efficiency, waste management and sustainability initiatives around green products/ services.

■ **The Energy Policy** is aimed at supporting energy transition towards a low carbon economy through engagement with carbon-intensive sectors (coal, oil & gas) in the short and medium term to lower their emissions according to the sectoral emission thresholds, and gradual divestment from fossil-fuel intensive sectors in the long-term with increased investments in clean energy and broader decarbonization activities (including but not limited to, batteries, grid flexibility and climate resilience and energy efficiency solutions).

**The Green Finance Framework** is based on five core components of the Green Bond Principles, 2017 and the Climate Bonds Standard V.3. It aims at applying the net proceeds from the Green Financing Instruments to finance and/or refinance various green projects, including solar, wind, bioenergy, electrical grids & storage facilities, electric vehicles, public passenger transport infrastructure for low carbon transport, circular economy applications in controlling waste and pollution, sustainable agriculture & green buildings.



#### 4. Responsible & climate-focused lending & investing

Supporting the transition to a low carbon economy and portfolio diversity, our lending & investing strategies have been tailored to proactively identify and harness greener and sustainable opportunities. Responsible investment & lending measures facilitate informed decision-making by helping us identify potential environmental & social risks and the ESG maturity of our investee companies. Our ESG risk assessment bolsters impact management as we integrate best practices in assessing and monitoring impacts from risks & opportunities across our portfolio.

#### 5. Our water conservation & efficiency measures

We deploy sustainable water management practices to ensure water conservation and efficiency in our offices. Low flow fixtures with sensors and aerators are installed in our washrooms and cafeteria that helps in reducing water consumption.

#### 6. Our sustainable waste management practices

**E-waste:** We had partnered with E-Waste Recyclers to manage and dispose off e-waste from all our office locations centrally at the Chennai office. The e-waste is segregated into electronic components that can be reused, recycled, and remarketed. The hazardous part is further safely stored in a warehouse and disposed off in an environmentally friendly manner.

**Food Waste:** There is negligible food waste in our offices in Chennai and Mumbai (comprising of 90% of our workforce) as the food and beverage staff ensures adequate quantity of food orders on a daily basis. Any food remaining is distributed amongst the housekeeping staff or donated to the homeless in a nearby temple (only in Chennai office).

**Other Wastes:** Our Mumbai office currently measures the waste from the cafeteria and workstations (food leftovers, paper cups and plates, napkins and shredded paper) through manual approximation. We intend to replicate similar measures in other offices.

**Paper Waste:** All our paper-related documentation processes have gone digital. Also, energy-efficient electric hand dryers are installed near wash basins in washrooms and cafeterias to reduce the usage of paper napkins.

## 7. Maintaining transparency

Transparency has been a fundamental principle in our approach to measuring, managing and disclosing our environmental metrics. Only fully leased office locations that have a reliable and auditable data acquisition and aggregation system have been considered in the environmental data calculations.



## Greenhouse Gas Emissions & Intensity

Our definition of Scope 1,2, and 3 emissions is based on the GHG Protocol Standards.

### Scope 1

(in metric tons of CO<sub>2</sub> equivalent)

0

- We do not own or control any boilers, furnaces or turbines for energy generation. We are a financial institution and do not manufacture chemicals and materials. Neither do we own or control any mobile combustion sources
- The refrigeration and air-conditioning equipment in our offices are under the control of the building's facilities and maintenance team. Hence, we do not measure the fugitive emissions. Therefore, our Scope 1 emissions is 0

### Scope 2

(in metric tons of CO<sub>2</sub> equivalent)

338

- Our office units 302, 303 and 305 in Mumbai adopted a 100% renewable energy supply / green tariff plan from April '22. The remaining office units 501 and 502 also followed suit from September '22 onwards. Offices in Chennai, Gift City and Jaipur are powered by non-renewable energy
- To calculate our Scope 2 - Indirect Emissions for the reporting period, we followed the Location-Based approach. The weighted average specific emission factor was derived from the Central Electricity Authority (CEA) of India's User Guide Version 18.0 on "CO<sub>2</sub> Baseline Database for the Indian Power Sector"
- Our market-based emissions is equal to the location-based emissions as the suppliers have not disclosed/provided any specific emission factor data
- Only CO<sub>2</sub> emissions have been accounted for in the calculation

### Scope 2

GHG emissions intensity ratio

1.91

- Full-Time Employees is used as the organization-specific metric (the denominator) to calculate the ratio, excluding consultant/ contractual employees

### Scope 3

(in metric tons of CO<sub>2</sub>equivalent)

486.3

- We have used 'EPA Simplified GHG Emissions Calculator' to calculate our Scope 3 emissions. All methodologies and default values in the calculator are based on the most current Center for Corporate Climate Leadership Greenhouse Gas Inventory Guidance Documents and the Emission Factors Hub
- CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O emissions have been accounted for in the calculation

### Scope 3 -

Category 6 (business travel by road, rail and air)

375.6

- Considered data from business travels by road, rail and air (operated by third parties)

### Scope 3 -

Category 7 (employee commuting)

110.7

- Considered transportation data of employees to and from work (50% of employees from Chennai & Mumbai together, who have availed the daily employee transfer facility)

### Scope 3 -

GHG emissions intensity ratio

1.71

- Full-Time Employees is used as the organization-specific metric (the denominator) to calculate the ratio, excluding consultant/ contractual employees

Note: We have only accounted for Scope 3 emissions from our upstream activities: Category 6 - Business travel & Category 7 - Employee Commuting, and will be accounting for other relevant categories in subsequent years.

## Future Accountability

As an environmentally and socially responsible business, we realize the urgency of acting on climate change emergency to limit global temperature rise under the Paris Agreement thresholds for a livable world. Climate change considerations have been a prominent factor driving our innovation and solutions catering to ESG risks and opportunities. More so, because of increased demand and interest from our wider stakeholders and investors.

Our eco-accountability is rooted in holistic climate action, where we have integrated various decarbonization measures and an ESG risk management framework that applies to us and our client portfolio. Strengthening our climate commitments will be an ongoing process where we plan to gradually align with 1.5 to 2 deg C pathways. We also intend to align our forward-looking climate and decarbonization strategy with global frameworks and target-setting (TCFD, CDP, SBTi, etc).

As a current **TCFD Supporter**, we will be adopting the TCFD framework in managing our climate risks and opportunities by 2024 or later.





# OUR COLLECTIVE EXUBERANCE

## United in our pursuit!

At Vivriti, we firmly believe that our employees are the driving force behind our success & growth. It is through their ingenuity, excellence and integrity that we have been able to build and sustain a prosperous business. As collaborators in our journey, our employees play a pivotal role in delivering positive impact.

### Human Rights Statement

Vivriti has built a strong and positive reputation over time basis the high standards of business conduct and ethics adopted by our team members in dealing with our customers, suppliers, vendors, governments, local communities, public and fellow employees.

Our commitment to comply with all applicable laws and regulations and promote human rights is outlined in our Human Rights Statement policy. The policy elaborates our being an equal opportunity employer recognizing workplace diversity, providing employment at will, prohibiting human trafficking, abolishing forced labour, adhering to ethical employment practices, safeguarding health & safety and promoting sustainability.

The employee handbook further provides guidance on people, policies & processes, establishes responsibilities and standards of ethical conduct, describes the performance management and appraisal framework.

We endeavor to foster a culture of excellence for our employees by investing in their growth and well-being, as well as embracing diversity, equity & inclusion (DE&I) in everything we do. It is our employee's passion, inspiration and willingness to excel that drives the transformative change and this outlines our mission to deliver improved lives for our clients through our customized financial solutions.

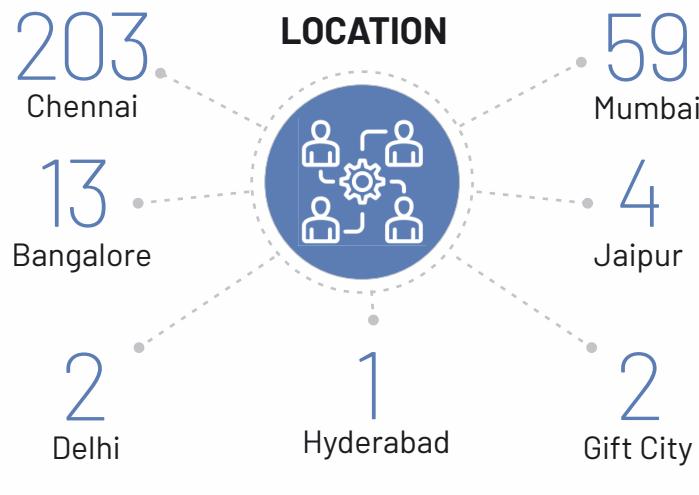
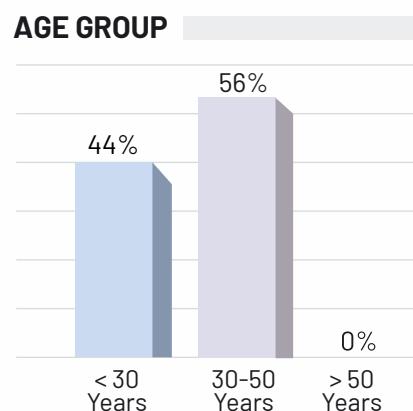
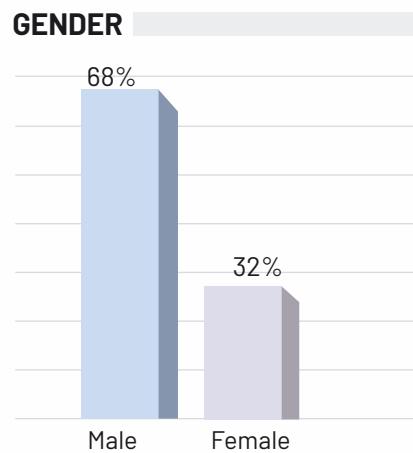
We intend to build a highly passionate organization with a culture guided by our core values -passion, client centricity, teamwork, transparency, honesty, integrity and perseverance.

Our work environment is an integral component of our human capital strategy. It focuses on investing in experiences across the employee life cycle by attracting and retaining skilled talent and engaging employees. Our people strategies are geared toward creating an unparalleled employee experience through diverse learning opportunities, compelling career paths and a strong brand. We believe in creating an inclusive environment that welcomes everyone basis merit and nurtures an overall sense of belonging. We have a track record of proactively exercising leading practices that support our workforce, enable business growth and propel our firm forward.

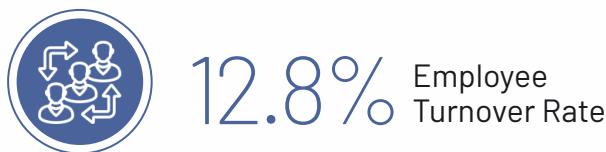
## Fostering a team of Catalysts!

Our human resources team plays an integral role in scouting for driven individuals who share our vision and values. They follow a strategic workforce planning process by defining the job requirements, creating engaging job descriptions, identifying gaps in skills & competencies and developing strategies to address those gaps. The team uses diverse channels like online career platforms, social media, manpower consultants, employee referral programs, networking & industry events to recruit the best talent. The turnaround median time is 60 days for onboarding a new employee.

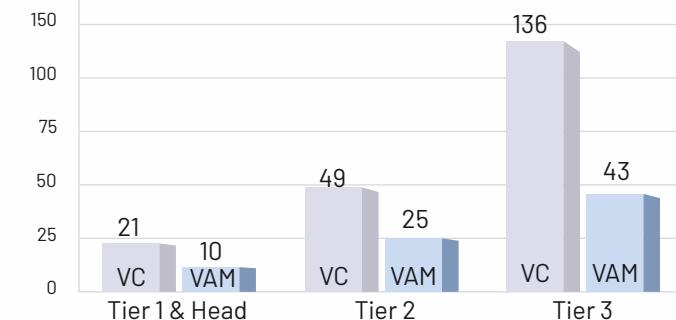
# DIVERSITY OF EMPLOYEES FY 22-23



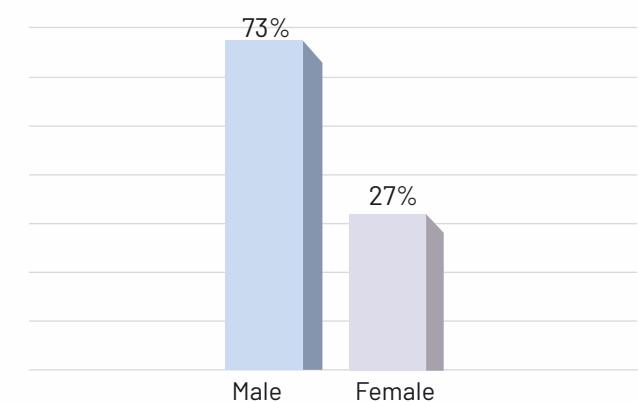
79 Early Career (3 years & less)      205 Experienced (more than 3 years)



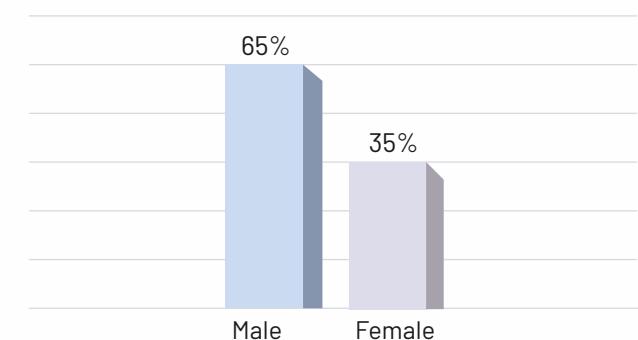
## TIER COUNT



## LEADS



## NEW HIRES

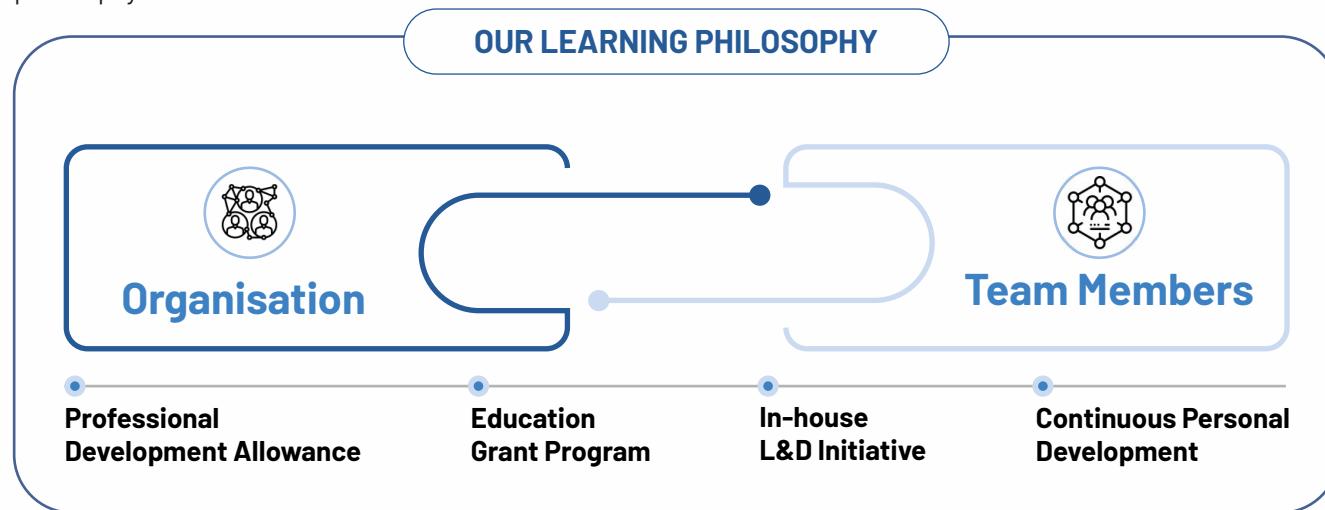


# TALENT MANAGEMENT & PERFORMANCE ENHANCEMENT

## Proactive Learning

Empowering our employees through skill advancement and professional development is important to our human capital strategy. We invest in our employees' development through a robust suite of training, leadership development, upskilling & reskilling programs and performance evaluation.

Our L&D framework provides our employees the platform to hone their leadership and management skills. The framework relies on key learning objectives across the following development modalities through our learning philosophy.



**Technical training** is provided during induction and on regular intervals throughout the year based on individual needs and business requirements.

We've conducted the following trainings in the reporting period: Information security and privacy, POSH employee awareness, KYC & AML, NCD & Securitization, sector level interactions, Product & ESG Trainings.

## POSH TRAINING



## POSH at Vivriti

“There is zero tolerance at Vivriti for any kind of harassment against the employees/ contractors and in particular, sexual harassment. Even though the scope of the nation-wide law caters to women and women employees at work, our policy covers all genders and embraces equity. A detailed awareness session on POSH (touching all aspects with examples and role play) and the escalation contacts have given a feeling of comfort and trust to every employee that their concerns are cared for.

Sincere thanks to our MD who prioritises employee safety over and above everything else. As a POSH committee member, I have a number of takeaways from the awareness session and will be able to play the role of IC post this training.

- Lakshmi Balaji | VCL



## Training & Development

Average hours per FTE

0.99



Average amount spent per FTE

₹1183



## Self-learning opportunities



### Educational Grant

A grant of up to ₹10 lakhs is provided to all employees who wish to pursue further education or any courses/ certifications that will be beneficial to the role they perform at Vivriti

7

Employees who received the Educational grant in FY22-23

### Vivriti's Professional Development Grant

“There are not too many companies that offer a professional grant. Vivriti's Professional Development Grant is a unique opportunity for employees to educate and upskill themselves beyond what is expected of them during work. The grant allows us to tap into external resources for a holistic learning experience that can be used at work and even beyond. Grateful for this opportunity to learn.

- Vidyut Perti | VCL



### Professional Development Allowance

A grant of an amount of ₹10,000 per financial year is allowed to all employees to spend towards any educational activity that will be of benefit to their continuous professional development

77

Employees who received PDA in FY22-23

### Vivriti's Employee Education Grant

“I am extremely grateful to Vivriti for this critical support for my further studies. Vivriti Employee Education grant allowed me to improve my skills and knowledge through my further studies - LLM (Corporate and financial law). Most importantly, the entire process was quick, simple and hassle free.

- Asish Ghosh | VAM



## Interactive Performance Enhancement

At Vivriti, our performance management framework is intricately linked to our organizational objectives. Its rhythm is thoughtfully crafted to facilitate ongoing feedback and consistent evaluations of developmental requirements.

### Management by objectives

A systematic process in which employees have pre-defined and measurable goals that are set in a collaborative manner on a quarterly basis together with their line manager and routinely followed up for tracking progress.

Employees participation in performance & career development

100%

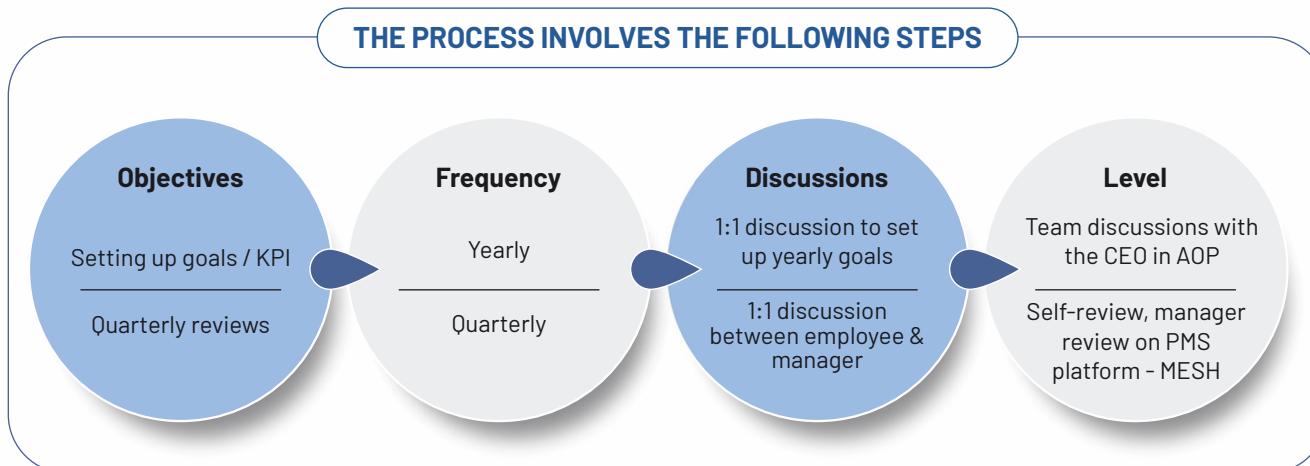


### Team-based performance appraisal

A system where employees are assessed as part of a team rather than only as individuals. We use both team goals and employees' personal goals to set and review their performance objectives.

Human Capital Return on Investment

8.32



Average Hike

11.6%



### Long-Term Incentives

At Vivriti, we offer both bonus/variable pay and Employee Stock Option (ESOP) to all our full-time employees (100%). This not only creates an environment of shared success but also encourages employee ownership in business outcomes, creates a partnership for cohesion and rewards excellence.

Vivriti offered an opportunity to 100+ team members to realize INR 100+ crores of liquidity and benefit from the company's growth. While around 50% of the team participated in the offer, the remaining opted to hold on to their exercised shares and build more value.

As a result, 47 team members received liquidity at the conclusion of the ESOP Liquidity Programme, resulting in ~Rs 50 crores of wealth creation.

### Democratizing wealth through ESOP Liquidity

“We are probably the first amongst much larger / older lending fintechs, NBFCs and asset managers to provide ESOP liquidity as a possibility. We aimed to democratize wealth creation for our team and recognize their passion, client centricity & performance.

- Vineet Sukumar | Founder & CEO



## CRAFTING A CULTURE - THE VIVRITI APPROACH

The culture at Vivriti is collaborative, autonomous and responsible - **a flat organization!** With this vibe, employees feel highly motivated and hence more productive. Synergies across both the companies VCL and VAM breakdown silos, aligning with the overall values of the organization. Several touch points have been instituted to enhance employee experience by providing opportunities to participate in team building through weekly team reviews, annual/quarterly goal setting and monthly town halls.

Considering our efforts in ensuring Gender Diversity across all HR initiatives and the various employee benefits we offer; we were recognized by **Economic Times** as among the **Best Organisations for Women 2023**

SCOPE ← →				
ENGAGEMENT PARAMETERS ↑ ↓	Individual	Team	Leadership	Organization wide
	Annual/Quarter goal setting	Weekly team reviews	Annual/Quarterly goal setting	Monthly townhalls
	Detailed on boarding and induction on day 1 for all new joinees	Quarterly team outings sponsored by the organisation	Annual corporate sports league Annual offsite events Festival celebrations	Values alignment workshops conducted annually
	Flexible WFH policy	Common interest groups/clubs Specialised workshops (Yoga, Dance etc)	Quarterly long weekends	



# HR/PEOPLE ANALYTICS : DONE DIFFERENTLY

At Vivriti we have been proactively adopting measures to improve our systems, processes and strategies to achieve sustainable business success. We apply statistical and data interpretation techniques in the data collection and analysis of our human resources and organizational data.

1

## Strategic Workforce Planning (SWP)

Based on demographic data, retention rates & performance metrics. Helps in identifying recruitment numbers and developing an effective and flexible hiring strategy.

2

## Predictive Analytics

On the basis of the KPIs, the performance data is used to identify trends, patterns and improvement areas. Forecast future employee performance and identify potential areas of risk or opportunities which can help HR make data-driven decisions about hiring, training and employee development.

3

## Competitive intelligence

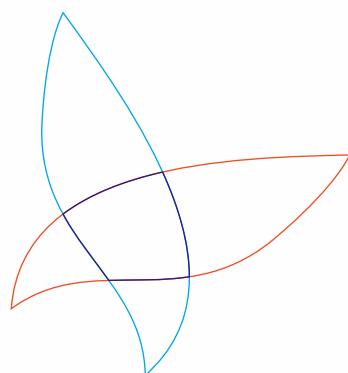
Helped us organize hackathon challenges to hire the best tech talent and use robust selection process in campus recruitment drives. Through competitive intelligence we have conducted peer benchmarking exercises to identify the best industry practices for effective recruitment and top talent attraction.

4

## Identifying flight risks

To improve retention the eNPS data is collected from our annual employee engagement survey that identifies factors (job satisfaction, compensation, work-life balance, career advancement opportunities, management style, etc) that influence employee turnover in the company.

Our regular 1:1 connects reveal levels of employee engagement and motivation to work. The results from these measures help address gaps and requirements needed to improve retention.



# EMPLOYEE WELL-BEING AND SAFETY

When employees feel supported, they thrive, both personally and professionally. Our steadfast commitment lies in fostering a culture that safeguards and fosters the holistic well-being of our employees, encompassing their physical, mental and emotional health.

## Health & safety policy

- Fire safety: fire extinguishers, sprinklers, mock drills
- Periodic disinfecting of office premises
- Emergency preparedness action plans
- Routine electrical safety audits

## Insurance policy

- Group term life insurance (self)
- Group medical policy (self + 5 dependent members)
- Group personal accidental insurance (self)

■ Through our **POSH policy**, we aim to create a safe and respectful work environment for all employees, regardless of their gender

■ We have a robust **grievance redressal mechanism** in place that motivates our employees to highlight critical matters and concerns, which are addressed within stipulated timelines

## Leave policies

Earned leave 24 days	Casual leave 12 days	Medical leave 12 days	Maternity leave 26 weeks	Paternity leave 2 weeks	Sabbatical leave 6 months-1 year, if completed a minimum of 2 years of employment
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8 Apr 2022 in Chennai

22 Dec 2022 in Mumbai



**Parental Leave:** In FY22-23, the leave was availed by 1 female employee and 10 male employees

## EMPLOYEE FACILITIES, BENEFITS & PERKS

### Benefits

Employee relocation reimbursements

Discounted personal travel fares

One-month gross salary advance for any emergencies

Interest-free employee loans with a cap of ₹10 Lakhs

Car lease policy at preferential rates

Childcare allowance

### Perks

Complimentary meals

Free daily transport to commute to office from major transport hubs in Chennai & Mumbai

Remote work opportunity for better work-life balance

Mental health counselling support with certified doctors for new mothers dealing with postpartum depression

### Facilities (Chennai)

Game rooms

Gym

Creche



“Working remotely for Vivriti over the past year has been an incredible experience that has positively impacted both my professional growth and personal well-being. The company implemented robust communication channels, fostering seamless collaboration and ensuring that we stayed connected as a team.

Regular town halls, team meetings, virtual games such as Tombola conducted by HR team, virtual Vivriti Premium League activities, allowed us to maintain the strong bonds that are essential for a thriving work environment. The dedication and support of my colleagues and superiors have been instrumental in my success.

### Remote work flexibility

It is with great pride that I can say that I have been promoted during my time working remotely, a testament to the company's commitment to fostering growth and rewarding dedication.

Vivriti Capital's forward-thinking approach to work from anywhere demonstrates their commitment to adaptability, sustainability and employee well-being.

- Deepika Khandolia | VCL

”



# UNDERSTANDING THE ORGANISATIONAL PULSE

## Employee Satisfaction Survey

Vivriti conducts an annual employee satisfaction survey to capture the **net promoter score** that helps us in assessing employee satisfaction and engagement. We assess inclusiveness and belonging across multiple dimensions such as decision-making, alignment of values, work ethos, team cohesion & opportunities for growth. The survey includes employee perceptions & attitudes across different drivers including job satisfaction, impact, work-life balance, happiness, stress etc.

