

March 24, 2023

National Stock Exchange of India Ltd.
Exchange Plaza, 5th floor
Plot No. C/1, G Block
Bandra-Kurla Complex
Bandra (East), Mumbai 400 051

Listing Department
BSE Limited
P J Towers
Dalal Street
Mumbai 400 001

Dear Sirs,

Sub.: Annual Report including the Notice of 36th Annual General Meeting

Kindly be informed that the 36th Annual General Meeting of the Company (“AGM”) will be held on Tuesday, April 18, 2023 at 3.30 p.m. IST, through Video Conferencing (VC) and/or Other Audio Visual Means (OAVM) in accordance with the relevant circulars issued by Ministry of Corporate Affairs.

Please find enclosed herewith Annual Report of the Company for the financial year ended December 31, 2022 including the Notice of the 36th AGM.

The Notice of the 36th AGM and the Annual Report are also being uploaded on the website of the Company at www.crisil.com.

In addition to including a Business Responsibility and Sustainability Report as part of its Annual Report, CRISIL has published a ESG report for 2022 which is available on the Company’s website at www.crisil.com and has been sent to members by email. Hence, a copy of the ESG report for 2022 is enclosed herewith.

Kindly acknowledge receipt and inform your members accordingly. In case of queries, you may send an email to investors@crisil.com or call on +91-22-33423595.

Yours faithfully,
For CRISIL Limited

Minal Bhosale
Company Secretary
ACS 12999

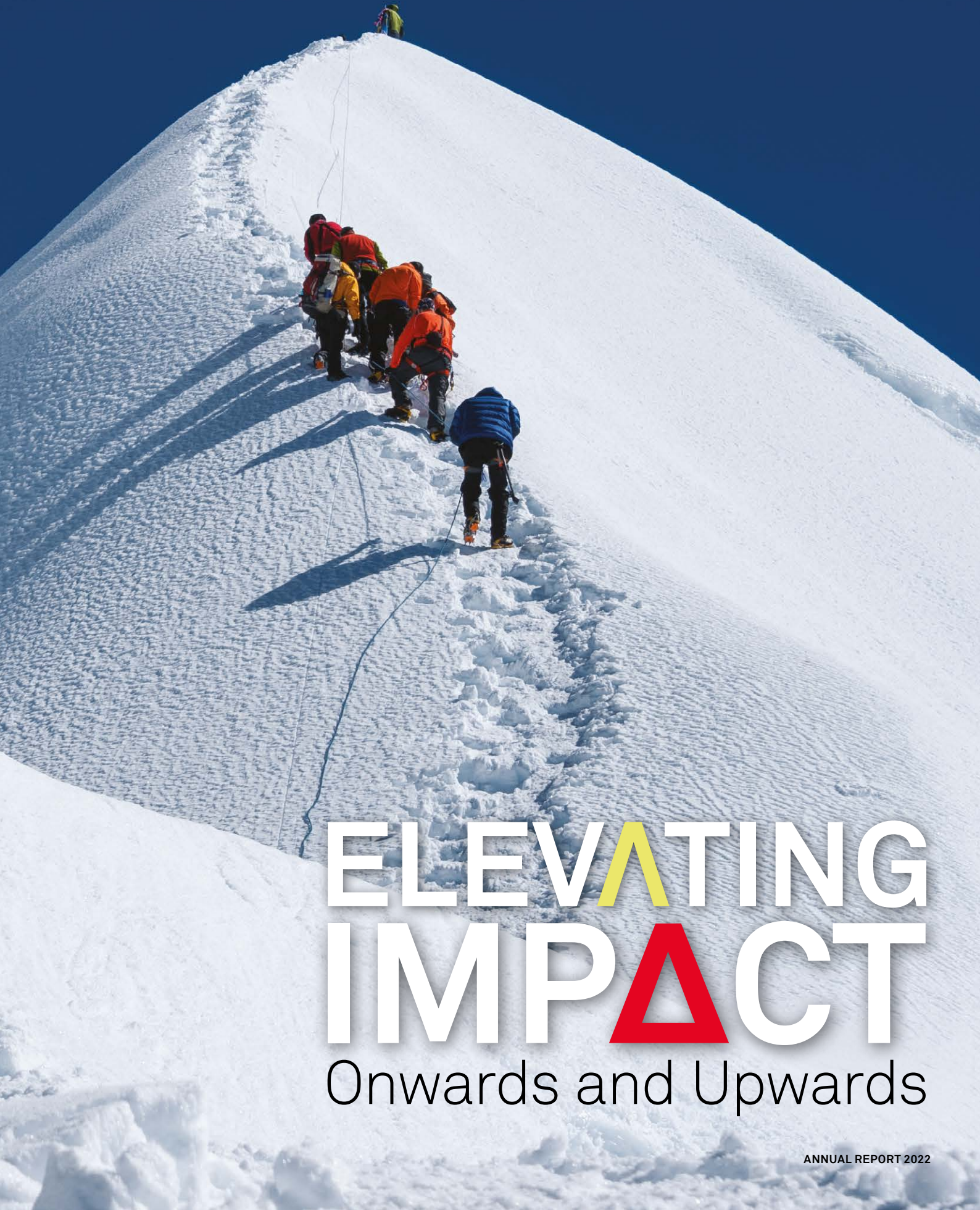
Encl.: a/a

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

CRISIL

An S&P Global Company



ELEVATING IMPACT

Onwards and Upwards



Talking cover
Seeking the summit

"It is not the mountain we conquer, but ourselves."
— Sir Edmund Hillary

Climbing higher, pushing the limits, reaching for the summit.
That's what elevating impact is all about.

That's what we do at CRISIL.

The climbers on the cover represent our relentless pursuit of excellence, always striving to go further and do more. They symbolise our unwavering commitment to making a difference and creating a better future. Just like the climbers, we face challenges, but we rise above them, forging ahead with determination.

The climbers are us and our people. They are a testament to the spirit of perseverance and resilience. They embody the values of collaboration, innovation, and transformation, which drive us forward in our quest to reach new heights.

The summit represents the culmination of our hard work and determination, and symbolises our commitment to delivering value to all our stakeholders. Just as the climbers must navigate the unpredictable and challenging terrain, we must constantly adapt to the ever-changing dynamics of the world we serve.

Our proven domain intelligence, insightful analysis, and innovative offerings help us stay ahead of the curve and lead the way towards a better future.

And as we continue to strive for excellence, we remain steadfast in our mission to elevate impact and keep pushing upwards and onwards.



01 Corporate Overview

Message from the Chairman	4
About CRISIL	7
Board of Directors	8
Performance Highlights	12
CRISIL Businesses	14
Reports and Publications	16
Franchise Highlights	18
Employee Engagement Initiatives	22
Corporate Social Responsibility	26
CRISIL in Media	28

02 Statutory Reports

Directors' Report	32
Management Discussion and Analysis Report	52
Independent Auditors' Certificate on Corporate Governance	62
Report of the Directors on Corporate Governance	63
Secretarial Audit Report	88



03 Sustainability

ESG Highlights, 2022	94
Business Responsibility & Sustainability Report	96
ESG Databook	123

04 Financial Statements

Consolidated Financial Statements	140
Standalone Financial Statements	198
Notice	258

Message from the Chairman



“

CRISIL continues to invest in digital and cloud-based capabilities, in information security to enhance the experience of clients and employees, and in employee development and training to make them future-ready.

”

Dear Shareholders,

I am pleased to share that CRISIL has continued to demonstrate resilience and steadfast commitment to *Elevating Impact* for all its stakeholders — clients, investors, employees, and the community at large — despite unprecedented challenges posed by geopolitical and economic uncertainties, which came close on the heels of the Covid-19 pandemic.

Global economic activity held up well with inflation showing signs of peaking. The looming slowdown in the global economy, particularly in the US and Europe, is expected to manifest next fiscal. India's growth cycles are quite synchronised with the advanced economies now.

Amid this environment, overall bank credit continued to grow in India. CRISIL Ratings maintained its market leading position, and Global Analytical Centre (GAC) increased support to S&P Global Ratings.

Both our global businesses — Global Research & Risk Solutions (GR&RS) and Global Benchmarking Analytics (GBA) — have continued to engage and support clients to deliver robust growth across the product suite. Bolstering its standing further, GR&RS won the RiskTech100® award in the Model Validation category.

The Market Intelligence & Analytics (MI&A) business continued to gain traction for its proprietary credit risk solution, and saw demand for research and consulting services.

Our net promoter score continues to tick upwards owing to our focus on customer centricity and the quality of our product and service offerings.

The flagship events we organised in 2022 and the various forums we participated in underscore the strength of our research and analytical competencies.

From the authoritative outlook on the Indian economy to a seminal assessment of

the preparedness of Indian companies on sustainability, our thought leadership has augmented our brand visibility and goodwill in the marketplace.

Globally, our commentary on the trends and developments influencing the financial markets remained much sought after by banks and asset managers alike.

CRISIL continues to invest in digital and cloud-based capabilities, in information security to enhance the experience of clients and employees, and in employee development and training to make them future-ready.

There were significant efforts to foster the spirit of Diversity, Equity and Inclusion as well.

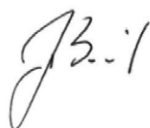
It is a matter of pride that CRISIL received three prestigious accolades in 2022: the Great Place to Work™ certification for the third time in a row; the 100 Best Companies for Women in India; and the National Corporate Social Responsibility (CSR) Award by the Government of India.

My thanks to CRISIL's talented and committed employees around the world for their dedication to our mission of delivering best-in-class analytics and insights to enable markets to function better.

We remain committed to delivering value to all our stakeholders.

I look forward to your support.

Best wishes,



John L Berisford
Chairman



About CRISIL

Who we are

CRISIL is a leading, agile and innovative global analytics company, driven by its mission of making markets function better.

We are India's foremost provider of ratings, data, research, analytics and solutions. A strong track record of growth, culture of innovation and global footprint set us apart. We have delivered independent opinions, actionable insights and efficient solutions to over 100,000 customers. Our businesses operate from India, the United States (US), the United Kingdom (UK), Argentina, Poland, China, Hong Kong, Singapore, Australia, Switzerland, Japan and the United Arab Emirates (UAE).

We are majority owned by S&P Global Inc, the world's foremost provider of credit ratings, benchmarks and analytics in the global capital and commodity markets, offering environmental, social and governance (ESG) solutions, deep data, and insights on critical economic, market and business factors.

Who we serve

Our clients range from micro, small and medium enterprises (MSMEs) to large corporates, investors and top global financial institutions. We work with commercial and investment banks, insurance companies, private equity players and asset management companies globally. We also work with governments and policymakers in India and other emerging markets.

How we add value

Our market-leading ratings, benchmarks, analytics and solutions empower lenders, borrowers, issuers, investors, regulators and intermediaries to make decisions with conviction. We help clients manage and mitigate risks, drive sustainability, make pricing and valuation decisions, reduce time to market, generate more revenue and drive sustainable growth. By helping shape public policy on infrastructure in emerging markets, CRISIL helps catalyse economic growth and development in these geographies.

Board of Directors



From left to right (standing)

Yann Le Pallec
Director

Amish Mehta
Managing Director & CEO

Ewout Steenberg
Director

Amar Raj Bindra
Independent Director

From left to right (seated)

Shyamala Gopinath
Independent Director

John Berisford
Chairman

Vinita Bali
Independent Director

Girish Paranjpe
Independent Director

Detailed profiles of the Board available at <https://crisil.com/en/home/about-us/our-people/board-of-directors.html>

Senior Management

Amish Mehta

Managing Director & Chief Executive Officer

Andre Cronje

President and Head, International Business

Anupam Kaura

President and Chief Human Resources Officer

Ashish Vora

President and Business Head
CRISIL Market Intelligence and Analytics

Gurpreet Chhatwal

Managing Director, CRISIL Ratings Limited

Maya Vengurlekar

Chief Operating Officer - CRISIL Foundation &
Senior Director, Marketing & Communication

Pawan Agrawal

Chief Risk Officer

Priti Arora

Chief Strategy Officer & Business Head
CRISIL Global Analytical Centre

Sanjay Chakravarti

President and Chief Financial Officer

Subodh Rai

President and Chief Ratings Officer, CRISIL Ratings Limited

Vivek Saxena

General Counsel

Zak Murad

Chief Technology and Information Officer

Board Committees

Audit

Girish Paranjpe, Chairperson
Vinita Bali
Amar Raj Bindra
Yann Le Pallec

Nomination and Remuneration

Vinita Bali, Chairperson
Shyamala Gopinath
John Berisford

Stakeholders' Relationship

Girish Paranjpe, Chairperson
Ewout Steenbergen
Amish Mehta

Corporate Social Responsibility

Vinita Bali, Chairperson
Girish Paranjpe
Amish Mehta

Risk Management

Shyamala Gopinath, Chairperson
Amar Raj Bindra
Amish Mehta

Company Secretary

Minal Bhosale

Main bankers

ICICI Bank
Citibank NA

Share transfer agent

KFin Technologies Limited
Selenium Tower B, Plot 31-32,
Gachibowli Financial District,
Nanakramguda, Hyderabad - 500 032
Email: einward.ris@kfintech.com
Toll free no.: 1800 34 54 001

Registered office

CRISIL House, Central Avenue,
Hiranandani Business Park, Powai,
Mumbai - 400 076

Statutory auditors

Walker Chandio & Co LLP

Solicitors

Wadia Ghandy & Co

Investor contact

einward.ris@kfintech.com
investors@crisil.com

Elevating customer centricity



Maintained market leadership in corporate ratings, driven by investor preference for our best-in-class ratings



Generated new insights for clients in corporate and investment banking (CIB), with combined data sets from Coalition and Greenwich



Strengthened credit monitoring practices for global banks by benchmarking and streamlining processes



Expanded wallet share with top clients



Received effusive response from satisfied clients for our credit risk assessment, client intelligence and analytical applications

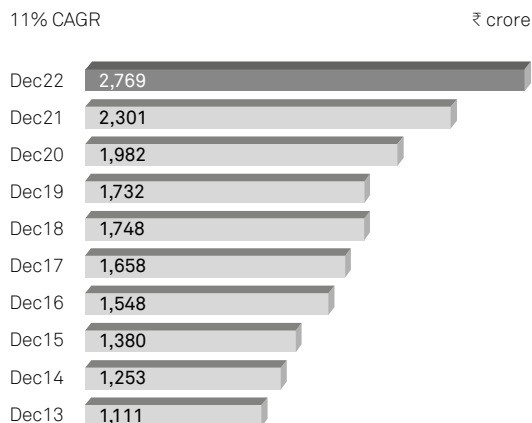
CORPORATE OVERVIEW



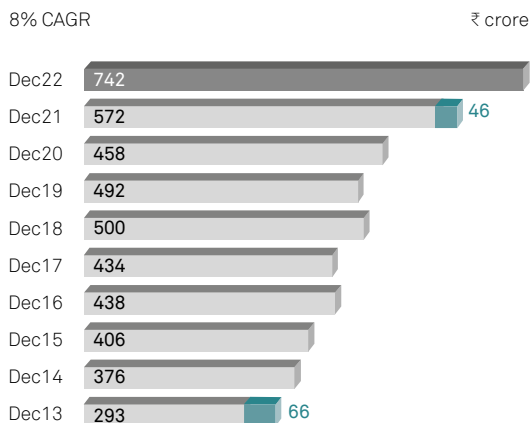
Elevating Excellence

Performance Highlights

Income from operations

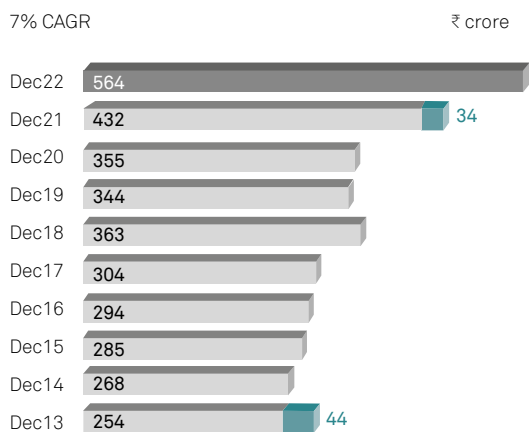


Profit before tax

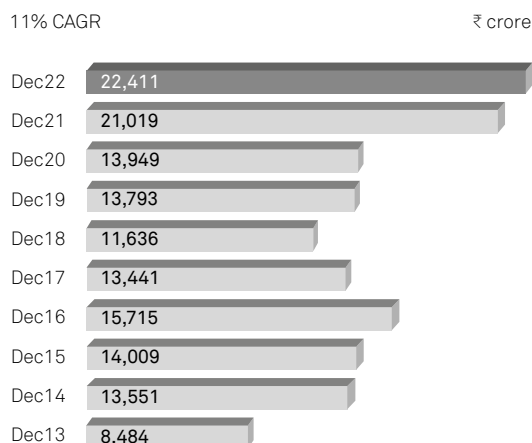


- Profit before tax (excludes impact of exceptional items)
- Impact of exceptional items

Profit after tax

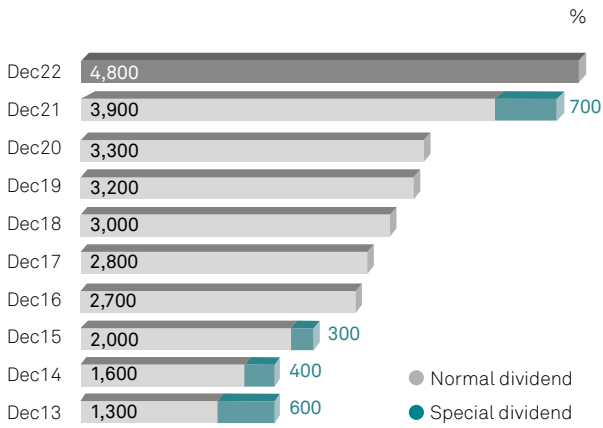


Market capitalisation

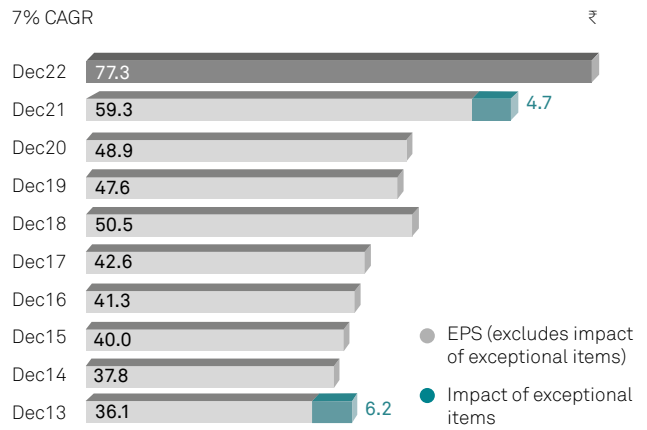


- Profit after tax (excludes impact of exceptional items)
- Impact of exceptional items

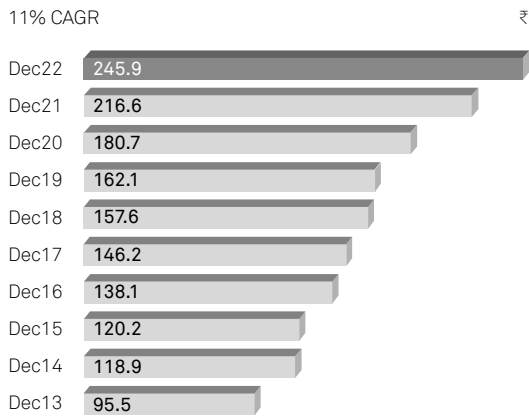
Dividend



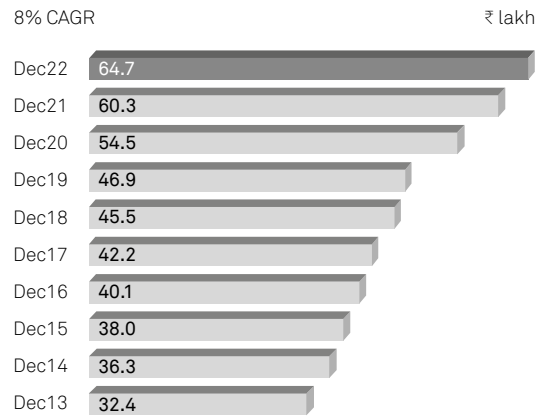
Earnings per share (EPS)



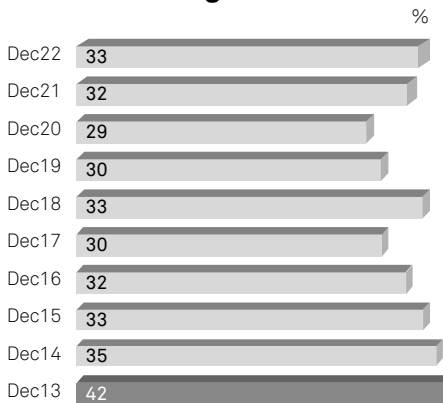
Net worth per share



Income per employee



Return on average net worth



CRISIL Businesses

Ratings services

We are India's leading credit rating agency, with expertise spanning the entire range of debt instruments.

