



**SUSTAINBILTY
OVERVIEW**

A MESSAGE FROM OUR ESG COUNCIL CHAIRPERSON

Last year, I was entrusted with the responsibility of ensuring our ESG efforts are monitored and executed efficiently across the Edelweiss Group. This is a role I take very seriously, and one that also aligns to my role as the CEO of our philanthropic initiative, EdelGive Foundation. I understand that many companies our stature do not have a sustainability report, let alone a director on the board tasked with this responsibility. This report is thus our attempt to set a positive example in the industry and showcase our collective conviction to invest in our stakeholders, our community, and our environment.



Edelweiss Group's journey as a leader in the financial services sector is driven by ideas on one hand and values on the other. A large part of the values we support are guided by our commitment to do our best for ourselves, our employees, our customers and society at large. ESG is therefore an extension of this commitment and showcases our resolve to include sustainability within all areas of our operations.

Today, we find ourselves in the middle of a global pandemic, one that has already had catastrophic impact on communities and economies across the world. In the current backdrop, the definition of a sustainable organisation has also changed. The on-going battle to limit the spread and impact of Covid-19, has made it even more important for organisations to define and adhere to social and environmental commitments. We must therefore be resilient, adaptable and accepting of innovative ways of operating, enhancing our use of technology to the fullest. Our Sustainability report and the value of sustainability we uphold, has taken on a deeper meaning this year, one which I hope will come through from this report.

This is the first issue of our Sustainability Report, since I have taken responsibility and I feel humbled to share some of the key parameters of the detailed process we have undertaken, with you:

- Our comprehensive Sustainability Report is an **entirely organic report** co-created by the team at Edelweiss, who are directly responsible for our achievements in ESG.
- The report focuses on the **SDG framework that has been voluntarily adopted**. We continue to monitor our achievements against 9 of the 17 SDGs we are aligned with. These have been selected with a fierce conviction as they were the most important for us to address, without spreading ourselves too thin, rather focussing on a few achievable goals.
- We have also **committed to getting our sustainability report assured externally in 2 years**. The team at Edelweiss is putting in place the processes required to ensure external scrutiny as well as internal oversight at the Board level.
- We are firm believers in the concept of 'What cannot be measured cannot be managed', and hence, a process of benchmarking with global reporting standards was undertaken. These benchmarks reflect our seriousness of purpose and our ambition to measure ourselves, year

on year, on our targets. **We have chosen more than 50 GRI standards which are globally recognised indicators of progress, to report our activities.**

- As part of our efforts to institutionalise this process, we have also put together **an ESG Council of senior Edelweiss leaders**, responsible for meeting our goals in a thoughtful way. ESG was always part of our thinking and doing and I am certain that the Council will make it part of our being.

Even with the new challenges before us, we stand strong in our resolve to operate within the highest levels of governance, supporting societal growth and conserving our natural resources. Through this journey, we are fortunate to have been associated with partners, customers and employees who have stood by us and supported our decisions along the way.

We thank you for your support and hope to continue to live up to the high level of standards that you hold us to.

Warm Regards,

Vidya Shah

Chairperson, ESG Council, Edelweiss Group
CEO, EdelGive Foundation

CONFERRED WITH THE NATIONAL CSR AWARD 2019

Edelweiss Financial Services Limited was awarded the National CSR Award for Excellence in Corporate Social Responsibility by the Ministry of Corporate Affairs. Our Chairman and CEO, Rashesh Shah and EdelGive Foundation's CEO, Vidya Shah, received the award from the Honourable President of India, Shri. Ram Nath Kovind. Edelweiss was recognised for the work done by EdelGive Foundation towards building an inclusive society, by supporting key priority areas – Education, Women Empowerment and Livelihoods.