97% eNPS survey  
employee participation

## Manthan

An all-day employee engagement workshop conducted by our Founder and HR deciphering the feedback received by the eNPS and finding solutions together through role play, including table coaches, time-keepers, gatekeepers and scribes.

Ideating within teams and then among different verticals collectively to focus on solutions and initiate transformation by taking a big-picture approach. The solutions were balanced against 4 parameters.

4 Clients, Passion,  
Ambition &  
Collaboration  
solution parameters

## MANTHAN WORKSHOP



## Our Social Responsibility Towards Our Value Chain Players

### Policies Implemented

**Vendor Code of Conduct:** Outlines the standards for ethics and compliance, labour practices, human rights, health, safety & environment extended to our vendors and suppliers

**Vendor Management Policy:** The policy provides guidelines around - vendor selection criteria, vendor due diligence & risk rating, approval matrix, monitoring mechanism, documentation & storage of vendor details; and reporting to senior management

**Human Rights Statement Policy:** Highlights Vivriti's commitment to the United Nations Guiding Principles on Business and Human Rights stating zero tolerance towards all forms of discrimination and harassment, forced or bonded labor and human trafficking.

Internal Audit of the vendor management process for FY22-23 was conducted and the findings have helped us strengthen our awareness, compliance and implementation processes.

## OFF-DUTY ACTION!

### Annual Offsite

Vivriti Annual Offsite themed 'Joysthan' - was a gala celebration the Rajasthani way!

Chartered flights whisked everyone away to Udaipur in style, ensuring a luxurious start to our adventure. The vibrant Rajasthani welcome and delectable local cuisine immersed us in the region's rich culture. Activities like a Squid Game inspired event tested our agility and teamwork, while a mini-olympics showcased our athleticism.

We explored our fun and creative sides through activities like Mad Ads, where we unleashed our scriptwriting talents. The DJ night brought everyone together on the dance floor, creating lasting memories. The offsite strengthened team bond fostered a sense of unity and reminded us of the importance of taking time to celebrate our collective achievements. We also looked back at the achievements of all the teams, what the teams are currently working on and what lies ahead.

Benefits of the annual offsite are invaluable. It rejuvenates employees, boosts morale and enhances team collaboration.

In conclusion, Vivriti Annual Offsite in Rajasthan was a resounding success, leaving us with cherished memories and a renewed sense of unity. We look forward to future offsite adventures that will continue to inspire, connect and elevate our team spirit.

### Team Outings

#### Team Bonding

“The three-day trip to Goa with 55 tech members was enthralling! It was a great experience with lot of adventure activities, sight-seeing and fun filled activities, all in one outing. Every team member found something that interested them making it an overall success leading to a promising bonding exercise. Breaking the rigmarole and experiencing an adrenaline rush with the tech team was engaging and enriching. These quarterly outings help maintain the momentum of the team.”

- Shailesh Surve | VCL



#### Joysthan & fun away from work!

“We had great fun at the strategy offsite in Oct 2022 at Udaipur with a 250-member group staying at Radisson Udaipur palace resort, a signature palace property, with a charter flight experience for the full team.

It took almost three months for us to plan and execute the same.

The shared experiences and memories created during this event fostered a sense of belonging and strengthened relationships, eventually resulting in increased productivity and a positive work environment.



- Deepak Kumar | VCL





## Vivriti Premier League



**VPL** is a sports event organized annually for all employees across locations, departments and hierarchies. This thrilling sports and activities extravaganza is designed to engage and unite our workforce while promoting team spirit, collaboration and healthy competition. Throughout the year, employees participate in a variety of sports tournaments and activities including Cricket, Football, Badminton, 5K and 10K runs, Table Tennis, Carrom and foosball. Additionally, non-sports activities like Quizzes and Mad Ads provide a platform for employees to showcase their diverse talents and skills.

VPL is all about fostering a positive work environment - a platform for employees to unwind, have fun and take a break from their regular work responsibilities. By promoting a healthy work-life balance and encouraging

employees to engage in non-work-related activities, VPL contributes to increased job satisfaction and overall well-being.

One of the other core objectives of VPL is to nurture team spirit within the organization. By encouraging employees to work as a cohesive unit, VPL strengthens bonds and creates a sense of belonging among team members. It plays a vital role in fostering collaboration and cross-departmental connections. Allowing emerging leaders to showcase their leadership skills and take initiative where junior employees are given the opportunity to act as captains for their teams, working alongside senior leaders. This dynamic allows junior employees to step into leadership roles, make strategic decisions and inspire their team members.

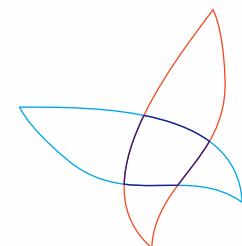


### Athletic Fun The VPL way!

“ Ever felt adrenaline rush at work? We at Vivriti Capital feel it time and again whenever that HR mail pops up in our mailbox with the subject "Vivriti Premier League". VPL is a festival of our Vivriti **Tribe** which we celebrate with enthusiasm and soaring energy. Over the years it has just grown bigger and better.

I joined Vivriti a year and a half ago when the first season of VPL was almost half done. Fortunately or unfortunately, I was put into Team Toofan. Over the next few days, work carried me at its humble pace in the organization but the thoughts of VPL were driving me at an unimaginable speed, as if it was a battle to be fought against some mighty "Debtly Hallows" and "Greedy Goblins", two of the top contenders fighting for the 1st VPL silverware. It's a great feeling, that we wait for VPL to happen every year!

- Dheeraj Kumar Sharma | VCL



## Spreading Joy and Celebrating Together!

Festive celebrations in Vivriti are a reminder of our shared values, cultural diversity & inclusive work culture that create a sense of camaraderie, enhance employee engagement & foster a positive work environment.

### Festive celebrations of last year



#### Diwali:

Diwali, the festival of lights, brings radiance to our workplace. We adorned the office with vibrant themed decor, creating a festive ambiance. To sweeten the celebrations, chocolate boxes were distributed among the team, spreading delight and warmth. A special lunch was organized, allowing us to savour traditional delicacies. Embracing our cultural diversity, we celebrated an ethnic day, where everyone showcased their traditional attire, adding a splash of colour and vibrancy to the office environment.



#### Christmas:

At our office, Christmas is a time of joy and togetherness. We adorned ourselves in red and white, creating a festive atmosphere. The office was beautifully decorated with themed decor, setting the perfect backdrop for the celebrations. Weeks before the big day, we eagerly participated in Secret Santa - exchanging gifts and spreading cheer. On Christmas Eve, we gathered for a special lunch and played a Christmas-themed quiz, enjoyed a treasure hunt and played mini-games, adding a touch of excitement to the festivities.



#### Pongal/Makar Sankranti:

As we celebrated Pongal/Makar Sankranti, the office was adorned with themed decor, symbolizing the essence of the festival. We gathered for a special lunch, savouring traditional dishes that exemplified the rich flavors of the season. The day was marked by an ethnic dress code, allowing us to embrace and showcase our regional heritage. The celebrations provided an opportunity to connect with colleagues, strengthening bonds and fostering a sense of unity.



#### Foundation Day:

On our Foundation Day, we come together as a close-knit community to commemorate our journey and accomplishments. As every year, a town hall session was held, where our Founder & CEO addressed the entire team, reflecting on the achievements of the past year and the last five years. The tradition of cake cutting symbolized growth, with the number of clients, projects and employees increasing each year. It was a proud moment as we celebrated the milestones achieved together, reaffirming our commitment to success.

## Embrace Equity 2023

“

Women's Day Celebration at Vivriti, held at Radisson Blu was a great experience for me.

The day started with Embrace Equity 2023 - Our Embrace Change workshop by Aparna Ponnappa helping us discover & design our dream and build our personal branding and networking skills.

The inspirational session by Padma Shri & Arjuna Award Winner Ms. Deepa Malik- India's first female para-athlete to win a medal at the Paralympics, made us learn from her "never give up" attitude and self-belief.

We also had very relevant and helpful sessions on Self-defence and Sound healing.

Finally, some of our women colleagues demonstrated their talent by singing, composing poems etc. The customized gift hamper and food arrangement was excellent!

”

- Aswathi Thaiyullathil | VCL



# INCLUSION AND DIVERSITY

We are proud to cultivate an inclusive culture that embraces diversity, respects differences and promotes equality. Together, we create an environment where every individual is valued, empowered and inspired to reach their full potential and contribute to our collective success. We are committed to cultivating a culture that not only speaks of diversity but also actively promotes and supports it in all aspects of our work. As a part of our Diversity, Equity & Inclusion (DE&I) strategy, we actively work across hiring, improving employee equity and accessibility interventions for differently-abled employees.



is an all-women advocacy group to support women empowerment across the organization. A survey was conducted by the group to gauge the workplace priorities, issues if any and preferences of the women employees, the results of which were further discussed with the CEO. On January 20, 2023 a townhall for Zariya was held to present the new initiatives based on the survey.



## Key topics Shortlisted -

Career growth, financial planning & literacy, technical knowledge/tech talks, fitness activities, health camps, mentorship, work-life balance and mental health. Last year, we thus implemented Tech-talk series organised by our internal tech and HR team for all employees.

## Second innings at Vivriti

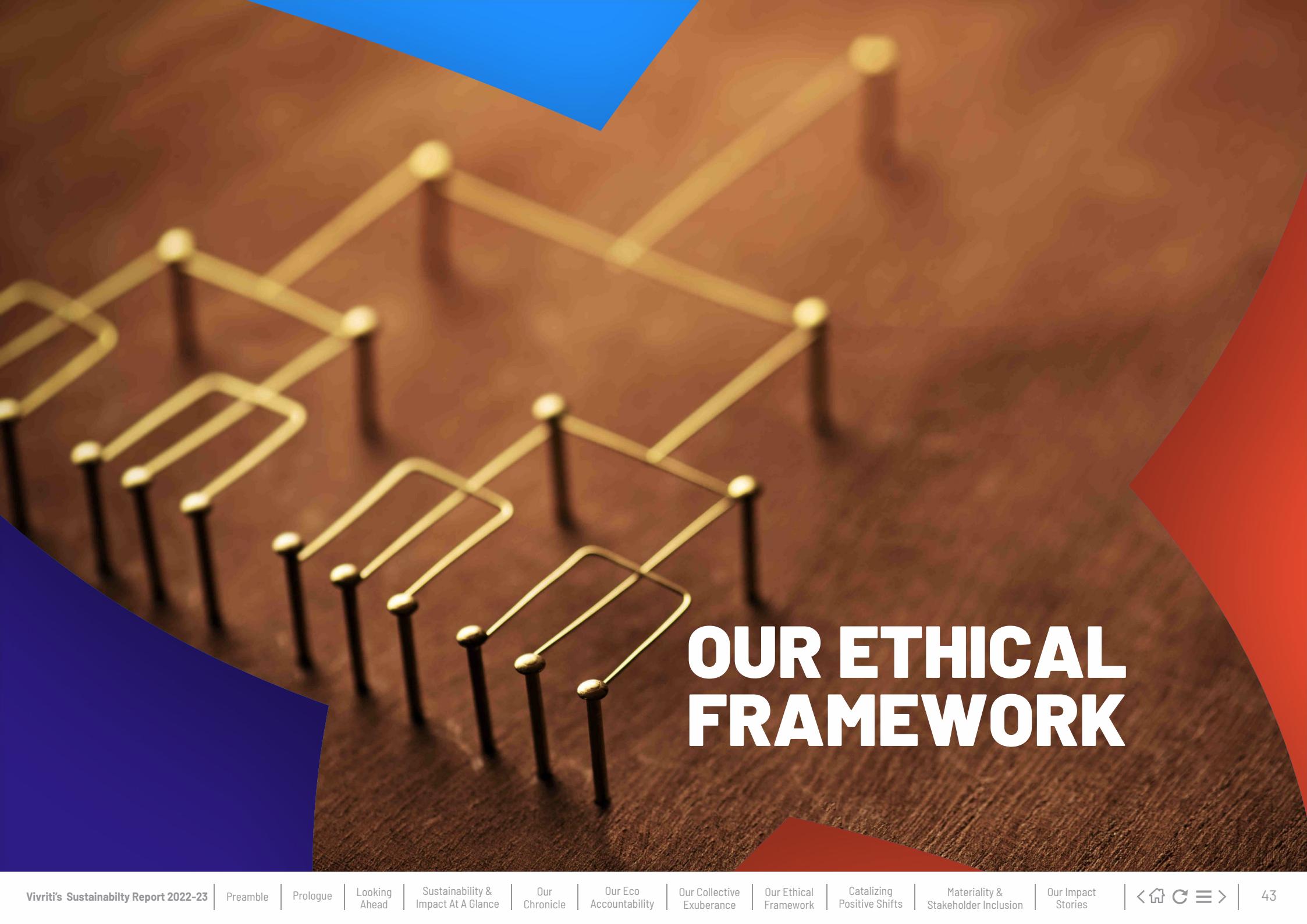
“From the moment I got associated with Vivriti Capital back in 2017, I knew I had embarked on an extraordinary journey, and together, we have witnessed incredible growth and achieved remarkable milestones. The company's open and transparent culture encourages us to think out loud, inspiring innovation and creativity.

After my initial stint with Vivriti Capital in Debt Capital Markets in Credit Sales, I am now thrilled to be a part of Vivriti Asset Management (Debt AIF) as the Head of Institutional Sales since March 2023. Every day brings new challenges and learning opportunities and I find great passion in my role. Vivriti places employee well-being and empowerment at the forefront, fostering a thriving culture. I feel deeply supported, respected and fulfilled in my work. Vivriti's commitment to inclusivity and growth makes it an exceptional workplace, where individuals are empowered to thrive.

I am honored to be a part of the Vivriti family, and I eagerly look forward to the exciting chapters that lie ahead.

- Vaishali Gandhi | VAM





# OUR ETHICAL FRAMEWORK

# Ethically Responsible Business

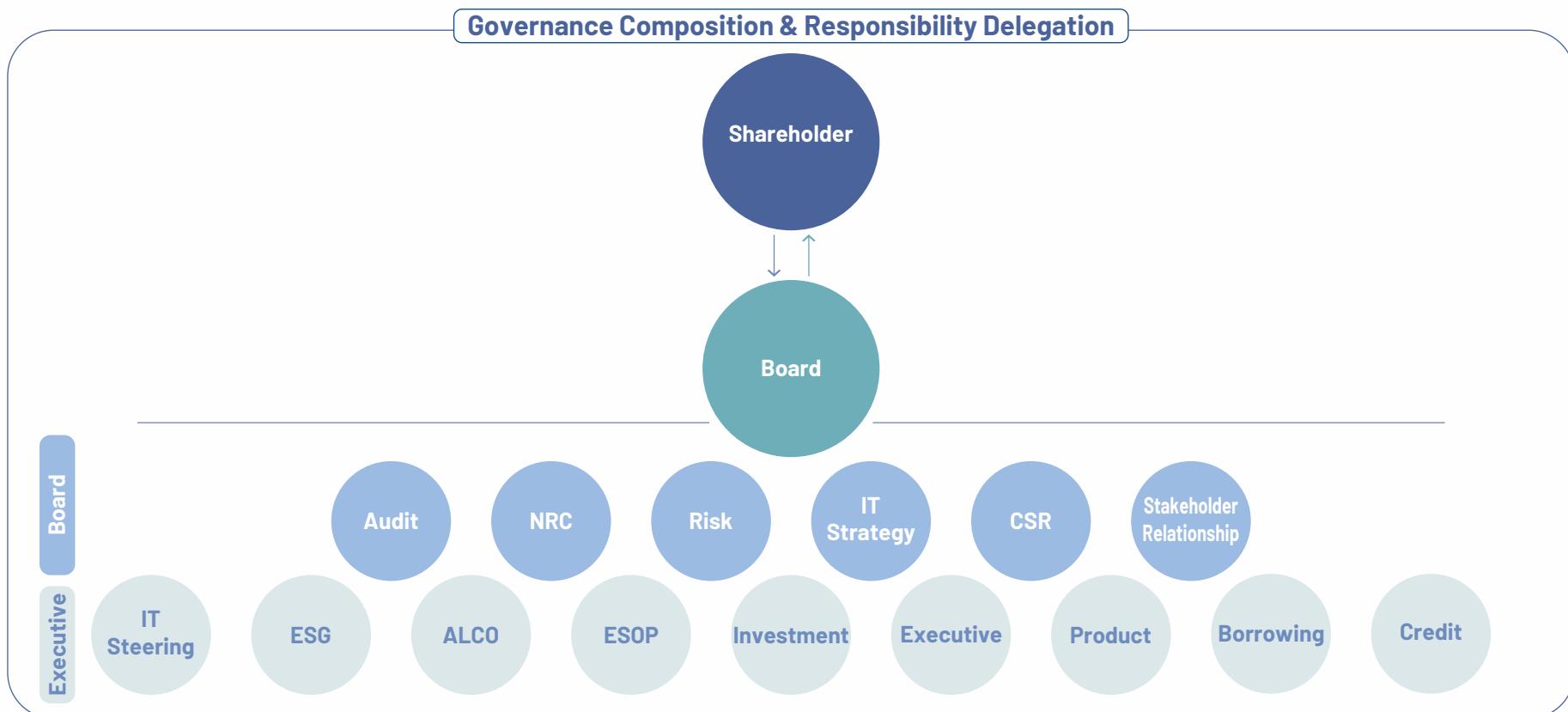
At Vivriti, we foster a 'Culture of Ethics' that permeates throughout our organization which is supported by a robust governance framework. We firmly believe that transparency and accountability form the foundation of a strong, sustainable and resilient organization. We bring you a perspective of governance at Vivriti through an interactive Q&A with two of our Board members **Santanu Paul, Independent Director & Kartik Srivatsa, Nominee & Non - Executive Director.**



## Q1. In your view, how has Vivriti integrated ethically responsible business practices in its governance framework?

### Kartik's Views:

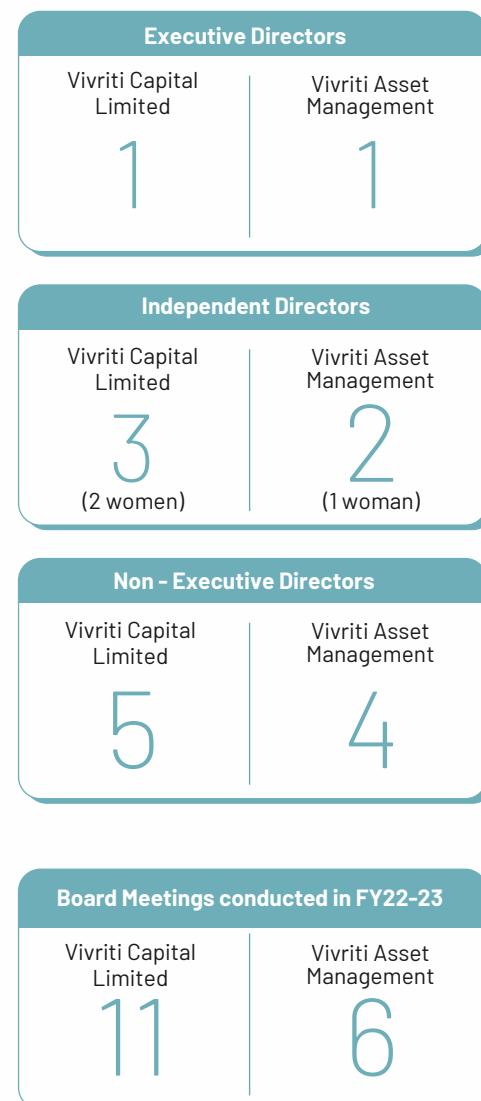
Our governance framework is steeped in ethics, transparency and accountability that fosters good corporate governance practices and dedicated board oversight on the organization's risk management and capitalization of opportunities. The governance architecture is fortified through various policies, frameworks and standards. Our ethically responsible business is based on the principles of good corporate governance, ethical conduct and sustainable business practices.



## Board Composition

Our corporate governance structure is an amalgamation of the **Board's independence and diversity** to produce objectivity and credibility in our business decisions. We have an optimum mix of executive, non-executive & independent directors to maintain independence, adequate knowledge, skills & expertise, integrity and effective decision-making. The criteria and processes for nomination, selection and remuneration of our Board Members, Key Managerial Personnel, Senior Management and employees are outlined in our Nomination and Remuneration Policy.

## Board Members



Our Board Meetings are effective in reviewing overall business performance through the various committees by considering business strategies & their implementation, overseeing regulatory requirements and various other Board related matters.

## Q2. How does the Board's oversight at Vivriti ensure effective management of the organization's risks, impacts and opportunities?

### Santanu's Views:



The Board's vigil on the risk management process is pivotal in ensuring good and ethical governance, strategic decision-making and the long-term sustainability of our business.

### Risk Management Process

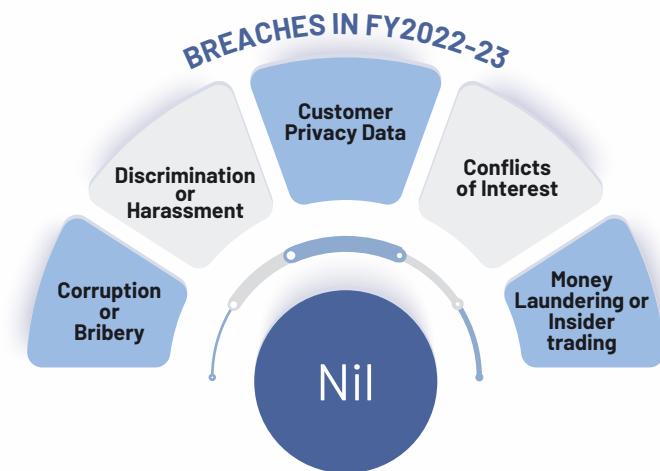
1. Identify
2. Assess
3. Mitigate
4. Monitor



At Vivriti, we diligently follow an effective risk management process that helps us proactively identify, assess and address actual and potential threats and uncertainties, reducing the likelihood of negative impacts and capturing opportunities that generate positive impacts. Our policies, systems and procedures are action-centered to effectively detect and prevent corruption & non-compliances; addressing actual & potential risks of our operations & portfolio and safeguarding business and customer data & privacy. These rigorous interventions instill customer trust and loyalty that leads to business growth and builds positive brand recognition.

While the risk committee undertakes the overall responsibility of risk management, the audit committee oversees process adherence, compliance and financial controls.

In the current reporting period, we strictly adhered to laws and regulations to ensure zero instances of corruption incidents (including disciplinary action, termination or non-renewal of contracts) and/or any other occurrence of cases.



### Q3. How in your opinion the committees at the Board level enhance the risk management framework at Vivriti?

#### Santanu's Views:

We have appointed committees at the Board level to ensure the wide application of policies, systems and procedures that address various business risks-



#### Risk Management Committee

Minimum quarterly

To assist the Board in assessing the effectiveness of risk management practices followed by the company through:

- Oversight of Risk Policy
- To manage all integrated risks faced by the Company and take all necessary actions in this connection
- Advise on Risk Based Approach (RBA) for mitigation and management of the identified risks
- Oversight of the Credit Committee

#### Nomination and Remuneration Committee

Minimum once a year

- Formulation and recommendation of criteria (qualification, fit and proper, no conflict of interest, independence, board diversity) for the nomination, selection, appointment and remuneration of directors
- Board performance evaluation
- Appointment & remuneration of KMPs
- Remuneration of employees
- All ESOP-related responsibilities

#### Audit Committee

Minimum 4 times a year

- To assist the Board in fulfilling its statutory, fiduciary and regulatory responsibilities
- Review internal financial controls and risk management systems (effectiveness of anti-fraud, ethics, compliance and whistle-blower systems)

#### IT Strategy

Need basis with no more than 6 months gap between 2 meetings

- Focus on IT Governance, IT Policy, Information & Cyber Security, IT Operations, IS Audit, Business Continuity Planning, IT Services Outsourcing, IT Governance gap analysis vis-à-vis the Master Direction

#### Stakeholder's Relationship Committee

Minimum once a year

- Review of measures taken for the effective exercise of voting rights by shareholders
- Review of the various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the Company
- To undertake self-evaluation of its own functioning and identification of areas for improvement towards better governance
- To monitor and review any investor and security holder grievances

#### CSR Committee

Minimum once a year

- Identify the 'Key Focus Areas' for CSR expenditure which are in alignment with organizational objectives and in pursuant to schedule VII of the Act
- Identification of projects as per our CSR strategy focused on community, external and internal engagement, and research & advocacy

#### Q4. How has the Board ensured the implementation of sustainable business practices to manage environmental, social and economic/governance impacts, risks and opportunities in Vivriti?



##### Kartik's Views:

Our sustainability journey, so far has been fueled by ambition, drive and learning. We have strengthened our ESG frameworks – policies, systems and processes to deeply embed ESG culture within the organization. We ambitiously strive to create positive environmental and social impact (direct & indirect) and have undertaken various actions to mitigate our negative impacts.



## Policies implemented to manage environmental, social and economic/governance impacts, risks and opportunities:

ENVIRONMENTAL

### ESG Policy



### Energy Policy



### Green Finance Framework



- Applies the precautionary principle through Vivriti's Do No Harm Statement
- Stipulates conducting due diligence for onboarding clients as per the ESMS model
- Includes our Exclusion List of 'Prohibited Activities'

- Supports energy transition towards a low carbon economy by gradually divesting from high carbon-intensive sectors (coal, oil & gas) and increasing investments in cleaner energy sectors

- Aligning performance with our sustainability objectives through a standardized approach to assessing and supporting green projects

SOCIAL

### Human Rights Statement



- Highlights Vivriti's commitment to the United Nations Guiding Principles on Business and Human Rights stating zero tolerance towards all forms of discrimination and harassment, forced or bonded labor and human trafficking. It also emphasizes the importance of health, safety and security, anti-bribery and anti-corruption, data privacy, ethical employment practices & workplace diversity
- Applicable to all stakeholders including employees, clients & suppliers

### Diversity, Equity & Inclusion



- Prevents discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex or sexual orientation and aims to treat all employees and job applicants equally. Also extends to advancement, job satisfaction & engagement, accessibility & work-life balance
- Applicable to all stakeholders including Board and employees

### Policy on Sexual Harassment



- Framed in accordance with the provisions of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013)
- Holds a Zero Tolerance Policy and has constituted an IC to address all complaints of sexual harassment

### Health, Safety & Environment Policy



- Provides guidelines for responsible and ethical conduct of business with a focus on safeguarding the health and safety of people, property & environment

### Grievance Redressal Mechanism



- Customer grievances are handled by a dedicated team headed by our Head of Operations to ensure responsive, fair, expeditious and customer-centric query/complaint management procedures to all customers & the mechanism is outlined

### Vendor Code of Conduct



- Outlines the standards for ethics and compliance, labor practices, human rights, health, safety & environment extended to our vendors and suppliers

### Corporate Social Responsibility



- Aligned with Section 135 of The Companies Act, 2013 and in accordance with the Companies Rules, 2014. The CSR Committee recommends to the Board a policy, relating to the identification of a list of activities/ projects/ programs for the purpose of CSR expenditure, implementation and monitoring thereon

**Code of conduct**

- Outlines standard conduct and rules applicable to employees and a disciplinary code to ensure a harassment free and safe workplace

**Corporate Governance**

- The Board has formulated and adopted the Code of Conduct and Ethics that the Board of Directors and Senior Management must adhere to
- No contributions to be made to political campaigns, lobbyists or lobbying organizations, trade associations
- No participation in lobbying activities and no trade association memberships

**Anti-bribery & Anti-corruption policy**

- Implement a group-wide Anti-Bribery and Anti-Corruption Policy which defines what constitutes bribery/corruption (including facilitation payments) and outlines the corruption control and reporting mechanisms. The Audit Committee of the Board has oversight of this policy

**KYC & AML policy**

- Outlines all the guidelines that an NBFC needs to follow on KYC norms and AML standards
- Mandatory yearly training on KYC and Anti-Money Laundering is carried out for our employees covering the aspects of understanding money laundering, introduction to terrorist financing, stages involved, tools and techniques used by money launderers, compliance monitoring, risk-based approach, KYC and reporting requirements

**Conflict of Interest**

- Take all reasonable steps to identify, monitor & manage conflicts of interest to safeguard its own and its clients' interests

**Whistle Blower policy**

- In compliance with the provisions of SEBI (Listing Obligations and Disclosure Requirements, 2015) and other applicable laws and in accordance with principles of good corporate governance, Vivriti has developed and implemented a Vigil Mechanism, in the form of its Whistle Blower Policy. The Audit Committee of the Board has oversight of this policy

**Data Privacy and Cyber Security Policy**

- Adopted Board-approved policies for data handling, cyber security and information security

# CATALYSING POSITIVE SHIFTS



# CATALYSING POSITIVE SHIFTS

**Anita Belani**, Independent Board Director - Vivriti Capital Limited



Our CSR strategy involves adopting a holistic approach towards social and environmental responsibility. We believe that a business can succeed in the long run only when it remains impactful and creates long-term value for the stakeholders & communities in which they operate.