We have rated more than 35,000 large to midscale corporates and financial institutions to date, and have active ratings outstanding on the debt/borrowing programmes of ~7,000 of these entities.

We help markets function better. Our credit ratings support growth and transparency in the capital markets, enabling investors and lenders to make sound investment/lending decisions.

We also support regulators in their endeavour to

measure and manage credit risks at a systemic level.

Our culture of innovation is what sets us apart and helps us stay ahead of peers. We create and redefine methodologies that set the benchmarks for the industry.

Through our Global Analytical Centre (GAC), we provide analytical, research and data services to S&P Global Inc (SPGI) globally. GAC partners with S&P Global Ratings on data analytics, research and analysis, modelling assignments, tech-enabled solutions and workflow efficiency improvement.

Research, Analytics and Solutions

Market Intelligence & Analytics (MI&A)

CRISIL MI&A provides Research, Consulting, Risk, Data & Analytics, and Training Solutions.

Our informed insights and opinions on the economy, industry, capital markets and companies drive impactful decisions for clients across diverse sectors and geographies.

Our strong capabilities, granular grasp of sectors, proprietary analytical frameworks and risk management solutions, backed by deep understanding of technology integration, have made us the partner of choice for public and private organisations, multilateral agencies, investors, and governments for over three decades.

Research

We offer insights across macroeconomy, industry sectors, and funds, and drive valuations and fixed income indices.

We cover 77 sectors and work with nearly 800 Indian and global companies, including 90% of India's banking industry by asset base, 20 of the top 25 domestic companies by market capitalisation, all domestic mutual fund and life insurance companies, and four of the world's leading consulting firms.

We are also the leading provider of valuation for fixed income securities in the country, valuing over \$2.25 trillion of Indian debt securities.

We maintain 166 standard indices in India, 13 in Sri Lanka, and 100+ customised indices.

We provide ranking and research services on mutual funds, alternative investment funds (AIFs), retirement funds, and unit-linked insurance plans.

Consulting

We leverage domain knowledge and unique data to offer independent advice on a range of issues relating to strategy, operations, and sustainability.

We assist in areas related to policy formulation, capital expenditure planning, bid advisory, operations, sustainability roadmaps, implementation of models and structures, and due diligence.

We also offer indices for benchmarking and passive products.

Our operations are based out of India and 22 emerging economies in Asia, Africa, and the Middle East.

Risk Solutions, Data & Analytics

We help banks and financial institutions by providing insights for decision-making across the credit, risk and regulatory landscape, and leveraging data for business intelligence through proprietary product offerings.

Our SME Solutions business works extensively with corporates on supply chain risk assessments and impact assessments of social initiatives.

International business

CRISIL Global Research & Risk Solutions (GR&RS)

CRISIL GR&RS provides risk and data analytics, ESG and climate risk integration, and bespoke research services to the world's leading banks, asset managers and other financial institutions.

We support 15 leading global investment banks, 19 of the world's largest bank holding companies, nine of the top global asset managers, five leading global insurers, and 40 credit risk teams of global banks, including several systemically important global and domestic financial institutions.

Our domain expertise and execution excellence, backed by augmented intelligence, enable customers to achieve their goals, and manage risks, complexity, and change with conviction. We offer more than 30 technology-enabled analytical solutions and continue to invest in innovation. Our rapidly evolving data analytics and automated solutions provide a distinct competitive edge to our clients.

Our service enables our clients to make key strategic and tactical decisions to drive cost reduction, business transformation and revenue growth. We are at the forefront delivering ESG services to our clients across the banking and capital markets space. We deliver bespoke ESG and climate risk integration and research services to asset owners, lenders, and other financial institutions.

We have offshore delivery centres in Argentina, China, India and Poland, and onsite delivery centres in London, Melbourne, New York, Sydney, and Zurich. Our global presence enables us to partner with clients across time zones and languages.

CRISIL Global Benchmarking Analytics (GBA)

CRISIL GBA is a leading global provider of strategic benchmarking, analytics and insights to the financial services industry.

We specialise in providing unique, high-value and actionable insights to clients to improve their performance across sales, products and services. We serve over 300 clients in the financial services space, including corporate, investment, and commercial banks, asset managers (AMs) across the world, securities exchanges, information companies and government entities, and financial technology firms (fintechs).

Our suite of analytics and insights encompass comprehensive performance metrics and drivers: market share, revenue performance, client relationship share and quality, operational excellence, return on equity, brand perception, behavioural drivers, and industry evolution.

Our data, analytics and insights originate from three primary sources:

- **Buyers of financial services:** These buy-side institutions include fund managers, hedge fund managers, pension funds, insurance companies, public sector entities, large corporations, and small and mid-size businesses. The data collected include market share, product usage, satisfaction across channels, and brand perception
- **Banks, AMs, and third-party partners:** Data include financial and operational information relating to revenue, pricing, client activities, costs, capital, and technology/digital transformation
- **Our unique research and analytical offerings** include access to industry experts across products, and financial and operational areas

We have professionals working in London, Mumbai, New York, Singapore and Tokyo.

Reports and Publications

Our continuous quest for execution and analytical excellence reflects in our thought leadership. This section of the Annual Report highlights the reports and publications we have released over the course of 2022. Each new report has raised the bar and reinforces our commitment to making markets function better.

Indian market



CRISIL Sustainability Yearbook, 2022

The second edition of CRISIL's India ESG Leadership Summit saw

the launch of the 2022 edition of the CRISIL Sustainability Yearbook. The report assessed more than 575 Indian companies based on a proprietary ESG framework. It noted that disclosures, though improving, were still insufficient and the full extent of climate risk was not being factored in.



NBFCs: Gearing up for growth

The report put the spotlight on issues relevant to the growth and development of India's non-banking

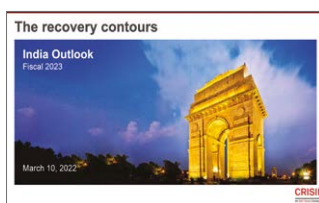
financial companies (NBFCs). It also covered the outlook for the sector, including growth, composition of the NBFC portfolio, borrowing cost (and its impact on net interest margin), asset quality, credit cost (and its impact on earnings), funding access, capitalisation buffers, and business models.



The big shift in financialisation

The report highlights the vastness of India's investment solutions — or managed investments — industry. The industry comprised ₹ 135 lakh crore of financial assets, or 57% of gross domestic product (GDP), last fiscal. Just five fiscals

ago, the industry's assets totted up to ~41% of GDP. Financialisation describes a move away from investments in traditional, 'physical' asset classes such as real estate and gold towards financial assets.



The recovery contours

CRISIL released this report during the sixth edition of its India Outlook seminar. The report stated that potential gains due to the early end of a mild third wave of

Covid-19 infections would be offset by fallout of the Russia-Ukraine conflict. The latest crisis has the potential to dampen global growth and increases upside risks to already-high commodity prices, exacerbating cost pressures for the Indian economy and corporates. Normalisation of the monetary policy is also expected to accelerate, given elevated inflation and external shocks. Rate hikes by the US Federal Reserve (Fed) will further constrain space for monetary easing by the Reserve Bank of India (RBI).



Building bonds

The report underlines the significant turnaround in the Indian infrastructure space in the recent

past, with large global investor funds vying for equity and debt investment opportunities in this segment. The domestic infrastructure sectors have attracted over \$74 billion foreign direct investment (FDI) in the past five years from marquee global investors such as Blackstone, Brookfield, KKR, Macquarie, CDPQ and Canada Pension Plan Investment Board.



MSMEs back to the grind

CRISIL collaborated with ASSOCHAM to publish this knowledge report during the ASSOCHAM MSMEs Excellence Awards and Summit, titled 'Enabling Indian MSMEs to go global.' The report noted that if MSME (micro, small and medium enterprise) lending by banks and NBFCs rose 7% on-year in fiscal 2021, then credit would grow 7-9% (around ₹ 18 lakh crore) on-year in fiscal 2022, supported by favourable government measures and higher demand.



The route to clean mobility

CRISIL's analysis indicates that electric vehicles (EVs) present an opportunity of almost ₹ 3 lakh crore for various stakeholders in India in the five years through fiscal 2026.

Global markets



Investment managers take action on carbon emissions

The report pointed out that institutional investors are putting their money — and their portfolios — where their mouth is, when it comes to climate change.

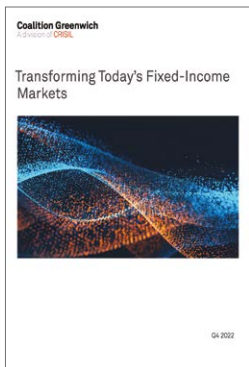
Institutions around the world are adopting ESG standards, and they have identified fighting climate change and reducing carbon emissions as their top priorities. In an attempt to leave concerns about 'greenwashing' behind them, asset owners and investment managers are committing to specific Net-Zero targets advanced by organisations dedicated to addressing climate change.



Retail investors want cryptocurrency, but advisors face roadblocks

The report emphasised that the creation of a spot Bitcoin exchange-traded fund (ETF) would help overcome hesitations among traditional financial advisors about recommending cryptocurrency and could bring countless retail advisory clients and billions of dollars in assets into cryptocurrency.

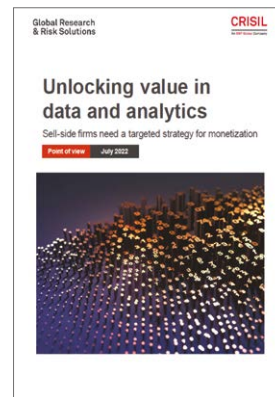
Nearly half of the US-based financial advisors participating in a new Coalition Greenwich study said the US Securities and Exchange Commission's (SEC) decision to allow the creation of a spot Bitcoin ETF would make them more willing to suggest a cryptocurrency allocation to a client when appropriate for the client's risk profile.



Transforming today's fixed-income markets

The report provides a comprehensive look at the data and technology used by the buy-side in fixed-income investing. It analyses primary investment methodologies of institutions, their use of analytics and main sources of data. The report examines what technologies institutions are

employing, what types of investment and tech talent they are looking to hire in the next 1-2 years, and how they are developing their technology infrastructure to drive the evolution of institutional fixed-income investing.



Unlocking value in data and analytics

The report states that as sell-side firms embrace data analytics to differentiate themselves, they need to optimise budgets to cover target clientele, data offerings, partnerships, talent and infrastructure. It recommends data analytics spend of ~5% of the

research budget annually — or a cumulative three-year budget of \$30-60 million for bulge-bracket firms and data-focused boutiques, and \$6-15 million for regional firms and independent research providers.



Time to reinforce ringfence around private credit

The whitepaper explains how the private credit space continues to garner significant attention from portfolio managers. With the structural outlook positive and investor appetite expected to be steady, assets under management (AUMs) are expected to log a compound annual growth rate (CAGR) of 17.4% between 2021 and 2026, reaching \$2.7 trillion. However, red flags are emerging. Higher interest rates, shrinking liquidity, and tougher economic conditions for borrowers are buffeting the private credit market. CRISIL foresees a combination of factors — weakening macro environment, relaxed underwriting standards, and elevated portfolio risks — impacting the market over the medium term.

Franchise Highlights

The knowledge events we organised in 2022, as well as the industry forums that we participated in underscore the strength of our research and analytical competencies. This section of the Annual Report captures key franchise highlights, which have helped bolster our brand visibility and goodwill and proven that our voice matters.

Indian market

NBFCs: Gearing up for growth



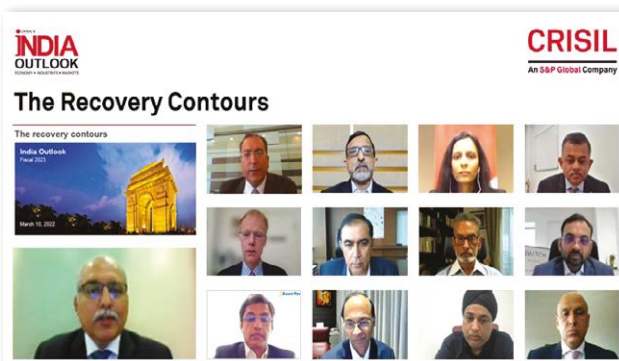
CRISIL Ratings successfully hosted the seventh edition of its annual NBFC seminar. The seminar was attended by 326 industry participants representing over 200 unique organisations. They included prominent stakeholders from various industries, NBFCs, the banking and investor community, and corporates.

FIBAC 2022



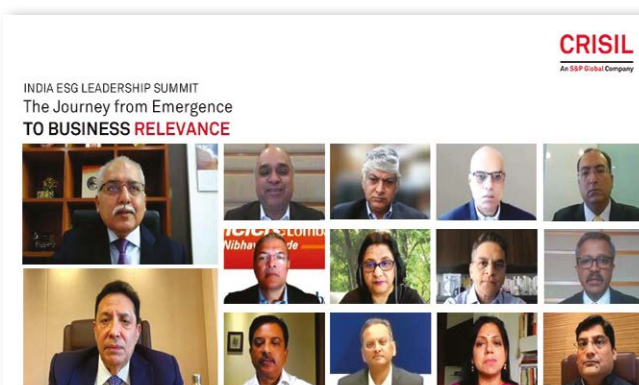
Gurpreet Chhatwal, MD, CRISIL Ratings, was part of the panel discussion titled **'Infrastructure Finance 2.0: How banks and capital markets will adjust to the new paradigm'** at the FIBAC 2022 conference organised by Federation of Indian Chambers of Commerce and Industry (FICCI) and Indian Banks Association.

The sixth edition of CRISIL's India Outlook seminar, 2022



CRISIL MI&A together with CRISIL Ratings hosted the sixth edition of the India Outlook seminar, titled **'The recovery contours'**. It commenced with an address and context-setting by Amish Mehta, MD & CEO, CRISIL. The highlight of the seminar was two power-packed panel discussions with economy and industry experts. As many as 10 prominent industry leaders and economists joined as panelists over the duration of the seminar. Over 600 participants attended the event. They represented 419 organisations, including capital market institutions, banks, NBFCs, corporates, private firms, and government agencies.

The second edition of CRISIL India ESG Leadership Summit: The Journey from Emergence To Business Relevance



CRISIL MI&A hosted the second edition of the India ESG Leadership Summit on **'The Journey from Emergence To Business Relevance'**. Keki M Mistry, Vice Chairman & CEO, HDFC Ltd delivered the keynote address and launched the second edition of the CRISIL Sustainability Yearbook, an assessment of 575+ Indian companies based on a proprietary ESG framework. Nine prominent industry leaders joined as panelists for the summit. More than 770 participants representing 500+ organisations, including prominent stakeholders from industries, the banking and investor community, corporates, and the government, attended the seminar.

The second edition of the India Investment Conclave



CRISIL MI&A team hosted the second edition of the India Investment Conclave, with **‘Propelling financialisation of domestic savings via managed products’** as the theme. A thematic report, ‘The big shift in financialisation’ was launched at the conclave. Ananth Narayan Gopalakrishnan, Whole-

Time Member, SEBI made the keynote address. This was followed by a power-packed panel discussion with six prominent industry leaders and moderated by Latha Venkatesh, Executive Editor, CNBC-TV18. CRISIL also placed a promotional booth at the venue for its analytical platform, AlphaTrax, which led to a positive new client connect for the team.

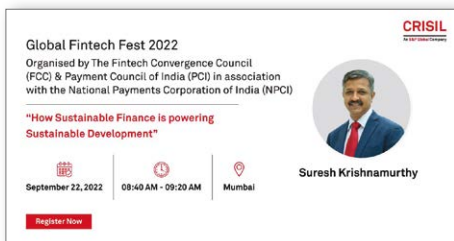
Corporate debt market in India: Issues and challenges



CRISIL MI&A participated in the ‘Corporate debt market in India: Issues and challenges’ seminar organised by the Bombay Chamber of Commerce & Industry. Suresh Krishnamurthy, Senior Director - Market Intelligence & Analytics, CRISIL,

participated as a panelist and shared his views on the **role of the debt market in funding India’s journey to a \$5 trillion economy**. Rajiv Anand, Deputy Managing Director, Axis Bank; Abizer Diwanji, Head Financial Services, Ernst & Young LLP; Ananth Narayan, Associate Professor (Adjunct), Finance & Economics, SPJIMR; and Tamal Bandyopadhyay, Consulting Editor, Business Standard, were the other panelists. The event was attended by 200+ participants.

Global Fintech Fest 2022



CRISIL MI&A participated at the Global Fintech Fest, ‘Creating A Sustainable Financial World Green | Global | Inclusive’, organised by the Fintech Convergence Council (FCC), Payments Council of India (PCI) and National Payments Corporation of India (NPCI). Suresh Krishnamurthy, Senior Director – CRISIL Market Intelligence & Analytics, participated as a panelist and

shared his views on the topic, **‘How sustainable finance is powering sustainable development’**. The event was attended by more than 20,000 participants (9,000+ physical and ~12,000 virtual), from banks, fintech players, capital markets, institutions, and the government.

CRISIL Ratings Conclave



CRISIL Ratings successfully hosted the Pune chapter of ‘CRISIL Ratings Conclave’, a structured platform to deepen relationships with existing clients and create differentiation with prospective clients as well as bankers at regional levels. Subodh Rai, President and Chief Ratings Officer, Manish Gupta, Senior Director, CRISIL Ratings, and Dharmakirti Joshi, Chief Economist, CRISIL were part of the panel discussion, which featured eminent industry leaders. The conclave witnessed a gathering of over 100 delegates.

CRISIL and S&P Global Ratings Leadership Dialogue – Global Economic Outlook with Paul Gruenwald, Global Chief Economist, S&P Global Ratings



CRISIL conducted a series of outreach activities with clients during the India visit of Paul Gruenwald, Global Chief Economist, S&P Global Ratings. This included the Economists’ Roundtable in Mumbai, attended by 13 leading Indian economists. Top professionals from leading banks and financial services companies attended the event.

ICRIER conference on Taming Inflation



CRISIL participated in a conference, 'Taming Inflation', organised by the Indian Council for Research on International Economic Relations (ICRIER). The event began with a special address by Nirmala Sitharaman, Minister of Finance, Government of India. Dharmakirti Joshi, Chief Economist, CRISIL, participated in the panel discussion and shared his views on **inflation in India**. Other panelists at the session were Sitikantha Pattanaik, ED, RBI; Ashima Goyal, Emeritus Professor, IGIDR; Ashok Gulati, Distinguished Professor, ICRIER; and Mythilli Bhusnurmath, Senior Advisor, NCAER.