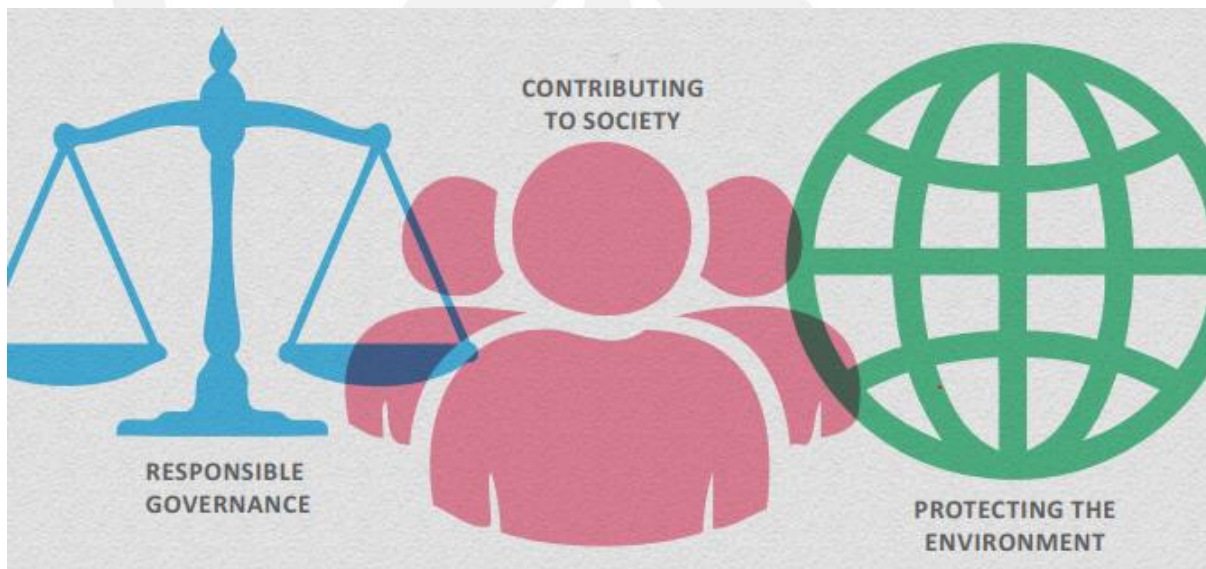


SUSTAINABILITY OVERVIEW

Edelweiss Group has always been at the forefront of sustainable growth, both for its diverse stakeholders and for society at large. Our [13 guiding principles](#), determine the values we hold dear, govern all decision making and set the tone for the culture within which we operate and conduct ourselves. This report is an extension of these values and our commitment to look beyond our own growth, towards addressing larger environmental, societal and governance (ESG) challenges.

ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS FRAMEWORK

The United Nations Sustainable Development Goals (SDGs) are the blueprint to achieve a better and more sustainable future for all. 2020 marks the start of the Decade of Action. We are early adopters of the SDGs and have voluntarily committed to uphold them across our operations. We align with 9 of the 17 SDGs and continue to monitor our progress and the impact we create for our multiple stakeholders across different focus areas. As one of India's leading diversified financial services company, Edelweiss has always been on the forefront of sustainable growth, both for its diverse stakeholders and for society at large.



MAPPING OF SDGs TO OUR STAKEHOLDERS AND KEY FOCUS AREAS

Sustainable Development Goals	ESG Areas	Stakeholders impacted / Operating environment	Key Areas of Focus
	Responsible Governance	<ul style="list-style-type: none"> Regulators Investors Customers Employees 	<ul style="list-style-type: none"> Developing effective, accountable and transparent institutions Responsive, inclusive, participatory and representative decision making Promote a culture of compliance with the highest standards of integrity
	Contribution to Society	<ul style="list-style-type: none"> Society Employees 	<ul style="list-style-type: none"> Ending discrimination and violence against women Promoting women empowerment Equal access to economic resources and equal opportunities for leadership
		<ul style="list-style-type: none"> Employees Society Economy 	<ul style="list-style-type: none"> Creating a safe and healthy working environment and enhancing efficiency and productivity Supporting job creation Promoting entrepreneurship, and encouraging growth of SMEs Contribution to economy by financing Real Estate infrastructure and affordable housing
		<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Providing health-care facilities to employees Encouraging healthy lifestyles Supporting reproductive rights
		<ul style="list-style-type: none"> Society 	<ul style="list-style-type: none"> Ensuring access to quality early-childhood and primary education Supporting development of education infrastructure and teaching capabilities
		<ul style="list-style-type: none"> Society 	<ul style="list-style-type: none"> Supporting women to get access to rights and entitlements Ensure equal opportunities and reduce inequalities
		Protecting the Environment	<ul style="list-style-type: none"> Environment Society
	<ul style="list-style-type: none"> Environment 		<ul style="list-style-type: none"> Increasing the share of renewable energy in energy consumption Improving energy efficiency
	<ul style="list-style-type: none"> Environment 		<ul style="list-style-type: none"> Using natural resources efficiently Environmentally sound management of waste and limiting waste generation Reducing release of emissions and GHGs

OUR STAKEHOLDERS AND OPERATING ENVIRONMENT

At Edelweiss, we view sustainability as an extension of our operating structures, ensuring sustainable practices are adopted across business functions. We engage with diverse stakeholders to understand their key requirements and concerns. Our aim is to address their needs by instituting appropriate systems, processes and strategies across the Group, delivering high value to them.

Key Stakeholder / Areas of Impact	Material Topics	Our Objectives	SDG Mapping
Regulators	<ul style="list-style-type: none"> Corporate Governance Compliance Ethical and transparent practices 	<ul style="list-style-type: none"> Adhering to the highest standards of corporate governance practices and ethical behavior Creating a safe and reliable financial services eco system through policy advocacy 	
Customers	<ul style="list-style-type: none"> Satisfactory services Multiple channels Responsiveness Data Privacy & Security 	<ul style="list-style-type: none"> Ensuring consistent, high-quality customer experience by creating a customer centric culture focused on their needs 	
Investors	<ul style="list-style-type: none"> Shareholder Value Financial performance Corporate Governance Compliance Risk Management Disclosures & Transparency 	<ul style="list-style-type: none"> Protecting and increasing shareholder value and focusing on sustainable growth and profitability 	
Employees	<ul style="list-style-type: none"> Enriching Career Learning, Development & Training Health & Wellness Benefits 	<ul style="list-style-type: none"> Enabling employees to thrive, be respected, and valued, achieving their full potential Providing a safe and enabling environment with a focus on employee well-being 	
Society	<ul style="list-style-type: none"> Women empowerment Gender equality Education Livelihoods Rural Development 	<ul style="list-style-type: none"> Enabling sustainable and equitable development 	
Economy	<ul style="list-style-type: none"> Promotion of SMEs Civic Infrastructure and Housing 	<ul style="list-style-type: none"> Contribute to the national agenda by supporting small businesses, financially empowering enterprises, and individuals and developing housing infrastructure 	
Environment	<ul style="list-style-type: none"> Responsible consumption Waste and emissions Efficient use of natural resources 	<ul style="list-style-type: none"> Minimizing adverse environmental impacts 	



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