Therefore, our CSR projects have been shortlisted using clearly defined social and environmental parameters. Through our support to these projects, we aim to harness on critical intervention areas that use innovation and technology to deliver long-term impact.

## Four Pillars of our CSR Strategy

### 1 COMMUNITY

**Focus Area:** Environmental sustainability and community development  
**Objective:** To stay rooted & committed to one long-term initiative spanning 3-5 years to ensure substantial impact  
**Projects:** Lake restoration projects to eventually map out Vivriti's own lake district in Tamil Nadu



### 2 EXTERNAL ENGAGEMENT

**Focus Area:** Financial Literacy  
**Objective:** To promote financial inclusion  
**Projects:** Improving financial well-being through knowledge programs & workshops for borrowers to help them in making investment and borrowing decisions that align with their financial goals



### 3 INTERNAL ENGAGEMENT

**Focus Area:** Employee Engagement  
**Objective:** To encourage employee engagement & inclusion  
**Projects:** Diverse set of CSR initiatives pioneered by active employee engagement



### 4 RESEARCH & ADVOCACY

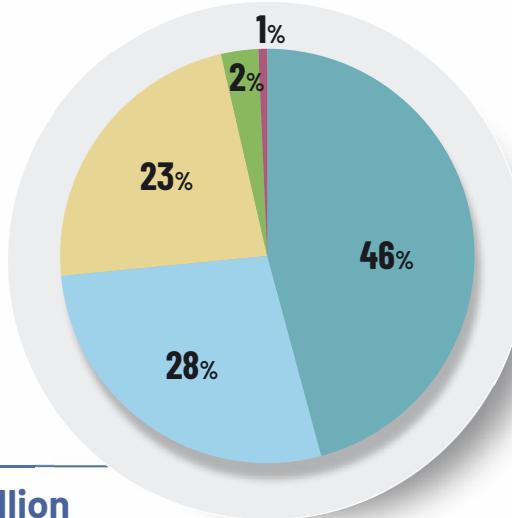
**Focus Area:** Research  
**Objective:** To contribute to developing and expanding our knowledge base  
**Projects:** R&D projects to foster innovative ideas and solutions that promote sustainable development and encourage critical thinking



## CSR EXPENDITURE FY 22-23

- Lake Restoration - EFI
- River Ganga Project: Real-time water quality monitoring with IoT-Planys
- Inclusive Mobility- Yali Mobility
- IITM Incubation Cost
- Give India- CSR Advisory

Total CSR expenditure = 9.321 INR Million



## QUICK UPDATES - CSR 2021-22

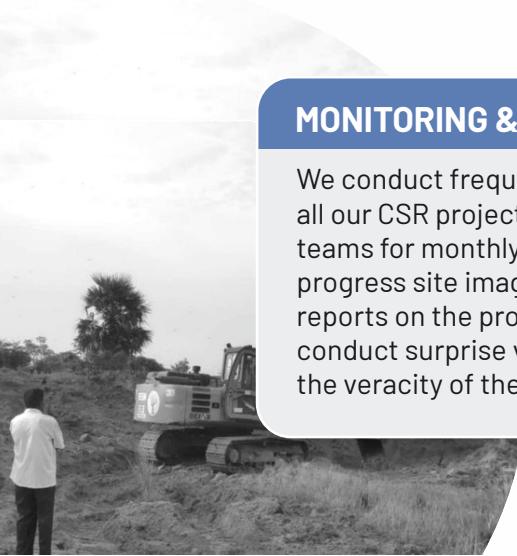
Our past year's CSR projects & partnerships were fruitful in delivering the desired outputs and outcomes.

The restoration & rejuvenation of the **Sembakkam Wetland** in Chennai was a success aided by our contribution of *INR 1.9 mn* to **Care Earth Trust**.

Furthermore, our CSR contribution of another *INR 1.9 mn* to **Bhumi Foundation** facilitated the complete refurbishment and construction of an old government boys' school in Tamil Nadu.

### MONITORING & REPORTING

We conduct frequent assessments and monitoring of all our CSR projects, from coordinating with the project teams for monthly updates, audits and work-in-progress site images, to getting interim and annual reports on the project's progress. Our teams also conduct surprise visits to the project sites to confirm the veracity of the project's progress claims.

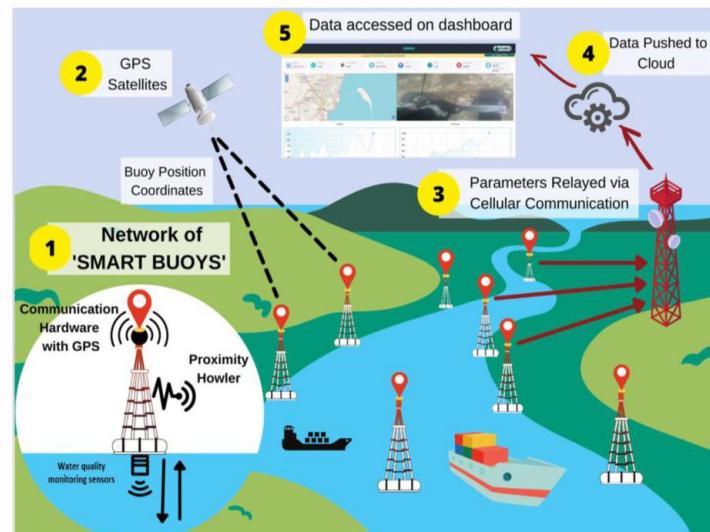


### INTERNAL EMPLOYEE ENGAGEMENT

1. Tree plantation drive at the **Tamil Nadu Teachers Education University**, where we planted close to 358 trees.
  2. Partnered with NGO **HopeWorks Foundation** to support girl children between the ages of 6-21 years from underserved communities across India to assist them in reaching their education and career goals.
- 

**Catalysing positive shifts** gradually and steadily, Vivriti collaborated with **IITM Incubation Cell Chennai (IITMIC)** to support start-ups that required seed funding to scale with a total contribution of *INR 4.73 million*, including *INR 0.23 million* fee to IITMIC to co-design and monitor two projects:

**1.** **Planys Technologies**, is an Indian deep tech start-up specialising in smart underwater robotic solutions through Internet of Underwater Things (IoUT) technology. With a total infusion of *INR 2.57 million* made by Vivriti, Planys proposes to deploy real-time water quality monitoring system with submerged sensors in the **Ganga River** between the cities of Rishikesh and Haridwar, which will ensure timely detection, intervention & action on deteriorating water quality.



**Target 6.3** - By 2030, improve water quality, reduce wastewater by half, substantially increase water recycling and safe reuse globally.

**Target 6.6** - By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.



**Target 9.5** - Encourage and increase the scientific research and innovation.

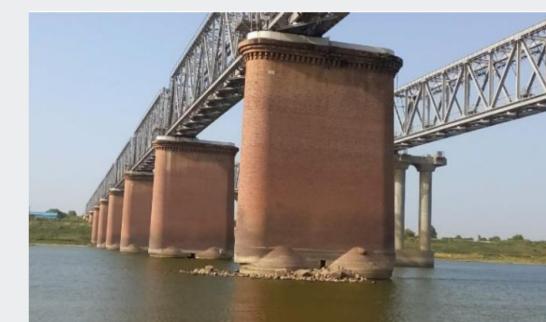
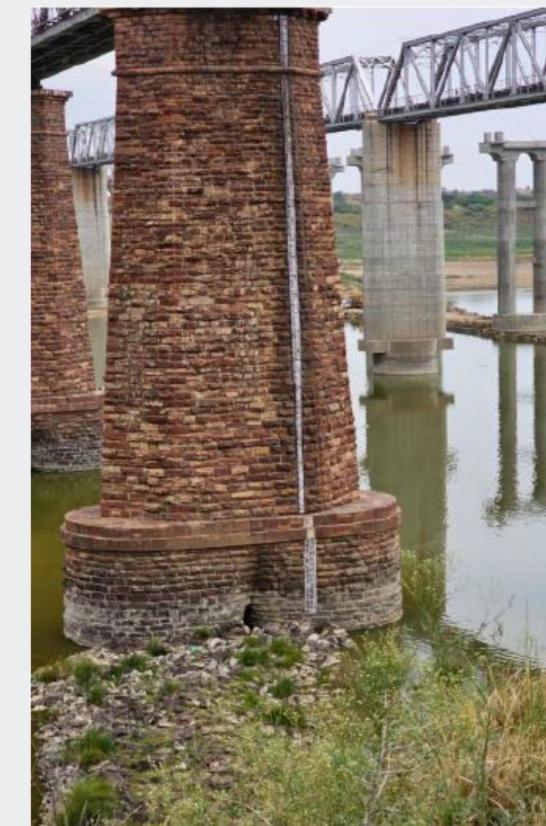
**Target 9.b** - Support domestic technology development, research & innovation.



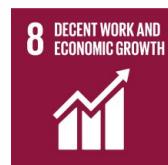
**Target 17.16** - Strengthen partnerships with multi-stakeholders for sharing of knowledge, expertise, tech & financial resources to achieve the SDGs.

**Target 17.17** - Encourage & promote effective public, public-private & civil society partnerships.

## PROJECT SITE - RIVER GANGA



**2. Yali Mobility** caters to inclusive mobility to improve accessibility, independence & equity with best convenience and comfort for wheelchair users by accomplishing dual impact (social and environmental). Yali plans to manufacture EVs, ergonomically designed to cater to unassisted, safe and comfortable road travels for wheelchair users with locomotor disabilities. With the INR 2.16 million support from Viviriti, Yali plans to manufacture 7 electric vehicles that will be deployed in various university campuses to validate & integrate lifestyle parameters & promote inclusion in universities.



**Target 8.5** - By 2030, to ensure no discrimination in decent work, productive employment and equal pay for work of equal value.



**Target 9.5** - Encourage & increase scientific research and innovation.  
**Target 9.b** - Support domestic technology development, research and innovation.



**Target 10.2** - By 2030, empower & promote the social, economic & political inclusion of all.



**Target 11.2** - By 2030, provide access to safe, affordable, accessible & sustainable transport systems for all.



**Target 17.16** - Strengthen partnerships with multi-stakeholders for sharing of knowledge, expertise, tech & financial resources to achieve the SDGs.  
**Target 17.17** - Encourage & promote effective public, public-private & civil society partnerships.

**3. Give India** - A CSR grant of INR 0.081 million was allocated for their CSR advisory and consultation provided to help us structure our CSR strategy & focus areas followed by handholding on CSR projects' selection criteria, identification, shortlisting & physical verification.

give

**4.** Our environmental stewardship led us to our second lake restoration of the **Rajan Thangal Lake** spread across 11.5 acres located in the Kanchipuram District of Chennai, with a total contribution of INR 4.28 million by partnering with the NGO - **Environmentalist Foundation of India (EFI)**.

Prior to our intervention, the Rajan Thangal Lake was neglected and unkempt, covered with invasive weeds and excess deposits, having unstable embankments, and uneven depths of the lakebed that led to reduced rainwater retention capacity and groundwater recharge. Also, it is located adjacent to a larger water reservoir that is a habitat for several birds and native amphibians and reptiles. This made the lake conservation critical for intervention.

To prevent the above problems, EFI's intervention measures include:

- De-weeding and de-silting
- Bund strengthening
- Building of secondary bunds & pocket zones
- Border trenching & outer fencing
- Native tree plantation



Lake encroached by invasive weeds and shrubs (before intervention)



Periphery embankment creation



Removal of the weeds and shrubs



Trees protected by creating tree islands



Lake-bed desilting



Foreshore & offshore embankments created with bunding work



**Target 6.3** - By 2030, improve water quality, reduce the wastewater by half, substantially increase water recycling and safe reuse globally.

**Target 6.4** - By 2030, to ensure water-use efficiency in all sectors along with sustainable withdrawals & freshwater supply to address water scarcity.

**Target 6.6** - By 2030, protect & restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifer lakes.



**Target 17.16** - Strengthen partnerships with multi-stakeholders for sharing of knowledge, expertise, tech & financial resources to achieve the SDGs.

**Target 17.17** - Encourage & promote effective public, public-private & civil society partnerships.

“ The collaboration of the Environmentalist Foundation of India (EFI) with the Government of Tamil Nadu and Vivriti Capital Limited (formerly known as Vivriti Capital Private Limited), has been instrumental in restoring and reviving the Rajan Thangal Lake. We are grateful to Vivriti for believing in our initiative that will not only deliver positive outcomes for the local community, environment, and biodiversity in and around the lake area, but also ensure active engagement and stewardship involving different community beneficiaries of the lake. Considering the large-scale impact that the lake restoration project will be generating, we thank Vivriti for the support provided in materializing the remarkable project to fruition.”

**Shri Krishna,** Chief Admin Manager - EFI



## OUTCOMES AND IMPACTS

- Direct beneficiaries impacted: 1500-2000 people
- Indirect beneficiaries impacted: 6000-8000 people
- Desilting the lake by 3 - 4 feet has increased the storage capacity by 36%
- Groundwater recharge has significantly improved through stabilizing the water holding structure of the lake, strengthening the embankments and regulating the inlets and outlets
- Access to clean water for residents
- Restoring the water body has improved the micro-climatic conditions of the area
- Preservation of native trees and construction of nesting islands has enhanced the biodiversity
- Aesthetic development of the region

# MATERIALITY & STAKEHOLDER INCLUSION



# WHAT MATTERS THE MOST

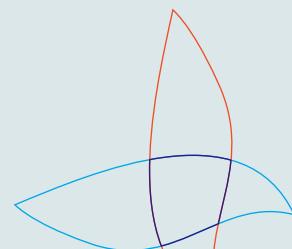
**Tyler Day,**

Partner at Creation Investments



At Vivriti, we acknowledge that the impact a business can generate is wide-ranging and extends beyond financial performance. We realize the importance of engaging in societal discourse that considers the expectations of all our stakeholders in the value chain, and then aligning the same with broader business performance metrics and organizational impact.

This year our materiality assessment incorporated a "**double materiality**" approach, which focuses on examining material topics/issues that result in risks and opportunities not only for our business but also the wider environment, society and economy in which we operate. The results from this year's materiality assessment are consistent with our last year's assessment, reflecting the ongoing thrust on issues surrounding data privacy and security, risk management, ethics, transparency and compliance.



## Engage with Purpose!

Stakeholder engagement is an evolved, enriching and mutually beneficial process for organisations and stakeholders involved, helping in effective decision making, building relationships, fostering innovation and identifying & averting risks. Both internal and external stakeholder perspectives are material and vital to our sustainability journey.

### Stakeholder Engagement Channels



#### Board Members

- Board & Committee Meetings
- Annual report
- Sustainability report



#### Investors

- Investor meetings and conferences
- Annual General Meetings
- Quarterly reports and press releases
- Periodic webcasts on updates



#### Government Bodies & Regulators

- Policy updates and Ministry directives
- Mandatory filings with regulators including RBI and SEBI
- Meetings with regulators



#### Employees

- Meetings
- Trainings
- Workshops
- Performance appraisals
- Monthly townhalls
- Offsites
- Engagement surveys



#### Customers

- Meetings
- Engagement events
- Grievance redressals
- Customer satisfaction surveys
- Corporate website and social networking sites



#### CSR Partner / Local Community

- CSR project collaborations
- Local community engagements
- Volunteering initiatives
- Project assessment reviews



#### Suppliers / Alliance Partners

- Periodic meetings
- Grievance redressals
- Surveys, phone, and video calls



#### Auditors / Consultants

- Audits and reviews
- Surveys
- Regular meetings



#### Legal Advisors

- Advisory meetings and calls



#### Rating Providers

- Meetings and calls
- Forums

# THE FIRST EDITION OF THE GAME CHANGERS SUMMIT 2022



Vivriti's annual stakeholder engagement summit that provides a platform to honor and celebrate Game Changers from across industries.

# MATERIALITY INCLUSION

## Developing A Universe of Material Issues

Our second materiality assessment revolves around double materiality, considering dual impacts arising from the internal impact that sustainability issues have on our business and our external impact on society, environment and economy. Global and regional frameworks, regulatory standards, emerging sustainability and ESG trends, together with our stakeholder engagement has helped us identify and shortlist our key material topics. The identified material topics cover the entire ESG landscape relevant to us, along with the associated risks and opportunities.

### Internal impact considered (Single Materiality)

- Corporate Governance
- Ethics, Transparency & Compliance
- Risk Management
- Brand Value & Brand Equity
- Data Privacy & Cybersecurity
- ESG integration in lending
- Digital Transformation and Innovation
- Remuneration & Incentives linked to ESG performance
- Diversity, Equity & Inclusion (DE&I)
- Human Capital Development (Training & Education)
- Employee Health, Safety & Wellbeing

### External impact considered (society, environment & economy - Double Materiality)

- Stakeholder Engagement & Relationship Management
- Grievance Redressal Mechanisms
- Provision of inclusive finance with last mile reach
- Rural Livelihood & Development
- Women Empowerment & Gender Equality
- Responsible & Impact Investing and Financing
- Responsible marketing and selling
- Community initiatives - Corporate Social Responsibility (CSR)
- Financial Literacy initiatives
- Climate Change & Energy Transition

## Undertaking Materiality Assessment

The stakeholder materiality survey was conducted by our Sustainability & Impact Team, which received a total participation from **415 stakeholders**: comprising of 285 internal survey respondents and 130 external survey respondents.

### Internal Stakeholders

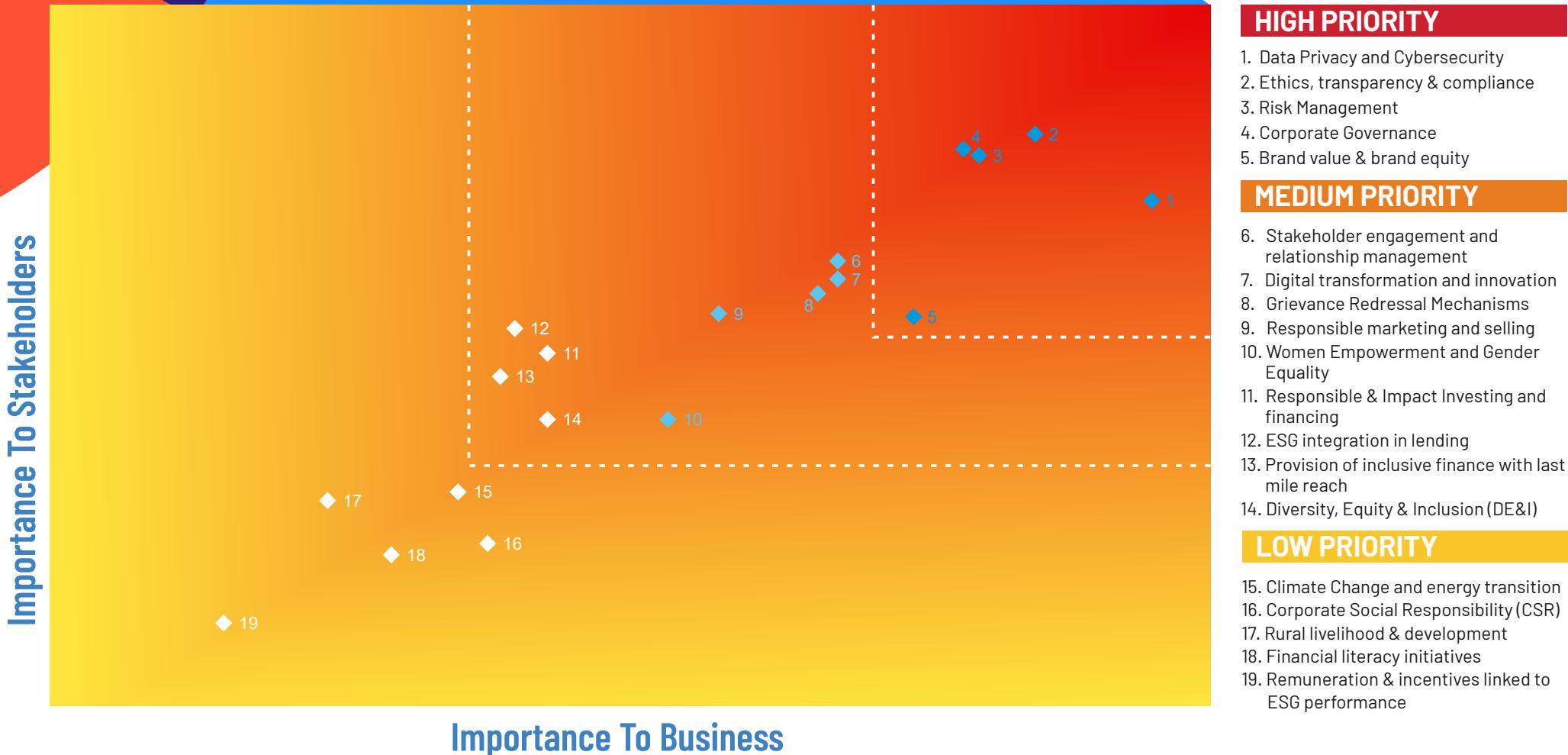
- Employees

### External Stakeholders

- Board Members, Investors, Customers, CSR/Local Community, Auditors / Consultants, Legal Advisors, Rating Providers

## Analysis and Prioritisation

# VIVRITI'S MATERIALITY MATRIX



# Vivriti's Top 3 Material Issues for Enterprise Value Creation

## MATERIAL TOPIC 1: DATA PRIVACY AND CYBERSECURITY

### Material Risk or Opportunity

**Risk:** Weak data privacy and cybersecurity measures increase an organization's vulnerability and exposure to malicious cyber-attacks that can compromise sensitive business and customer data. Such incidents result in high reputational, legal & financial damages, leading to increased stakeholder mistrust and loss of customer base.

**Opportunity:** Strong data governance and cybersecurity measures ensure the protection and safety of sensitive business and customer information, strengthening customer confidence & trust in the organization and improving its brand equity.

### Business Case & Business Impact

As a financial institution, data privacy and cybersecurity issues result in reputational risk and reduced customer trust & loyalty which can lead to increased cost and revenue loss for our organization.

### How we address the issue:



#### Strategy:

- Awareness and refresher sessions on data privacy & cybersecurity are conducted for all employees as part of ISO27001 compliance
- Improved knowledge dissemination and cyber risk monitoring performance is being implemented for the entire organization



#### Initiatives:

- Frameworks - PIMS and BCMS to be implemented, and existing ISMS to be upgraded to the latest standards
- Policies - Security Awareness Policy, Cyber Security Policy, Data Privacy Policy, Data Protection Policy, Incident Management Procedure, Disciplinary Process Policy, Vulnerability Assessment and Management Policy
- Procedures - Auditing of our partners and other parties to check their implementation of cyber security and data privacy measures as mandated by regulators
- Products - Crowd strike, Netskope, Sentinel (SIEM/SOAR), Fortinet, Burp suite, Nessus, MISP, Microsoft Exchange, Defender, DAM and Cyber Insurance

### Measuring progress in addressing the issue

#### Targets/Metrics

- PIMS, BCMS and ISMS certifications
- Implementation of Secure SDLC for the products that are developed in-house
- Measurement of the organization's risk score with respect to user awareness
- Target Year: FY23-24

### Progress on targets/metrics (goals & indicators)

- Gap assessment and documentation for all the certifications ongoing and to be completed in Q2 of FY23-24
- Certifications, implementation of SDLC & internal audits ongoing and to be completed by Q3 of FY23-24
- Secure SDLC process to be reviewed in Q1 of FY23-24 and to be implemented organization-wide from the start of Q2 of FY23-24
- Frequent phishing campaigns and awareness sessions conducted

## MATERIAL TOPIC 2: ETHICS, TRANSPARENCY & COMPLIANCE

### Material Risk or Opportunity

**Risk:** Non-compliance with regulatory, legal & ethical standards exposes an organization to increased public and media scrutiny which results in legal and regulatory fines & penalties. This can lead to reputational and credibility distrust among stakeholders and risk its license to operate.

**Opportunity:** An organization compliant with regulatory, legal & ethical standard requirements, maintains transparency and accountability by disclosing critical information to stakeholders. This results in improved reputation and credibility, while gaining stakeholders trust, confidence and loyalty.

### Business Case & Business Impact

As a company that is committed to transparency and accountability & regulated by national norms, we ensure compliance with all ethical, legal and regulatory measures. Non-compliance can prove costly for us due to penalties and fines. Also, as a responsible business, we are wary of unethical practices that leads to reputational damage, reduced customer preference and loyalty, that result in loss of customer base and revenue generation.

### How do we address the issue

#### Strategy:

- Frequent internal monitoring and compliance maintained with changing regulatory, legal and ethical requirements
- Our fraud monitoring system - 'Know Your Customer / Anti-Money Laundering' detects frauds and suspicious transactions
- We file a monthly certificate for frauds and suspicious transactions
- Money Laundering (ML) and Terrorist Financing (TF) risk assessments conducted annually

#### Initiatives:

Policies - Whistleblower Policy, Prevention of Sexual Harassment (POSH) Policy, Related Party Transaction Policy, Fair Practice Code, ESG Policy, Integrated Ombudsman Scheme, Anti-bribery and Anti-corruption Policy, Diversity, Equity and Inclusion (DE&I) Policy, Health, Safety, and Environment (HSE) Policy, Employee Grievance Redressal Policy, Code of Practices and Procedures for Fair Disclosure of UPSI

### Measuring progress in addressing the issue

#### Targets/Metrics

Filing of quarterly statement with the stock exchange on compliance with ethics, transparency & compliance norms (a standard measure used by all listed Indian companies to measure their compliance-related performance)

- Target Year: FY23-24

#### Progress on targets/metrics (goals & indicators)

- Duly complied with all applicable statutory compliances, which have been verified in our annual secretarial audit conducted by a Secretarial Auditor pursuant to provisions of the Companies Act, 2013
- Secretarial audits are conducted annually as per statutory requirements which evaluate the compliances/progress made by us with respect to ethics, transparency & compliance
- There were zero cases of fraud detection and suspicious transactions in the FY22-23
- No clients identified in the 'High Risk from Money Laundering (ML) and Terrorist Financing (TF)' risk perspective in FY22-23

## MATERIAL TOPIC 3: RISK MANAGEMENT

### Material Risk or Opportunity

**Risk:** Poor risk management makes an organization vulnerable to the damaging impacts of negative externalities and uncertainties (both financial and non-financial), resulting in operational and financial losses.