The third edition of the Roads and Highways Summit



CRISIL MI&A participated as a speaker in the conference, 'Accelerating the Road Infrastructure: New India @75', as part of the **Third edition of the Roads and Highways Summit**, organised by FICCI, with more than 220 attendees, which

was inaugurated by Nitin Gadkari, Minister of Road Transport and Highways, Government of India. Jagannarayan Padmanabhan, Director & Practice Leader-Consulting, CRISIL Market Intelligence & Analytics, moderated the session on 'Accelerating Development of Roads & Highways sector- Current Trends, Concerns and Future Roadmap

CRISIL launches Meet the Expert series



CRISIL's Meet the Expert series, with the first episode on **'Trends reinventing the Indian passenger vehicle industry'**, featured guest speaker Shailesh Chandra, MD, Tata Motors Passenger Vehicles and Tata Passenger Electric Mobility. The discussion focused on the future of passenger vehicles, the role of the automotive sector and the \$5 trillion economy target.

The 17th Sustainability Summit



CRISIL MI&A participated in the 17th Sustainability Summit, organised by CII. Rahul Prithiani, Senior Director – Consulting, CRISIL Market Intelligence & Analytics was a part of the panel discussion, **'ESG for corporates'**. Over 150 participants attended the event.

Global market

2022 ESG Global Leaders Summit



Amish Mehta participated in the 2022 ESG Global Leaders Summit held in China, and

organised by SINA Finance. He was invited to deliver a video speech on ‘Sustainable Future’. In his speech, Amish spoke about how the purpose of a company is to ensure sustained value creation for its shareholders, employees, clients, suppliers, and creditors, as well as for the environment and the community around it.

Competitive Challenges Conference



Coalition Greenwich hosted the 19th annual Competitive Challenges Conference, with

‘Winning Through Differentiation: Sharpening Your Competitive Edge’ as the theme. Panel sessions helped managers address ESG and how to make good on the promise of Net-Zero targets, maximise the impact of brand in a post-pandemic environment, reimagine distribution strategies through data and technology, strengthen culture and talent development, and engage effectively with field consultants.

This event is recognised as a premier conference for leaders of the asset management industry to share solutions on collective business challenges.

The coming of age of APAC Private Credit — Evolution, opportunities and challenges



GR&RS hosted a roundtable where APAC market experts shared

their insights on the evolving Asian private debt markets, institutional investor perspectives, criticality of specialised due diligence, the outlook on the Asian economy and headwinds, and private debt strategies suitable for Asian markets. Akshat Ruia, Director, CRISIL GR&RS, moderated the discussion.

Behind the Market Structure: Hester M Peirce, SEC Commissioner



The extraordinary events and volatility of the past few years and months have prompted the Securities and Exchange Commission (SEC) to weigh in with proposed regulations on everything from fixed-income trading venue oversight to ESG disclosures.

SEC Commissioner Hester M Peirce, who has worked on both the legislative and regulatory sides of the table for over 20 years, spoke on these and other current issues with Kevin McPartland, Head of Market Structure and Technology Research, Coalition Greenwich.

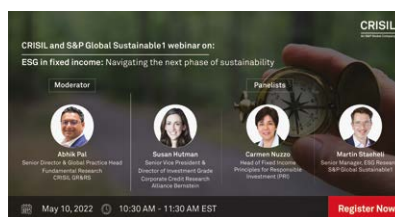
Impact of Ukraine–Russia Crisis on Large Corporates



For the 183 participants in the Coalition Greenwich study, ‘Impact of the Ukraine–Russia Crisis on Large Corporates’ conducted by the corporate banking team in April 2022, the conflict currently has a very limited impact on their business. Nonetheless, 19% expected this crisis to have high or very high risks on

their activities, and an additional 14% were uncertain with regard to the potential impact. For corporates that anticipated specific risks on transaction banking, about a quarter mentioned risks related to volatility in energy prices and 18% mentioned uncertainties in the forex markets.

ESG in fixed income: Navigating the next phase of sustainability – GR&RS



CRISIL and S&P Global conducted a webinar on the emerging ESG macro environment, materiality frameworks for fixed-income investments, avenues for fixed-income-led, best practices to address data

challenges, and evolving regulatory requirements. Abhik Pal, Senior Director and Global Practice Head — Fundamental Research, CRISIL GR&RS moderated the discussion among panelists.

Employee Engagement Initiatives

Employees are our core IP and key to success. To empower them and ensure their overall development, we have invested in learning programmes and training sessions tailored to the needs of a future-ready workforce. From recognising and rewarding performance, to creating a welcoming and inclusive workplace, we have constantly endeavoured to create an enabling environment at work. The initiatives outlined in this section are the reason CRISIL has once again been certified as a 'Great Place to Work' in 2022.

Employee Value Proposition



CRISIL launched the Employee Value Proposition (EVP) campaign to highlight the holistic environment it has created for employee growth, as well as to raise awareness on the opportunities and advantages it offers, commonly shared values among the staff, the organisation's core beliefs and values, and the goals it wants to accomplish. CRISIL's EVP drives a strong and common sense of purpose for growth and encourages everyone to '#BeTheImpact' to make a difference.

Recognising talent



CRISIL CEO Awards 2022 recognised and celebrated outstanding achievements by colleagues who have truly paved the path for #NewageCRISIL. In 2022, 49 employees were awarded across 15 categories. The winners exhibit the spirit of agility, customer centricity, and future readiness.

CRISIL also held the **Innovation Jam**, the biennial, strategic ideation contest that encourages CRISILites to contribute innovative ideas and shape the future of the Company. It stems from a desire to encourage co-creation, innovation, and entrepreneurial thinking.



Leveraging thought leadership

LeaderSpeak, an initiative to enhance and leverage Company-wide thought leadership, was launched last year. Two high-impact sessions were held for CRISIL employees during the year. Dr. Paul Gruenwald, Global Chief Economist, S&P Global Ratings, addressed employees as he discussed the macroeconomic situation along with Dharmakirti Joshi, Chief Economist, CRISIL. Saugata Saha, President, S&P Global Commodity Insights, spoke about the latest trends and developments in the global energy and commodities market.



Demystify, an internal knowledge series was launched to bring eminent experts on a panel to unravel emerging technology and modern concepts for employees. David Easthope, Head of Fintech, Market Structure & Technology Coalition Greenwich and Parth Chaturvedi, Crypto Ecosystem Lead, CoinSwitch Kuber explained the concepts around cryptocurrencies. Hemal Thakkar, Director — Transport, Logistics and Mobility at CRISIL, and Vikash Mishra, Founder and Chief Executive Officer of MoEVing, held a discussion on the emerging EV landscape.

Upholding our commitment to diversity, equity and inclusion (DE&I)

International Women's Day was celebrated to highlight the importance of women's inclusion across industries, and drive home the message that women and men are equal. The business case for gender-balanced workplaces is stronger than ever before. Taking this thought forward, CRISIL held a power-packed panel event to discuss the fundamental changes required early in the pipeline. The speakers included **Priti Arora**, Chief Strategy Officer and Business Head, Global Analytical Centre, and **Kate Joicey-Cecil**, Co-head of Coalition Greenwich, Head of Client Relationships and Development.



June was celebrated as **PRIDE month**, and we undertook activities to build awareness on the importance of inclusion of the marginalised LGBTIQ+ community, help break away from stigmas associated with belonging to the community, and demonstrate the value of diversity and inclusion in the workplace. A global virtual panel discussion was held, wherein **Anupam Kaura**, President & Chief Human Resources Officer, and Parmesh Shahani, author, public speaker, culture curator and inclusion advocate, spoke about various challenges faced by the LGBTIQ+ community and shed light on how we can support them. A pop-up café by Bamba Nazariya, a cafe run by members of the transgender community, was hosted at CRISIL House, Mumbai.

October was celebrated as **Global Diversity Awareness month** to drive our DE&I agenda, to showcase CRISIL as an inclusive employer, and to encourage inclusivity across genders, sexual preferences, nationalities, religions, castes, and physical abilities. This was helmed by blogs on how to be an ally to the LGBTIQ+ community, on encouraging women to reach the top ranks in corporates, and messages from Execom leaders.



Fostering stronger connections with leaders



Senior leaders visited various CRISIL offices to informally connect with employees. Amish Mehta, MD and CEO, had his popular 'coffee connect' sessions with employees regularly, which allowed employees to interact with him in an informal setting.

We also introduced **Flip Side**, a video series that offers employees a sneak peek into the lives of our leaders beyond business and work.

CRISIL's senior leaders shared their thoughts with employees across a wide array of themes such as business, technology, community, sports, motivation through a monthly blog series called **On My Mind**.



Building bonds and strengthening connections

CRISILites celebrate various national and international days to enhance the spirit of camaraderie and belongingness. Some of these global celebrations were centred around Diwali, Christmas, India's Independence Day, Chinese New Year, Halloween and Friendship Day. These occasions were marked by food festivals and fun events for employees.



Empowering employees through learning and development

The Leadership Excellence and Accelerated Development (LEAD)

programme, aimed at developing future-ready leaders who could take on CXO and CXO-1 roles in the next couple of years, was launched with a leading management consulting firm, The 12 month-long leadership journey concluded with participants, in eight task forces presenting solutions to eight strategic themes. Notably, increasing trust and collaboration at the senior levels is a focus area that has been yielding results.



The **Leading Teams in a Hybrid Environment** module was introduced to enable managers to express the challenges they face in working and leading teams in a hybrid environment, and strategies they can adopt or tools they can use to enhance the experience further for themselves and their team. The **Crucial Conversations** module equipped managers to prepare well and conduct an effective conversation that is crucial to achieve the needed outcomes.

A holistic leadership development initiative called the **Women Leadership Development Programme** provides training and workshops on themes such as building personal brand/executive presence, influencing and networking, and driving business growth. In order to kickstart in-person learning, as part of return-to-office, CRISIL organised **learning days** with a mix of hybrid and virtual sessions on topics such as business and learning agility, upskilling, etc. The sessions witnessed over 680 unique participants, and 866 mandatory e-learning courses were completed.

Offsite learning meets were organised for corporate functions and some businesses to promote in-person learning and consultation.

Strengthening tech and security



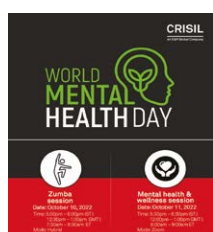
Global Employee Town Hall: Risk Awareness & End-User Impact of Tech Transformation

was organised to share CRISIL's technology vision and roadmap, and the importance of being risk aware. It was a hybrid event.

The **Compliance Town Hall** was organised for highlighting the importance of compliance, ethics and insider trading. The session included a keynote speech by Shyamala Gopinath, Independent Director, CRISIL, and former Deputy Governor of the RBI, followed by a presentation by Shruti Rajan, Partner – Corporate, Financial Regulatory at Trilegal, on **Insider Trading Regulations – Law & Practice**, followed by an interactive Q&A session.

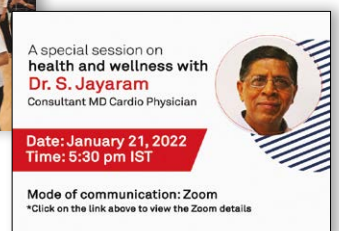


Promoting health and wellbeing at workplace



World Mental Health Day was promoted to create awareness on mental health issues, encourage employees to support those dealing with such issues at the workplace, break away from stigmas around mental health, and to establish the link between physical exercise and mental wellbeing. A wellness session was held with renowned psychologist Dr. Rituparna Ghosh, who answered several questions on mental wellbeing. The concept

of **Wellness Day Off** was also introduced for employees to take time off, over and above their personal leave to look after their wellbeing.



Corporate Social Responsibility

Empowerment, environment and gender—and working at their intersection—is what CRISIL Foundation, the corporate social responsibility (CSR) arm of CRISIL, believes will nurture sustainable change. Our efforts are directed towards supporting, building and growing these crucial societal facets. Our CSR programmes have been instrumental in CRISIL bagging the esteemed National Corporate Social Responsibility Award for 2020, in the category ‘Corporate Awards for Excellence in CSR’, specifically for our contributions to financial capability building and environmental conservation¹.

Our commitment to the environment

Staying true to our ‘green’ credentials...

CRISIL RE, our flagship environment conservation programme, continued to deliver meaningful impact by planting over 44,700 saplings in the year, taking the cumulative number of trees planted to 154,280 (2015-2022). In addition to urban afforestation, water conservation structures were created to complement the green cover and enable long-term sustenance. These structures are expected to potentially conserve 4.5 trillion litre of water in a year.



... And shaping employee social consciousness

Tree plantation and maintenance drives under the campaign ‘Your #DateWithNature’ in Mumbai, Pune, Gurugram and Hyderabad brought CRISILites and their families together to play a proactive role in protecting, restoring and rebuilding our planet.



Focused mentoring sessions were facilitated to improve the skillsets of the on-ground grassroot field staff. Volunteers donned the role of mentors and explained basic principles in Excel, data analysis and reporting, strategic planning, time management, and much more.



As part of our annual Daan Utsav, CRISILites contributed over 800 books and partnered with NGOs such as Robinhood Army, Goonj and Greensole for donating essentials to the underprivileged members of the society.

¹CRISIL has received this accolade for the second time in a row, following the ‘CSR in Challenging Circumstances, North-East’ award for Mein Pragati (in Assam), which was conferred by the Honourable President of India in 2019.

Our commitments to the communities



Mein Pragati, CRISIL Foundation's flagship financial capability-building initiative, expanded organically into new blocks and villages of Assam and Rajasthan. As on date, over 3,600 Sakhis are present in 3,800+ villages, across 51 blocks and 31 districts of the two states—actively facilitating community awareness and access to banking, and other financial and social security schemes.



GramShakti Certification, an online learning and certification programme, is now accessible through an Android App, customised in regional languages with interactive and engaging content. During the year, it expanded to 3,600+ cumulative end users, of which 1,594 users have been formally certified.



Livelihoods (in Assam), covering Eri rearing, handlooms and loom upgradation, and agro-hub farming initiatives continued in the three districts of Kamrup, Nalbari and Goalpara. In 2022, the programme enhanced household coverage and improved income generation for over 2,000 households.



CRISIL Foundation's effort through Mein Pragati has led to a larger partnership—the **MoneyWise Centre for Financial Literacy (CFL)** project in India, an initiative of the RBI—with support from 10 public sector banks and NABARD. This scales up CRISIL Foundation's financial awareness and inclusion efforts through 429 CFLs (satellite offices in remote, rural areas) in 60,000 villages across 1,200+ blocks in 429 districts of 14 states and four union territories.

Positively impacting lives in Assam through dedicated flood relief response

Relief interventions were carried out in Assam after devastating floods ravaged the state in early 2022. Through on-ground partners, CRISIL Foundation devised timely and relevant interventions to provide immediate assistance kits, safe drinking water and proper transitional sanitation facilities.

CRISIL in Media

The media is a key platform for information exchange in our society. The high-impact coverage that CRISIL's reports and subject matter experts have secured consistently — across print, digital and television — bears testimony to the strength of our timely insights and brand credibility. This section presents a curated list of media coverage featuring CRISIL through 2022, which is representative of the depth and width of our engagement with the national and international media.



Amish Mehta, MD and CEO, was interviewed by **The Hindu Business Line**. The article encapsulated CRISIL's growth strategy, at the centre of which is creation of intellectual property, which will secure CRISIL's future not only in India, but also globally.



Zak Murad, Chief Technology & Information Officer, was interviewed by **Mint** on CRISIL's digital transformation. He highlighted CRISIL's progress



Ashish Vora, President

and Head at CRISIL Market Intelligence & Analytics, was a jury member at **The Economic Times Digital Lending Transformation Global Summit**. This was an awards function to recognise and reward those lending institutions that have done exemplary work in the fields of digital lending, digital inclusion, and excellence in lending products.

GUEST VIEW

The credit quality of India Inc and that anti-fragile vibe

GURPREET CHHATWAL



Gurpreet Chhatwal
Managing Director of Crisil Ratings

Crisil Ratings' credit ratings grades versus downgrades) rose to 2.06 times in the first half of 2021-22 from 1.53 times in the preceding half. This trend accelerated in the second half of the current fiscal year.

There have been three drivers of this first, demand recovery; second, strengthening of India Inc's balance sheets and the optimization of its cost structures; and third, accommodative policies and support from the government and regulators.

The demand recovery seen in recent quarters was spurred by public spending on infrastructure projects, surging exports and domestic consumption. These spurs should sustain over the medium term, given the recent budget announcements—total capital expenditure facilitated by the Centre is budgeted to rise 14.7% in 2022-23. This, and the long-term financial assistance to states for capex, should spur medium-term demand in infrastructure-linked sectors.

A recent Crisil Ratings study of 43 sectors accounting for over 75% of the ₹37 trillion rated debt, excluding the financial sector, shows that revenue for 37 more than 90% of the debt under study has fully or largely recovered to pre-pandemic levels. Only six have some way to go before full recovery. Companies have withstood two big waves of the pandemic by reorienting their business models, improving supply chain and inventory management, pruning costs, and also bolstering liquidity. Besides, a secular deleveraging trend, evident across sectors, has continued through the pandemic. This was helped by plans for lower capex by firms.

An analysis of about 4,200 of them excluding those in the financial sector) rated by Crisil shows a decline in gearing to about 67.7 times, as of 31 March 2022, from over one time as of 31 March 2015.

Contact-intensive and mobility-linked sectors such as civil aviation, airport operations, education, hospitality, retail and two-wheelers—were affected by earlier waves—remained vulnerable.

The war has sent crude oil prices soaring. This will squeeze profit margins in sectors such as oil marketing, chemicals and paints. A prolonged war could constrain supplies of natural gas, crude sunflower oil, rough diamonds and semiconductor chips. A clearer picture, including of the credit quality of affected companies, will emerge only once the geopolitical situation improves.

Broadly, higher inputs costs and limited space to pass them on would moderate India Inc's profitability this fiscal year. The emergence of new variants and effects of the war remain key risks to our credit quality outlook.

Then there is the question of size. While large corporates have fared better—supported by their strong balance sheets and access to funds—micro, small and medium enterprises (MSMEs) have borne the impact of the pandemic disproportionately. They are also vulnerable to the current geopolitical risks.

Financial-sector entities have stable credit quality outlook, and are expected to see higher growth this fiscal year and the next. Clearly, the banking sector will play a critical role in supporting the budgetary focus on capital expenditure, while the extension and enhancement of the Export Credit Line Guarantee Scheme is also credit growth positive.

Overall asset quality is likely to improve on the back of a reduction in corporate non-performing assets (NPAs).

However, the performance of the MSME segment and restructured portfolio bears watching.

In the case of non-banks, reported gross NPAs should improve.

The recent deferral of the implementation of NPA upgradation norms provides a reasonable transition time for non-banks to recalibrate collection processes and educate borrowers on aligning themselves with the new dispensation. Coupled with an expected improvement in the economy, we expect gross NPAs for non-banks to reduce 160-200 basis points by 31 March 2022. That said, asset-quality metrics will likely remain sensitive to the performance of restructured portfolios.

However, most Crisil-rated non-banks have improved their balance-sheet resilience over the past three fiscal years, as reflected in the trika of improved capital, provisioning and liquidity buffers.

The structurally salutary part is that India Inc seems likely to have the crisis of the past two years to become more resilient.

New risks have emerged for sure, but there is that anti-fragile feel, too.

Mint published an article by Gurpreet Chhatwal, Managing Director, CRISIL Ratings Ltd. The article deliberated on how India Inc. has weathered the pandemic well, but the ongoing war in Europe could cause some economic blips.

28

Sustainability will be key to jobs in future, not just tech

Cos Must Focus On ESG To Do Well In Biz & Retain Talent

By Anupam Kaura

Planet, people, profit. The 21st of the triple bottom line approach, which forms the core of sustainable business operations, are more intertwined and inseparable today than they ever have been in the past. National calamities, global warming & governance issues are impacting reputations & businesses, along with heightened shareholder & consumer activism and increased regulatory scrutiny. As a result, enterprises are compelled to take a hard look at the way they do their business and to find ways of saving changes in a bid to future-proof themselves.