**Opportunity:** Effective risk management ensures an organization is prepared with adequate risk management processes and systems, that enhance their resilience to brace damaging impacts from negative externalities, uncertainties and any type of risks (short, medium and long-term).

### Business Case & Business Impact

Material risks impacting our business are:

#### 1 Credit Risk

Important for us to balance risk and returns. Our profitability and ROE are driven by the spread earned on the loans, which is reduced by credit costs. A good understanding of our borrower clients is required to help us avoid and mitigate risks through a structured approach.

#### 2 Operational Risk

Operational losses hamper our bottom line. Such risks include disbursing a higher amount of loan to a client than the agreed documented value, imperfect execution of client's security documents and procedural lapses that can subject us to regulatory risks.

#### 3 ESG Risk

As ESG risks and opportunities will become financially material in the long run due to increased stakeholder and investor demand and regulatory and market pressures, ESG risk management helps in minimizing risks and generating returns in the long-term.

## How we address the issue, measure and monitor progress

The primary ways that we mitigate Credit & Operational risks include:

Measures	Strategy & Initiatives (targets & metrics)	Tracking Metrics	Target Year:
<b>1 Sectoral</b>	<p><b>Strategy &amp; Initiatives (targets &amp; metrics)</b></p> <ul style="list-style-type: none"> <li>Comprehensive assessment &amp; onboarding of new sector through better understanding of KPI's and inputs from market experts</li> <li>Capping on sector limits</li> </ul>	<p><b>Tracking Metrics</b></p> <ul style="list-style-type: none"> <li>New sectors covered in DD reports to be discussed with the Credit Committee</li> <li>Any deviations from the Credit Policy</li> </ul>	Ongoing basis
<b>2 Portfolio</b>	<p><b>Strategy &amp; Initiatives (targets &amp; metrics)</b></p> <ul style="list-style-type: none"> <li>Maintaining a balance of retail and corporate exposures basis qoq &amp; risk diversification</li> <li>Validation of client cashflows by monthly/quarterly amortizations</li> <li>Capping on maximum loan ticket size to a single borrower</li> <li>Cross-sell of self-liquidating and short-term products like Supply Chain Finance and Factoring to existing clients</li> </ul>	<p><b>Tracking Metrics</b></p> <ul style="list-style-type: none"> <li>qoq change in share of Retail book over time</li> <li>Amount of client exposures with bullet repayments as % of total book</li> <li>Any deviations from the Credit Policy</li> <li>Actual client cashflow visibility and spotting of red flags ahead of other lenders</li> </ul>	<p><b>Progress on targets/metrics (goals &amp; indicators)</b></p> <ul style="list-style-type: none"> <li>GNPA of the book to remain within 1%</li> <li>To ensure no client migrates from the Low-Risk bucket to NPA status</li> <li>Effective monitoring system in flagging clients according to the risk level (medium to high risk, &amp; NPA)</li> </ul>
<b>3 Detailed Due diligence</b>	<p><b>Strategy &amp; Initiatives (targets &amp; metrics)</b></p> <ul style="list-style-type: none"> <li>Meetings with CXOs at client head offices and field/ branch visits at client factory locations</li> <li>Direct connect with the client's ecosystem, including staff at different seniority levels, their vendors and customers, peer benchmarking from the sector, existing lenders, investors</li> <li>Additional assessment and checks on secured SME players and focus on companies with strong governance &amp; PE backing</li> <li>Handwriting checks on the attendance register</li> </ul>	<p><b>Tracking Metrics</b></p> <ul style="list-style-type: none"> <li>DD reports to be discussed with the Credit Committee before decision-making</li> <li>Possible exposure to real estate/ chunky exposures</li> <li>To assess employee credibility</li> </ul>	<p><b>Metric linked with executive compensation</b></p> <p>Each member from the risk team including the CRO to ensure GNPA of the book to remain within 1%. This KPI along with other KPIs is linked with the team member's annual performance appraisal &amp; incentives.</p>
<b>4 Monitoring</b>	<p><b>Strategy &amp; Initiatives (targets &amp; metrics)</b></p> <ul style="list-style-type: none"> <li>Quarterly monitoring of the relationship with each Institutional borrower</li> <li>Developed an Early Warning System that runs monthly on the entire book and identifies red flags from diverse sources, including Bureau data, Employee Provident Fund delays by the company, legal cases filed against the company, Director resignations, auditor changes, shareholding changes, lender exits &amp; new lender additions</li> <li>Hygiene checks including Provident Fund (EPFO) checks</li> <li>Scrub for all PTC deals</li> <li>Tight working capital position and cash balance supervision</li> </ul>	<p><b>Tracking Metrics</b></p> <ul style="list-style-type: none"> <li>Number of clients without quarterly data as % of total book and for early identification of weaknesses</li> <li>Random sampling of EWS output of red flags from past month &amp; incorporation of subsequent comments/suggestions from the EWS Analyst team on the way forward</li> <li>Prediction of default in advance</li> <li>To establish client genuineness</li> <li>To detect signs of stress</li> </ul>	<h3>ESG Risk Management</h3> <p>Integration of ESG factors into the organization's existing risk management framework enables a more comprehensive understanding of potential ESG risks and opportunities, supporting long-term sustainability and resilience.</p>



# OUR IMPACT STORIES

## Q & A

### Hemalata Mahalingam,

Regional Industry Manager, South Asia - FIG,  
International Finance Corporation -World Bank Group



## Q & A

### Matthew O Sullivan,

Head of Asia Pacific Origination, M&G



#### How do you gauge the MSME financing gap and what innovative approaches can materialise to bridge the same?

IFC conducted a study to assess the MSME financing gap based on the demand approach to estimate the potential financing need for MSME lending in developing countries, and compared this against the existing supply of MSME finance. The study which covered 177 countries, revealed that there is an annual unmet financing need of US\$5.2 trillion by MSMEs in the developing markets. For India in particular, we estimate that the MSME financing gap is around US\$230 million, accounting for 11.1% of the GDP.

To bridge the MSME financing gap particularly in India, IFC has applied a systematic approach to encourage FIs to increase access to finance for MSMEs, by offering products and services that cater specifically to this underserved segment. This approach has been implemented in the IFC investment in VIRAFA, a fund with a target audience of small and mid-tier NBFCs that will extend financing primarily to micro and small enterprises.

#### Beyond MSMEs, what are the areas of priority for IFC? What according to you are the challenges in financing these sectors and the role IFC intends to play in channelizing more financing to these areas?

One of IFC's core focus areas is gender financing. While all MSMEs in India are generally credit-constrained because they typically lack adequate documentation to satisfy lenders, women owned MSMEs tend to be perceived as an even higher risk by formal FIs. Women entrepreneurs in India face a rejection rate of 19% by lending institutions, more than twice the rate of rejection for men (8%). WMSME finance gap is estimated to be at US\$158 billion, equivalent to about 49% of the total MSME finance gap in the country.

To bridge the gender finance gap, IFC aims to double down its commitment to increase access to finance for women owned/led MSMEs going forward. Through the IFC investment in VIRAFA, 45% of the fund's proceeds will be used to fund women-owned/led MSMEs in one among many of our upcoming gender-focused projects.

#### What is your expectation from the Indian mid-market space with regard to ESG? Has Vivriti fallen in line with your expectations?

Small and midsized non-banking finance companies are at the forefront of India's financial inclusion initiatives, allowing entrepreneurs to start and grow businesses, and low-income families to manage their finances. M&G Catalyst is a strategy which aims to deliver positive impact to society and the environment, so we are particularly pleased that VIRAFA is focusing on ESG assessment and engagement with NBFCs and helping them to become exemplary responsible and sustainable businesses.

#### What in your view are few of the challenges in looking beyond inclusion and how do you think Vivriti is overcoming these challenges?

While the M&G Catalyst supports VIRAFA to promote financial inclusion and empowerment for female customers, they often lack diversity and inclusion initiatives in their own hiring and decision-making processes, for example, having gender balanced boards and senior management teams. Businesses must act on reducing their own environmental and climate footprint, including energy and water use and waste management. Vivriti has implemented inclusive strategies and frameworks to achieve progress in these areas by creating an ESG assessment and engagement plan for each business it lends to. Over time, we will be monitoring the ESG performance metrics, in the expectation that these businesses have the potential to become true leaders in corporate ESG.

# EMPOWERING INTENT & UNLEASHING TRANSFORMATIVE IMPACT



Smartest, Fastest **Electric Vehicle Loans**





Smartest, Fastest Electric Vehicle Loans

## Genesis of REVFIN

With a primary focus on climate sustainability and bridging the financial gap to reach the unserved, Revfin- the pioneers in EV financing (2 & 3 wheelers), embarked on a transformational journey to enhance lives, mitigate carbon and contribute to India's net-zero emissions goal.

When Sameer (the founder and CEO of Revfin) received a loan request for an electric rickshaw from a dealer in Jalandhar, he knew this was his calling & that sealed the mission & vision of Revfin. With an engineering/ MBA background and international exposure in risk management, he followed a contrarian approach which was primarily shaped by his intuitive capabilities and risk-taking mindset.

He decided to provide financial access to the unserved population and pioneer the financing of electric vehicles, shaping a more inclusive and sustainable future. He solidified his idea with a fully digital model that would cater to tier 2 and tier 3 cities and initiated underwriting of loans without bank accounts, credit scores or collateral, defying traditional norms and showcasing their unwavering conviction and entrepreneurial spirit.

In 2018, Revfin acquired an NBFC called Aristo (now Revfin Capital), integrating the core values of honesty, ownership, and transparency (HOT) into its culture and harmonizing with its mission, vision, and strategy.

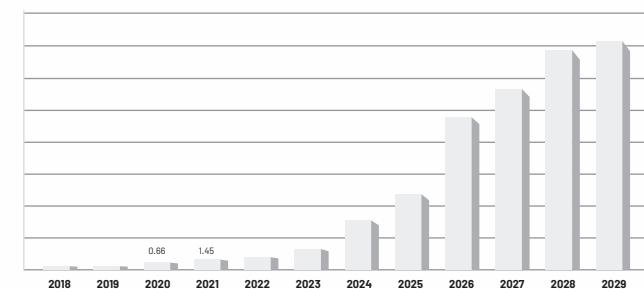
## Addressing the gap

The transportation sector is a major contributor to greenhouse gas emissions and global climate change. In line with the Paris Agreement, India has targeted to reduce the emissions intensity of its GDP by 45 percent by 2030, relative to 2005 baseline emissions intensity. The Indian government also plans to achieve 30 percent electrification of the country's vehicle fleet by 2030. Electric vehicles (EVs) are leading the way in paving a path towards a more environmentally friendly future.

Source - [investindia.gov.in](https://investindia.gov.in) - India's EV Economy: The Future of Automotive Transportation ([investindia.gov.in](https://investindia.gov.in))

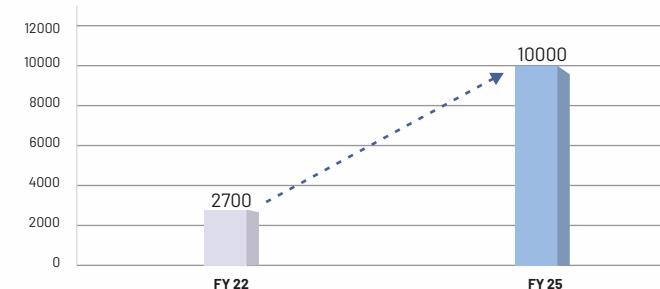
The increasing demand for fuel-efficient & high-performance automobiles, rising environmental awareness and the growing number of EV charging stations in India represent some of the key factors driving the market.

INDIA ELECTRIC VEHICLE MARKET SIZE, 2018-2029 (USD BILLION)



Source - [India Electric Vehicle Market Share, Size, & Growth | Analysis Report \[2030\]](https://fortunebusinessinsights.com) ([fortunebusinessinsights.com](https://fortunebusinessinsights.com))

## NUMBER OF CHARGING STATION



Source - [The Economic Times](https://www.indiatimes.com) - EV chargers India: Charging infrastructure needs big push as EV adoption grows in India - [The Economic Times](https://www.indiatimes.com) ([indiatimes.com](https://www.indiatimes.com))



## Customer story

Priya Verma, a 32-year-old from Haridwar, was facing financial hardships during the COVID-19 lockdown owing to her job as a security guard and part time work in pharma companies, prompting her to acquire an e-rickshaw through a loan from Revfin. This decision transformed her life, bringing a stable income of over INR 20,000 and the freedom to choose her working hours. With improved finances, Priya improved her standard of living that allowed her to admit her daughter to attend a good school. Priya feels empowered and aims to break societal norms by driving a rickshaw, while also helping other women embrace this empowering occupation. She views her rickshaw as a mother figure, symbolizing the strength and support she has gained on this transformative journey.



## Business model

### OEMs dealers

- Partner with only top OEMs and Dealers
- Risk sharing with OEMs and Dealers through strategies around strong secondary market creation
- Due diligence and deep study of their market standing before onboarding any new OEMs and dealers

### Ecosystem

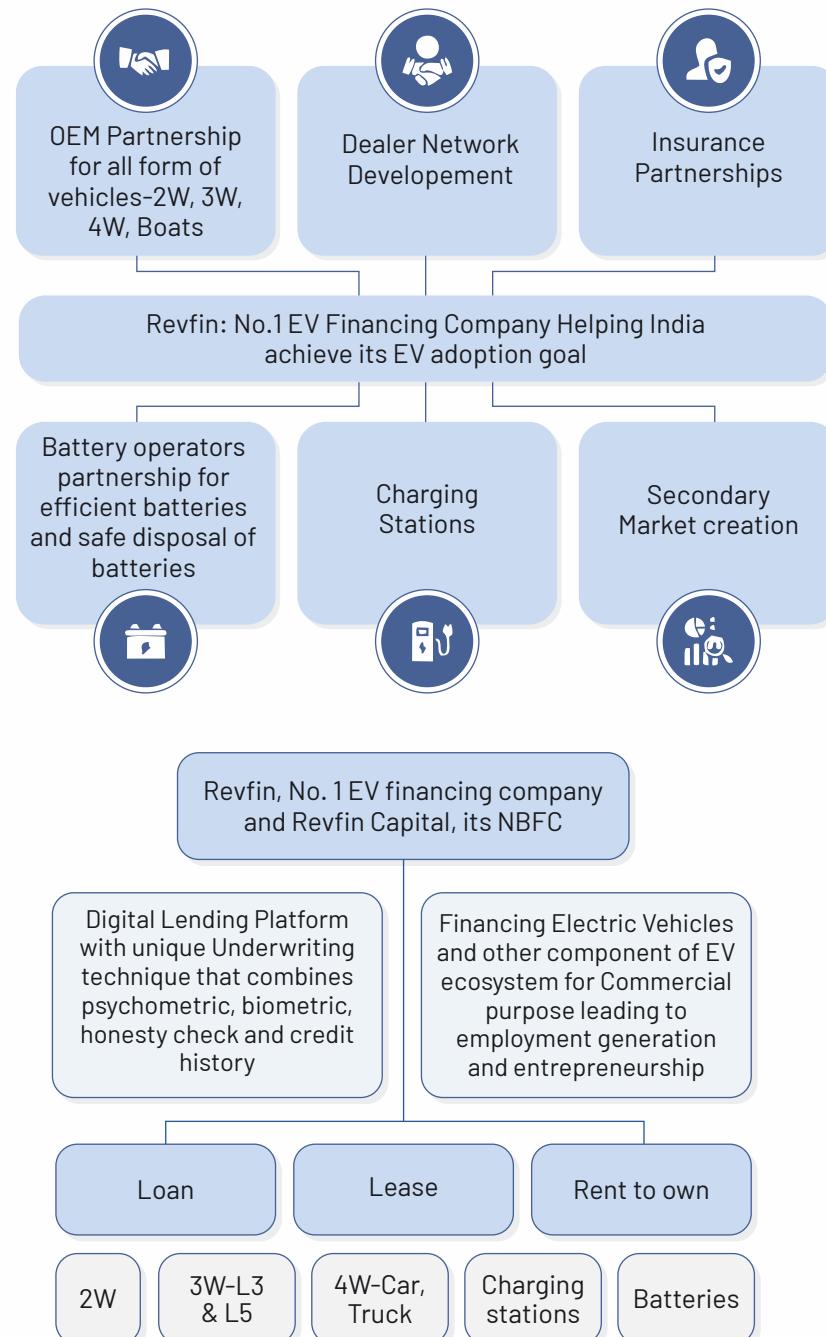
- Partnership with insurance companies to ensure strong insurance cover of vehicle and life insurance to the rider
- 100% vehicles with installed IOT to battery health, mileage covered & theft safeguarding

### Digital platform

- Revfin's digital platform has incorporated robust psychometric and biometric-based underwriting techniques that is embedded within the digital process to streamline loan approvals

### Product

- Their product offering includes financial loans specifically tailored for electric three-wheelers, with a Loan-to-Value (LTV) ratio of 70% and a loan tenure ranging from 18 to 24 months



## Benefits to stakeholders

Revfin not only helps the primary beneficiary (borrower) by providing accessible and fast financing, but also facilitates OEMS and dealers in expanding and growing their businesses.

### Impact story

Revfin has a good track record of sustainability risk management practices and is moving towards developing a robust ESG risk management framework.

From the onset, Revfin has been dedicated to positively impact the lives of the underserved through financial inclusion. Their focus goes beyond the financial aspects of their offerings and extends to creating employment opportunities, supporting women and providing loans to first-time borrowers. In FY22-23, 85% of Revfin's financing went to the financially excluded including 13,053 new-to-credit customers comprising 71% of their book.

*\*Financially excluded here refers to those people who have lack of access to common financial services like savings accounts, loans, cashless transactions, credit and other traditional banking services etc.*

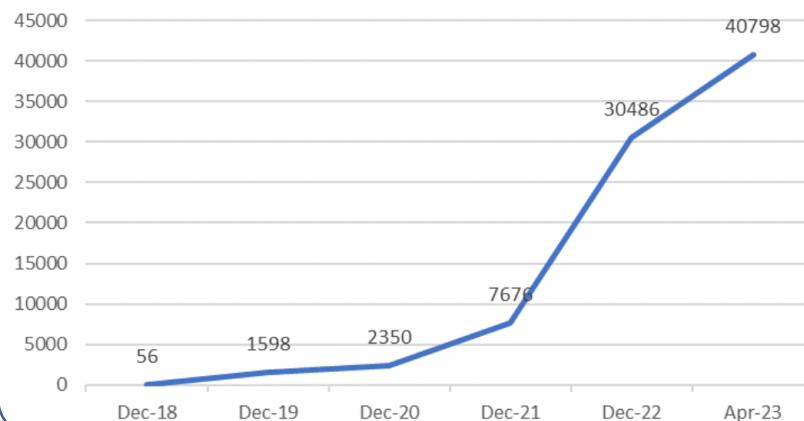


Impact KPIs	Dec-18	Dec-19	Dec-20	Dec-21	Dec-22	Mar-23
Loan Book (INR Cr)	0.33	7.04	7.83	29.13	122.56	148.25
Loan Disbursed (INR Cr)	0.33	8.55	12.63	43.75	178.46	230.11
No. of Dealers	7	47	50	176	585	710
No. of OEMs	1	10	10	16	28	31
Revfin's presence (cities)	9	50	63	130	210	228
Revfin's presence (states)	7	9	10	12	15	16
Employees	7	17	25	52	141	192

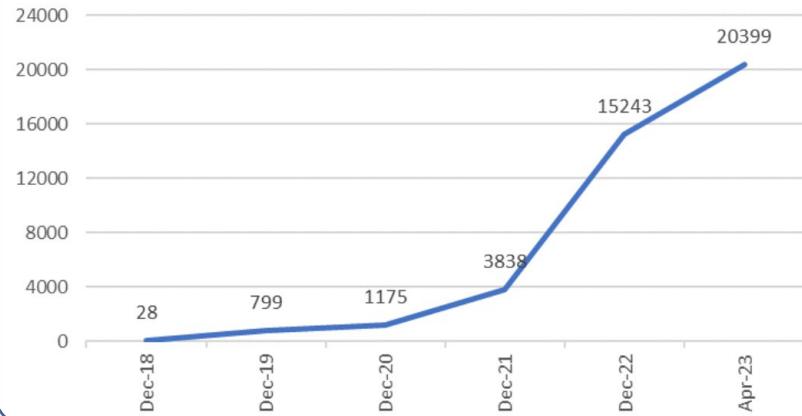
The company has demonstrated its active contribution towards the UN SDGs by creating meaningful environmental & social impact at the grassroots level



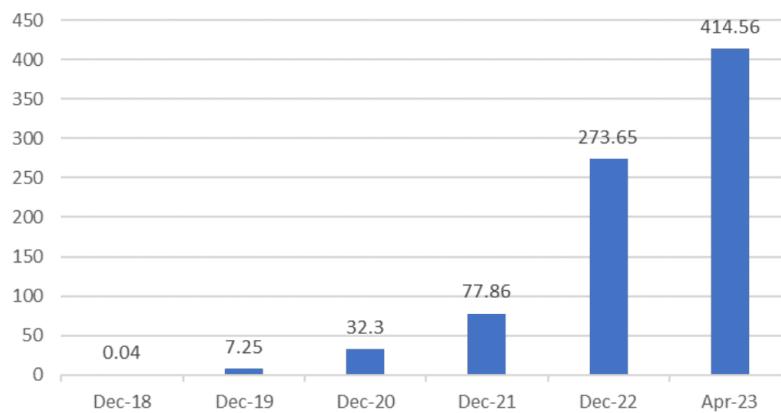
### CO2 emission abated ( Metric Tons)



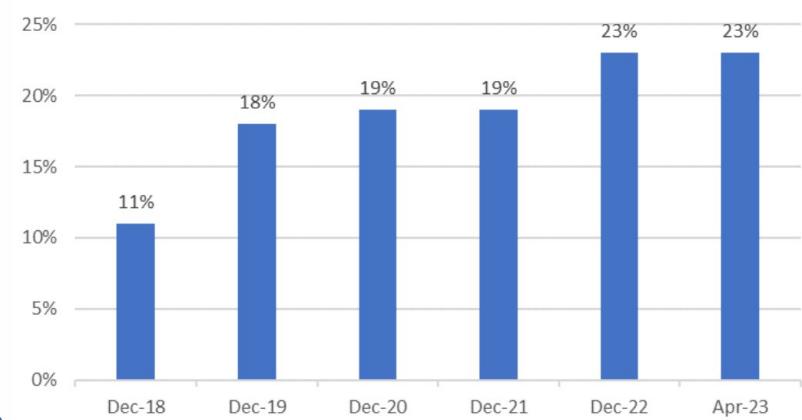
### Jobs created ( loan disbursed/Customer)



### Green Km travelled ( Mn Km)



### Women customers (%)



\*Green kms travelled here refers to the kms travelled by the vehicles which are financed by Revfin.

## Outlook of the company towards Sustainability

Rapid and widespread adoption of sustainable mobility solutions will lead to substantial emissions reduction from transportation, thereby helping in decarbonization and climate change mitigation. Revfin believes that the EV industry is more of an ecosystem-creation business than a financing business.

## Vivriti's engagement with Revfin

Revfin has not only built an entire ecosystem of EV financing but has established skin-in-the game for all stakeholders - dealers/borrowers/ OEMs by strengthening operational processes & adhering to prudent underwriting practices. The asset class was earlier marred with multiple credit and operational risks, but Revfin's holistic risk management approach successfully addressed the risks, thus making Revfin a pioneer in EV financing in a very short span of time.

In our first off engagement, Revfin was at an inflection point and was looking for growth which was critical from an impending future equity raise perspective. It was also the time when the macroeconomy was impacted by supply-chain risks on account of the Russia-Ukraine war and a growing inflation which impacted RBI's repo rate stance.

Despite the uncertainty in the markets, Vivriti was one of Revfin's largest lenders and catalysed commercial debt market for the company by providing the much-needed term financing for their portfolio expansion.

“

Sameer Aggarwal, founder and CEO of Revfin finds lot of synergies between Vivriti Capital and Revfin as both of these organisations have strong digital base, customer centric approach and agility to adapt to business needs. Sameer truly appreciates the focus that Vivriti has on sustainability and provision of easy access to capital for organizations which are focusing on building a better and healthier planet.

- Sameer Aggarwal | Founder & CEO





**FUELLED DREAMS,  
ILLUMINATING  
A GREENER TOMORROW**





## Genesis of GMR Goa International Airport Limited (GGIAL)

GMR Group, an Indian infrastructure conglomerate, entered the airport space in 2003 and has since emerged as one of the largest private operators in Asia. It is also the only Indian player to have developed and operated airports outside India. Their expertise, innovation & sustainable practices has redefined air travel by building some of the world's best airports. Currently, they have 3 airports in operation with 2 underway, catering to 100+ million passengers and 306 routes per year.

GMR is a trailblazer in the field of green airport Engineering, Procurement and Construction (EPC) as they have incorporated climate sustainability, embraced transformative practices and have always aimed to enhance economies and improve livelihoods, while minimizing the ecological footprint of their operations.

GMR Goa International Airport Limited (GGIAL) capitalised on an opportunity from the Government of Goa and secured a 40-year bid to develop India's first dual airport in 2016. Despite challenges like construction disruptions and the Covid-19 pandemic, GMR remained steadfast in its project commitment. GMR's transformative efforts in building green and sustainable public infrastructure help shape a sustainable future, while realizing their broader vision of enhancing the region's economic prospects and promoting sustainable development.

1

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dual Airport of  
India in collaboration with



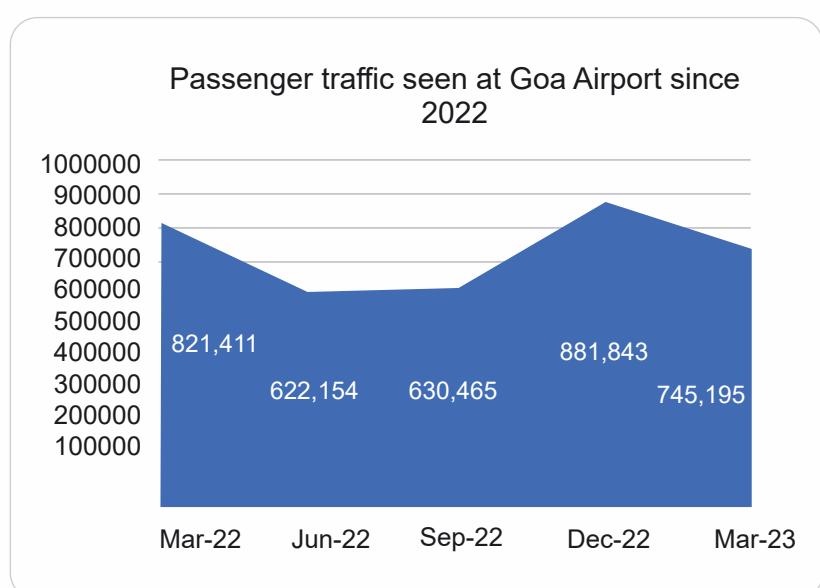
## Addressing the gap

Goa is a major tourist destination in India. While Goa has a rich cultural and historical heritage, it is frequented mostly as a leisure destination due to pleasant weather and scenic beaches.

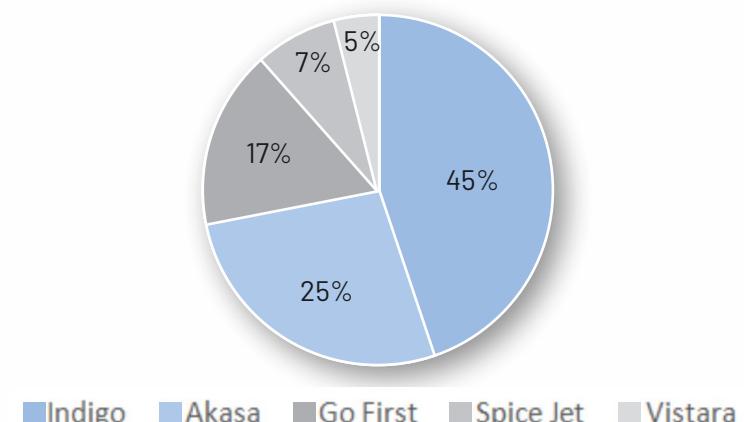
Currently, the State is served only by Dabolim International Airport (Navy airport used as a civil enclave by AAI) which is located in South Goa. It caters to the needs of ~8 Mn tourist arrivals annually, of which~12% are foreign tourists and others are domestic travellers.

Goa's air traffic is projected to grow from ~8 MPPA currently to ~40 MPPA in next 20 years. Dabolim Airport does not possess adequate capacity to cater to this traffic growth partly because of NOTAM restriction being a Naval Enclave, and partly due to very limited space available at the airport for future expansion. In fact, the Airport is expected to cap out at 13 MPPA. Thus, there is urgent need for a second airport in Goa. Realizing this gap, the state government conceptualized the plan for the Manohar International Airport / Mopa in North Goa.

Additionally, greenfield airport development is a key enabler for development of industrial regions and creates a significant multiplier impact on economic growth.



## PAX by Airline Manohar International Airport,Mopa, Goa From its inception to 1st May 2023

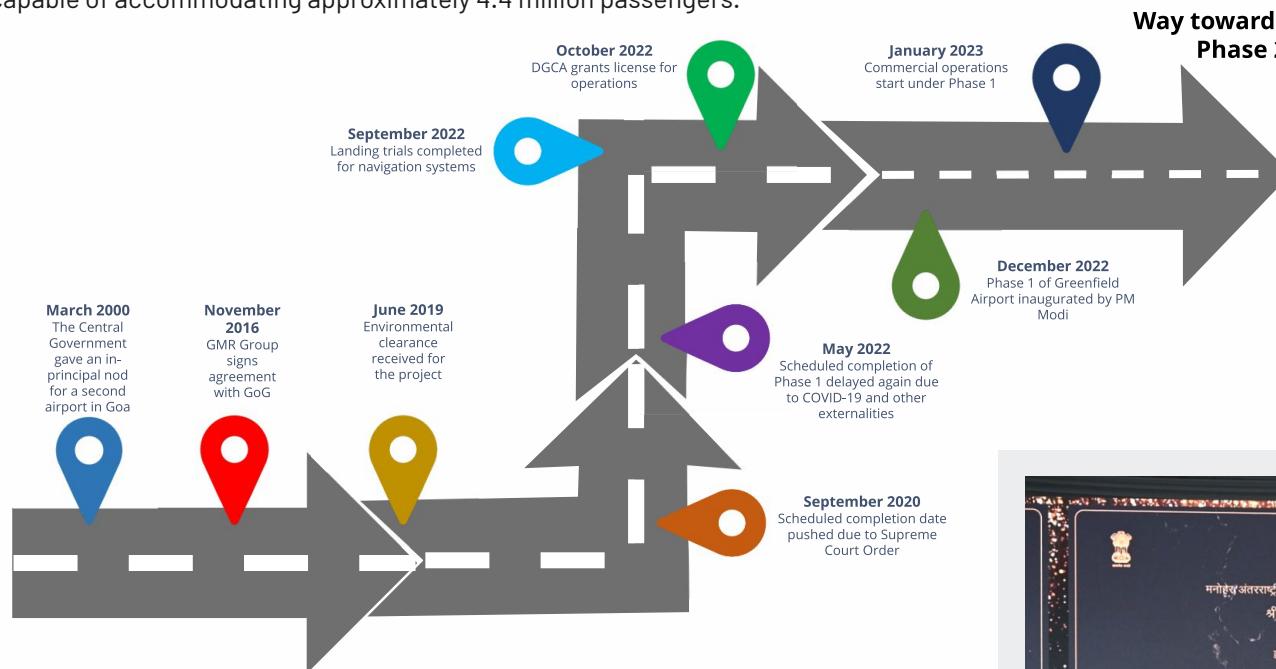


## Manohar International Airport,Mopa,Goa

<b>1</b>	<b>Preferred slots</b>	<b>54</b>	ATM^	0830-1230, 1530-1630	<b>Most preferred time to check-in/out from hotel</b>
<b>2</b>	<b>Night parking facility</b>	<b>10</b>		Domestic /foreign registered aircraft will be allowed to night park	
<b>3</b>	<b>High demand market</b>	<b>70</b>	%	Tourists visit North Goa High yield & underserved market	
<b>4</b>	<b>Ancillary facilities</b>	<b>25K</b>	MT	Cargo terminal	<b>32</b> Acre Logistics park
<b>5</b>	<b>Passenger experience &amp; Ops efficiency</b>	<b>11</b>	SBD	All ATRS screening	<b>600</b> Sqm Commercial lounge
<b>6</b>	<b>Scalability, destination airport</b>	<b>40</b>	MPPA	<b>232</b> Acres of ALD land	Vibrant airport city planned

## Business Model

The construction of the airport has been divided into four stages, with each stage focused on expanding the airport's capacity to handle passengers. Following the completion of the first phase, the airport is now capable of accommodating approximately 4.4 million passengers.



(Source - All you need to know about Mopa International Airport (99acres.com))



The Mopa Airport is a fully commercial airport equipped with a solar power plant, green buildings, LED lights on the runway, rainwater collection, sewage treatment facility with recycling capabilities, 5G compatible IT infrastructure, Stabil Road Technology usage, Robomatic Hollow precast walls and 3-D Monolithic Precast buildings. The provisions at the airport will save about 8% of operating cost for domestic airlines.

The newly established Manohar International Airport in Goa has achieved an impressive milestone by handling one million passengers within a span of less than four months. This accomplishment has propelled the airport to be recognized as one of the top 20 airports in India.

(Source - [Goa's new Manohar International Airport handles 1 million passengers in 116 days, ET TravelWorld \(indiatimes.com\)](#))

The second phase of development for the Mopa Airport will involve expanding its capacity to accommodate 5.8 million passengers. Subsequently, the following phase aims to further increase the capacity to 9.3 million passengers. The airport will undergo continuous expansion of terminals, commercial areas, and aviation facilities as part of this phased approach. By completing the final phase by 2045, Manohar International Airport (Mopa) in Goa will fully unleash its potential by serving 21.64 million passengers annually. This strategic approach ensures that the airport's infrastructure keeps up with the growing demands, providing enhanced services and convenience to passengers progressively over time.

## Details of Ph | Development Plan: Key Infrastructure

Airside								
	3500 x 60m Code 4E Runway	3500 x 60m Parallel Taxiway	2 RETs & 6 Cross Taxiways	14 Parking bays (5 PBBs & 9 Remote)	Air Traffic Control (~49 mt height)	2 Fire Stations (Main & Satellite)	UG Fuel Hydrant System	51,300 Sqm Apron
Passenger Terminal Building								
	Integrated terminal 67,726 Sqm	18 check-in counter	4 SBDs & 10 CUSS	3 Baggage Reclaim Belts*	12 Immigration 8 Emigration Counters	In-line BHS 2000- 2400 Bags/Hr screening		
Passenger Amenities								
	Shopping Area	Lounge	Car Rental	Prayer Room	Medical Centre	Spa	Bank/Forex	Duty Free
	Left Luggage	F&B						

GMR Group has been recognized with two prestigious accolades at the National 14th CIDS Viswakarma Awards - 2023 which include two Achievement Awards for the best construction project and for construction, health, safety & environment in 2023. These awards acknowledge GMR's innovative design, project management practices, utilization of new construction methodologies, workmanship, effective contract management, efficient cost control, implementation of value engineering, safety measures and commitment to environmental policies and practices. The awards affirm GMR Group's unwavering determination and resilience in completing the project to the highest quality standards despite facing numerous challenges.

## Benefits to stakeholders

With the involvement of multiple stakeholders, the development of the Mopa Airport is poised to make a significant contribution to India's economy. Through a public-private partnership model, GMR is committed to sharing approximately 37% of their revenue with the Government of Goa.

Recognizing the importance of local employment, GMR has prioritized it as a key performance indicator (KRA) by establishing the Aviation Skills Development Centre (ASDC) to address the same. The ASDC aims to train and empower the local Goan youth with skills that make them employable in the aviation industry. The training programs offered at ASDC align with the National Skills Qualification Framework (NSQF), the State Skills Mission and the National Skills Development Corporation (NSDC).

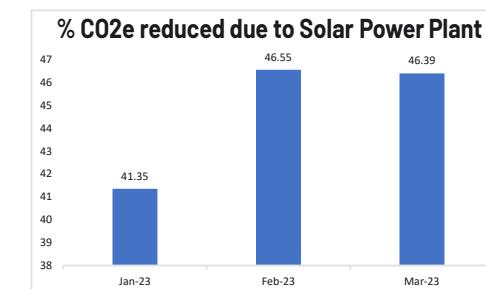
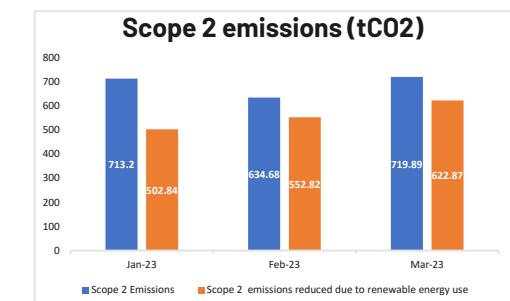
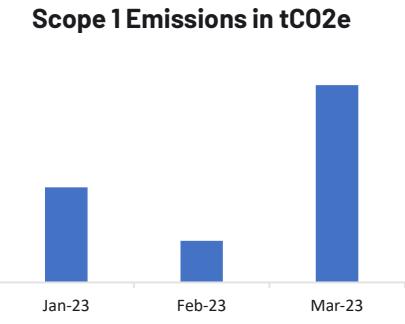
In addition to increasing capacity and reducing wait times at check-in/out terminals, the airport has integrated sustainable practices throughout its construction phase. These include the implementation of green buildings, a solar power plant, LED lights on the runway, rainwater collection systems, sewage treatment facility with recycling capabilities, 5G compatible IT infrastructure and use of StabilRoad Technology.

### Impact story

Goa International is a company with a good track record of sustainability risk management practices, and they have made significant progress in developing a robust framework to assess their ESG risk and opportunities.

Aviation-related infrastructure is a significant part of urban and rural communities worldwide and contributes to air connectivity through integrated transport links. Aviation has always been a driver of innovation & GMR has been a front runner in the field.

Sustainable infrastructure and innovation promote economic and technological growth and generate employment and income.



The company has demonstrated its active contribution towards the UN SDGs by developing meaningful environmental & social impact at the grassroots level

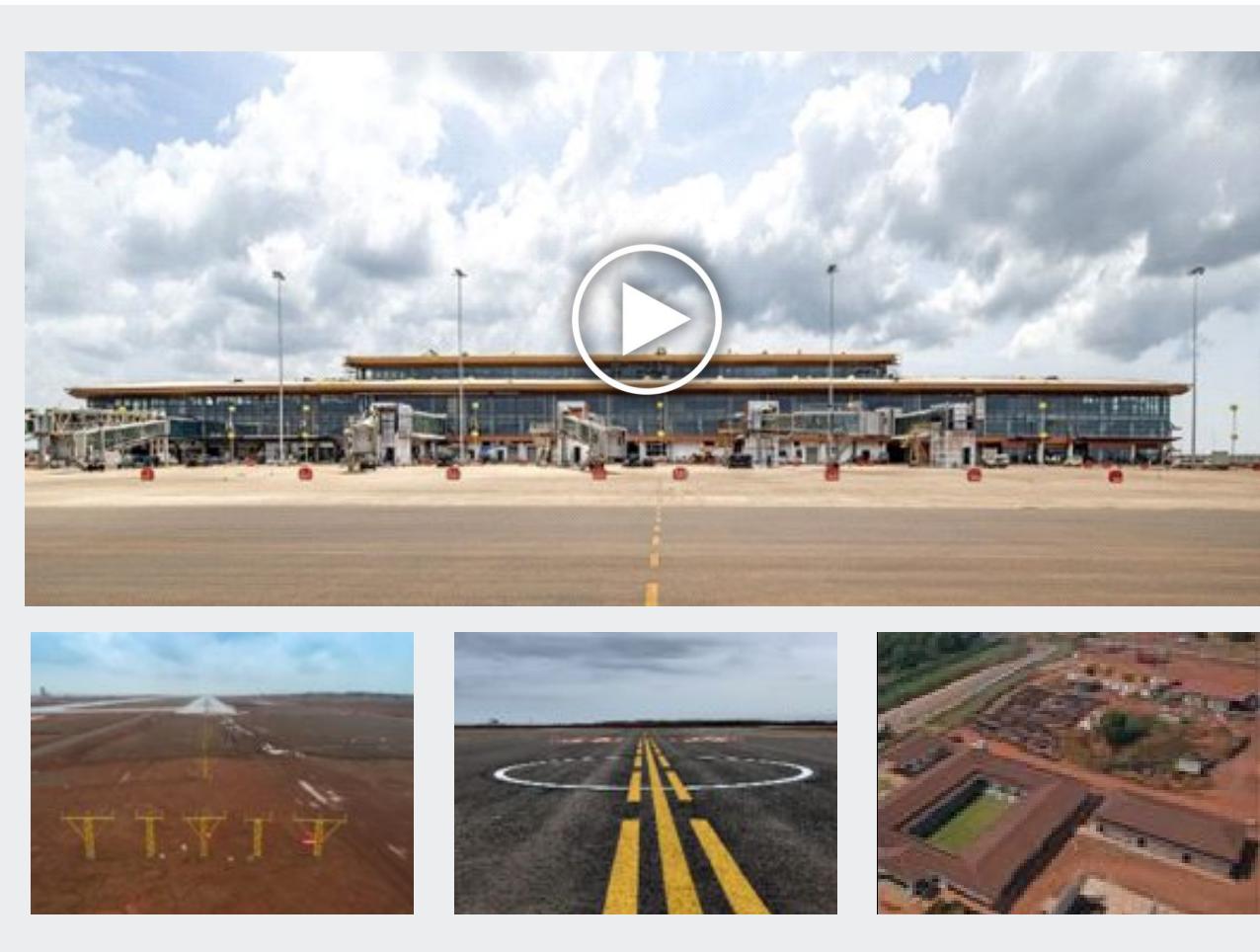


## Outlook of the company towards Sustainability

Focused on sustainability in the long run, GMR Goa intends to implement Zero Carbon Neutrality Level 3+ program, 50,000 tree plantation within airport premises, Integrated Management frameworks (QMS, EMS & OH&S) as per ISO standards, Energy Management System as per ISO 50001, and is also exploring 100% renewable energy options.

### Vivriti's engagement with GMR

Vivriti partnered with GMR Group, in the first ever airport investment from a private credit fund in India. Through debt, VAM funded the last mile capital expenditure and working capital requirements for the Mopa airport in Goa. This partnership has proven to be highly impactful due to its role in developing critical infrastructure to support Goa's tourism-based economy (currently handling a run-rate of more than 300,000 passengers per month). Post investment by VAM, the construction of the airport was completed and was inaugurated by the Prime Minister in December 2022. The airport's strategic importance was further validated when it secured an INR 637 crore investment from NIIF (National Investment and Infrastructure Fund). Its Credit Rating was subsequently upgraded up to two notches by CRISIL, reflecting the reduced investment risk in this project.



“ We have a very positive and collaborative association with Vivriti AMC. It has been a pleasure interacting with the Vivriti Team. They were quick to understand our business requirement and to disburse the needed loan amount. They were very supportive throughout and ensured quick decision making in disbursing and approving the required loan for the smooth running of our project's operations. We look forward to working closely with the Vivriti team and having their continuous support in our upcoming projects. ”

- Mr. R.V. Sheshan | CEO, GMR Goa International Airport Ltd.





# IGNITING GROWTH & EMPOWERING RENEWABLE REVOLUTION

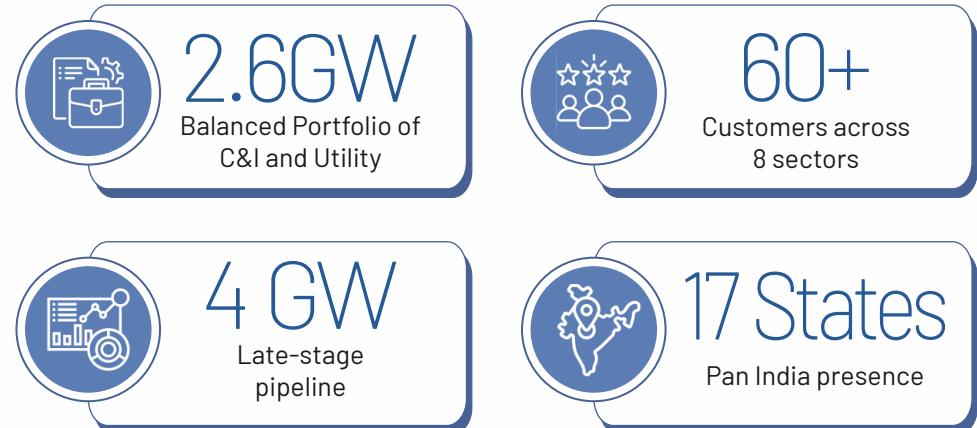


SOLAR | WIND | HYBRID | STORAGE

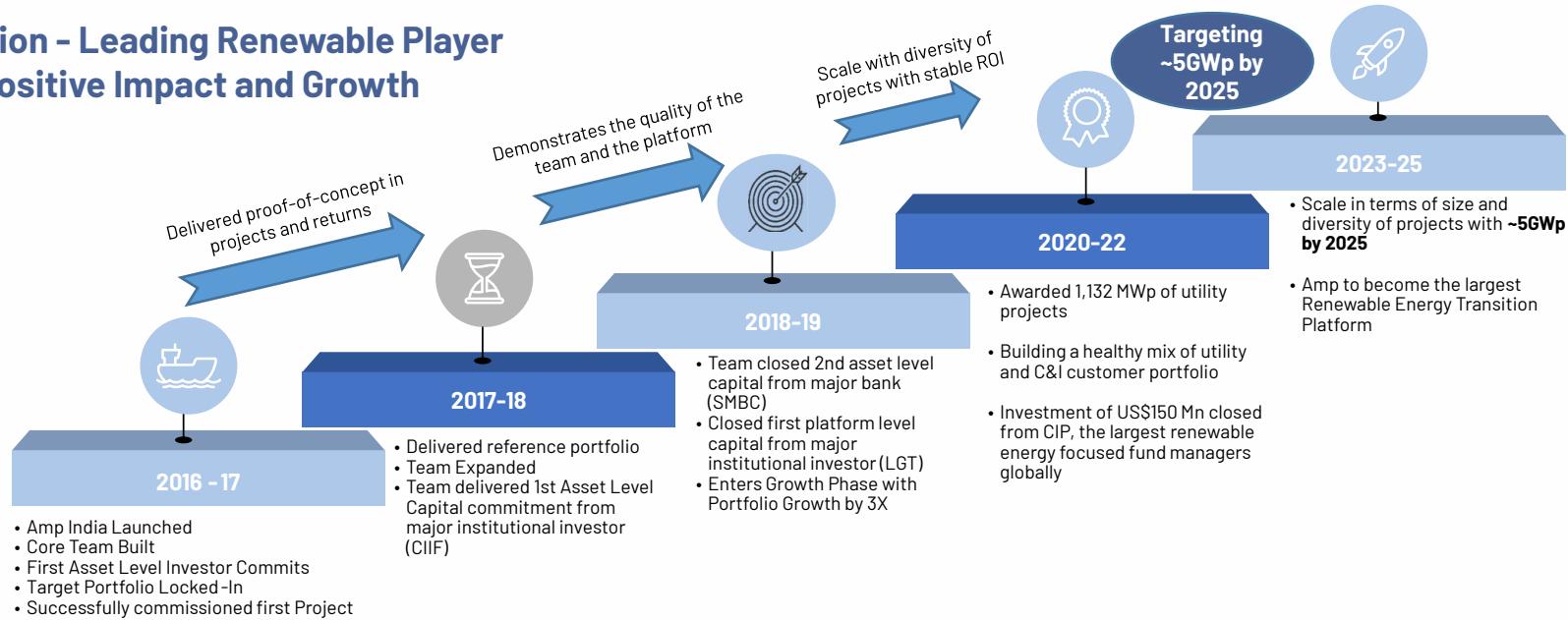
## Genesis of Ampin Energy Transition Pvt. Ltd.

Ampin Energy Transition Pvt. Ltd. founded in 2016, is a leading renewable energy solution provider catering to the energy transition needs in India. Ampin develops, builds, owns and operates renewable energy power plants, delivering power to both C&I and Utility customers. It is a subsidiary of Amp Energy which has a presence in global renewable energy markets, including US, Canada, India, Japan, Spain and Australia.

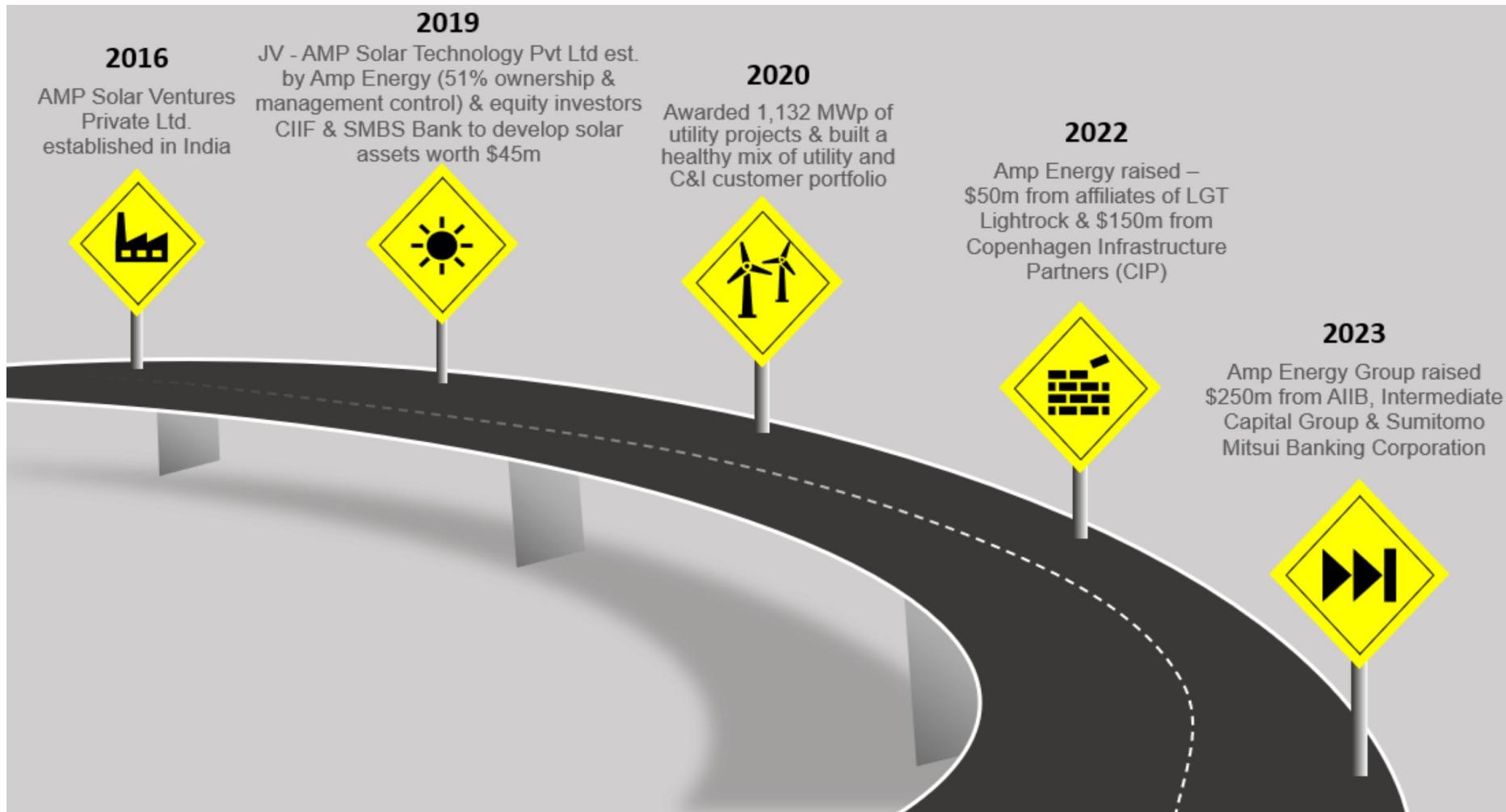
Their renewable energy transition platform acts as a one stop shop for diverse sustainable energy solutions in solar, wind, hybrids, storage and energy management for industries such as pharmaceuticals, automobiles, cement, steel etc.



## Evolution - Leading Renewable Player with Positive Impact and Growth

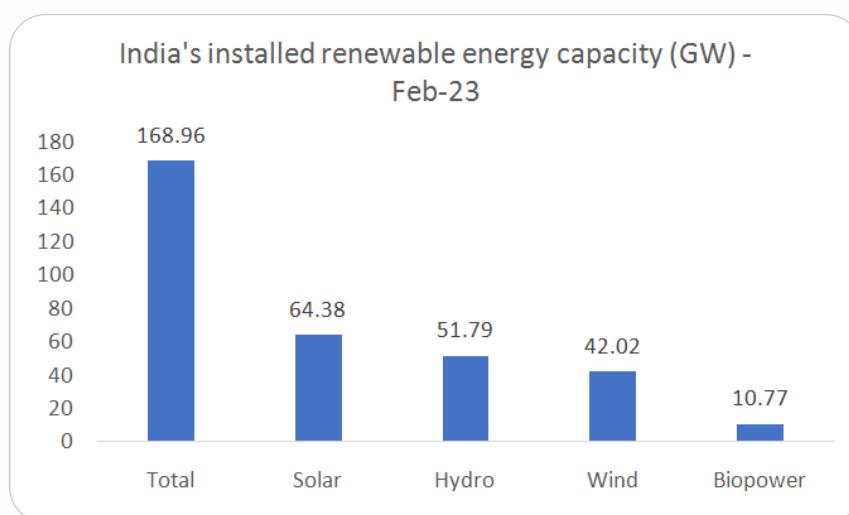


# Ampin's Roadmap



## Addressing the gap

India has targeted to achieve a renewable energy capacity of 500 GW by 2030, and to have 50% of the country's energy requirements to be met by non-fossil fuel-based energy sources. To achieve this target, the GOI will be allocating a yearly targeted bid capacity among the Implementing agencies. With only 34% of the 500 GW target achieved till February 2023, it opens a large avenue for renewable energy private players like Ampin to scale their solutions to meet the growing market demands for clean energy.