An example of the way in which the landscape is changing can be found in the banking system. The tiller recently proposed to integrate climate-related risks into its practice of monitoring the stability of the financial system, and modeling climate risk scenarios to identify vulnerabilities. This could imply that banks and financial institutions now will need to think out new

frameworks to imbue climate change-related concerns into their credit decisions and risk management functions.

Globally, communities & corporations are re-evaluating priorities and redefining purpose on individual & collective levels. There has been a conscious crossover to a value-driven approach, which goes beyond profit and growth checks. Champions of climate change, software engineers going back to their villages to start organic farming, startup founders obsessed with leveraging technology to solve the problem of access to financial services, and teachers imparting education to the real-life heroes of India, all are redefining success as much as "what's today".

Consequently, ESG isn't just a buzzword, it's a responsibility and good governance. It's a lens through which companies, organizations, and individuals are looking at their day-to-day jobs and decision-making.

Sustainable thinking
It is becoming increasingly clear that companies that tend to do well on ESG also perform better in terms of business and financial performance. Stakeholders, including employees, want to associate with sustainable organizations, and there is a marked social shift towards empowerment, fulfillment and pursuing purpose.

Sustainability as a career
It is encouraging that millennials and Gen Z are thinking about sustainability as a career option, but building a detailed understanding of the practice that goes beyond the buzz word is essential. While environmental concerns are important, it is sustainability as a larger movement that balances progress and independence in the long term, without harm to their allied, complementary systems.

Jobs of the future
The focus on sustainability and aligning business with ESG goals opens interesting career avenues for India's young demographic. *divya@crisil.com*

The Times of India Ascent published an article by Anupam Kaura, President and Chief Human Resources

Officer, on how careers in sustainability are becoming aspirational, and how one can pursue a career in this area.

Pooling efforts for net zero

19 August 2022

A credible net-zero plan should be built by layering investor stimulus with management response, writes **Amish Mehta**

Until a few years ago, climate concerns were barely raised at shareholder meetings. That's now changing.

According to an S&P Global report in April, this year they comprised the biggest component of shareholder proposals in the US.

Not only are they rising in number, but they are also getting more ambitious.

Through engagement with companies, investors can move the needle on climate change considerably. In the initial stages, they should ask several questions that can provide the basis for a robust net-zero response. These include:

- Whether the chosen baseline is appropriate, recent, and not affected by abnormalities such as significantly lower emissions in 2020/21 due to reduced operations during the pandemic.
- What are the boundaries of emissions disclosed (do *Scope 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100*)



Amish Mehta

Environmental Finance published an article by Amish Mehta,

MD & CEO. The article highlights how a credible Net-Zero plan should be built by layering investor stimulus with management response, and the overall importance of ESG.

OPINION

Sustainable funds will sing a different tune from now



Recessions and greenwashing scandals will blow over. What matters is how asset managers dynamically resize risks and opportunities, shore up credibility, comply with regulations and prepare for the next 10-15 years of rapid growth.

By **Abhik Pal and Rahul Agarwal**

Let's lay it on the line: sustainable funds didn't jazzle in 2022.

Environmental, social and governance (ESG) benchmarks underperformed the broader market. The MSCI World ESG leader index was down 17.2% in the first eleven months of 2022, nearly 80 basis points lower than the MSCI ACWI index.

But neither did they go under.

On the contrary, global sustainable funds attracted \$143 billion of net new money over the first nine months of 2022, compared with the overall global fund universe that witnessed outflows of \$335 billion, according to a Bloomberg report.

Funds Europe

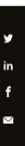
published an article by Abhik Pal, Senior Director and Global Practice Head, Fundamental

Research, and Rahul Agarwal, Head of ESG Practice. The article noted that while recession and greenwashing scandals will blow over, what will matter is how asset managers, dealing with sustainable funds, dynamically resize risks and opportunities, comply with regulations, and prepare for the next 10-15 years of rapid growth.

Article | Research and Analysis

How research management solutions help firms solve complex market challenges

Bloomberg Professional Services November 17, 2022



This article was written by **Charlie Cohen**, Research Management Solutions (RMS), Sales.

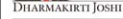
Research has always played a fundamental role in financial planning, but as the needs and complexities of investment professionals evolve—there's a growing need for more detailed analysis, additional considerations, and data sets, such as ESG and Alternative Data. Frequent advancements in technology, such as AI and machine learning can expedite the research process to improve the quality of results. However, it's critical to have the right people, with the appropriate expertise, to interpret those results and share insights.

Bloomberg published a story based on the Coalition Greenwich report, which highlighted that over the next three years, asset managers' investments in human capital will outpace their investments in technology and data acquisition.

Making room to grow

Government needs to ramp up infrastructure spending while reducing deficits over medium term

DHARMAKIRTI JOSHI



THE INDIAN ECONOMY is expected to rebound 8.2 per cent in 2022-23 as per the first advance estimate (FAE), broadly in line with expectations. The performance indicator survey published by the Reserve Bank of India (RBI) in December had projected a median value of GDP growth for the fiscal at 8.5 per cent.

One striking feature of the GDP data is the sharp increase in nominal GDP which is estimated to expand by 17.6 per cent this fiscal, much faster than the 14.6 per cent projected in the Union budget had assumed. Double-digit wholesale price inflation and the persistence of high consumer price inflation have led to the surge in nominal GDP and added upside to tax collections this year.

However, there are three reasons the advance estimates could change.

First, these estimates are based on the limited information available till December and typically undergo a change when new information is available. Second, the emergence of a wildcard—the Omicron variant—in the last quarter of the conventional fiscal year, we are yet to grasp the impact it will have on the overall economy, it has certainly introduced some uncertainty in the fourth-quarter outlook. Third, as pointed by the National Statistical Office, "the first Revised Estimates for 2020-21 (benchmark year), due for release on 31st Dec 2022, may also lead to a revision in growth rates reflected in IMF."

Expectations are that successive waves impact the healthcare sector disproportionately compared with the economy as the Omicron wave plays out, more vaccinations and learning how to live with the virus will result in more nuanced and progressively less stringent measures. That said, Omicron will certainly prevent a broad banking of recovery as the fiscal year ends as they sack again. The budget next month will need a flexible approach to account for these uncertainties.

But what does the GDP data tell us about the state of the economy that could influence budget priorities?

One key worry from the point of sustainability of growth is real private consumption demand and the fiscal consumer sentiment. The share of private consumption in GDP has

been falling since the pandemic struck, and the latest RBI survey confirms the weakness. While consumer sentiment has picked up according to this survey, it still trails the pre-pandemic level. The rest of private consumption is 25 per cent below to pre-pandemic year. Consequently, the ratio of private consumption to GDP fell to 54.7 per cent in 2021-22 from 55.6 per cent in 2019-20.

The above estimates also show that GDP in construction is barely above its pre-pandemic level while trade, hotels, tourism and other contact based services, which are also likely to remain below pre-pandemic levels. Omicron will again hit and delay the normalisation of employment in these segments. These are critical as they lay the basis for the budget. Similarly, a pick-up in demand for MGNREGS jobs means a lack of rural employment opportunities. Additionally, real wages for agriculture and non-agriculture have been flat for months. While infrastructure and other demand remain the backbone in the rural economy, the budget will need to extend support to rural areas all the situation normalises.

A revival of consumption demand is also needed for a broad-based revival of investment in employment in these segments.

The GDP data also shows that investments are doing somewhat better than private consumption with their share of GDP crossing the 2019-20 levels. But this is largely due to government investments. While the pre-condition for an upturn in the private investment cycle is being met gradually, it is difficult to label it a broad-based. Uncertainty from the emergence of Omicron will further delay private investment decisions.

Next to consumption demand, therefore, need to continue pressing the pedal hard on infrastructure-focused capital expenditure, which has a higher multiplier effect on the economy and is known to create private investments. Together with higher allocations, attention also needs to be paid to enhancing execution capacity as well because slackness is creeping into public investments.

The pandemic has also inflated debt and deficit levels across countries. India's debt-to-GDP ratio is around 90 per cent of GDP's amongst

the highest in the peer group of similarly sized economies.

Meanwhile, the normalisation of monetary policy has begun. The US Federal Reserve (Fed) no longer views inflation as "transitory" and has begun to raise rates to curb it for normalisation. The Fed is now expected to complete its series of rate hikes in the next few months. Together with domestic inflation concerns, this could trigger the beginning of a calibrated rate hike cycle beginning as early as April.

Monetary will, therefore, shift to fiscal policy, which needs to play a supportive role while engineering a calibrated reduction in deficit over the medium term. The fiscal position of the government (at November 2022) was a tad better than envisaged when the budget was unveiled. Due to robust tax collections, the deficit in the first eight months of the fiscal year compared to the target was 49 per cent of the deficit target of 6.8 per cent of GDP is very much in sight.

The Finance Commission had estimated the government debt to GDP ratio to decline very gradually from 90 to 86 per cent currently to 81.6 per cent by 2025-26. The IMF too has similar projections for India's debt-to-GDP ratio. Interestingly, deficit and debt as a percentage of GDP are projected to decline over the next few years. The IMF also projects a similar fiscal trajectory of deficit and debt reduction over the medium term. It also notes that with a mix of revenue and expenditure measures, the credibility of investment targets announced by the government will improve the fiscal headroom the government has to support the economy.

The upcoming budget for the next fiscal year will show us how the government intends to create and use the fiscal space.

The writer is Chief Economic, CRISIL Ltd

The Indian Express published an article by Dharmakirti Joshi, Chief Economist, where he stressed on the government's need to ramp up infrastructure spending, while reducing fiscal deficit over the medium term.

Elevating tech agility and talent



Ramped up digital and foundational infrastructure with sharp focus on cloud quotient and information security



Launched Phoenix, a scalable and self-catering platform for faster and more efficient data processing



Won the prestigious RiskTech100® Award in the Model Validation category



Launched the Employee Value Proposition, driving a shared sense of purpose, encouraging all employees to create an impact through meaningful work and make a difference



Developing a future-ready workforce through cross-team collaborations on strategic projects



Elevating representation through diversity, equity and inclusion
40+ nationalities across **12** countries

STATUTORY REPORTS



Directors' Report

Dear Member,

The Directors are pleased to present to you the 36th Annual Report of CRISIL Limited, along with the audited financial statements, for the year ended December 31, 2022.

Financial performance

A summary of the Company's financial performance in 2022:

(₹ crore)

Particulars	Consolidated		Standalone	
	2022	2021	2022	2021 (restated*)
Total income	2,891.19	2,377.71	1,716.95	1,544.33
Profit before interest, depreciation, exceptional items and taxes	852.11	687.53	515.32	592.67
Finance cost	6.40	8.93	5.61	7.62
Deducting depreciation of	103.31	105.98	67.85	69.69
Exceptional Item	-	45.82	-	45.82
Profit before tax	742.40	618.44	441.86	561.18
Deducting taxes of	178.01	152.63	71.35	78.47
Profit after tax	564.39	465.81	370.51	482.71
Other comprehensive income	(43.22)	32.03	(22.31)	30.75
Total other comprehensive income	521.17	497.84	348.20	513.46
Appropriations				
Final dividend	168.07***	160.52**	168.07***	160.52**
Interim dividend	182.62	174.74	182.62	174.74

*** Final dividend for 2022: ₹ 23 per equity share of ₹ 1 each

** Final dividend for 2021 (including special dividend of ₹ 7): ₹ 22 per equity share of ₹ 1 each

* As per Ind AS 103 'Business Combination', the standalone financial information with respect to the prior period has been restated as business combination had occurred at the beginning of the preceding period.

The financial statements for year ended December 31, 2022 have been prepared in accordance with the Indian Accounting Standards (Ind AS), notified under Companies (Indian Accounting Standards) Rules, 2015, read with Section 133 of Companies Act, 2013, (the Act) and other relevant provisions of the Act.

There are no material departures from the prescribed norms stipulated by the accounting standards in preparation of the annual accounts. Accounting policies have been consistently applied, except where a newly issued accounting standard, if initially adopted, or a revision to an existing accounting standard, required a change in the accounting policy hitherto in use. The management evaluates all recently issued or revised accounting standards on an ongoing basis.

The Company discloses consolidated and standalone financial results on a quarterly basis, which are subject to limited review, and publishes consolidated and standalone audited financial results annually.

a) Consolidated operations

Revenue from the Company's consolidated operations for 2022 was ₹ 2,891.19 crore, 21.6% higher than ₹ 2,377.71 crore in the previous financial year. Overall expenses were ₹ 2,148.79 crore as against ₹ 1,805.09 crore in the previous financial year. Profit before tax was ₹ 742.40 crore as against ₹ 618.44 crore in the previous financial year. Profit after tax was ₹ 564.39 crore as against ₹ 465.81 crore in the previous financial year.

Sharp movement in the US dollar versus the rupee and the British pound supported profitability in the year ended December 31, 2022, which includes Rs 30.1 crore from revaluation of the subsidiary loan.

b) Standalone operations

Revenue from the Company's standalone operations for 2022 was ₹ 1,716.95 crore compared with ₹ 1,544.33 crore in the previous financial year. Overall expenses were ₹ 1,275.09 crore as against ₹ 1,028.97 crore in the previous financial year. Profit before tax was ₹ 441.86 crore as against ₹ 561.18 crore in the previous financial year. Profit after tax was ₹ 370.51 crore as against ₹ 482.71 crore in the previous financial year.

A detailed analysis of the performance, consolidated as well as standalone, is included in the Management Discussion and Analysis Report, which forms part of the Annual Report.

Dividend

The Directors recommend for approval of the members at the Annual General Meeting to be held on April 18, 2023, payment of final dividend of ₹ 23 per equity share of face value of ₹ 1 each for the financial year under review. During the year, the Company paid three interim dividends — first interim dividend of ₹ 7, second interim dividend of ₹ 8 and third interim dividend of ₹ 10 per equity share. Hence, total dividend will be ₹ 48 per share in 2022 vis-à-vis ₹ 46 per share in the previous financial year.

The trend in share capital during the year was:

Particulars	No. of shares allotted	Cumulative outstanding capital (no. of shares with face value of ₹ 1 each)
Capital at the beginning of the year, i.e., January 1, 2022	-	72,868,446
Allotment of shares to employees on February 15, 2022	94,565	72,963,011
Allotment of shares to employees on April 21, 2022	59,438	73,022,449
Allotment of shares to employees on July 21, 2022	22,208	73,044,657
Allotment of shares to employees on October 21, 2022	19,387	73,064,044
Capital at the end of the year, i.e., as at December 31, 2022	-	73,064,044

Segment-wise results

The Company has identified two business segments, in line with the Indian Accounting Standard on Operating Segment (Ind AS-108), comprising: (i) Ratings services, and (ii) Research, Analytics and Solutions. The audited financial results of these segments are provided as part of the financial statements.

Review of operations

Ratings services

Highlights

- Announced 1,200+ new bank loan ratings (BLRs), a 20% growth on-year
- Maintained leadership position in the corporate bond market, backed by preference for quality ratings among investors and issuers alike
- Sharp focus on analytical rigour, ensuring best-in-class quality of ratings
- Started disclosing the impact of environmental, social, and governance (ESG) factors on credit risk in rating rationales for large corporates
- Held several marquee events and published high quality opinion pieces that were well covered by media and appreciated by stakeholders

The rating industry witnessed higher growth in 2022 compared with the previous two years, especially backed by the BLR segment.

Wholesale bank credit saw healthy growth, driven by the micro, small and medium enterprises (MSME) and services segments, with credit offtake by large corporates also seen picking up from the second half of the year, supporting BLR growth.

Increase in issued, subscribed and paid-up equity share capital

During the financial year, the Company issued and allotted 195,598 equity shares to eligible employees on exercise of options granted under the employee stock option plan of the Company. Hence, at the end of the year, CRISIL's issued, subscribed and paid-up capital was 73,064,044 equity shares of ₹ 1 each.

Bank credit demand arose majorly because of rising working capital requirements, amid high input costs. The new and enhanced BLR quantum saw an on-year increase of over 23% in 2022 across credit rating agencies, while the number of companies with new BLR increased by over 9% across the industry.

The securitisation segment also witnessed healthy growth with rated quantum across industry seeing healthy jump, riding on economic recovery and steady collections.

The bond ratings segment, however, saw relatively modest growth during 2022. Corporate bond issuance was muted for most part of the year amid hardening interest rates, as large issuers preferred bank loans over bonds. Bond issuances, though, rebounded in the last quarter of 2022 after three sluggish quarters. Overall, 2022 saw a 13% on-year growth in the quantum of rated bonds.

In this milieu, CRISIL Ratings achieved revenue growth of 13% on-year for 2022.

Amid an evolving macro environment, we maintained our market-leading position in the corporate bond and BLR market, benefiting from the strong preference of investors and issuers alike for the best-in-class quality of our ratings as well as our active engagement with senior managements of investors and issuers.

Our wide geographical reach across the country continued to support strong origination of rating mandates. We published more than 1,200 new BLR during 2022.

On the analytical front, we have taken up various initiatives to closely monitor the impact on credit profiles of India Inc from emerging macroeconomic risks such as the extended geopolitical strife between Russia and Ukraine, input price shocks, and rising interest rates.

We continued to strengthen our early warning mechanism with the introduction of Corporate Credit Health Framework. We proactively identified vulnerable sectors and issuers to

prioritise review of ratings that were vulnerable to external risks. These initiatives have helped us maintain the high quality of our ratings despite the external shocks.

In 2022, we started factoring ESG risk in our credit rating analysis for listed corporates that publish their ESG data. We also started disclosing these ESG factors in the rating rationales of such rated entities, covering over 100 companies during 2022.

On the regulatory front, the Securities and Exchange Board of India (SEBI) announced a series of enhanced disclosures by credit rating agencies in the interest of investors. SEBI and the RBI also brought in standardisation of scales of fixed deposit ratings, corporate credit ratings and of watch descriptors, besides standardisation of industry classification. Further, the regulators introduced changes to the guidelines relating to credit enhancement (CE) ratings.

SEBI also introduced certain requirements relating to firewall between credit rating agencies and their affiliates.

On the innovation front, we rated the first transaction in the Indian financial sector with co-lent loan receivables as the underlying asset.

We continue to drive thought leadership in the industry by regularly hosting web conferences on topical matters and engaging with industry associations through panel discussions and speaking assignments, or as knowledge partners at conferences. Our opinion pieces received extensive coverage in premier print and digital media.

We successfully hosted a seminar on the non-banking financial company (NBFC) sector titled 'NBFCs: Gearing up for growth' under our 'Fin Insights' umbrella. We presented our insights on topical themes such as overall NBFC sector outlook, developments in housing finance, vehicle finance trends and landscape for digital lending. The event included presentations by CRISIL Ratings' experts as well as panel discussions involving several industry leaders on perspectives. The seminar was well attended and received positive feedback on its content and execution.

Other remarkable franchise activities that were well-received during the year included webinars on renewable energy, infrastructure investment trusts and real estate investment trusts, banking, road, cement, steel, natural gas, speciality chemicals, power and real estate.

GAC continued to drive surveillance support across S&P Ratings' analytical practices and partnered on data and technology transformation programmes.

Research, Analytics and Solutions

Market Intelligence & Analytics (MI&A)

This year, we embarked upon consolidating our Research, Advisory, BIRS and other allied businesses under the CRISIL MI&A umbrella in a bid to leverage our diverse capabilities and present a unified offering to our customers.

The recent amalgamation of our two subsidiaries — CRISIL Risk and Infrastructure Solutions Ltd and Pragmatix Services Pvt Ltd — with CRISIL Ltd with effect from September 1, 2022, has further simplified our go-to-market strategy.

The consolidation lends us much-needed synergy to offer various solutions to our team members and clients alike. We

can now offer tailored solutions to our clients by using all or a combination of capabilities across research, consulting, risk solutions, data and analytics, and training.