Source - India's renewable energy capacity reaches 168.96 GW till Feb 2023: Minister R K Singh - The Economic Times ([indiatimes.com](http://indiatimes.com))

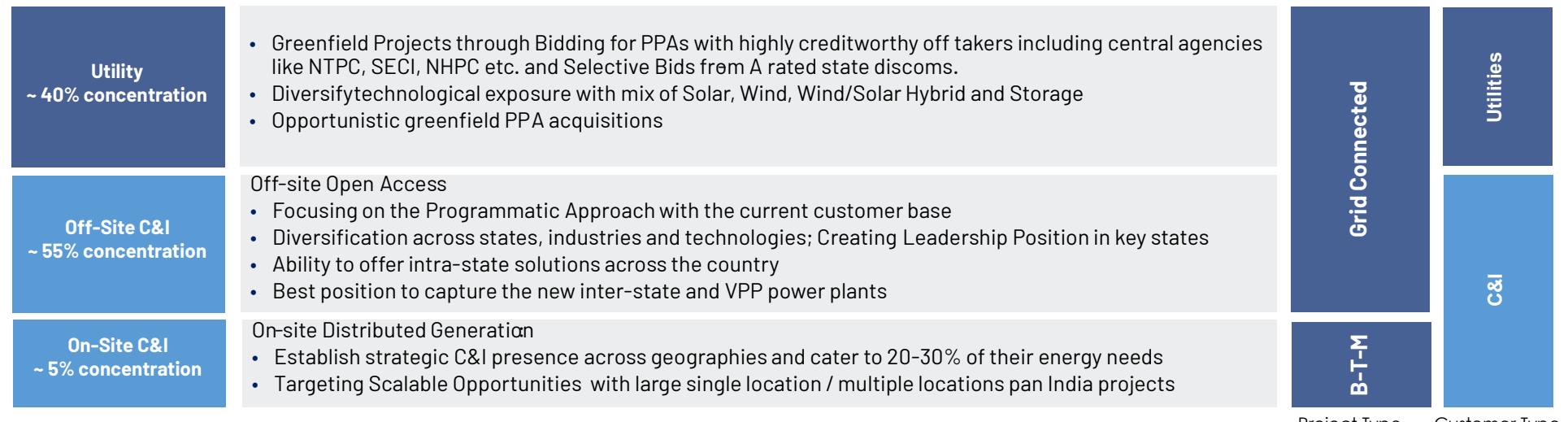
## Business model

From a solar power developer, Ampin has ventured into hybrid power trading, battery storage, green hydrogen and manufacturing of solar panels. Through its unique offerings in utility scale RE projects, power markets/trading, battery energy storage, and C&I RE projects, Ampin aims to build a 5 GWp portfolio in 5 years.

They offer comprehensive end-to-end sustainable solutions for customers seeking 100% renewable energy and for utilities to meet their renewable energy targets for short, medium & long-term requirements.

Solutions				
C&I Solutions	On-Site / Distributed Generation Solutions	Off-Site / Open Access Solutions		
Utility Solutions	Round The Clock (RTC) Projects (solar, wind, storage and trading)	Peak Power Storage Projects (standalone wind or solar, or wind-solar hybrid)	Hybrid Projects (wind-solar hybrid)	Standalone Projects (solar, wind)
Strategic Initiatives	Energy Trading	Solar Manufacturing	Green Hydrogen	Energy Storage

## Amp India is targeting a committed capacity of ~5GWp by 2025, 10GWp by 2030

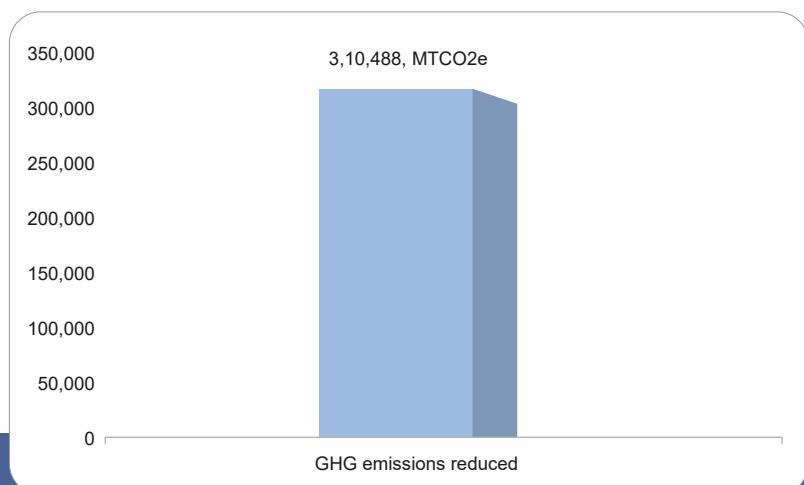
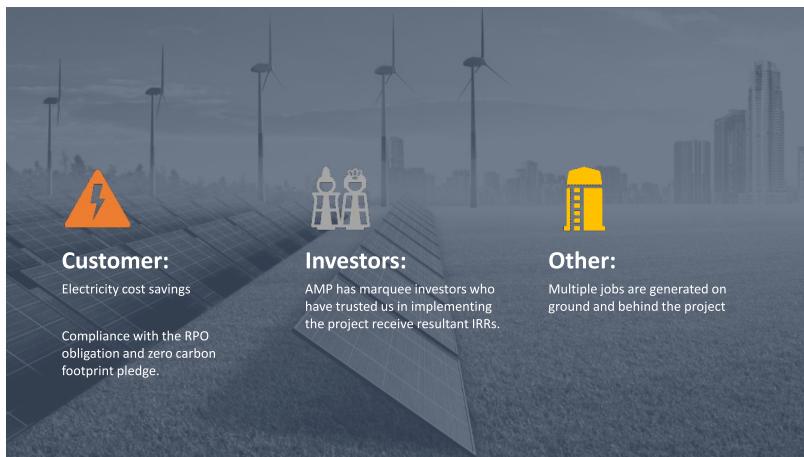


### Risk-Return Framework

- The higher risk adjusted return C&I portfolio allows more competitive tariffs for Utility bids to create a balanced risk-return portfolio
- Diversification across customer types (B2B and B2G) and geography
- Synergies in business acquisition, operations and financing
- Significant execution and development synergies in Utility and Open Access projects (Inter-State).

Addressing Opportunities towards the Higher end of the Return Spectrum creating a Resilient portfolio supplying power to both

## Benefits to stakeholders



## Impact story

Ampin Energy Transition has a good track record of sustainability risk management practices and is developing a robust ESG risk management framework.

From the onset, Ampin Energy Transition strives to cultivate long-term relationships with its customers by serving as a comprehensive energy provider. They offer sustainable solutions across different geographies and technologies, enabling customers to lower their energy costs and reduce their carbon footprint. Ampin Energy Transition has devised a clear roadmap and possesses the capability to provide end-to-end solutions for customers to achieve 100% renewable energy. Furthermore, they excel at meeting customers' short, medium and long-term requirements through the provision of innovative products such as Virtual PPAs, Electricity Procurement Hedging Instruments, Third-Party Bilateral Contracts and Short-Term Renewable Energy Contracts.

In the past year, they have implemented emission reduction initiatives to reduce their GHG emissions.



**The company has demonstrated its active contribution towards the UN SDGs by creating meaningful environmental & social impact at the grassroots level**



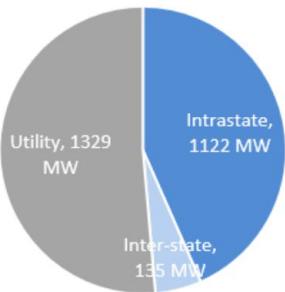
## Outlook of the company towards Sustainability

The company is deeply committed to environmental responsibility and social impact, evident in its sustainability outlook. It recognizes the pressing global challenges of climate change and resource depletion and actively embraces sustainable practices.

Their focus is on reducing their carbon footprint, conserving resources, and fostering a circular economy. By engaging stakeholders and promoting sustainability awareness among employees, customers and communities, they drive positive change. With sustainability integrated into their core values and operations, the company aims to forge a greener and more resilient future.

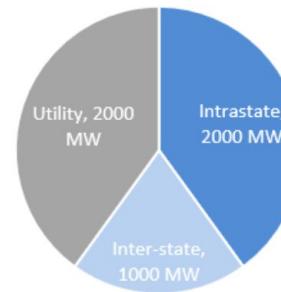
Notably, Ampin Energy Transition has recently diversified its portfolio to include hybrid power trading, battery storage and plans for green hydrogen production and solar panel manufacturing. They also intend to measure GHG emissions during the construction of projects.

### AMP's Current Portfolio



Amp's journey to become India's Largest Renewable Energy Transition Platform

### AMP's Envisaged Portfolio



## Vivriti's engagement with Ampin Energy Transition

Ampin Energy Transition, a renowned global developer, specializes in owning and managing assets in solar and wind energy. In support of their ambitious endeavours, our Non-Convertible Debenture (NCD) funding played a vital role. This financial support enabled Ampin Energy Transition to successfully complete several large-scale solar projects while facilitating the acquisition of additional solar projects. The investment we made in the renewable energy sector through them has been instrumental in contributing to sustainable energy production. By partnering with Ampin Energy Transition, we have collectively advanced the cause of sustainable energy and made strides towards a more environmentally conscious future.

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We've had a smooth working experience with Vivriti and we highly appreciate their support in providing the required capital with utmost professionalism. Vivriti has been an invaluable partner to Ampin Energy and we look forward to build on this relationship.

- Mr. SK Gupta | Director & CFO,  
Ampin Energy Transition





# CULTIVATING SUCCESS, ROOTED IN FINANCIAL INCLUSION





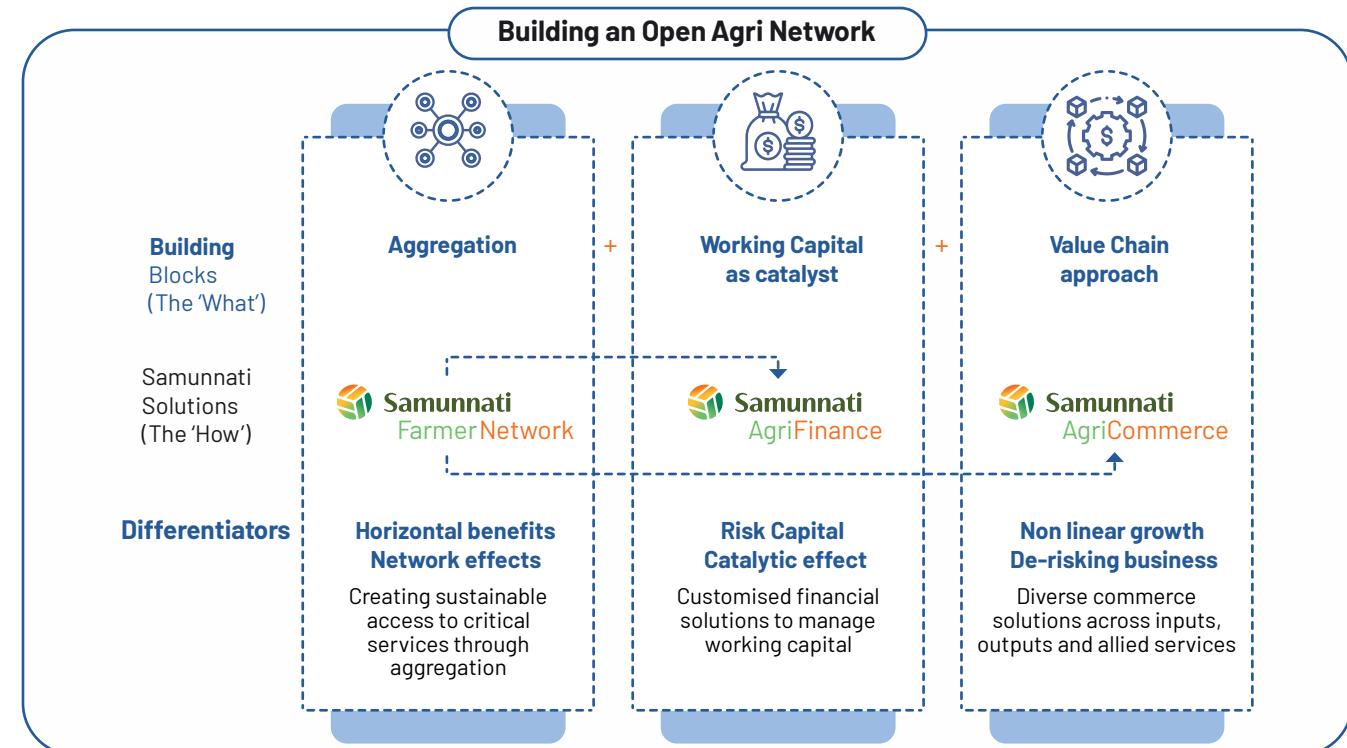
## Genesis of Samunnati

India's largest agri-ecosystem enabler, Samunnati is an open agri network focused on unlocking the trillion-dollar-plus potential of Indian agriculture with smallholder farmers at the centre of it. Staying true to its name, Samunnati stands for collective growth & collective prosperity for the agri ecosystem.

Serving the entire value chain, Samunnati's Agri Commerce and Agri Finance solutions enable affiliated Farmer Collectives and the larger ecosystem to be more efficient and productive through multiple technology-enabled interventions and collaborative partnerships.

Headquartered in Chennai (Tamil Nadu, India), Samunnati has presence in more than 100 agri value chains spread over 22 states in India and has powered over \$2Bn of gross transaction value in its journey so far. Samunnati currently has access to 3000+ Farmer Collectives with a member base of over 6 million farmers and envisions impacting 1 in every 4 farming households through its network by year 2027.

Additionally, Samunnati's AMLA (Aggregation, Market Linkage, and Advisory) framework provides farmer collectives with knowledge, network, market and finance to help unlock their potential and increase income. In 2022, Samunnati furthered its commitment to sustainability by launching its comprehensive Climate-Smart Agriculture (CSA) strategy, which prioritizes increasing productivity, building climate resilience and reducing greenhouse gas emissions throughout the value chain.

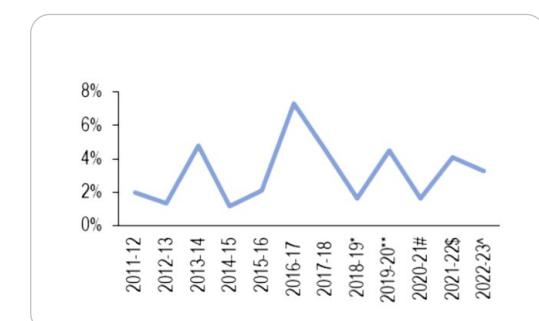


## Addressing the gap

The Agri enterprises on the demand side face challenges due to the high volatility in market prices of commodities and raw materials, caused by fluctuating production figures annually. As a result, their business planning is impacted and the lack of availability of data analytics and raw materials further increase their costs. This situation can jeopardize the sustainability of businesses unless there is efficient procurement and production planning at a higher level. The increase in MSP (minimum support price) has also not stayed steady, leading to more hardships for the farmers.

Samunnati not only addresses this but also focuses on Climate Smart Agriculture by providing green loans/climate smart loans for Ag-Tech that specialize in the production of climate-smart technology solutions. With Samunnati's Blended Finance programs, they have enabled clean technologies to reach end-users i.e. smallholder farmers. For example, Samunnati has financed women VLEs to purchase Solar powered Milk Chilling units to minimize milk loss during transportation from a village-level collection centre to a dairy.

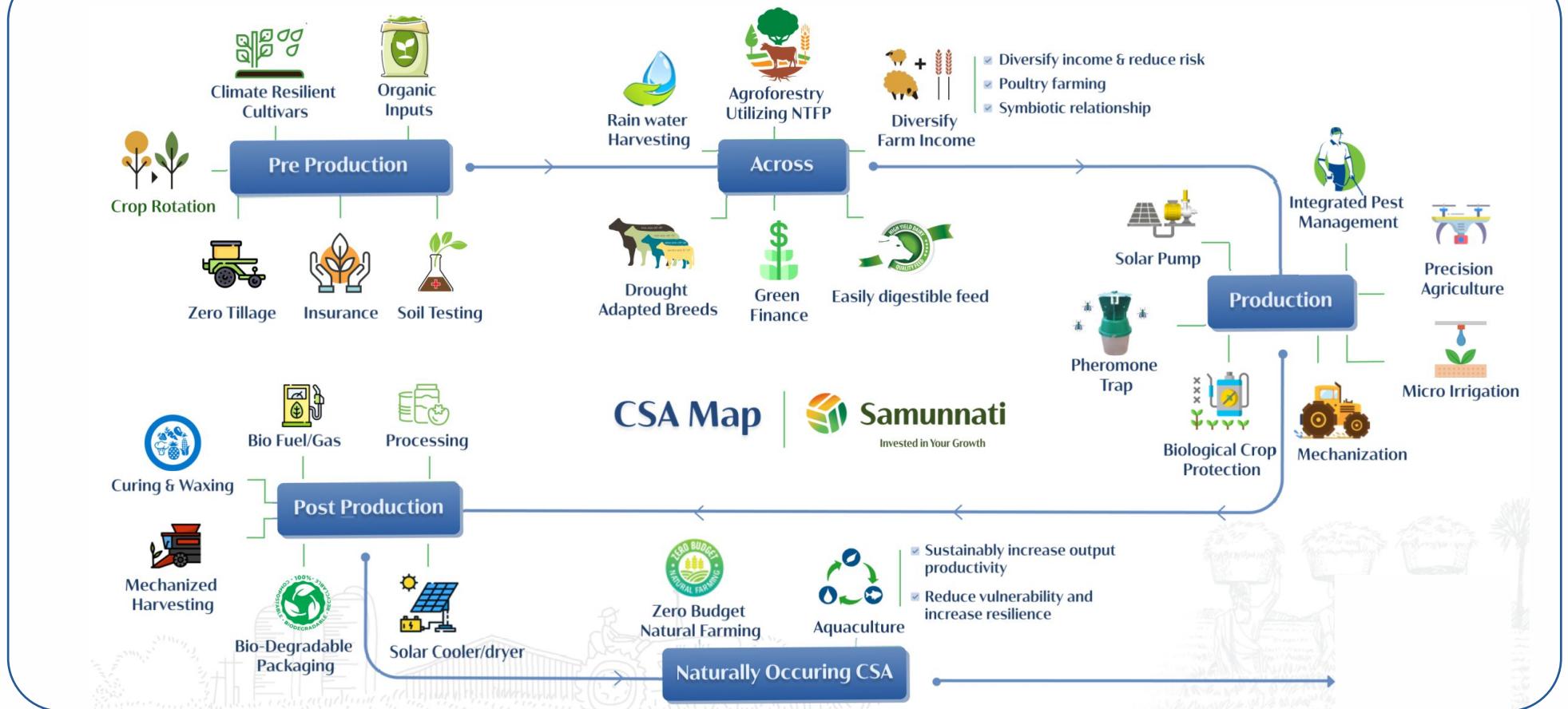
## Agricultural growth (at constant price) has been volatile



Notes: \* Third revised estimates; \*\* Second revised estimates;  
# First revised estimates; \$ Provisional estimates; ^Advance estimates.  
Growth includes agriculture, forestry, fishing, and mining and quarrying.

Sources: Economic Survey of India 2022-23; PRS.

## CSA Activities any entity/ FPO is engaged in across various stages of crop production:



Source - Demand for Grants 2023-24  
Analysis : Agriculture and Farmers Welfare  
(prsindia.org)

Activity		
Ai & IoT	Food Processing	Organic & Residue Free Output
Sustainable Animal Feed	Protected Cultivation	Organic Input
Cold Storage	Hydroponics/ Aquaponics	Precision farming
Biofuel/ Biomass	Machinery & implements	Satellite Remote Sensing
Small Machinery	Micro irrigation	Renewable Energy

## Tech Solutions & Clean Energy Solutions Provided by Samunnati

<b>Soil Testing Devices</b>	Such devices can give results in 30 mins about soil nutrient status, to help SMF plan soil nutrient management for the upcoming crop season and optimize the input cost
<b>Greenhouse/ Polyhouse</b>	Crop cultivation under a controlled environment to increase crop yield and prevent crop damage from any adverse climatic condition/ weather
<b>Hydroponics unit for Fodder Cultivation</b>	Enabling SMFs to cultivate healthy fodder for cattle during dry seasons to manage milk yield
<b>Solar Powered Milk Chilling Units</b>	Minimize the wastage of milk during transportation to aggregation units/ dairies
<b>Solar Dryers</b>	Minimize the post-harvest losses of fruits and vegetables by drying and enhancing the shelf life. Also, fetching better prices of dried products made of Grade-B fruits and vegetables
<b>Solar Irrigation Pump</b>	Enabling farmers to access solar irrigation pumps under PM- KUSUM scheme facilitated by an OEM

Samunnati also has 8 FPOs in their portfolio covered under Guarantee programs, where women member percentage is more than 50%



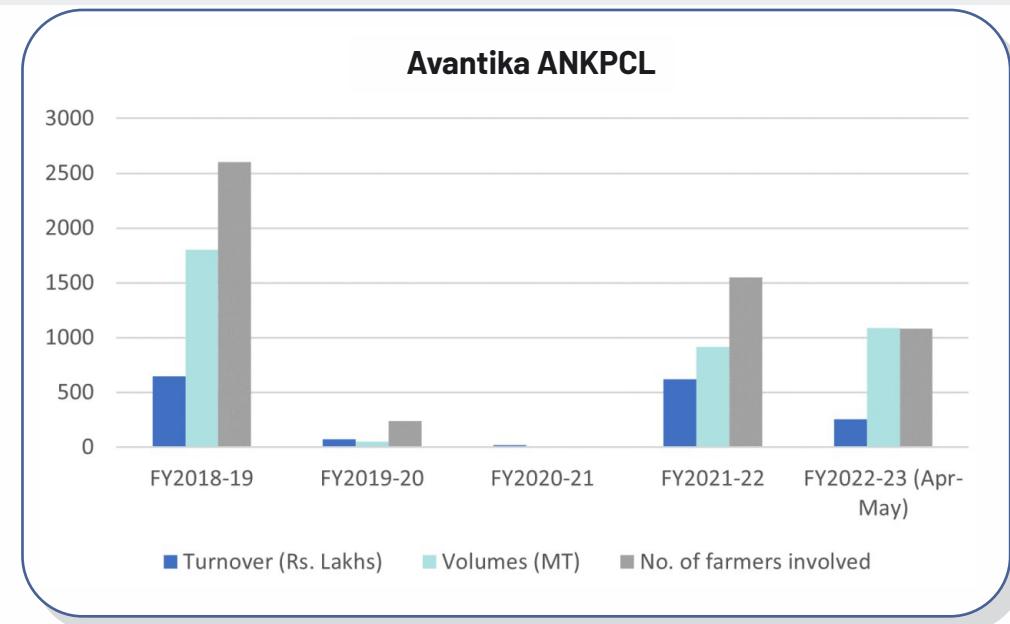
## Customer story

### Fostering growth and prosperity by supporting Farmer Collectives – Avantika FPC, MP

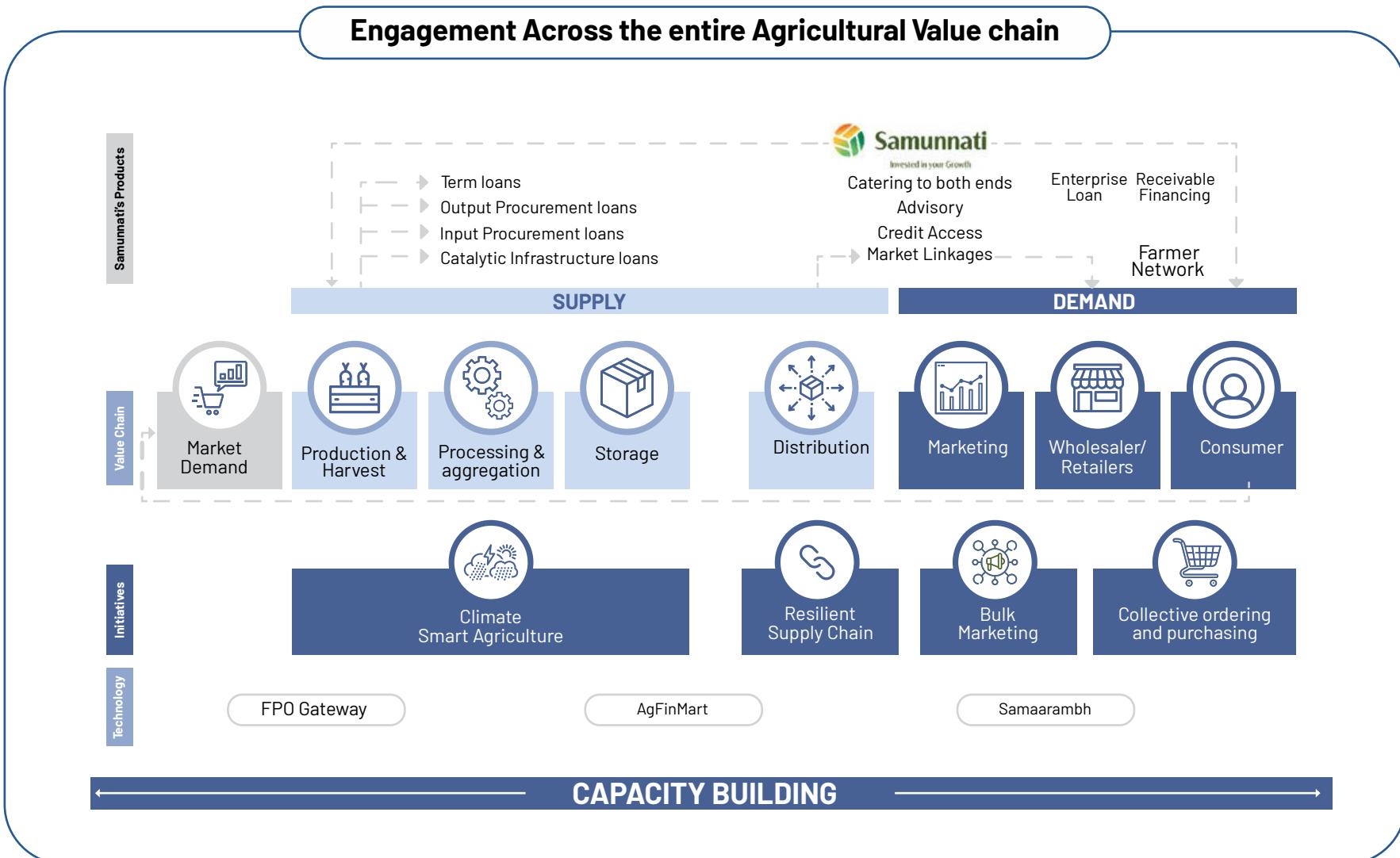
Avantika Aatm Nirbher Krashak Producer Company Limited (AANKPCL) is a Farmer Producer Company with over 4,600 members (primarily small & marginal farmers owning 2 hectares or less with about one third of them being women farmers) from 32 villages across 2 blocks in Agar Malwa district, Madhya Pradesh, which procures and sells commodities from its members to institutional buyers (such as food manufacturing companies like NCDEX, Ruchi Soya, etc.) & Government of Madhya Pradesh (procurement at MSP), bypassing the traditional market intermediaries and helping the farmers realize better profits.

When Avantika approached Samunnati Group for financing their working capital needs in September 2018, Samunnati Group extended them Rs. 50 crores, not only helping Avantika procure more volumes directly from nearly 400 farmers but also to increase the procurement by an additional 800 tonnes. With subsequent financing in multiple loan cycles, Avantika's turnover stood at Rs. 6.4 Crores from handling around 1800 tonnes of soybean in FY18-19.

Amidst the Covid pandemic, Avantika almost ceased their operations. However, with continued support from Samunnati, in FY21-22 Avantika witnessed a resurgence and its turnover touched Rs. 6.1 Crores while working with about 1550 farmers. With Samunnati's continued support, in just 2 months of FY22-23, Avantika FPO's volumes surpassed the previous full year FY21-22 numbers and crossed 1000 tonnes benefitting nearly 1200 farmers. Through enhanced procurement by the FPC, soybean farmers were able to get 1500 per Quintal higher than the average price, which translates into nearly Rs. 22000 per hectare.



## Business Model



	<b>Agri Commerce</b>	<b>Agri Finance</b>	<b>Farmer collectives</b>
<b>Objective</b>	Helping agri enterprises grow and transform by offering Agri Commerce solutions in addition to financial intervention	Offering customised financial solutions across the value chain to manage working capital gaps	Helping farmers with shared interests to negotiate for better input aggregation, market linkages and extension services
<b>Solutions</b>	<p><b>Counter Party Trade</b> - By paying the suppliers on the buyer's behalf (bill to ship model), Samunnati Agro Solutions (a subsidiary of Samunnati Finance) facilitates hassle-free and timely procurement for buyers</p>	<p><b>Receivable Financing Loan</b> - Agri Receivable Finance (ARF) is a perfectly crafted product in this segment which allows the customer to discount the bills of credit supplies to strong buyers, addressing working capital shortages during the credit period</p>	<p><b>Input Procurement Loan</b> An agri loan designed to help FPOs aggregate inputs in bulk, Samunnati directly connects the farmers to large-scale input suppliers, cutting down costs of production</p>
	<p><b>Physical Trading</b> - Samunnati registers as a vendor with modern retailers and supplies commodities in bulk. The commodities are procured either from the mainstream market or from the producer collectives and supplied to modern retailers after charging a margin</p>	<p><b>Short Agri Term Loans</b> - Bridge loans (upto 12 months) provided to large companies with 400-500 crore turnover for addressing working capital gaps</p>	<p><b>Output Procurement Loan</b>- By helping build market connections, Samunnati helps small farmers cater to large scale buyers. Our agri loan model ensures the farmers are paid in full as soon as the produce is delivered</p>
		<p><b>Long Term Loans</b> - Long term loans (upto five years) are provided for purchasing equipment, infrastructure projects and for allied activities</p>	



Aggregation

**Aggregation** - By utilizing the collective bargaining power of Farmer Producer Organisations (FPOs), Samunnati helps secure bulk inputs at lower costs & streamlines FPO management, output purchase, and demand.



Market Linkages

**Market Linkages** - Samunnati leverages relationships to obtain optimal prices for produce. They collaborate closely with FPOs, enhancing production capacity with cutting-edge farming technology for international markets.



Advisory Services

**Advisory Services** - Samunnati provides training in situation analysis, business planning, finance literacy and disaster preparedness through its development and capacity building initiatives via established centres for excellence to showcase innovative cropping techniques and modern agricultural technologies.

## With an FC-Centric Model Defined by our 'AMLA' Approach

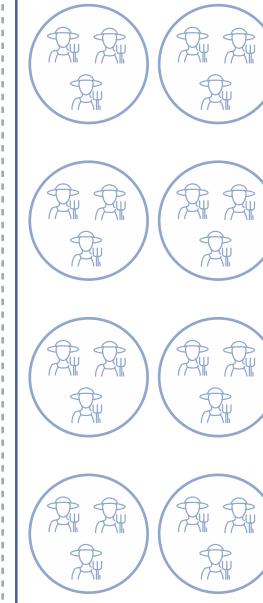
AMLA's (Aggregation-Market Linkages-Advisory) - Formalizing access and solutions to small-holder farmers

### SUPPLY

Enhancing input services, production and storage capabilities



### Aggregation



### Advisory

Offering Capacity Development Advisory to Achieve Profitable Growth

### DEMAND



Retail/HoReCa



Mandi



Market



Linkages



Processor



B2C/Marketplace

## Benefits to stakeholders

Samunnati strives to empower its stakeholders by providing holistic solutions, access to finance, knowledge enhancement, technology integration, and market opportunities, ultimately driving their growth and prosperity within the agricultural ecosystem.

**Enhanced Income Opportunities:** Samunnati offers solutions and support that enable farmers and Farmer Producer Organizations (FPOs) to access better income opportunities through improved market linkages, aggregation of inputs, and fair pricing mechanisms.

**Access to Finance:** Samunnati provides financial solutions such as agricultural loans, working capital, and credit facilities tailored to the specific needs of farmers and FPOs, enabling them to invest in their agricultural activities, expand their operations, and enhance productivity.

**Technology Integration:** Samunnati leverages advanced agricultural technologies and digital platforms to streamline processes, improve efficiency, and enable stakeholders to manage their operations more effectively, leading to increased productivity and profitability.

**Capacity Building and Advisory Services:** Samunnati offers comprehensive training, advisory services, and skill development programs to farmers and FPOs, enhancing their knowledge in areas such as crop management, financial literacy, market intelligence, and disaster preparedness.

**Market Linkages:** Samunnati facilitates robust market connections by leveraging its network and relationships to help farmers and FPOs access wider markets, secure better prices for their produce, and explore domestic and international market opportunities.

**Collaboration and Partnership:** Samunnati collaborates closely with stakeholders across the agricultural ecosystem, including farmers, FPOs, financial institutions, technology providers, and market players, fostering strong partnerships to create a more inclusive and sustainable agricultural value chain.

## Impact story

Samunnati Group has a good track record of sustainability risk management and moving towards developing a robust framework to assess their ESG risk & opportunities. They are committed to deliver long term value and to do so they focus on embedding sustainability in their services to people and the community. ESG pillars represent an ideal combination of resilient agriculture, best governance practices, community development, quality consciousness, leveraging the use of technology and transparency. They are making an impactful contribution to areas like Food Loss Management Solutions, Clean Energy Solutions, Inclusivity, and Diversity.

Samunnati has demonstrated active contribution towards UN SDGs by creating a meaningful environmental & social impact at the grassroots level. Its mission has always been to provide smallholder farmers and agri enterprises access to markets through financial intermediation, market linkages and advisory services so that the enterprises and value chains that they are engaged in, operate at a higher equilibrium thereby, creating value for all stakeholders in the agri value chain.



## Outlook of the company towards Sustainability

Samunnati recognizes the importance of adopting practices that promote environmental, social and economic sustainability in the agricultural sector. This includes supporting sustainable farming techniques, promoting responsible land and water resource management, advocating for fair labor practices and encouraging the use of renewable energy sources.

In the coming year, they would like to further expand their AMLA offerings with focus on market linkages, capacity building and institutional development of the FPOs and AEs using a combination of innovative financial and technological solutions. Additionally, they prioritize investments and partnerships that align with sustainable development goals and contribute to the long-term viability of the agricultural industry.

## Vivriti's engagement with Samunnati

Samunnati is led by Mr. S.G. Anil Kumar, an experienced banker with nearly three decades of rich experience. The company has prominent private equity investors: Accel, Elevar, ResponsAbility and Nuveen, providing long-term growth capital for their business.

Vivriti Asset Management (VAM) has been associated with Samunnati since December 2021, providing debt facilities for onward lending to FPOs and Agri Enterprises. In Q3 FY23, VAM further invested in SamAgro's NCDs, which were used for general corporate purposes by the trading entity. These facilities have empowered Samunnati to diversify its lending portfolio.

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Samunnati firmly believes that Climate-Smart Agriculture (CSA) is the foundation of our capacity building programs. CSA promotes resilient and sustainable farming practices. Through our programs, we empower farmers with knowledge and tools to thrive amidst climate change. Integrating CSA has led to enhanced productivity, improved livelihoods and environmental sustainability. We are delighted to share our progress and the transformative impact on farmers' lives. **With support from lenders like Vivriti**, we strive to build a sustainable and prosperous agricultural sector. Together, we can create a resilient food system and a brighter future for farmers.

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**- Mr. Anil Kumar SG |  
Founder and CEO, Samunnati**



# GRI INDEX

GRI Disclosures	Our Response			
<b>1. The organization and its reporting practices</b>				
<b>Disclosure 2-1 Organizational details</b>	<ul style="list-style-type: none"> <li>- Legal name: Vivriti Capital Limited (formerly known as Vivriti Capital Private Limited)</li> <li>- Nature of ownership &amp; Legal form: Privately owned and has one subsidiary - Vivriti Asset Management Private Limited (VAM)</li> <li>- Headquarters: Chennai, Tamil Nadu</li> <li>- Cities of operation in India (as on 31 March, 2023): <ul style="list-style-type: none"> <li>- Chennai</li> <li>- Mumbai</li> <li>- Gift City (operational from July, 2022)</li> <li>- Jaipur (operational from 16 January, 2023)</li> <li>- Bangalore (co-working space occupied from 15 August, 2022)</li> <li>- Delhi (co-working space occupied from 1 January, 2023)</li> <li>- Hyderabad (co-working space occupied from 23 February, 2023)</li> </ul> </li> </ul>			
<b>Disclosure 2-2 Entities included in the organization's sustainability reporting</b>	<ul style="list-style-type: none"> <li>- Refer "Prologue - Reporting Boundaries &amp; Principles"</li> </ul>			
<b>Disclosure 2-3 Reporting period, frequency and contact point</b>	<ul style="list-style-type: none"> <li>- Reporting period: Refer "Prologue - Reporting Boundaries &amp; Principles"</li> <li>- Reporting frequency: Annual</li> <li>- Annual report to be released after the approval in the Annual General meeting in September</li> <li>- Report's publication date: 2 August, 2023</li> <li>- Contact person for questions about the report or reported information: Name: Smitha Jain Arora Designation: Head - Sustainability and Impact e-mail id: Smitha.Jainarora@vivriticapital.com</li> </ul>			
<b>Disclosure 2-4 Restatements of information</b>	<ul style="list-style-type: none"> <li>- Base period will be considered as FY 22-23 for our next reporting as this year we are better aligned to the GRI standards and sustainability reporting requirements.</li> <li>- We added 5 new offices in FY 22-23. The social and governance data covers all of our operational offices in FY 22-23: Chennai, Mumbai, Gift City, Jaipur, Bangalore, Delhi and Hyderabad. The environmental data excludes the office locations where we have leased co-working spaces and only includes offices which we have leased wholly: Chennai, Mumbai, Gift City and Jaipur. The data disclosures in last year's sustainability report covered only the Chennai and Mumbai offices.</li> <li>- Scope 2 emissions: We have calculated Scope 2 emissions following the Location Based Approach by using the Grid Weighted Average Emission Factor (tonsCO2/MWh).</li> <li>- This year we have disclosed the Scope 3 emissions for Category 6: Business Travel and Category 7: Employee Commuting, which were not accounted for in last year's GHG emissions disclosures.</li> <li>- We have also assured our sustainability report by a third-party consultant BDO India LLP.</li> </ul>			
<b>Disclosure 2-5 External assurance</b>	<p>Our Response: Refer 'Assurance Statement'</p> <p>All applicable datasets have been verified by the assurance team. As part of their audit, they also reached out to the senior executives and data holders involved. The findings from the assurance team were signed off by our CEO.</p>			
<b>2. Activities and workers</b>				
<b>Disclosure 2-6 Activities, value chain and other business relationships</b>	Refer 'Looking Ahead' & 'Our Chronicle'			
<b>Disclosure 2-7 Employees</b>	Refer 'Our collective exuberance'; only permanent employees considered as FTEs (excluding contractual/temporary & consultant workers)			
<b>Disclosure 2-8 Workers who are not employees</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">Number of temporary employees (Head Count)</td> <td style="padding: 2px;">Male: Chennai = 16 Jaipur = 2</td> <td style="padding: 2px;">Female: Chennai = 13 Jaipur = 1</td> </tr> </table> <p>*Contractual/consultant workers Our temporary employees undertake work on a temporary or seasonal project or event. We do not apply non-guaranteed employee hours. The consultants and contractual workers' work for the stipulated employee working hours- 9 hours. Their numbers increased from 15 in FY 21-22 to 32 in FY 22-23 due to business and offices expansion.</p>	Number of temporary employees (Head Count)	Male: Chennai = 16 Jaipur = 2	Female: Chennai = 13 Jaipur = 1
Number of temporary employees (Head Count)	Male: Chennai = 16 Jaipur = 2	Female: Chennai = 13 Jaipur = 1		
<b>Disclosure 2-9 Governance structure and composition</b>	Refer 'Our Ethical Framework' and Annual Report			
<b>Disclosure 2-10 Nomination &amp; selection of the highest governance body</b>	Refer 'Our Ethical Framework' and Annual Report			

GRI Disclosures	Our Response
<b>Disclosure 2-11 Chair of the highest governance body</b>	Vivriti Capital Limited (VCL): Chairperson of the Board is an Independent Director, and not a senior executive.
<b>Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts</b>	Refer 'Our Ethical Framework'
<b>Disclosure 2-13 Delegation of responsibility for managing impacts</b>	Refer 'Our Ethical Framework'
<b>Disclosure 2-14 Role of the highest governance body in sustainability reporting</b>	Refer 'Our Ethical Framework'
<b>Disclosure 2-15 Conflicts of interest</b>	All the directors shall submit the Fit & Proper disclosure (which includes prevention and mitigation of conflicts of interest) at the time of appointment and thereafter on set intervals. All conflicts of interest are disclosed to the shareholders along with material terms, type of relationship and any interests. The concerned director cannot participate and vote in such discussions.
<b>Disclosure 2-16 Communication of critical concerns</b>	Refer 'Our Ethical Framework' and the Annual Report
<b>Disclosure 2-17 Collective knowledge of the highest governance body</b>	Refer the Annual Report
<b>Disclosure 2-18 Evaluation of the performance of the highest governance body</b>	Refer the Annual Report
<b>Disclosure 2-19 Remuneration policies</b>	Refer the Annual Report; also outlined in our Nomination & Remuneration Policy
<b>Disclosure 2-20 Process to determine remuneration</b>	Refer the Annual Report; also outlined in our Nomination & Remuneration Policy
<b>Disclosure 2-21 Annual total compensation ratio</b>	<ul style="list-style-type: none"> <li>- The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)= 12.9</li> <li>- The ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)= 9% : 15.9 %</li> <li>- Fixed and variable pay considered for all FTEs (excluded contractual/consultant employees)</li> <li>- Our MD &amp; Founder is the highest-paid individual</li> </ul>
<b>4. Strategy, policies and practices</b>	
<b>Disclosure 2-22 Statement on sustainable development strategy</b>	Refer 'Preamble'
<b>Disclosure 2-23 Policy commitments</b>	<p>Refer 'Our ethical framework - Environmental, Social &amp; Governance Policies'</p> <ul style="list-style-type: none"> <li>- Our Credit ESG Policy stipulates conducting due diligence for all our onboarding clients.</li> <li>- Our ESG commitments stipulate applying the precautionary principle through Vivriti's Do No Harm Statement in our ESG Policy.</li> <li>- Our Human Rights Statement/Policy covers some internationally recognized human rights like: <ul style="list-style-type: none"> <li>a. Zero tolerance towards all forms of discrimination and harassment</li> <li>b. No Forced or Bonded Labour</li> <li>c. Human Trafficking</li> <li>d. Health, Safety and Security</li> <li>e. Anti-Bribery and Anti-Corruption</li> <li>f. Data Privacy</li> <li>g. Ethical Employment Practices</li> <li>h. Workplace Diversity</li> </ul> </li> <li>- Refer our 'Human Rights Policy'</li> <li>- The categories of stakeholders (including at-risk or vulnerable groups) that we give attention to through our human rights commitment include our employees, women, children, and third-party employees.</li> <li>- Policy commitments are approved at the Board Level and apply across all our organization's activities and business relationships.</li> <li>- Policy commitments communicated through accessibility of the policy in the corporate website for interested employees, business partners, and other relevant parties. Internally communicated to our employees through monthly town halls, inductions, and trainings.</li> </ul>
<b>Disclosure 2-24 Embedding policy commitments</b>	Refer 'Our ethical framework'

GRI Disclosures	Our Response	GRI Disclosures	Our Response
<b>Disclosure 2-25 Processes to remediate negative impacts</b>	Refer 'Our ethical framework', 'Customer Grievance Redressal Mechanism' & 'Whistle Blower Policy'	<b>Disclosure 202-2 Proportion of senior management hired from the local community</b>	<ul style="list-style-type: none"> <li>- 100% Vivriti's employees are from local communities only.</li> <li>- 'Senior Management' includes Vice Presidents, Senior Vice Presidents, and Chief Executive Officers (VPs, SVPs &amp; CXOs).</li> <li>- 'Local' indicates individuals who were either born or who have the legal right to reside indefinitely (such as naturalized citizens or permanent visa holders) in India.</li> <li>- 'Significant locations of operations' cover the locations in which we currently have presence. This includes all our leased offices in Chennai, Mumbai, GIFT City (operational from July, 2022) and Jaipur (operational from 16 January, 2023) and co-working spaces in Bangalore (co-working space occupied from 15 August, 2022), Delhi (co-working space occupied from 1 January, 2023), and Hyderabad (co-working space occupied from 23 February, 2023).</li> </ul>
<b>Disclosure 2-26 Mechanisms for seeking advice and raising concerns</b>	Refer 'Our ethical framework', 'Customer Grievance Redressal Mechanism' & 'Whistle Blower Policy'	<b>GRI 203: Indirect Economic Impacts 2016</b>	
<b>Disclosure 2-27 Compliance with laws and regulations</b>	Refer 'Our ethical framework'	<b>Disclosure 203-1 Infrastructure investments and services supported</b>	<ul style="list-style-type: none"> <li>- We indirectly support 63 clients who deal in infrastructure investments and services in infrastructure, cement, construction services, pipes, equipment rental, works contract, and construction material.</li> <li>- We do not directly impact communities and local economies through our infrastructure and services investments. The positive impacts that such investments generate consist of employment opportunities, urban and rural development, and improved connectivity. The negative impacts may be largely related to environmental impact from resource extraction and consumption, supply chain pollution and emissions, and hazardous waste generation. The negative impacts on society may be related to illegal encroachments, and displacement of people and indigenous/vulnerable communities. However, through our exclusion list, ESG assessments and human rights statement, we exclude clients who have high negative impacts on society and environment.</li> <li>- These investments and services are commercial engagements.</li> </ul>
<b>Disclosure 2-28 Membership associations</b>	GIIN Fintech Association for Consumer Empowerment (FACE) Finance Industry Development Council (FIDC) Internet and Mobile Association of India Microfinance India Network (MFIN) Sa-dhan	<b>Disclosure 203-2 Significant indirect economic impacts</b>	Refer 'Looking Ahead', 'Our Chronicle' & 'Our Impact Stories'
<b>5. Stakeholder engagement</b>		<b>GRI 204 : Procurement Practices 2016</b>	
<b>Disclosure 2-29 Approach to stakeholder engagement</b>	Refer 'Materiality & Stakeholder Inclusion'	<b>Disclosure 204-1 Proportion of spending on local suppliers</b>	80-90% of our procurement budget is allocated to local suppliers (all office locations).
<b>GRI 3: Material Topics 2021</b>		<b>GRI 205: Anti-corruption 2016</b>	
<b>Disclosure 3-1 Process to determine material topics</b>	Refer 'Materiality & Stakeholder Inclusion'	<b>Disclosure 205-1 Operations assessed for risks related to corruption</b>	<ul style="list-style-type: none"> <li>- Refer 'Our ethical framework' and our 'Anti-bribery &amp; Anti-corruption Policy'</li> <li>- 100% of our operations are assessed for risks related to corruption</li> <li>- From our Money Laundering (ML) and Terrorist Financing (TF) Risk Assessment Report for FY23, the current list of clients identified as High Risk from Money Laundering (ML) and Terrorist Financing (TF) risk perspective = 0</li> </ul>
<b>Disclosure 3-2 List of material topics</b>		<b>Disclosure 205-2 Communication and training about anti-corruption policies and procedures</b>	<ul style="list-style-type: none"> <li>- Our Anti-corruption policies and procedures have been communicated to all (100%) of our governance body members, employees (both FTEs &amp; contractual/ consultants), &amp; business partners.</li> <li>- The Company organizes a yearly training on KYC and Anti-Money Laundering for all its employees &amp; governance body members covering the aspects of understanding money laundering, introduction to terrorist financing, stages involved, tools and techniques used by money launderers, compliance monitoring, risk-based approach, KYC and reporting requirements. The requisite training for FY23 was carried out in the month of December 2022 in form of e-learning modules covering the aforesaid scope and questionnaire.</li> </ul>
<b>Disclosure 3-3 Management of material topics</b>		<b>Disclosure 205-3 Confirmed incidents of corruption and actions taken</b>	<ul style="list-style-type: none"> <li>- Total number and nature of confirmed incidents of corruption = 0</li> <li>- Total number of confirmed incidents in which employees were dismissed or disciplined for corruption = 0</li> <li>- Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption = 0</li> <li>- Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption = 0</li> <li>- Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases = 0</li> </ul>
<b>GRI 201: Economic Performance 2016</b>		<b>GRI 206: Anti-competitive behaviour 2016</b>	
<b>Disclosure 201-1 Direct economic value generated and distributed</b>	Refer our 'Annual Report'	<b>Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>	None
<b>Disclosure 201-2 Financial implications and other risks and opportunities due to climate change</b>	Refer 'Our eco-accountability'		
<b>Disclosure 201-2 Financial implications and other risks and opportunities due to climate change</b>	Refer 'Our eco-accountability'		
<b>Disclosure 201-3 Defined benefit plan obligations and other retirement plans</b>	Refer 'Our collective exuberance'  Employees are covered under Employee Pension Schemes (EPS - part of Provident Fund) basis their eligibility. Vivriti as an employer deducts either 12% or a minimum of INR 1800 per month from the employee's salary and deposits the same in their Provident Fund Account. Vivriti matches the contribution upto 12%. Employees can reduce or increase the contribution made to PF by raising a request on the HRIS portal. For all such requests, the total fixed pay that has been committed to the employee remains unchanged. The company's contribution to the PF will reduce when the employee reduces their contribution.		
<b>Disclosure 201-4 Financial assistance received from government</b>	Refer our 'Annual Report'		
<b>GRI 202: Market Presence 2016</b>			
<b>Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage</b>	<ul style="list-style-type: none"> <li>- 1.1 : 1(Entry level wage of male employees : Entry level wage of female employees)</li> <li>- For consultants/contractual workers:</li> <li>- We verify their offer letter &amp; appointment letter to validate the compensation structure before the vendor releases candidate's offer letters.</li> <li>- Month-on-month verification of pay registers &amp; pay slips.</li> <li>- Common minimum wage is being used across genders.</li> </ul>		