Research

Highlights

- Launched 38 new fixed income indices in 2022 to cater to the new benchmarking requirements of mutual funds, and another 21 for passive mutual fund launches
- Launched CRISIL AIF benchmarks for sub-categories
- Won large mandates – Association of Mutual Funds in India, Employees' State Insurance Corporation, World Gold Council, National Pension System Trust
- Quantix, our data and analytics platform, developed new capabilities for non-financial data
- Enhanced the features in Alphatrx, our wealth tracking solution, in an effort to consistently improve and enrich customer experience

Release of updated CRISIL AIF benchmarks, including sub-categories, has gained traction and acceptance among market participants. Traction for index-linked funds and AIF benchmarks continued throughout the year — with 16 live products and assets of ~₹ 8,500 crore on CRISIL indices.

Our flagship Industry Research business continued its dominant position by adding depth to core sector coverage. A spike in momentum has been seen for SME Solutions offerings, credit research, and database-linked products.

Consulting

Highlights

- Increased share of business from international markets
- Successfully built a strong order book with several large mandate wins across sectors
- Maintained strong senior-level connect with policy makers, multilaterals and investors

We recorded strong traction in 2022, especially in urban infrastructure and transport sectors. We supported governments, multilateral institutions and investors in sectors such as roads, renewables and urban infrastructure, helping them finalise frameworks and roadmaps or achieve financial closures.

The business was able to garner significant wallet share in international geographies and maintained its leadership position with multilateral and bilateral agencies.

In the domestic market, we saw significant interest for our sustainability-related solutions.

Risk Solutions, Data & Analytics

Highlights

- Consolidated our flagship position in credit assessment platform offerings through successful implementation of a new-age risk assessment model, ICON, in India, which is gaining traction

- Increased traction in regulatory solutions, especially in the asset classification and provisioning solution
- Solution integrated with data gaining good traction on credit monitoring and automation
- Continued focus on international markets with new client additions in the Middle East

The banking environment witnessed increased regulatory focus on digitalisation and automation, especially asset classification. With successful implementation of our regulatory solutions, we are well-positioned to assist institutions in this.

Our successful risk offerings — ICON and EWS – continue to help institutions automate credit processing and monitoring. The business had significant wins in both credit and regulatory spaces, with a good combination of foreign banks and new-age lending institutions. In the overseas markets, we had good wins in both regulatory and credit spaces in new geographies in the Middle East, with continued momentum and success in business analytics and digital enablement solutions.

Our SME Solutions business posted strong recovery during the year with the addition of high-value mandates from corporates. The business saw continued momentum in CREST, MFI, social sector, and B-school grading mandates.

International business

CRISIL GR&RS

Highlights

- 26 new logos added across verticals
- Won prestigious RiskTech100® award in model validation category
- Risk business closed several large deals from marquee clients
- Sustainability continued to gain traction
- Buy-side research segment accelerated growth with new logos and new areas

The division won several requests for proposal (RFPs) and added 26 new logos across verticals.

The risk business closed several large deals from marquee clients, thus setting a strong foundation for multi-year opportunities. Notable wins include a transformation project from a global bank for regulatory engagements.

Another key win is a project that will enable a global bank to address data inconsistency, incompleteness and inaccuracy.

The business also entered a new engagement with a European bank for assessing the creditworthiness of counterparties across corporate and financial institutions.

Sustainability-oriented solutions continued to gain traction. Regulators have advised banks that climate scenario models, frameworks and results should be subject to challenge and regular review by internal and/or external experts and independent functions. This will drive growth for our sustainability offerings.

GR&RS bagged a climate risk modelling project from an

existing client. GR&RS also won a mandate from the fixed-income team of a leading asset management firm to provide bespoke ESG research service. As part of the process, the team will conduct a comprehensive, bespoke assessment across potential investment opportunities to verify the credentials and avoid the risk of greenwashing.

On the back of strong relationships, newer workstreams emerged from existing sell-side research clients. The buy-side research segment saw growth accelerate, with new logos, and established a strong foothold in new areas.

Reflecting the diversity of our offerings, other wins were in the fields of credit risk assessment, financial crime compliance, client onboarding, operational risk, model development, model validation, data management and analytics.

CRISIL GBA

Highlights

- Onboarded two new clients for Client Intelligence and strengthened pipeline for 2023
- Continued to integrate our distribution and relationship manager coverage across global banking clients to improve service quality
- Combined Coalition and Greenwich data sets in corporate and investment banking (CIB) to generate new insights for clients
- Rolled out Q² Client Intelligence platform with positive feedback from CIB clients
- Extended outreach by presenting views to 100+ executive committees at banks and meeting with heads of global markets, investment banking, and transaction banking divisions across large banks
- Referenced in over 250 articles across more than 50 global publications and in over 60 investor relations presentations made by leading global banks

In sync with our expansion initiatives, we have broadened our capabilities and reach to serve more regional client bases across the globe. With a focus on strengthening relationship management and deepening analytical expertise, GBA now services over 300 clients across the financial services space.

We have completed the design of the foundational components of our future digital platform, and are now in the process of implementing the components. There is sharper focus on data governance, security and standardisation to provide a solid base to improve scalability and robustness across all data and analytics processes, leading to enhanced client value and experience.

The business retained the coveted SSAE16 SOC2 Type II certification, which is a testimony of the stringent controls and measures deployed for data and IP protection.

Collaboration with S&P Global

The association with S&P Global helps blend local and global perspectives in shaping CRISIL's strategy and governance systems. Representatives from S&P Global

bring value to the CRISIL Board through global insights on governance, risk and controls and experience in leading large businesses. CRISIL also gains opportunities to leverage the S&P Global brand through referrals and partnerships in the international market. Regular interface between the two management teams leads to knowledge sharing and cross-fertilisation of ideas. At the same time, commercial opportunities are pursued on an arm's length basis following review and recommendations by the CRISIL Audit Committee comprising mainly Independent Directors. S&P's largest collaboration with CRISIL has been in the financial services support to S&P Global Ratings and other teams that started almost two decades ago. It has been attested to by a majority vote from CRISIL's minority (non-promoter) shareholders in 2014.

CRISIL Ratings and CRISIL MI&A

- CRISIL conducted a series of outreach activities with clients during the India visit of Paul Gruenwald, Global Chief Economist, S&P Global Ratings. These included:
 - Economists' roundtable in Mumbai, attended by leading Indian economists
 - Client event in Mumbai for MI&A clients, attended by C-suite professionals
 - Client event in Delhi for Ratings' clients, attended by C-level leaders from issuers
- S&P Global Sustainable1 and CRISIL conducted two episodes of ESG Knowledge Series:
 - BRSR and the Future of Reporting in India: S&P scorecards are hosted and automated on the ICON platform, an automated credit risk assessment solution.
 - A Green Turn towards Financing in India

CRISIL GR&RS

- CRISIL GR&RS hosted a webinar titled, 'ESG in Fixed Income: Navigating the Next Phase of Sustainability', where global experts shared their insights on how to manage ESG integration hurdles in the corporate credit and municipal bond markets.
- Ongoing collaborations include a referral agreement between S&P Global, a joint go-to-market strategy, and development of risk and sustainability solutions. Support Trucost and S&P Global Sustainable1 for ESG assessments.

CRISIL GBA

Ongoing collaboration includes:

- A referral agreement with Market Intelligence, which represents several data and analytics products targeting community banks in the US
- Collaboration on product development on asset owner data sets

Human Resources

Diversity and inclusion

CRISIL is committed to building an enabling environment that values the contributions of its employees and provides them opportunities to grow.

CRISIL has been unwavering in its commitment to the diversity, equity, and inclusion (DE&I) agenda and practises thoroughness and rigour through added structure and incorporated a wider dimension to this space. To give impetus to this agenda, CRISIL's MD & CEO constituted a DE&I Task Force in 2022.

Other key initiatives during the year included workshops on building cultural awareness given our global workforce; continuous investment in women leadership, and development through the Women's Leadership Development programme, speed mentoring sessions and other leadership programmes and structured to attract and retain candidates from the LGBTIQ+ community. We also celebrated Pride Day @CRISIL.

DE&I was also a key theme during our learning month in November and also a part of a mandatory course, which covered our policies and practices related to DE&I, equal opportunity, health and safety, and good labour practices.

Learning and development

People continue to be our biggest differentiator. We invest extensively in their training and professional development to equip them with the necessary skills, domain expertise, and latest technology in line with our business strategy.

Various interventions across target groups were launched through the year. At the leadership level, some of our marquee development programmes for future leaders included LEAD, which was aimed at developing future leaders at CXO and CXO-1 levels; and Manager of the Future, which was aimed at developing managerial effectiveness and empowering employees to lead teams effectively in a hybrid work environment.

LinkedIn Learning and online courses continued to equip employees with learning resources, and build technical, behavioural and creative skills. In line with our focus on learning through business-specific programmes for skill upgradation, we organised 'Learning Day', which included speaker sessions on topics pertinent to learning agility, leadership teams in a hybrid environment, and execution agility.

Talent management

Being a people-centric organisation, we place great impetus on managing and developing talent. Identification of high-potential (HiPo) employees through 9-box mapping, which is weaved in with our performance management, is leveraged across the organisation for leadership positions.

The senior leadership team, along with the HR-Talent COE, invests considerable time in the succession planning exercise for identifying potential successors for CXO, CXO-1 and CXO-2 positions, to build a robust succession pipeline, thereby enhancing the opportunities for career development, high potential (HiPo) retention and a better build-to-buy ratio.

The output of the talent and succession exercise forms a validated input for evolving development initiatives for leaders. Special focus is put on grooming these successors for higher levels / diversified roles and to enable their growth at CRISIL.

Directors

Members of the Company's Board of Directors are eminent persons of proven competence and integrity. Besides global experience, strong financial acumen, strategic astuteness and leadership qualities, they have a significant degree of commitment to the Company. They devote adequate time to meetings and preparation. In terms of requirement of Listing Regulations, 2015, the Board has identified core skills, expertise and competencies of the Directors in the context of the Company's business for effective functioning and how the current Board of Directors is fulfilling the required skills and competencies. This is detailed at length in the Corporate Governance Report.

The Board meets at regular intervals to discuss and decide on the Company/business policy and strategy, apart from other Board businesses. The Board exhibits strong operational oversight with regular business presentations at meetings. An annual planner of topics to be discussed at the Board meeting is pre-approved by the Directors. The Board/committee meetings are pre-scheduled and an annual calendar of the meetings is circulated to the Directors well in advance to help them plan their schedules and ensure meaningful participation. Only in the case of special and urgent business, should the need arise, is the Board's approval taken by passing resolutions through circulation, as permitted by the law, which are confirmed in the subsequent Board meeting. The Company has complied with Secretarial Standards issued by the Institute of Company Secretaries of India on Board meetings and annual general meetings.

The agenda for the Board and committee meetings includes detailed notes on the items to be discussed to enable the Directors to take informed decisions. The Company follows a two-day schedule for its quarterly committee and Board meetings, which offers greater discussion time for Board matters.

In 2022, the Board met six times — on February 15, March 22, April 21, July 21, October 21 and December 13. The maximum interval between two meetings did not exceed 120 days.

The Company's Nomination and Remuneration Policy formulated under Section 178(3) of the Companies Act, 2013, covers roles, responsibilities, criteria and procedures towards key aspects of Board governance, including the size and composition of the Board, criteria for directorship, terms and removal, succession planning, evaluation framework, and ongoing training and education of Board members. The policy lays down detailed guidelines for remuneration of the Board, Managing Director and employees, and covers fixed and variable components and long-term reward options, including employee stock option schemes. It includes the scope and terms of reference of the Nomination and Remuneration Committee. The policy is available at: <https://www.crisil.com/en/home/investors/corporate-governance.html>. During the year, modifications were made to the policy to clarify and update its objectives.

Directorship changes

Resignation

Ms Elizabeth Mann, Non-Executive Director, resigned as Director with effect from July 22, 2022, on account of her resignation from S&P Global Inc. Your Directors place on record their sincere appreciation for the strong support, advice and guidance provided by Ms Mann to the Company and its management during her tenure, which was immensely valuable to drive the growth and performance of the Company.

Appointment

Mr Yann Le Pallec was appointed as Additional Director (Non-Executive) with effect from October 3, 2022. Mr Le Pallec is Executive Managing Director and Head of Global Ratings Services for S&P Global Ratings, where he oversees a group of 2,200 analysts and support staff in 28 countries who cover more than one million outstanding ratings on entities and securities across a wide range of sectors, including governments, corporations, financial institutions and structured finance. Mr Le Pallec's detailed profile can be accessed here: <https://www.crisil.com/en/home/about-us/our-people/board-of-directors.html>. The members of the Company, by way of a resolution passed through postal ballot dated December 5, 2022, approved the appointment of Mr Yann Le Pallec as a Non-Executive Director, liable to retire by rotation.

Reappointment

During the year, Mr Girish Paranjpe was due for retirement from his first term as Independent Director on October 16, 2022. The Board at its meeting held on July 21, 2022, approved the reappointment of Mr Paranjpe as an Independent Director for a second term. The members of the Company, by way of a Special Resolution passed through postal ballot dated October 14, 2022, approved the reappointment of Mr Paranjpe for a second term, i.e. until October 16, 2027.

Retiring by rotation

In accordance with the Articles of Association of the Company and provisions of the Companies Act 2013, Mr John Berisford will retire by rotation at the ensuing Annual General Meeting of the Company. Mr Berisford, who is eligible for reappointment, has conveyed that he does not intend to seek reappointment and will retire on completion of his current term at the ensuing Annual General Meeting.

Your Directors place on record their sincere appreciation for Mr Berisford's astute stewardship, constructive input and thoughtful guidance, as Chairman of the Board, and for helping set the strategy of the Company and chart its roadmap for the future.

Board independence

Our definition of 'independence' of Directors is derived from Regulation 16(b) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Section 149(6) of the Companies Act, 2013. Based on the confirmation/disclosures received from the Directors and on evaluation of the independence of directors during the Board evaluation process and assessing veracity of disclosures, the following Non-Executive Directors are Independent:

- a) Ms Vinita Bali
- b) Mr Girish Paranjpe
- c) Ms Shyamala Gopinath
- d) Mr Amar Raj Bindra

In the opinion of the Board, the Independent Directors fulfil the conditions specified under the Companies Act, 2013, the Rules made thereunder and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. They are independent of the management and are persons of high integrity, expertise and experience. Further, in terms of Section 150 of the Companies Act, 2013, read with Rule 6 of the Companies (Appointment and Qualification of Directors) Rules, 2014, Independent Directors of the Company have confirmed that they have registered themselves with the databank maintained by the Indian Institute of Corporate Affairs (IICA) and have passed the proficiency test, if applicable to them.

Committees of the Board

The Board has five committees:

- Audit Committee
- Corporate Social Responsibility Committee
- Risk Management Committee
- Nomination and Remuneration Committee
- Stakeholders' Relationship Committee

Details of all the committees, along with their charters, composition and meetings held during the year, are provided in the Report on Corporate Governance, as part of this Annual Report.

Annual evaluation by the Board

During the year, the Company engaged an independent consultant to conduct this evaluation, to benefit from expertise, best practise and professional insights in this area. This exercise was carried out through a structured questionnaire prepared separately for the Board, Committees, Chairman and individual Directors as well as in-person interviews by the consultant. The Chairman's performance evaluation was carried out by Independent Directors at a separate meeting.

The parameters assessed included various aspects of the Board's functioning such as: effectiveness, information flow between Board members and management, quality and transparency of Board discussions, Board dynamics, Board composition and understanding of roles and responsibilities, succession and evaluation, and possession of required experience and expertise by Board members, among other matters.

The performance of the committees was evaluated on the basis of their effectiveness in carrying out their respective mandates.

Peer assessment of Directors, based on parameters such as participation and contribution to Board deliberations, keeping oneself abreast of organisational matters, trends, knowledge and understanding of relevant areas, among other matters, was reviewed by the Board for individual feedback.

During 2022, the Company actioned feedback emerging from the Board evaluation process conducted in 2021, relating to

operational improvements of the meeting process, matters of strategy and stakeholder interaction.

Compliance monitoring framework

The Company has a comprehensive framework for monitoring compliances with applicable laws and internal policies. Compliance reviews take place at multiple levels as follows:

- First line of defence: Business and corporate functions ensure implementation of laws at the primary level through checks and controls in their operational processes.
- Compliance Reporting tool: The compliances are further mapped into the Compliance Reporting tool and affirmed at regular frequency by the compliance owners, to generate compliance reports that are submitted to the Board on a quarterly basis.
- The compliance monitoring framework is periodically subject to audit by the internal auditors as per the internal audit plan.
- The Secretarial audit process ascertains adequacy of systems and processes for compliance, commensurate with the size and operations of the Company.
- The Stakeholders' Relationship Committee of the Company reviews instances of policy violations and breaches on a quarterly basis.

Risk Management Policy and internal control adequacy

The Board has adopted policies and procedures for governance and for orderly and efficient conduct of its business, including adherence to the Company's policies, safeguard of its assets, prevention and detection of frauds and errors, accuracy and completeness of accounting records, and timely preparation of reliable financial disclosures. The Company's internal control systems are commensurate with the nature of its business and the size and complexity of its operations.

Significant audit observations and follow-up actions thereon are reported to the Audit Committee. For ensuring independence of the audits, internal auditors report directly to the Audit Committee. Both internal and statutory auditors have exclusive executive sessions with the Audit Committee periodically. In addition, during the year, management performed a review of key controls impacting financial reporting, at entity as well as operating levels, and submitted its report to the Audit Committee and the Board.

The Company has a mechanism to identify, assess, monitor and mitigate various risks to key business objectives. Mitigation plans for key risks identified by the businesses and functions are implemented and reviewed periodically. CRISIL has adopted a balanced approach to risk management with an endeavour to mitigate risks to an acceptable level within its tolerances and protecting CRISIL's reputation and brand while supporting the achievement of operational and strategic goals. In addition to key strategic and operational risks, data security, cyber security, technology initiatives, regulatory, talent acquisition and business continuity were of primary focus during 2022. Macroeconomic conditions are likely to remain difficult with inflationary and wage pressures together with higher interest rates creating potentially recessionary

conditions in key global markets. Economic impact due to the uncertainty in global operating environment is being continuously monitored and appropriate measures are being taken. Several new age tools and advanced security controls are being deployed to enhance information and cyber security posture. Periodic awareness campaigns are conducted for all employees through emails, blogs, videos, online trainings and employee townhalls. CRISIL continues to accord top priority to manage employee attrition by formulating talent retention and recognition programmes, and by offering a competitive salary and growth path for key talent. Focused efforts to retain talent by increasing employee engagement have been initiated. The Company is also creating awareness about its overall employee value proposition. Business continuity drill routines have been completed as per the plan during the year.

Additionally, the Company continued monitoring top risks on its risk register, which are discussed in greater detail in the Management Discussion and Analysis Report.

Directors' responsibility statement

The Directors hereby confirm that:

- i. in the preparation of the annual accounts, the applicable accounting standards have been followed and that no material departures have been made from the same;
- ii. they have selected such accounting policies and applied them consistently, and made judgments and estimates that are reasonable and prudent, so as to give a true and fair view of the state of affairs of the Company at the end of the financial year and of the profits of the Company for that period;
- iii. they have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013, for safeguarding the assets of the Company, and for preventing and detecting fraud and other irregularities;
- iv. they have prepared the annual accounts on a going-concern basis;
- v. they have laid down internal financial controls for the Company and such internal financial controls are adequate and operating effectively;
- vi. they have devised proper systems to ensure compliance with the provisions of all applicable laws, and such systems are adequate and operating effectively.

Particulars regarding conservation of energy, technology absorption, and foreign exchange earnings and outgo

Particulars regarding foreign exchange earnings and outgo appear as separate items in the notes to the accounts. The Company does not own any manufacturing facility and, hence, our processes are not energy intensive. Therefore, particulars relating to conservation of energy and technology absorption stipulated in the Companies (Accounts) Rules, 2014 are not applicable.

However, we endeavour to support the environment by adopting environment-friendly practices in our office premises and have rolled out a policy that aims at improving the environmental performance of CRISIL. Our efforts in this direction centre around making efficient use of natural

resources, elimination of waste and promoting recycling of resources.

Initiatives taken in the area of environment protection in 2022 are mentioned in the CRISIL ESG Report 2022 available at <https://www.crisil.com/en/home/investors/financial-information/sustainability-report.html>.

Corporate social responsibility

The Company has constituted a Corporate Social Responsibility (CSR) Committee in accordance with Section 135 of the Companies Act, 2013. The role of the Committee is to review the CSR policy, approve activities to be undertaken by the Company towards CSR.

The CSR policy of the Company is available at <https://www.crisil.com/en/home/investors/corporate-governance.html> and details about initiatives taken by the Company during the year under review have been appended as **Annexure I** to this report.

The Chief Financial Officer has certified that the funds disbursed for CSR have been used for the purpose and in the manner approved by the Board for financial year 2022.

Vigil mechanism

The Company has established a vigil mechanism for Directors and employees to report genuine concerns, details of which have been given in the Corporate Governance Report annexed to the Annual Report.

Significant developments

Scheme of amalgamation between CRISIL Limited ('Transferee Company') and its wholly owned subsidiary companies, CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited ('Transferor Companies') in terms of Section 230 to 232 of the Companies Act, 2013

In order to rationalise the Company's entity structure, to bring in operational synergies and benefits, and to achieve administrative efficiencies, the Board of Directors on December 13, 2021 approved the scheme of amalgamation for merger of its wholly owned subsidiaries CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited into the Company under sections 230 to 232 of the Companies Act, 2013.

The Scheme was approved by the National Company Law Tribunal (NCLT) on August 8, 2022. The scheme of amalgamation was made effective September 1, 2022 upon filing of the certified copy of the NCLT order with the Registrar of Companies. Consequent to the amalgamation, the risk solutions, business intelligence and infrastructure consultancy businesses have been consolidated under CRISIL's Market Intelligence and Analytics business.

Merger of Greenwich Associates LLC with CRISIL Irevna US LLC

Towards rationalising the Company's subsidiary structure and generating operational and administrative efficiencies, two wholly owned US-based subsidiaries of CRISIL, namely, Greenwich Associates LLC and CRISIL Irevna US LLC, agreed to merge on October 21, 2022. The merger is currently in progress.

Subsidiaries

As at December 31, 2022, the Company had one Indian and 13 overseas wholly owned subsidiaries.

In accordance with Section 129(3) of the Companies Act, 2013, CRISIL has prepared a consolidated financial statement of the Company and all its subsidiaries, which is a part of the Annual Report. A statement containing salient features of the financial statements of the subsidiaries and highlights of performance of the subsidiaries are included in the Annual Report.

The Company has no associate companies within the purview of Section 2(6) of the Companies Act, 2013.

In accordance with third proviso of Section 136(1) of the Companies Act, 2013, the Annual Report of the Company containing its standalone and consolidated financial statements has been uploaded on the website, www.crisil.com. Further, as per the fourth proviso of the said section, accounts of all subsidiaries as at December 31, 2022 have also been uploaded on www.crisil.com. Shareholders interested in obtaining a copy of the accounts of the subsidiaries may write to the Company Secretary at the Company's registered office or email to investors@crisil.com.

The Company has also obtained a certificate from the statutory auditors, certifying that the Company is in compliance with FEMA Regulations with respect to downstream investments.

Particulars of contracts or arrangements with related parties referred to in Section 188(1)

A significant quantum of related party transactions undertaken by the Company is with subsidiaries engaged in product delivery of CRISIL's businesses and business development activities. The Company's Global Analytical Centre has also been providing analytical support to S&P Global entities as part of a master services agreement, which was approved by a majority vote from CRISIL's minority shareholders, without participation of S&P, through a resolution passed by postal ballot on December 15, 2014. Besides this, the Company pursues opportunities for development of risk and sustainability solutions for clients with S&P.

The Audit Committee pre-approves related party transactions as requested by the Company's policy. The details of such transactions undertaken during a particular quarter are placed at the meeting of the Audit Committee held in the succeeding quarter.

All contracts/arrangements/transactions with related parties that were executed in 2022 were in the ordinary course of business and at an arm's length. During the year, there were no related party transactions that were materially significant and that could have a potential conflict with the interests of the Company at large.

All related party transactions are mentioned in the notes to the accounts. The particulars of material contracts or arrangements with related parties referred to in Section 188(1) are given in a prescribed Form AOC-2 as **Annexure II**.

As required under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has formulated a Related Party Transactions Policy, which has been uploaded on

the Company's website, <https://www.crisil.com/en/home/investors/corporate-governance.html>. The Company has developed an operating procedures manual for identification and monitoring of related party transactions.

Particulars of loans, guarantees or investments under Section 186

Details of loans, guarantees and investments covered under the provisions of Section 186 of the Companies Act, 2013 are provided in the notes to financial statements.

Auditor's Report

M/s Walker Chandiook & Co LLP, (an affiliate of Grant Thornton network) is statutory auditor of the Company. Its report is a part of the Annual Report.

M/s Walker Chandiook & Co LLP is undergoing its second term of five years as statutory auditor of the Company, i.e. from the conclusion of the 35th Annual General Meeting held on April 22, 2022 until the conclusion of the 40th Annual General Meeting. Consequent to the amendments to Companies Act, 2013, ratification of appointment of the statutory auditor at every Annual General Meeting is no longer required.

Comments on Auditor's Report

There are no qualifications, reservations or adverse remarks or disclaimers made by M/s Walker Chandiook & Co LLP, statutory auditors, in its audit report. The statutory auditor also did not report any incident of fraud to the Audit Committee of the Company in the year under review.

Secretarial audit report

The Board appointed M/s Makarand M. Joshi & Co., Practising Company Secretaries, to conduct the secretarial audit. The report is appended as **Annexure III**. There were no qualifications, reservations or adverse remarks or disclaimers made by M/s Makarand M. Joshi & Co., Practising Company Secretaries, in its secretarial audit report.

Also, CRISIL Ratings Limited, a material subsidiary of the Company, undertakes secretarial audit every year under Section 204 of the Companies Act, 2013. The secretarial audit of CRISIL Ratings Limited for financial year 2022 was carried out pursuant to Section 204 of the Companies Act, 2013. The secretarial audit was conducted by M/s MMJB & Associates LLP, Practising Company Secretaries. The report did not contain any qualification, reservation or adverse remark or disclaimer. The secretarial audit report of CRISIL Ratings Limited forms part of the Annual Report as per requirements of the Listing Regulations.

Management Discussion and Analysis Report

The Management Discussion and Analysis Report for the year under review, as stipulated under Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, is annexed to the Annual Report.

Corporate governance

The Company is committed to maintaining the highest standards of corporate governance and adhering to the corporate governance requirements as set out by SEBI. The Report on Corporate Governance as stipulated under

Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, is part of the Annual Report. A certificate from the auditors of the Company confirming compliance with the conditions of corporate governance, as stipulated under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, is also published in the Annual Report.

Particulars of remuneration

Disclosures with respect to remuneration of Directors and employees as required under Section 197(12) of Companies Act, 2013 read with Rule 5(1) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 have been appended as **Annexure IV** to this report.

In accordance with the provisions of Section 197(12) of the Companies Act, 2013, and Rule 5(2) of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, names and other particulars of every employee covered under the said rule are available at the registered office of the Company during working hours for a period of 21 days before the Annual General Meeting and will be made available to any shareholder on request, and is also available on the Company's website.

Employee Stock Option Schemes

The Company has three Employee Stock Option Schemes (ESOSs). Employee Stock Option Scheme – 2011 (ESOS 2011) was approved by shareholders vide a special resolution passed through postal ballot on February 4, 2011. Employee Stock Option Scheme – 2012 (ESOS 2012) was approved by shareholders vide a special resolution passed through postal ballot on April 10, 2012. Employee Stock Option Scheme – 2014 (ESOS 2014) was approved by shareholders vide a special resolution passed through postal ballot on April 3, 2014, and amended by a special resolution of shareholders at the 30th Annual General Meeting held on April 20, 2017.

In 2022, there were no material changes in the ESOSs of the Company. The schemes are in compliance with SEBI regulations. As per Regulation 14 of Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, read with Securities and Exchange Board of India circular no. CIR/CFD/POLICY CELL/2/2015 dated June 16, 2015. Details of the ESOSs are uploaded on the Company's website, <https://www.crisil.com/en/home/investors/financial-information/annual-report.html>.

The Company has received a certificate from M/s Makarand M. Joshi & Co., Practising Company Secretaries, that ESOS 2011, ESOS 2012 and ESOS 2014 have been implemented in accordance with SEBI regulations and resolutions passed by members in the general meetings. The certificate will be placed at the ensuing annual general meeting for inspection by members.

Annual Return

The complete Annual Return (Form MGT-7) is available on the Company's website, <https://www.crisil.com/en/home/investors/financial-information/annual-report.html>.

Financial year

The Company follows the calendar year as the financial year in terms of a special approval obtained from the Company Law Board in 2015.

CEO and CFO certifications

A certificate from Mr Amish Mehta, MD & CEO, and Mr Sanjay Chakravarti, Chief Financial Officer, pursuant to provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, for the year under review was placed before the Board of Directors of the Company at its meeting held on February 17, 2023.

Statutory disclosures

Directors state that there being no transactions with respect to the following items during the financial year under review, no disclosure or reporting is required with respect to:

1. Deposit from the public falling within the ambit of Section 73 of the Companies Act, 2013, and the Companies (Acceptance of Deposits) Rules, 2014
2. Issue of equity shares with differential rights as to dividend, voting or otherwise
3. Receipt of any remuneration or commission by the Managing Director/Whole-time Director of the Company from any of its subsidiaries
4. Significant or material orders passed by the regulators or courts or tribunals, which impact the going concern status and the Company's operations in future
5. Buyback of shares
6. Material changes and commitments affecting the financial position of the Company that have occurred between the end of the financial year to which the financial statements relate and the date of this report, unless otherwise stated in the report
7. Maintenance of cost records as per sub-section (1) of Section 148 of the Companies Act, 2013
8. Application or proceedings made under the Indian Bankruptcy Code, 2016

Acknowledgements

The Board of Directors wish to thank the employees of CRISIL for their exemplary dedication and excellence displayed in conducting all operations. The Board also wishes to place on record its sincere appreciation of the faith reposed in the professional integrity of CRISIL by customers and investors who have patronised its services. The Board acknowledges the splendid support provided by market intermediaries as well. The affiliation with S&P Global has been a source of great strength. The Board of Directors also wish to place on record its gratitude for the faith reposed in CRISIL by the shareholders, SEBI, the RBI, the Government of India, and the state governments. In conclusion, the role played by media in highlighting the good work done by CRISIL is deeply appreciated.

For and on behalf of the Board of Directors of CRISIL Limited,

John L Berisford
 Chairman

Jaipur, February 17, 2023

(DIN: 07554902)

Annexure I to the Directors' Report

Annual Report on Corporate Social Responsibility Activities as prescribed under Section 135 of the Companies Act, 2013, and Companies (Corporate Social Responsibility Policy) Rules, 2014

1. A brief outline of the Company's CSR policy, including overview of projects or programmes proposed to be undertaken and a reference to the web-link to the CSR policy and projects or programmes:

The CSR Policy lays down the following activities to be carried out by the Company:

- Strengthen the financial capabilities of socially and economically underprivileged communities
- Conservation of the environment by focusing on relevant programmes in the vicinity of CRISIL offices so that employees get directly involved in CSR initiatives
- Employee participation in financial literacy/promoting education and environment conservation as well as, allowing employees to undertake projects of their choice, with small budget allocations reviewed by a Management Committee, provided that the projects were also covered under the Schedule VII to the Companies Act, 2013, as amended, from time to time
- Contribute to, undertake or support any other short-term causes/initiatives (up to two years) covered under the Schedule VII to the Companies Act, 2013 up to an allocation not exceeding 10% of the CSR budget in any given financial year. The contribution may be made directly or indirectly, through various agencies, whether government or semi-government or private (non-government) organisations. The CSR Committee may under special circumstances with reasonable justification enhance the allocation for such short-term causes/initiatives to meet pertinent community needs

The following projects have been undertaken by the Company in 2022:

Mein Pragati (Assam) — Phase III Expansion/Exit, Livelihoods (in Assam), GramShakti – Phase II, CRISIL Re (Environment), and Disaster Relief

The CSR Policy is available on the Company's website, <https://www.crisil.com/en/home/investors/corporate-governance.html>

2. The Composition of the CSR Committee: Ms Vinita Bali (Chairperson), Mr Girish Paranjpe and Mr Amish Mehta

3. Provide the web-link where composition of the CSR Committee, the CSR policy, and CSR projects approved by the Board are disclosed on the website of the Company

- Composition of CSR Committee: <https://www.crisil.com/en/home/investors/board-and-committees.html>
- CSR policy: <https://www.crisil.com/en/home/investors/corporate-governance.html>
- CSR projects approved by the Board: <https://www.crisil.com/en/home/crisil-foundation.html>

4. Provide the details of impact assessment of CSR projects carried out in pursuance of sub-rule (3) of Rule 8 of the Companies (Corporate Social Responsibility Policy) Rules, 2014, if applicable

- Mein Pragati (Assam) — Phase III Expansion/Exit conducted by Prime M2i Consulting Private Limited
- GramShakti - Phase I conducted by KPMG Advisory Services Private Limited
- Mein Pragati (Assam) – Phase III Expansion/Exit conducted by Price Waterhouse Chartered Accountants LLP

These reports are available on the Company's website: <https://www.crisil.com/en/home/crisil-foundation/publications.html>

5. Details of the amount available for set off in pursuance of sub-rule (3) of Rule 7 of the Companies (Corporate Social Responsibility Policy) Rules, 2014 and amount required for set off for the financial year, if any: Not applicable

Sr. no.	Financial year	Amount available for set-off from preceding financial years (₹)	Amount required to be set off for the financial year, if any (₹)
		Not applicable	

6. Average net profit of the Company as per Section 135(5): ₹ 275.9 crore

7. (a) Two percent of average net profit of the Company as per Section 135(5): ₹ 5.52 crore
 (b) Surplus arising out of the CSR projects or programmes or activities of the previous financial years: NA
 (c) Amount required to be set off for the financial year, if any: NA
 (d) Total CSR obligation for the financial year (7a+7b- 7c): ₹ 5.52 crore

8. (a) CSR amount spent or unspent for the financial year

Total amount spent for the financial year	Amount unspent (₹)				
	Total amount transferred to unspent CSR account as per Section 135(6)			Amount transferred to any fund specified under Schedule VII as per second proviso to Section 135(5)	
	Amount	Date of transfer	Name of the fund	Amount	Date of transfer
5.84 cr	NA	NA	NA	NA	NA

(b) Details of CSR amount spent against ongoing projects for the financial year

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	(9)	(10)	(11)	
Sr. no.	Name of the project	Item from the list of activities in schedule VII to the Act	Local area (Yes/No)	State	District	Project duration	Amount allocated for the project (₹)	Amount spent in the current financial year (₹)	Amount transferred to unspent CSR account for the project as per Section 135(6) (₹)	Mode of implementation - Direct (Yes/No)	Name	CSR registration number
1.	Mein Pragati (Assam) – Phase III Expansion/Exit	Promoting gender equality, empowering women	Yes	Assam	Kamrup, Morigaon, Nalbari, Barpeta, Goalpara, Darrang, Baksa, Bongaigaon, Chirang, Dhubri, Karbi, Anglong	Jan-2021 to Dec-2023	2.25	2.44	Nil	No	RGVN, SeSTA, Centre for Microfinance & Livelihood	SeSTA-CSR00000087 RGVN - CSR00002390 CML - CSR00004635
	Livelihoods (in Assam)	Promoting gender equality, empowering women	Yes	Assam	Nalbari, Kamrup	Jan-2019 to Dec-2022	0.50	0.51	Nil	No	SeSTA, Grameen Sahara,	SeSTA-CSR00000087 Grameen Sahara - CSR00011289

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	(9)	(10)	(11)		
Sr. no.	Name of the project	Item from the list of activities in schedule VII to the Act	Local area (Yes/No)	Location of the project		Project duration	Amount allocated for the project (₹)	Amount spent in the current financial year (₹)	Amount transferred to unspent CSR account for the project as per Section 135(6) (₹)	Mode of implementation - Direct (Yes/No)	Mode of implementation - Through implementing agency		
				State	District							Name	CSR registration number
2	Gram-Shakti – Phase II	Promoting gender equality, empowering women	Yes	Assam, Rajasthan	Kamrup, Morigaon, Nalbari, Barpeta, Goalpara, Darrang, Baksa, Bongaigaon, Chirang, Dhubri, Karbi, Anglong, Dausa, Alwar	Jan-2022 to Dec-2023	0.89	0.88	Nil	No	RGVN, SeSTA	SeSTA-CSR00000087 RGVN - CSR00002390 CML - CSR00004635	
3	CRISIL Re (Environment)	Ensuring environmental sustainability	Yes	Mumbai, Pune, Hyderabad, Gurgaon	N/A	June-2020 to Dec-2022	1.05	1.06	Nil	No	BAIF, IAM GURGAON, IAHV, United Way of Mumbai, NEWS, Say Trees Environmental Trust, WOTR	BAIF – CSR00000259 IAM GURGAON – CSR00000018 IAHV – CSR00000683 United Way of Mumbai – CSR00000762 NEWS – CSR00000806 Say Trees Environmental Trust – CSR00000702 WOTR – CSR00000518	
Total							4.69	4.88	Nil	-	-	-	

(c) Details of CSR amount spent against other than ongoing projects for the financial year

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	
Sr.no.	Name of the project	Item from the list of activities in schedule VII to the Act	Local area (Yes/No)	Location of the project		Amount spent for the project (₹)	Mode of implementation - direct (Yes/No)	Mode of implementation - through implementing agency	
				State	District			Name	CSR registration number
1.	Disaster relief	Disaster management	Yes	Assam	Cachar, Hojai, Bongaigaon, Chirang & Dhubri	0.40	No	SeSTA, OXFAM	SeSTA-CSR00000087 OXFAM - CSR00000839

(d) Amount spent in administrative overheads: ₹ 0.29 crore**(e) Amount spent on impact assessment, if applicable: ₹ 0.27 crore****(f) Total amount spent for the financial year (8b+8c+8d+8e)* In ₹ crore: ₹ 5.84 crore¹****(g) Excess amount for set off, if any: ₹ 0.32 crore***

Sr.no.	Particular	Amount (₹ crore)
i.	Two percent of average net profit of the Company as per Section 135(5)	5.52
ii.	Total amount spent for the financial year	5.84*
iii.	Excess amount spent for the financial year [(ii)-(i)]	0.32*
iv.	Surplus arising out of the CSR projects or programmes or of the previous financial years, if any	Nil
v.	Amount available for set off in succeeding financial year [(iii)-(iv)]	0.32*

*Refer to footnote below

9. (a) Details of unspent CSR amount for the preceding three financial years: Not applicable

Sr.no.	Preceding financial year	Amount transferred to unspent CSR account under Section 135 (6) (₹ crore)	Amount spent in the reporting financial year (₹ crore)	Amount transferred to any fund specified under schedule VII as per Section 135(6), if any			Amount remaining to be spent in succeeding financial years (₹ crore)
				Name of the fund	Amount (₹ crore)	Date of transfer	
Not applicable							

(b) Details of CSR amount spent in the financial year for ongoing projects of the preceding financial year(s): Not applicable

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Sr. no.	Project ID	Name of the project	Financial year in which the project was commenced	Project duration	Total amount allocated for the project (₹ crore)	Amount spent on the project in the reporting financial year (₹ crore)	Cumulative amount spent at the end of reporting financial year (₹ crore)	Status of the project - Completed /Ongoing
Not applicable								

¹On account of the merger of CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited, CSR spend of ₹ 10 lakh committed by CRISIL Risk and Infrastructure Solutions Limited for 2022, has been undertaken by CRISIL Limited.