GRI Disclosures	Our Response	GRI Disclosures	Our Response
<b>GRI 207: Tax 2019</b>			
<b>Disclosure 207-1 Approach to tax</b>	<ul style="list-style-type: none"> <li>- Refer our 'Annual Report'</li> <li>- We comply with the rules and regulations mentioned in the Income Tax Act, 1961. There is no framework that has been identified by the Government where there is a window for a company to prepare a tax policy internally. Also, we do not use tax havens and transfer pricing is not applicable to us considering our operations. Therefore, there is no requirement for us to have a tax strategy internally.</li> <li>- These are driven largely by local regulations around corporate taxation and also the applicable accounting standards based on which the books are drawn up.</li> <li>- By ensuring compliance, engaging in ethical tax planning, adopting responsible tax practices, and embracing transparency in reporting, organizations can effectively integrate tax into their overall sustainability framework.</li> <li>- We seek to comply with all the tax rules and regulations applicable. Wherever required, we take the advice of professional consultants in order to be compliant with local regulations around corporate taxation.</li> <li>- As per the local rules and regulations, books of accounts maintained by the organization shall be audited by independent professional firms and an audit report is issued. The report is submitted to tax authorities along with the annual tax returns.</li> <li>- Customer Grievance Redressal and Whistle Blower mechanisms are available for people to raise concerns on our organization's business conduct.</li> </ul>	<b>Disclosure 302-4 Reduction of energy consumption</b>	<p>Our offices are equipped with energy-efficient lighting (LEDs), electrical appliances (BEE star-rated air-conditioning units) and cooling. We have also subscribed for 100% green power/renewable energy consumption for our office units in Mumbai. In FY 22-23, we have two new offices in GIFT City and Jaipur, and added two floors in the Chennai office, due to which energy consumption has increased. We will consider FY 22-23 as the base year for our next reporting, as this year our data measurement and disclosure methodologies are wholly aligned with the GRI standards.</p>
<b>Disclosure 207-2 Tax governance, control, and risk management</b>		<b>GRI 303: Water &amp; Effluents 2018</b>	
<b>Disclosure 207-3 Stakeholder engagement and management of concerns related to tax</b>	<ul style="list-style-type: none"> <li>- Our approach to engage with tax authorities include seeking active real-time audits and seeking clearance for all significant transactions.</li> <li>- We collect and consider the views and concerns of our tax authorities from the active real-time audits conducted by them, and through the provision of clearance for all our transactions. The views and concerns of our tax authorities have influenced our approach to tax.</li> </ul>	<b>Disclosure 303-1 Interactions with water as a shared resource</b>	<p>As a financial institution, we do not have high dependence on water except for maintenance of employee facilities and amenities like tap water availability in washrooms, kitchen, and cafeterias. The grey and black water from the offices in the buildings where we are located drain into municipal drainage systems and are treated and managed by the municipalities. We do not cause any water-related impacts, and do not currently have any water-related goals and targets to manage water and effluents.</p>
<b>Disclosure 207-4 Country-by-country reporting</b>	<ul style="list-style-type: none"> <li>- The entities in the organization are domestic companies and are under the tax jurisdiction of India.</li> <li>- Refer our 'Annual Report'</li> </ul>	<b>Disclosure 303-2 Management of water discharge-related impacts</b>	<p>The grey and black water from the offices in the buildings where we are located drain into municipal drainage systems and are treated and managed by the municipalities. We do not cause any water-related impacts, and do not currently have any water-related goals and targets to manage water and effluents.</p>
<b>GRI 301: Materials 2016</b>	We are a financial institution and our products and services do not depend on the extraction and use of raw materials, manufacturing of goods or parts, and materials for packaging purposes.	<b>Disclosure 303-3 Water withdrawal</b>	<p>The municipalities in each of our office locations cater to our water supply demand. Hence, we do not directly withdraw water from any sources.</p>
<b>GRI 302: Energy 2016</b>		<b>Disclosure 303-4 Water discharge</b>	<p>As a financial institution, we do not have high dependence on water except for maintenance of employee facilities and amenities like tap water availability in washrooms, kitchen, and cafeterias. The municipalities in each of our office locations cater to our water supply demand, and water discharged in sewage systems. We do not measure water discharge due to its limited usage in our operations.</p>
<b>Disclosure 302-1 Energy consumption within the organization</b>	<ul style="list-style-type: none"> <li>- No fuel consumption: We do not own and control any boilers, furnaces, heaters, turbines, flares, incinerators, generators, and vehicles. Since we do not use any fuels for combustion purposes, our total fuel consumption within the organization from non-renewable and renewable sources is 0.</li> <li>- Electricity consumption (in watt-hours) = 229650971</li> <li>- Heating consumption: Not applicable to our office locations that only depend on cooling</li> <li>- Cooling consumption (in watt-hours) = 255203790</li> <li>- Steam consumption: Not applicable to our office locations that only depend on cooling.</li> <li>- We do not have on-site electricity generation. Since our energy is not self-generated, we do not sell energy for electricity, heating, cooling or steaming purposes.</li> <li>- Total energy consumption within the organization, in joules or multiples = 1746000 mega joules</li> <li>- Electricity consumption calculated from the monthly electricity consumption data of offices in Mumbai, Chennai, GIFT City and Jaipur.</li> <li>- Cooling consumption calculated from the monthly HVAC energy consumption data of only Mumbai and Chennai offices, as they use central air-conditioning system and receive monthly HVAC energy consumption data. The offices in GIFT City and Jaipur use split air-conditioning system, the energy consumption of which is considered in the electricity consumption of the offices.</li> </ul>	<b>Disclosure 303-5 Water consumption</b>	<p>Refer 'Our Eco-Accountability'</p> <ul style="list-style-type: none"> <li>- Total water consumption from all areas in megaliters = 661</li> <li>- Our offices have full-time water availability access and the areas in which they are located are not water-stressed.</li> <li>- Our offices are leased and its water usage and demand depend upon the building's water supply and storage (in which we are located). We do not have control over the building's water storage.</li> </ul>
<b>Disclosure 302-2 Energy consumption outside of the organization</b>	As a financial institution, our reporting scope for energy consumption is relevant only to within our operations. Hence, energy consumption outside our organization is 0.	<b>GRI 305: Emissions 2016</b>	
<b>Disclosure 302-3 Energy intensity</b>	<ul style="list-style-type: none"> <li>- Energy intensity ratio for the organization (Absolute energy consumption/FTEs) = 1.71</li> <li>- Only electricity and cooling energy consumption considered</li> </ul>	<b>Disclosure 305-1 Direct (Scope 1) GHG emissions</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 305-2 Energy indirect (Scope 2) GHG emissions</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 305-3 Other indirect (Scope 3) GHG emissions</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 305-4 GHG emissions intensity</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 305-5 Reduction of GHG emissions</b>	FY 22-23 will be considered as a base year for our next reporting, as this year our data measurement and disclosure methodologies are wholly and better aligned with all the GRI standards.
		<b>GRI 306: Waste 2020</b>	
		<b>Disclosure 306-1 Waste generation and significant waste-related impacts</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 306-2 Management of significant waste-related impacts</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 306-3 Waste generated</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 306-4 Waste diverted from disposal</b>	Refer 'Our Eco-Accountability'
		<b>Disclosure 306-5 Waste directed to disposal</b>	Refer 'Our Eco-Accountability'

GRI Disclosures	Our Response	GRI Disclosures	Our Response																											
<b>GRI 308: Supplier Environmental Assessment 2016</b>		<b>Disclosure 403-3 Occupational health services</b>	<ul style="list-style-type: none"> <li>- Develop, implement, and manage a system of accountability for health, safety and environment roles and responsibilities at all levels of the company.</li> <li>- Strong commitment on HSE across all levels of the company. Our offices have the necessary health and safety provisions, and our business activities do not constitute exposure to safety hazards and risks.</li> <li>- All our offices are in buildings that have mandatory fire safety provisions. Our offices are equipped with fire extinguishers, fire alarms, and sprinklers.</li> <li>- We conduct regular fire safety drills for our employees and have recognized fire safety officers.</li> <li>- Leave policies: Refer 'Our collective exuberance'</li> </ul>																											
<b>Disclosure 308-1 New suppliers that were screened using environmental criteria</b>	100% as our Vendor Code of Conduct and Vendor Management Policy applies to all our vendors and suppliers which include compliance with environmental criteria. Refer our 'Vendor Code of Conduct Policy' and 'Vendor Management Policy'.	<b>Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety</b>	<ul style="list-style-type: none"> <li>- We have an active front desk that responds to health and safety emergencies, and Health and Safety officers who act promptly. Sick employees are encouraged to take sick leaves and recuperate.</li> <li>- The HR and ESG teams organize health and fitness programs for all employees. The Admin Team organizes safety programs like fire safety mock drills and communicates relevant information on occupational health and safety through emails. We do not have a formal joint management-worker health and safety committees. Our Admin Head oversees the health and safety procedures' implementation.</li> </ul>																											
<b>Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken</b>	0% as our stringent screening on the social and environmental criteria as outlined in our Vendor Code of Conduct ensures we do not shortlist suppliers that have significant actual and potential negative environmental impacts.	<b>Disclosure 403-5 Worker training on occupational health and safety</b>	The buildings in which our offices are located conduct frequent fire safety evacuation mock drills which are mandatory for all building occupants to attend. We ensure full employee participation from our employees. In FY 22-23, fire safety mock drills were conducted in our Mumbai and Chennai office. Refer 'Our collective exuberance'																											
<b>GRI 401: Employment 2016</b>		<b>Disclosure 403-6 Promotion of worker health</b>	Refer 'Our collective exuberance'																											
<b>Disclosure 401-1 New employee hires and employee turnover</b>	<p>Total number of new employee hires = 174  <b>Gender</b>  Female = 59; Male = 115  <b>Age-group</b>  &lt;30 years = 95  30-50 years = 79  &gt;50 years = 0  <b>Management Level</b>  Senior Management (VPs and Above) = 10  Mid Management (AVPs and DVPs) = 10  Junior Management (Rest) = 3  Total employee turnover rate = 12.8%</p> <p><b>Gender</b>  Female = 5.2%; Male = 7.6%  <b>Age-group</b>  &lt;30 years = 4.7%  30-50 years = 8.1%  &gt;50 years = 0%  <b>Management Level</b>  Senior Management (VPs and Above) = 1.7%  Mid Management (AVPs and DVPs) = 1.7%  Junior Management (Rest) = 0%  Voluntary employee turnover rate = 12.8%</p>	<b>Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>	Refer responses to Disclosure 403-1 to 403-5 and 'Our collective exuberance'																											
<b>Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	Refer 'Our collective exuberance'	<b>Disclosure 403-8 Workers covered by an occupational health and safety management system</b>	Currently all the OH&S requirements are undertaken by the ESG, HR and Admin teams. We plan to implement the OH&S management system in the future. Our HSE Policy and health and safety provisions except apply to all our employees (both FTEs & contractual/consultant employees).																											
<b>Disclosure 401-3 Parental leave</b>	Refer 'Our collective exuberance' In FY 22-23, all our employees were entitled to parental leave. The leave was availed by 1 female employee and 10 male employees, out of which 9 male employees returned to work after the leave ended while the female employee did not. 1 employee out of the 9 male employees who returned to work has not served 12 months of employment, while the 8 have. Therefore, the return-to-work rate for male employees is 100% while for female employees is 0%, and the retention rate for male employees is 1.67%, while for female employees is 0%.	<b>Disclosure 403-9 Work-related injuries</b>	Work-related injuries = 0 (for all FTEs & contractual/consultant workers) As a financial institution, our workplaces and operations are free from hazards and safety risks.																											
<b>GRI 403: Occupational Health &amp; Safety 2018</b>		<b>Disclosure 403-10 Work-related ill health</b>	Employee health & wellbeing are highly prioritized in Vivriti. We have a HSE Policy that applies to all our workforce, and our office spaces have been ergonomically designed to promote employee health & wellness through proper air-conditioning, ventilation, indoor plants, and natural daylighting. There is also provision of healthy lunch & snacks for all employees and first-aid kit for any medical emergencies. Absentee Rate: VCL = No loss of pay leaves VAM = 21.77%																											
<b>Disclosure 403-1 Occupational health and safety management system</b>	Refer 'Our collective exuberance' Health and safety of our employees is of priority concern to Vivriti. Currently all the OH&S requirements are undertaken by the ESG, HR and Admin teams. We plan to implement the OH&S management system in the future. However, we have implemented various policies, plans & procedures to address HSES risks. All our offices are in buildings that have mandatory safety provisions. Our offices are equipped with fire safety features: fire extinguishers, fire alarms, and sprinklers. We conduct regular fire safety drills for our employees and have recognised fire safety officers.	<b>GRI 404: Training &amp; Education 2016</b>	Refer 'Our collective exuberance'																											
<b>Disclosure 403-2 Hazard identification, risk assessment, and incident investigation</b>	Our business activities do not constitute exposure to safety hazards and risks. Our offices have the necessary health and safety provisions and are in buildings that have safety ensured in its design: fire safety staircase, emergency exits, and office areas that have necessary safety provisions and are designed ergonomically for employee comfort and wellbeing.	<table border="1"> <thead> <tr> <th>Training</th> <th>Age Group Count</th> <th>Gender</th> <th>Management Level</th> </tr> </thead> <tbody> <tr> <td>Classroom training on NCD &amp; Securitization</td> <td>20 to 30 - 10 31 to 40 - 29 41 to 50 - 6</td> <td>Male - 35 Female - 10</td> <td>Tier 1 - 9 Tier 2 - 26 Tier 3 - 10</td> </tr> <tr> <td>POSH Employee Awareness Workshop</td> <td>20 to 30 - 121 31 to 40 - 69 41 to 50 - 11</td> <td>Male - 134 Female - 67</td> <td>Tier 1 - 13 Tier 2 - 53 Tier 3 - 135</td> </tr> <tr> <td>KYC &amp; AML Training</td> <td>20 to 30 - 104 31 to 40 - 103 41 to 50 - 22</td> <td>Male - 150 Female - 69</td> <td>Tier 1 - 20 Tier 2 - 70 Tier 3 - 129</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Training</th> <th>Attendance</th> </tr> </thead> <tbody> <tr> <td>Information Security and Privacy Annual Refresher Session</td> <td>85% Employees (All Offices)</td> </tr> <tr> <td>KYC &amp; AML Training</td> <td>77% Employees</td> </tr> <tr> <td>Sector Level Interactions</td> <td>Risk, Credit, Business, ESG Teams</td> </tr> <tr> <td>Product Trainings</td> <td>Risk, Credit, Business Teams</td> </tr> <tr> <td>ESG Trainings</td> <td>Risk, Credit, Business, Funds Teams</td> </tr> </tbody> </table>	Training	Age Group Count	Gender	Management Level	Classroom training on NCD & Securitization	20 to 30 - 10 31 to 40 - 29 41 to 50 - 6	Male - 35 Female - 10	Tier 1 - 9 Tier 2 - 26 Tier 3 - 10	POSH Employee Awareness Workshop	20 to 30 - 121 31 to 40 - 69 41 to 50 - 11	Male - 134 Female - 67	Tier 1 - 13 Tier 2 - 53 Tier 3 - 135	KYC & AML Training	20 to 30 - 104 31 to 40 - 103 41 to 50 - 22	Male - 150 Female - 69	Tier 1 - 20 Tier 2 - 70 Tier 3 - 129	Training	Attendance	Information Security and Privacy Annual Refresher Session	85% Employees (All Offices)	KYC & AML Training	77% Employees	Sector Level Interactions	Risk, Credit, Business, ESG Teams	Product Trainings	Risk, Credit, Business Teams	ESG Trainings	Risk, Credit, Business, Funds Teams
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GRI Disclosures	Our Response																		
<b>Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs</b>	Refer 'Our collective exuberance'																		
<b>Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews</b>	Refer 'Our collective exuberance'																		
<b>GRI 405: Diversity &amp; Equal Opportunity 2016</b>																			
<b>Disclosure 405-1 Diversity of governance bodies and employees</b>	<p>Refer 'Our collective exuberance' &amp; 'Our ethical framework'</p> <table border="1"> <thead> <tr> <th colspan="2">Board</th> </tr> </thead> <tbody> <tr> <td>Diversity of Governance body</td> <td>FY 22-23</td> </tr> <tr> <td><b>Gender</b></td> <td></td> </tr> <tr> <td>Male</td> <td>VCPL - 78%; VAM - 86 %</td> </tr> <tr> <td>Female</td> <td>VCPL - 22%; VAM - 14%</td> </tr> <tr> <td><b>Age Group</b></td> <td></td> </tr> <tr> <td>&lt; 30 Years</td> <td>0</td> </tr> <tr> <td>30 - 50 Years</td> <td>VCPL - 56%; VAM - 57 %</td> </tr> <tr> <td>&gt;50 Years</td> <td>VCPL - 44%; VAM - 43%</td> </tr> </tbody> </table>	Board		Diversity of Governance body	FY 22-23	<b>Gender</b>		Male	VCPL - 78%; VAM - 86 %	Female	VCPL - 22%; VAM - 14%	<b>Age Group</b>		< 30 Years	0	30 - 50 Years	VCPL - 56%; VAM - 57 %	>50 Years	VCPL - 44%; VAM - 43%
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<b>Disclosure 405-2 Ratio of basic salary and remuneration of women to men</b>	31.48%																		
<b>GRI 406: Non-discrimination 2016</b>																			
<b>Disclosure 406-1 Incidents of discrimination and corrective actions taken</b>	<p>Refer 'Our ethical framework' &amp; our 'Policy on Prevention of Sexual Harassment (POSH) Policy'</p> <p>We have a POSH policy and ensure our workplace has zero tolerance to any forms of discrimination. Strict disciplinary action is taken through the POSH escalation and grievance redressal process.</p>																		
<b>GRI 408: Child Labor 2016</b>																			
<b>Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor</b>	<p>Refer our 'Human Rights Statement Policy'</p> <p>Our Human Rights Statement/Policy, ESG Policy and Vendor Code of Conduct Policy applies to our operations and suppliers as well and prohibits any forms of child labour. We do not associate in/with supplier who use any forms of child labour. Our exclusion list and client screening applied in our ESG assessments excludes sectors that involve hazardous work.</p>																		
<b>GRI 409: Forced or Compulsory Labor 2016</b>																			
<b>Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>	<p>Refer our 'Human Rights Statement Policy'</p> <p>Our Human Rights Statement/Policy, ESG Policy and Vendor Code of Conduct Policy applies to our operations and suppliers as well and prohibits any forms of forced or compulsory labor. We do not associate in/with supplier who use any forms of forced or compulsory labor.</p>																		
<b>GRI 410: Security Practices 2016</b>																			
<b>Disclosure 410-1 Security personnel trained in human rights policies or procedures</b>	None																		
<b>GRI 411: Rights of Indigenous People 2016</b>																			
<b>Disclosure 411-1 Incidents of violations involving rights of indigenous peoples</b>	<p>Refer our ESG Policy, Human Rights Statement and Vendor Code of Conduct Policy.</p> <p>Our operations and that of our suppliers are governed by our Human Rights Policy, Vendor Code of Conduct Policy and our ESG screening and exclusion list. We do not associate with/in sectors that negatively impact the society and environment.</p>																		

GRI Disclosures	Our Response	
<b>GRI 413: Local Communities 2016</b>		
<b>Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs</b>	Refer 'Catalysing Positive Shifts' & 'Materiality & Stakeholder Inclusion'	
<b>Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities</b>	<p>0</p> <p>Our business operations do not directly impact local communities. As a financial institution in the business of lending and investing, we lend and invest in avenues that are sustainable and have positive impact on local communities. Our CSR projects focus on community development. We also have customer grievance redressal mechanism to address any matter pertaining to business practices and our products &amp; service.</p>	
<b>GRI 414: Supplier Social Assessment 2016</b>		
<b>Disclosure 414-1 New suppliers that were screened using social criteria</b>	100% as our Vendor Code of Conduct and Vendor Management Policy applies to all our vendors and suppliers which include compliance with social criteria. Refer our 'Vendor Code of Conduct Policy' and 'Vendor Management Policy'.	
<b>Disclosure 414-2 Negative social impacts in the supply chain and actions taken</b>	0% as our stringent screening on the social and environmental criteria as outlined in our Vendor Code of Conduct ensures we do not shortlist suppliers that have significant actual and potential negative social impacts.	
<b>Disclosure 415-1 Political contributions</b>	Refer our 'Anti-bribery & Anti-corruption Policy'	
<b>GRI 417: Marketing &amp; Labeling 2016</b>		
<b>Disclosure 417-1 Requirements for product and service information and labeling</b>	As a financial institution, all our marketed products and services comply with regulatory, legal & standard requirements. As our products & services are financial in nature, hence we adhere to transparent and relevant information disclosure to help customers make informed purchasing choices.	
<b>Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling</b>	<p>Incidents of non-compliance concerning product and service information and labeling = 0</p> <p>Incidents of non-compliance with regulations resulting in a fine or penalty = 0</p> <p>Incidents of non-compliance with regulations resulting in a warning = 0</p> <p>Incidents of non-compliance with voluntary codes = 0</p>	
<b>Disclosure 417-3 Incidents of non-compliance concerning marketing communications</b>		
<b>GRI 418: Customer Privacy 2016</b>		
<b>Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	Refer 'Our eco-accountability'	
GRI Disclosures	Our Response	Reason for Omission
<b>Disclosure 2-30 Collective bargaining agreements</b>	Not Applicable	We do not apply collective bargaining agreements
<b>Disclosure 302-5 Reductions in energy requirements of products and services</b>	Not Applicable	We are a financial institution and our products and services do not depend on the extraction and use of raw materials, manufacturing of goods or parts, and materials for packaging purposes. Hence, not applicable.
<b>GRI 304: Biodiversity 2016</b>	Not Applicable	As a financial institution, our offices are located in urban regions and cities that are far from protected areas and areas that have the presence of high biodiversity. We do not have operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. Therefore, our activities, products and services do not have any impacts on biodiversity.
<b>Disclosure 305-6 Emissions of ozone-depleting substances (ODS)</b>	Not Applicable	Air-conditioning systems are under the control of the building's facilities & maintenance team.
<b>Disclosure 305-7 Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant</b>	Not Applicable	We are a financial institution and do not fall under air polluting sectors.
<b>Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</b>	Not Applicable	Please refer our 'Corporate Governance Policy'. We do not participate in lobbying activities and have no trade association memberships.
<b>GRI 416: Customer Health &amp; Safety 2016</b>	Not Applicable	As a financial institution, our product and service offerings do not have health & safety impacts that impact our customers. Moreover, our service & product offerings focus on the better health, safety & wellbeing.

## Assurance Statement

To

**The Board of Directors and Management**

**Vivriti Capital Limited (formerly known as Vivriti Capital Private Limited)**

**Prestige Zackria Metropolitan,  
No.200/1-8, 2nd Floor, Block 1,  
Anna Salai, Chennai 600002**

**Independent Assurance Statement on 'Beyond Inclusion' – Vivriti Group's Sustainability Report for FY 2022-23**

### Introduction and objective of the engagement

Vivriti Capital Limited, formerly known as Vivriti Capital Private Limited ('Vivriti' or the 'Company') has developed Vivriti Group's second Sustainability Report for FY 2022-23 in accordance with the GRI Standards 2021 (the 'Report'), demonstrating its commitment towards ESG.

BDO India LLP (BDO) was engaged by the Company to provide independent assurance on its non-financial disclosures in the Report that includes the Company's sustainability performance for the period 1st April 2022 to 31st March 2023.

### Respective responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

BDO's responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the 'Scope of assurance and methodology' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

### Assurance standard

The assurance process was conducted in line with the requirements of the AA1000 AS v3 (2020) Type 2 assurance<sup>1</sup>. We applied a moderate<sup>2</sup> level of assurance.

### Scope of assurance and methodology

The scope of assurance engagement was limited to review of the following non-financial data and information in the Report, pertaining to the Company's performance for the period 1st April 2022 to 31st March 2023:

- Stakeholder consultation and materiality analysis;
- Governance structure and Board composition;
- Select Environmental data (indirect energy consumption, Scope 1 and Scope 2 GHG emissions, waste disposal and water use);
- Select Social data (CSR strategies, activities and impact and absentee rates);
- Select Human Resources data (awards, inclusion & diversity of employees, new hires, trainings, and employee well-being & safety ).

We conducted review and verification of data collection, collation and calculation methodologies and general review of the logic of inclusion/ omission of relevant information/ data in the Report. Our review was limited to:

- Evaluating the appropriateness of the quantification methods used to arrive at the non-financial disclosures presented in the Report;
- Review of consistency of data/information within the report as well as between the report and the source;
- Review of Stakeholder consultation and materiality;
- Execution of an audit trail of claims and data streams, on selective basis, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of non-financial data collection and management procedures;
- Verification of non-financial/sustainability performance data, on sample basis, based on our professional judgement, conducted through remote audits with select offices using web-enabled tools.

<sup>1</sup> Type 2 Assurance: an engagement in which the assurance provider gives findings and conclusions on the principles of Inclusivity, Materiality, Impact and Responsiveness, and verifies the reliability of specified sustainability performance information AA1000ASv3 (2020) Standard.

<sup>2</sup> A moderate level of assurance as per AA1000AS v3 (2020) Standard is commensurate with "limited" assurance as defined in the International Standard on Assurance Engagements (ISAE) 3000

## Assurance Statement

### Limitations of our engagement

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2022 to 31st March 2023);
- Review of the 'economic and/or financial performance indicators' included in the Report which, we have been informed by the Company, are derived from the Company's audited financial records;
- The Company's statements and claims related to any topics other than those listed in the 'Scope of assurance and methodology';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's statements and claims related to any topics listed in 'Our Impact Stories'.

*As agreed with the Company, data assurance was done through remote assessments using appropriate web-enabled tools. We did not conduct physical verification at offices of the Company. Audit trails and review were conducted through remote discussion with officials of the Company, and gathering of evidence on sample basis.*

### Our observations

For this second report, the Company has made considerable efforts towards consistency of data and should continue to improve robustness of its data management systems. Specific focus could be applied to expand the number of categories under Scope 3 emissions as applicable.

### Our conclusion

Based on the scope of our review, our conclusions are outlined below:

**Inclusiveness:** We are not aware of any matter that would lead us to conclude that the Company has not applied the principle of inclusivity in engaging with key stakeholder groups. The Company disclosed its stakeholder engagement approach and activities in the Report.

**Materiality:** We noted that the Company has listed the material topics in the Report. Nothing has come to our attention that causes us to believe that any material topic has been excluded from the Report of the Company.

**Responsiveness:** We are not aware of any matter that would lead us to believe that the Company has not applied the responsiveness principle for dealing with the relevant stakeholders covering its non-financial performance.

**Impact:** We are not aware of any matter that would lead us to believe that the Company does not monitor and measure, and is not accountable for, the impact on their stakeholders.

### Our assurance team and independence

BDO India LLP is a professional services firm providing services in Advisory, Assurance, Tax and Business Services, to both domestic and international organisations across industry sectors. Our non-financial assurance practitioners for this engagement is drawn from a dedicated Sustainability and ESG Team in the organisation. This team comprises of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems and processes across sectors and geographies. As an assurance provider, BDO India LLP is required to comply with the independence requirements set out in International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For BDO India LLP

**Dipankar Ghosh**

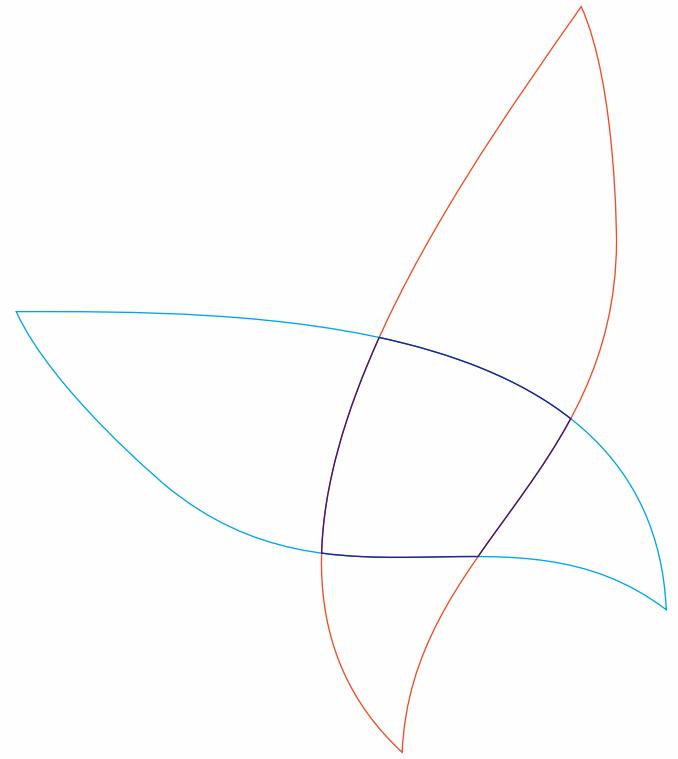
Partner & Leader | Sustainability & ESG  
Business Advisory Services

Gurugram, Haryana  
31st July 2023



## LIST OF ABBREVIATIONS

AMC	Asset Management Company	NBFC	Non-Banking Financial Company
C&I	Commercial and Industrial	RBI	Reserve Bank of India
CSR	Corporate Social Responsibility	SEBI	Securities and Exchange Board of India
DE&I	Diversity, Equity & Inclusion	BRR/BRSR	Business Responsibility & Sustainability Report
ESOP	Employee Stock Ownership Plan	EVs	Electric Vehicles
DFIs	Development Financial Institutions	UN SDGs	United Nations Sustainable Development Goals
ESG	Environmental, Social and Governance	TCFD	Task Force on Climate Related Financial Disclosures
POSH	Prevention of Sexual Harassment	IoUT	Internet-of-Underwater-Things
KYC & AML	Know Your Customer & Anti-money Laundering	CEA	Central Electricity Authority
TF	Terrorist Financing	EPA	Energy Policy Act
VSAM	Vivriti Sustainability Assessment Model	CAM	Common Area Maintenance charges
FPOs	Farmer Producer Organisations	FTEs	Full-time employees
GRI	Global Reporting Initiative	RBA	Risk Based Approach
MFIs	Microfinance/Microfinance Institution	UPSI	Unpublished Price Sensitive Information
MSMEs	Micro, Small and Medium Enterprises	SDLC	Software Development Life Cycle
SMEs	Small and Medium Enterprises	PIMS	Privacy Information Management System
DD	Due-diligence	ISMS	Information Security Management System
PE	Private Equity	BCMS	Business Continuity Management System
PTC	Pass Through Certificate	VAM	Vivriti Asset Management Private Limited
EWS	Early Warning System	VCL	Vivriti Capital Limited
qoq	Quarter-on-quarter	VPL	Vivriti Premier League



VIVRITI  
CAPITAL



Vivriti Asset  
Management

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