- 10. In case of creation or acquisition of capital asset, furnish the details relating to the asset so created or acquired through CSR spent in the financial year (asset-wise details):** Not applicable
- (a) Date of creation or acquisition of the capital asset(s)
 - (b) Amount of CSR spent for creation or acquisition of capital asset
 - (c) Details of the entity or public authority or beneficiary under whose name such capital asset is registered, their address, etc
 - (d) Provide details of the capital asset(s) created or acquired (including complete address and location of the capital asset)
- 11. Specify the reason(s), if the Company has failed to spend two per cent of the average net profit as per Section 135(5):**
Not applicable

For CRISIL Limited

Amish Mehta

Managing Director
and Chief Executive Officer
(DIN: 00046254)

For and on behalf of the Corporate Social Responsibility
Committee of CRISIL Limited

Vinita Bali

Chairperson
Corporate Social Responsibility Committee
(DIN: 00032940)

Jaipur, February 17, 2023

Annexure II to the Directors' Report

FORM NO. AOC - 2

[Pursuant to Clause (h) of sub-section (3) of Section 134 of the Companies Act, 2013, and Rule 8(2) of the Companies (Accounts) Rules, 2014]

Form for disclosure of particulars of contracts/arrangements entered into by the Company with related parties referred to in sub-section (1) of Section 188 of the Companies Act, 2013, including certain arm's length transactions under third proviso thereto.

1. Details of contracts or arrangements or transactions not at arm's length basis:

Sr. no.	Name of related party and nature of relationship	Nature of contracts/ arrangements/ transactions	Duration of contracts/ arrangements/ transactions	Salient features of contracts/ arrangements/ transaction, including value, if any	Justification for entering into such contracts/ arrangements/ transactions	Date(s) of approval by the Board	Amount paid as advances, if any	Date on which special resolution was passed in general meeting u/s 188(1)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
Not applicable								

2. Details of material contracts or arrangements or transactions at arm's length basis:

Sr. no.	Name of the related party and nature of relationship	Nature of contracts/ arrangements/ transactions	Duration of contracts/ arrangements/ transactions	Salient features of contracts/arrangements /transactions, including value, if any	Justification for entering into such contracts/ arrangements/ transaction	Date (s) of approval by the Board/ Audit Committee	Amount paid as advances, if any	Date on which special resolution was passed in general meeting u/s 188(1)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
1	S&P Global Inc and its subsidiaries (SPGI) (fellow subsidiaries)	Global Analytical Center	Ongoing subject to renewal as per contractual terms	Support SPGI and its group in their global operations, consideration of around ₹ 242.42 crore in 2022	Services rendered by CRISIL are at arm's length pricing (ALP) and in the ordinary course of business. CRISIL maintains appropriate documentation to support ALP with SPGI and its group companies	October 21, 2022	Nil	December 15, 2014*

Sr. no.	Name of the related party and nature of relationship	Nature of contracts/ arrangements/ transactions	Duration of contracts/ arrangements/ transactions	Salient features of contracts/arrangements /transactions, including value, if any	Justification for entering into such contracts/ arrangements/ transaction	Date (s) of approval by the Board/ Audit Committee	Amount paid as advances, if any	Date on which special resolution was passed in general meeting u/s 188(1)
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
2	CRISIL Irevna UK Limited (100% subsidiary)	Global Research and Analytical Services (GR&RS)	Ongoing subject to renewal as per contractual terms	CRISIL invoices CRISIL Irevna UK for GR&RS services which Irevna UK has recovered from external clients. The pricing is after considering appropriate remuneration to Irevna UK to meet its functional obligation (amount invoiced by CRISIL to CRISIL Irevna UK Limited is ₹ 138.90 crore in 2022)	Services rendered by CRISIL are at arm's length pricing (ALP) and in the ordinary course of business. CRISIL maintains appropriate documentation to support ALP with CRISIL Irevna UK	October 21, 2022	Nil	Not applicable
3	CRISIL Irevna US LLC (100% subsidiary)	Global Research and Analytical Services (GR&RS)	Ongoing subject to renewal as per contractual terms	CRISIL Irevna US to provide support services in the form of billing support, onsite delivery supervision and other business development activities to CRISIL at cost plus agreed markup. (amount invoiced by CRISIL Irevna US LLC to CRISIL Limited is ₹ 132.43 crore in 2022)	Services rendered by CRISIL are at arm's length pricing (ALP) and in the ordinary course of business. CRISIL maintains appropriate documentation to support ALP with CRISIL Irevna US LLC	October 21, 2022	Nil	Not applicable

* CRISIL has been S&P's trusted partner and has been here providing support services to S&P entities since 2003 (i.e. prior to CRISIL becoming a subsidiary of S&P). Approval for this transaction was sought through a shareholders' postal ballot conducted in December 2014. This resolution was voted upon by the minority shareholders, without participation of S&P. Services provided by CRISIL are at arm's length pricing and in the ordinary course of business.

For and on behalf of the Board of Directors of CRISIL Limited

John L Berisford
Chairman
(DIN: 07554902)

Jaipur, February 17, 2023

Annexure III to the Directors' Report

FORM NO. MR.3

Secretarial Audit Report

For the financial year ended December 31, 2022.

[Pursuant to Section 204(1) of the Companies Act, 2013, and Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

To,
 The Members,
CRISIL Limited
 CRISIL House, Central Avenue,
 Hiranandani Business Park,
 Powai, Mumbai-400076

We have conducted the secretarial audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by **CRISIL Limited** (hereinafter called the Company). The secretarial audit was conducted in a manner that provided us a reasonable basis for evaluating the corporate conducts/ statutory compliances and expressing our opinion thereon.

Auditor's responsibility:

Our responsibility is to express an opinion on the compliance of the applicable laws and maintenance of records based on audit. We have conducted the audit in accordance with the applicable Auditing Standards issued by The Institute of Company Secretaries of India. The Auditing Standards require that the auditor shall comply with statutory and regulatory requirements and plan and perform the audit to obtain reasonable assurance about compliance with applicable laws and maintenance of records.

Due to the inherent limitations of audit including internal, financial and operating controls, there is an unavoidable risk that some material misstatements or material non-compliances may not be detected, even though the audit is properly planned and performed in accordance with the standards.

Unmodified opinion:

Based on our verification of the Company books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of secretarial audit, we hereby report that in our opinion, the Company has, during the audit period covering the financial year ended on December 31, 2022 (hereinafter called the 'audit period') complied with the statutory provisions listed hereunder and

also that the Company has proper Board processes and compliance mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

We have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on December 31, 2022 according to the provisions of:

- (i) The Companies Act, 2013 (the Act) and the rules made thereunder;
- (ii) The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made there under;
- (iii) The Depositories Act, 1996 and the Regulations and Bye-laws framed there under;
- (iv) Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent of foreign direct investment and overseas direct investment (**external commercial borrowings are not applicable to the Company during the audit period**);
- (v) The following regulations and guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'): -
 - (a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;
 - (b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;
 - (c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018; (**not applicable to the Company during the audit period**)

- (d) The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021;
- (e) The Securities and Exchange Board of India (Issue and Listing of Non-Convertible Securities) Regulations, 2021; **(not applicable to the Company during the audit period)**
- (f) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client;
- (g) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2021; **(not applicable to the Company during the audit period)** and
- (h) The Securities and Exchange Board of India (Buy-back of Securities) Regulations, 2018. **(Not applicable to the Company during the audit period)**

We have also examined compliance with the applicable clauses of the following:

- (i) Secretarial Standards issued by The Institute of Company Secretaries of India
- (ii) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and amendments made thereunder. ('Listing Regulations')

We further report that, having regard to the compliance system prevailing in the Company and on the examination of the relevant documents and records including internal audit report in pursuance thereof on test-check basis, the Company has complied with the Securities and Exchange Board of India (Research Analysts) Regulations, 2014.

During the period under review the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines and Standards made there.

We further report that the Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. The changes in the composition of the Board of Directors that took place during the audit period were carried out in compliance with the provisions of the Act and Listing Regulations.

Adequate notice is given to all directors to schedule the Board Meetings, agenda and detailed notes on agenda were

sent at least seven days in advance (except in one case where meeting is convened at a shorter notice for which necessary approvals were obtained as per applicable provisions), and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting.

All decisions at Board meetings and committee meetings are carried out unanimously as recorded in the minutes of the meetings of the Board of Directors or committee of the Board, as the case may be.

We further report that there are adequate systems and processes in the Company commensurate with the size and operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

We further report that during the audit period, the Company has

1. Allotted 70,555 equity shares of face value of ₹ 1 each under CRISIL Employee Stock Option Scheme 2011 and allotted 1,25,043 equity shares of face value of ₹ 1 each under CRISIL Employee Stock Option Scheme 2014.
2. Altered its Object clause of Memorandum of Association by passing Special resolution at 35th Annual General Meeting held on April 22, 2022. Consequently, altered its Memorandum of Association.
3. Completed merger of its two wholly owned subsidiary companies viz., CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited with the Company effective from September 01, 2022.

**For Makarand M. Joshi & Co.
Company Secretaries**

**Makarand M. Joshi
Partner**

FCS: 5533

CP: 3662

PR: 640/2019

UDIN: F005533D003165602

Date: February 17, 2023

Place: Mumbai

Annexure IV to the Directors' Report

Disclosures pursuant to Section 197(12) of the Companies Act, 2013, and Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

1. The ratio of remuneration of each director to the median remuneration of the employees of the Company and percentage increase in remuneration of each director, CFO, CEO, Company Secretary or Manager, if any, in the financial year:

Sr. no.	Name of the Director	Ratio of the remuneration to the median remuneration of the employees [~]	% increase in remuneration
a.	Mr John L Berisford, Chairman, Non-Executive Director	NA*	NA*
b.	Ms Vinita Bali, Independent Director	3.86	0.84
c.	Mr Girish Paranjpe, Independent Director	3.96	5.25
d.	Ms Shyamala Gopinath, Independent Director	3.71	10.98
e.	Mr Amar Raj Bindra, Independent Director [#]	3.73	966.87 [#]
f.	Mr Ewout Steenbergen, Non-Executive Director	NA*	NA*
g.	Ms Elizabeth Mann, Non-Executive Director [@]	NA*	NA*
h.	Mr Yann Le Pallec, Non-Executive Director [^]	NA*	NA*
i.	Mr Amish Mehta, MD & CEO	69.63 ^{\$}	56.24 ^{\$}
j.	Mr Sanjay Chakravarti, CFO	NA	2.42
k.	Ms Minal Bhosale, Company Secretary	NA	24.51

* Since April 2015, S&P Global has waived sitting fees and commission payable to its nominees

@ Ceased to be Non-Executive Director with effect from July 22, 2022

^ Appointed as Non-Executive Director with effect from October 3, 2022

[#] Remuneration not comparable since Mr Bindra joined the Board in December 2021, and last year's remuneration is for part of the year

^{\$} Remuneration increase covers impact of perquisite value of ESOS exercised during 2022. Excluding ESOS perquisite value, the remuneration increase is 14.8%. Further, the ratio of remuneration to median is 51.16.

2. **The % increase in median remuneration of employees in the financial year⁻:** Median pay increased 2.01% in 2022 compared with 2021.
3. **The number of permanent employees on the rolls of the Company:** 4,603
4. **Average percentile increase already made in salaries of employees, other than the managerial personnel, in the last financial year and its comparison with the percentile increase in the managerial remuneration, and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:** Average increase in remuneration for 2022 over 2021 was 12.94%. Overall managerial remuneration to KMPs has decreased by 33.36%. During the previous year, there were succession plan-led changes to the position of CEO and Managing Director, and one-time payments such as end-term benefits and exercise of options were included in the remuneration of the outgoing CEO. Hence, there is a decrease in the overall managerial remuneration to KMPs by 33.36%. For clarity on the details of the individual compensation to KMPs, please refer to the Annual Return available on the website of the Company.
5. **Affirmation that the remuneration is as per the remuneration policy of the Company:** Yes

Annexure to the Directors' Report

Management Discussion and Analysis Report

Ratings services

There was marked improvement in India Inc's credit quality during 2022, primarily led by post-Covid recovery in demand across sectors. The domestic credit rating business received a boost from the healthy rebound in bank credit growth on the back of a recovery in the wholesale segment, besides an uptick in retail lending. Wholesale credit growth was also supported by large issuers preferring bank loans over bonds. The rating industry, on the other hand, was impacted by muted corporate bond issuances for most part of the year amid an uncertain macroeconomic environment, albeit rebounding in the last quarter of 2022.

In 2023, wholesale bank credit is expected to maintain its growth trajectory in comparison to the past two years, supported by continuing economic recovery and higher working capital funding requirements in an inflationary environment. Bond market issuances are expected to further pick up in the second half of the year, after the interest rate outlook stabilises.

Research, Analytics and Solutions

Market Intelligence & Analytics

Research

The buzz on decarbonisation, climate change, green hydrogen, and private equity (PE) is growing louder. Demand for risk tools, data and research aligned to portfolio management has increased. PE-funded data and fintech companies are aggressively building databases, and price competition from technology start-ups has intensified.

Consulting

The Consulting business benefited from increasing infrastructure investment activity and sustainability initiatives in 2022. We expect government spending to continue. We also expect the private sector to focus more on newer segments in infrastructure, and strengthen the sustainability push in 2023 and beyond.

Risk Solutions, Data & Analytics

The banking sector increased focus on credit lifecycle digitalisation (onboarding, sanctioning, monitoring, collections). Increased focus on customer journey and integrated solutions with credit risk platforms bundled with data gained traction.

On the regulatory front, automation for the entire asset classification and provisioning received a big push. Focus on data strategy in view of hosting data on cloud and using

cloud-native tools was re-established, recognising the potential opportunity to focus on data domain analytical products.

International business

CRISIL GR&RS

As central banks worldwide adopt aggressive measures to rein in inflation, the risk of a global recession in 2023 has increased. But rising market volatility has kept sales and trading activity robust. Non-discretionary spends by clients continue around key risk pillars due to regulatory mandates.

Discretionary spends have been directed around tech-led transformation. Against this backdrop, GR&RS has added several logos and won request for proposals (RFPs), thus demonstrating its ability to navigate the challenging environment.

Banks have been looking to strengthen their credit-monitoring practices by benchmarking and streamlining policies and processes to align with industry best practices. In 2022, it built on transformation trends across global banks, which have been fuelled by increasing competition from fintech firms, gaps in monitoring infrastructure, and focus on driving efficiencies.

The year saw diversification in the Integrated Credit Risk business with growth driven by engagements.

Volatility across asset classes and the challenging macroeconomic environment have prompted banking clients and their regulators to relook the underlying models supporting trading and lending decisions, raise the profile of regulatory stress tests, and underpin the need for innovation such as ongoing model monitoring.

Banks are also continuing their efforts to use newer technology (including cloud and microservices architecture) to make their platforms more efficient with programmes in play to integrate pricing, risk and trading platforms.

Clients have been leveraging the expertise of our Model and Trading Risk business to address their risks and regulatory mandates, and digitally prepare themselves for higher scale and enhanced analytics. The Model Risk business witnessed healthy demand in the model validation space, as well as other areas such as model monitoring and documentation, climate risk modelling, and data science for risk and stress testing. The Trading Risk business secured regulatory remediation programmes across the Fundamental Review of the Trading Book (FRTB), the French Prudential Supervision and Resolution Authority (ACPR), the Interbank Offered Rate (IBOR), and the Uncleared Margin Rules (UMR).

The continuously evolving regulatory landscape and financial crime transformation have created opportunities for non-financial risk (NFR) offerings in the global marketplace.

The Fundamental Research business registered healthy growth aided by buy-side franchise and a robust increase in the ESG franchise, while maintaining the sell-side business.

CRISIL GBA

Calendar 2022 was marked by increased volatility. Rapid inflation, war, rate hikes by central banks, and slowing economies drove a sizeable slowdown in the investment banking division (IBD), but led to significant growth in fixed income, currencies and commodities (FICC). Macro products (rates, FX, EM and commodities) logged decade-high performance due to macroeconomic volatility, especially in the first half. The weakening economic outlook and uncertainty saw large declines (in some cases, >90%) in the IBD, as companies cancelled or paused many new deals. This weakening environment also impacted the credit trading space. In transaction banking, the increase in interest rates allowed many banks to increase their net interest margin significantly (especially in the US), although credit outlook concerns remain.

GBA closed major renewal deals and rolled out the Client Intelligence platform for global banks. It added new clients under Market Structure and Technology offerings.

Analysis of consolidated financial performance and results of operations

Consolidated financial statements include financial statements of CRISIL Limited combined with its wholly owned subsidiaries (the Group). Subsidiaries are entities controlled by the Company.

Financial statements of the Group and its subsidiaries have been combined on a line-by-line basis by adding the book values of like items—assets, liabilities, income, and expenses—after duly eliminating intra-group balances and transactions, and the resulting gains/ losses.

Consolidated financial statements have been prepared in accordance with Indian Accounting Standards (Ind AS) notified under the Companies (Indian Accounting Standards) Rules, 2015, read along with Section 133 of the Companies Act, 2013 (the Act), and other relevant provisions of the Act. Financial statements have been prepared under historical cost convention on an accrual basis except for certain financial instruments, which are measured at fair value at the end of each reporting period. Management accepts responsibility for the integrity and objectivity of financial statements, as well as for various estimates and judgment used therein.

The consolidated financial performance and results of operations are relevant for understanding CRISIL's performance.

A. Financial performance

1. Property, plant, equipment, and intangible assets

The Group's investments in property, plant, and equipment represent the cost of buildings, leasehold

improvements, computers, office equipment, furniture, fixtures, and vehicles. Property, plant, and equipment are measured at cost less accumulated depreciation and impairment losses, if any.

The Group's intangible assets—software, customer relationship, technology, database, tradename, platform, and right of use assets—are stated at cost of acquisition or construction less accumulated amortisation and impairment losses, if any. The estimated useful lives of intangible assets and the amortisation period are reviewed at the end of each financial year.

During the year, the Group capitalised ₹ 54.71 crore to its gross block and deducted ₹ 38.14 crore from the gross block on disposal of various assets. Capitalised assets include office equipment, computers, software, and leasehold improvements to support business expansion and provide for replacement of the existing assets.

The Group expects to fund its investments in fixed assets and infrastructure from internal accruals and liquid assets.

At the end of the year, the Group's investments in property, plant, equipment, right of use assets, and other intangible assets were as follows:

Details	As at December 31,	
	2022	2021
Carrying value		
Gross block	818.28	776.94
Less: accumulated depreciation	579.13	488.79
Net block	239.15	288.15

(₹ crore)

2. Goodwill on consolidation

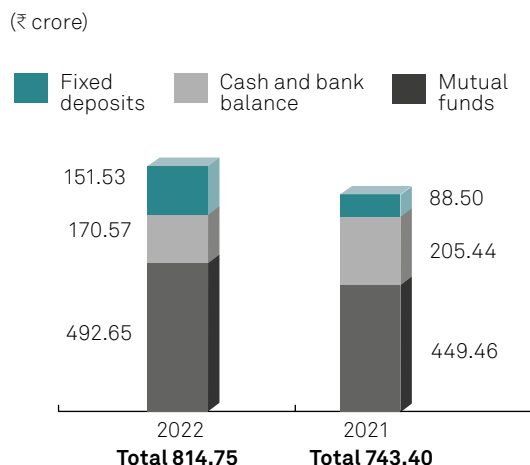
Goodwill on consolidation represents excess of purchase consideration over the net asset value of acquired subsidiaries on the date of such acquisition. Goodwill is tested for impairment annually or more frequently, if there are indications of impairment.

Financial assets

A. Investments and treasury: The Group's investments and treasury comprise equity investments, investments in debt mutual funds, fixed deposits, cash, and bank balance.

a. Equity investments: All equity investments (quoted and unquoted) are measured at Fair Value through Other Comprehensive Income (FVTOCI).

b. Current investments and treasury: The Group's investments in debt mutual funds are classified as Fair Value through Profit or Loss (FVTPL). The Group's treasury was ₹ 814.75 crore as at December 31, 2022, as against ₹ 743.40 crore in the previous year. Increase in treasury is in line with strong business performance.



c. The Group maintains adequate amount of liquidity/ treasury to meet strategic and growth objectives. It has ensured a balance between earning adequate returns on liquidity/treasury assets and the need to cover financial and business risks. The treasury policy calls for investing surplus in combination of fixed deposits with scheduled banks and debt mutual funds.

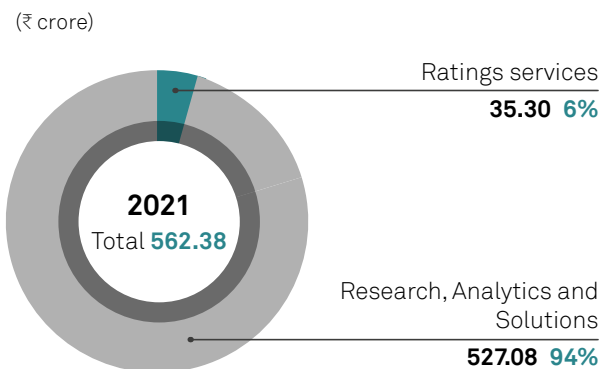
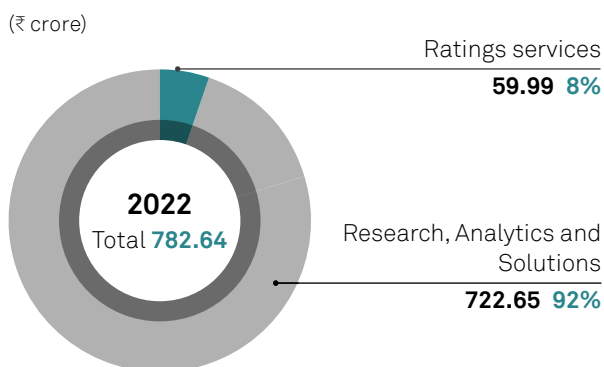
B. Loans

Loans comprise loans to employees totaling ₹ 3.23 crore as at December 31, 2022, as against ₹ 2.33 crore in the previous year.

C. Trade receivables

Trade receivables (including unbilled receivables) at the gross level totaled ₹ 782.64 crore as at December 31, 2022, compared with ₹ 562.38 crore in the previous year. Trade receivables constituted 28% of operating revenue compared with 24% of operating revenue during the previous year.

Break-up of trade receivables relating to the segment



The Group believes that the outstanding trade receivables are recoverable, and it has adequate provision for doubtful debtors. Provision for doubtful trade receivables balance was ₹ 23.81 crore as at December 31, 2022, as against ₹ 21.38 crore in the previous year. Provision for doubtful trade receivables was 1% as a percentage of revenue for the year ended December 31, 2022 and December 31, 2021.

D. Other financial assets

Other financial assets comprise security deposits, accrued interest and fair value of forward contracts. Other financial assets amounted to ₹ 43.72 crore for the year ended December 31, 2022, compared with ₹ 49.48 crore in the previous year.

3. Deferred tax assets

Deferred tax assets and liability comprise deferred taxes on property, plant, equipment, leave encashment, accrued compensation to employees, gratuity, fair valuation of quoted/unquoted investments, business combination, provision for bad debt, and deferred initial rating fees. The Group's net deferred tax assets totaled ₹ 79.39 crore as at December 31, 2022, as against ₹ 59.21 crore in the previous year. Deferred tax assets are recognised only to the extent that there is reasonable certainty that sufficient future taxable income will be available against which such deferred tax assets can be realised.

4. Income tax assets

The net advance income tax asset was ₹ 151.80 crore as at December 31, 2022, compared with ₹ 115.70 crore in the previous year.

5. Other assets

Other assets mainly comprise advances to vendors, accrued revenue, prepaid expenses and tax credit receivable. Other assets amounted to ₹ 156.61 crore for the year ended December 31, 2022, compared with ₹ 130.65 crore in the previous year.

6. Equity share capital

The Company's authorised capital is ₹ 19.50 crore, comprising 195,000,000 equity shares of ₹ 1 each. During the year, the Company issued and allotted 195,598 equity shares to eligible employees on exercise of options granted under ESOS 2014. Consequently, the Company issued, subscribed and paid-up capital

increased from 72,868,446 to 73,064,044 equity shares of ₹ 1 each.

The Company's authorised equity share capital has been increased to ₹ 19.50 crore from ₹ 10.00 crore.

7. Other equity

Other equity was ₹ 1,784.67 crore as at December 31, 2022, as against ₹ 1,571.13 crore in the corresponding period of the previous year. Other equity comprises reserves & surplus, and other comprehensive income (OCI).

8. Financial liabilities

A. Trade payables

Trade payables as at December 31, 2022, were ₹ 143.92 crore as against ₹ 133.70 crore in the previous year. Trade payables include amount payable to vendors for the supply of goods and services.

B. Other financial liabilities

Other financial liabilities as at December 31, 2022, were ₹ 368.40 crore as against ₹ 260.32 crore in the previous year. Other financial liabilities include dues to employees, unclaimed dividend and fair value of forward contracts.

9. Provisions and other liabilities

A. Provision for employee benefits

The overall liability was ₹ 115.93 crore as at December 31, 2022, compared with ₹ 102.67 crore in the previous year.

B. Others liabilities

Other non-financial liabilities mainly include unearned revenue and statutory liabilities. Unearned revenue represents income received in advance for which services have not been rendered. Other liabilities were ₹ 315.32 crore as against ₹ 291.34 crore in the previous year.

B. Results of operations

Summary of the operating performance

(₹ crore)

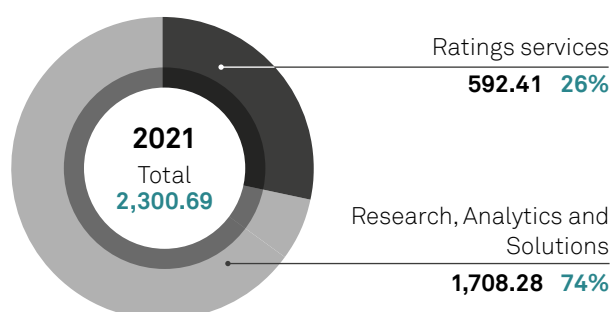
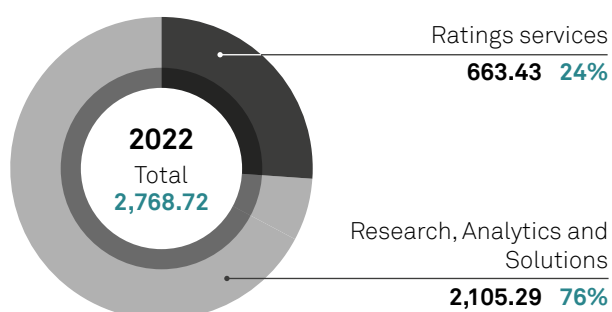
Particulars	Year-ended December 31,			
	2022	% of revenue	2021	% of revenue
Income from operations	2,768.72	96	2,300.69	97
Other income	122.47	4	77.02	3
Total income	2,891.19	100	2,377.71	100
Expenses				
Employee benefit expenses	1,552.98	54	1,286.91	54
Finance cost	6.40	0	8.93	1
Depreciation and amortisation	103.31	4	105.98	4
Other expenses	486.10	16	403.27	17
Total expenses	2,148.79	74	1,805.09	76
Profit before exceptional items and tax	742.40	26	572.62	24
Exceptional items	-	-	45.82	2
Profit before tax	742.40	26	618.44	26

Overall bank credit continued to grow owing to traction in the large corporate, MSME, and retail segments. Corporate bond issuances recovered in the quarter after a sluggish run. CRISIL Ratings saw momentum in bank loan ratings.

GAC continued to drive surveillance support across S&P Ratings' analytical practices and partnered on data and technology transformation programmes.

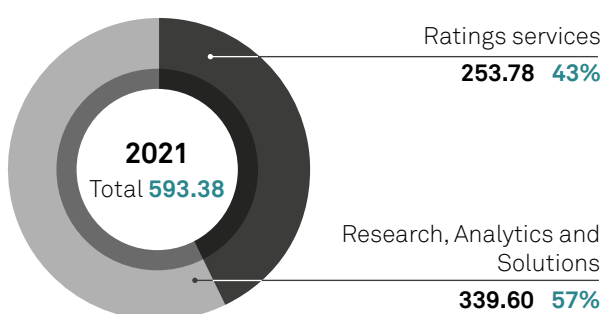
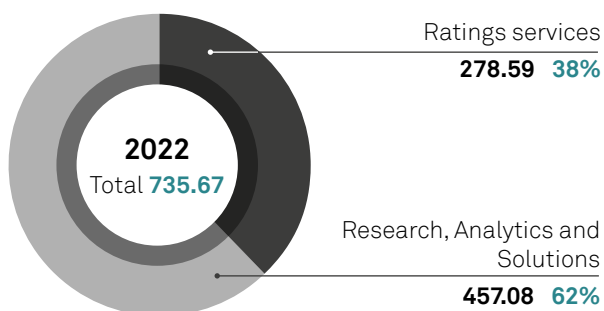
Segmental revenue analysis

(₹ crore)



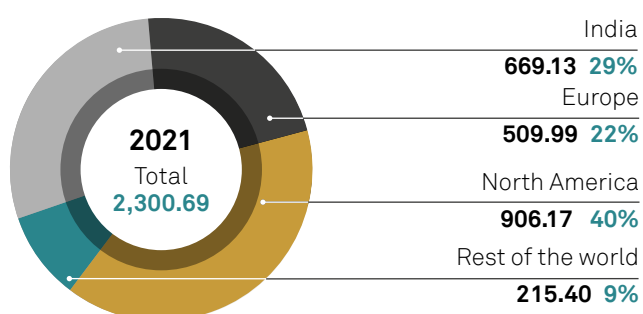
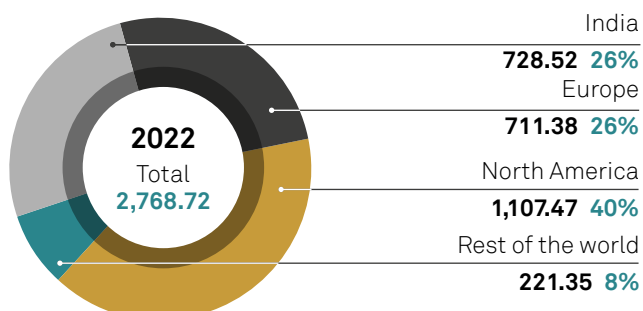
Segmental profits

(₹ crore)



Geography-wise segmental revenue

(₹ crore)



The GR&RS business saw increasing demand across service lines as sales and trading activity remained robust despite market volatility. There was good traction in sustainability and risk solutions.

GBA saw momentum in corporate and investment banking, driven by enhanced client engagement.

The MI&A business saw continued traction for its proprietary credit risk solution and demand for research and consulting services.

Other income (net)

Other income was ₹ 122.47 crore as at December 31, 2022, compared with ₹ 77.02 crore in the previous year.

Sharp movement in the US dollar versus the rupee and the British pound supported profitability in the year ended December 31, 2022, which includes Rs 30.1 crore from revaluation of the subsidiary loan.

Expense analysis

Expenses in the year totaled ₹ 2,148.79 crore as against ₹ 1,805.09 crore in the previous year. Employee benefit expenses were driven by merit increase and rise in headcount for billable roles.

Key ratios

Metrix	2022	2021	2020	2019	2018
Debtor turnover ratio (times)	4	5	6	5	4
Current ratio (times)	2	2	2	2	2
Return on net worth*	33%	32%	29%	30%	33%
Personnel expenses/ Total income	54%	54%	52%	49%	49%
Operating profit margin (EBITDA / Total income)	29%	29%	29%	29%	30%
Net profit margin	20%	20%	17%	19%	20%
Operating revenue per employee (₹ lakh)	64.67	60.28	54.54	46.86	45.52
Operating expense per employee (₹ lakh)	47.63	44.28	40.49	34.52	33.25
Operating profit per employee (₹ lakh)*	17.04	16.00	14.05	12.34	12.27

*Excludes impact of exceptional items

Analysis of CRISIL's standalone financial performance and results of operations

The Company's Board of Directors has approved arrangement for amalgamation of two wholly owned subsidiaries (CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited—transferor Company) with the Company in its Board meeting held on December 13, 2021. The arrangement and amalgamation have been accounted in the Company's books of account in accordance with Appendix C to Ind AS 103 'Business Combination'. Financial information in the standalone financial statements with respect to the prior period has been restated as if business combination had occurred from the beginning of the preceding period.

A. Financial performance

1. Property, plant, equipment, and intangible assets

The Company's investments in property, plant, and equipment represent cost of buildings, leasehold improvements, computers, software, office equipment, furniture, fixtures, and vehicles. Property, plant, equipment, and intangible assets are measured at cost less accumulated depreciation and impairment losses, if any.

During the year, the Company capitalised ₹ 36.99 crore to its gross block and deducted ₹ 20.50 crore from the gross block on disposal of various assets. Property, plant, and equipment capitalised include office equipment, computers, software, and leasehold improvements to support expansion of the business, and provide for replacement of the existing assets.

Depreciation as a percentage of total income was 4% in the current year. The Company expects to fund its investments in fixed assets and infrastructure from internal accruals and liquid assets.

At the end of the year, the Company's investments in net property, plant, equipment, and intangible assets were ₹ 116.29 crore as against ₹ 149.10 crore in the previous year.

2. Financial assets

A. Investments and treasury: The Company's investments and treasury comprise equity

investments, investments in debt mutual funds, fixed deposits, cash, and bank balance.

a. Equity investments

All equity investments (quoted and unquoted, other than investment in subsidiaries) are measured at Fair Value through Other Comprehensive Income (FVTOCI).

Investments in wholly owned subsidiaries are measured at cost. As at December 31, 2022 and December 31, 2021, the cost of investment in subsidiaries totaled ₹ 145.86 crore.

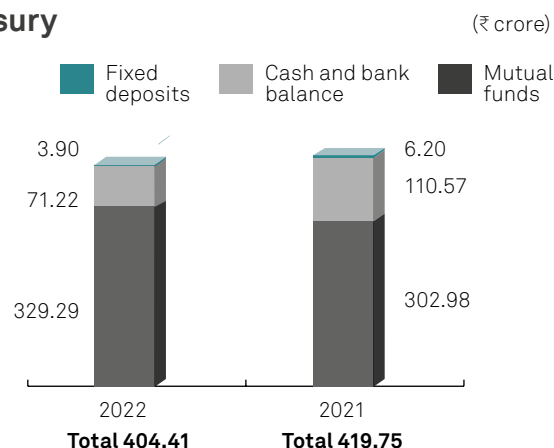
b. Current investments and treasury

The Company's investments in debt mutual funds are classified as Fair Value through Profit and Loss (FVTPL). The Company's treasury totaled ₹ 404.41 crore as at December 31, 2022, as against ₹ 419.75 crore in the previous year.

Cash and equivalents constituted 18% of the treasury as at December 31, 2022, as against 26% in the previous year.

The Company's treasury policy calls for investing surplus in a combination of fixed deposits with scheduled banks and debt mutual funds. The treasury position is healthy.

Treasury



B. Loans

Loans comprise loans to employees. As at December 31, 2022, the outstanding amount totaled ₹ 2.81 crore compared with ₹ 1.86 crore in the previous year.

C. Trade receivables

Trade receivables at the gross level totaled ₹ 382.44 crore as at December 31, 2022, compared with ₹ 273.45 crore in the previous year. Trade receivables constituted 26% of operating revenue compared with 23% in the previous year.

The Company believes that the outstanding trade receivables are recoverable and it has adequate provision for bad debt. Provision for doubtful debt balance was ₹ 16.93 crore as at December 31, 2022, as against ₹ 18.28 crore in the previous year. Provision for bad debt as a percentage of revenue was 1% for the year ended December 31, 2022, and 2% in the previous year.

D. Other financial assets

Other financial assets comprise advances recoverable in cash/ kind, accrued interest and fair value of forward contracts. Other financial assets for the year ended December 31, 2022, amounted to ₹ 44.11 crore compared with ₹ 48.21 crore in the previous year.

3. Deferred tax assets and advance taxes

Deferred tax assets and liability primarily comprise deferred taxes on property, plant, equipment, leave encashment, accrued compensation to employees, gratuity, fair valuation of quoted/unquoted investments, provision for bad debt, and unearned revenue. The Company's net deferred tax assets were valued at ₹ 54.54 crore as at December 31, 2022, as against ₹ 37.60 crore in the previous year. Deferred tax assets are recognised only to the extent that there is reasonable certainty sufficient future taxable income will be available against which such deferred tax assets can be realised.

4. Income tax assets

The net advance income tax asset was ₹ 104.89 crore as at December 31, 2022, compared with ₹ 91.78 crore in the previous year.

5. Other assets

Other assets mainly comprise prepaid expenses and tax credit receivable.

6. Equity share capital

The Company's authorised capital is ₹ 19.50 crore, comprising 195,000,000 equity shares of ₹ 1 each. During the year, the Company issued and allotted 195,598 equity shares to eligible employees on exercise of options granted under ESOS 2014. Consequently, the issued, subscribed and paid-up capital of the Company increased from 72,868,446 equity shares of ₹ 1 each to 73,064,044 equity shares of ₹ 1 each.

The Company's authorised equity share capital has been increased to ₹ 19.50 crore from ₹ 10.00 crore in accordance with the Scheme of Merger.

7. Other equity

Other equity comprises reserves, surplus and OCI. It was ₹ 1,063.07 crore as at December 31, 2022, as against ₹ 1,022.50 crore in the corresponding previous period.

8. Financial liabilities**A. Trade payables**

Trade payables amounted to ₹ 112.63 crore as at December 31, 2022, as against ₹ 106.51 crore in the previous year. Trade payables include the amount payable to vendors for supply of goods and services.

B. Other financial liabilities

Other financial liabilities, which include unclaimed dividend, fair value of forward contracts, dues to employees and sundry deposit payable were ₹ 175.81 crore as at December 31, 2022, as against ₹ 88.90 crore in the preceding year.

9. Provisions

Provisions comprise provisions for employee benefits. The overall liability was ₹ 91.70 crore as at December 31, 2022, as against ₹ 82.68 crore at the end of the previous year.

10. Other liabilities

Other liabilities mainly represent payables on account of withholding tax, GST, other duties, and unearned revenue. Unearned revenue represents fee received in advance or advance billing for which services have not been rendered.

B. Results of operations

The summary of standalone operating performance

(₹ crore)

Particulars	Year ended December 31,			
	2022	% of revenue	2021 (Restated)	% of revenue
Income from operations	1,444.12	84	1,204.38	78
Other income	272.83	16	339.95	22
Total income	1,716.95	100	1,544.33	100
Expenses				
Personnel expenses	713.39	42	569.19	37
Finance cost	5.61	0	7.62	0
Depreciation	67.85	4	69.69	5
Other expenses	488.24	28	382.47	25
Total expenses	1,275.09	74	1,028.97	67
Profit before exceptional items and tax	441.86	26	515.36	33
Exceptional item	-	0	45.82	3
Profit before tax	441.86	26	516.18	36
Tax expense	71.35	4	78.47	5
Profit after tax	370.51	22	482.71	31

Revenue analysis

Other income (net)

Other income decreased to ₹ 272.83 crore during the year from ₹ 339.95 crore in the previous year, mainly due to dividends on investments.

Expense analysis

Expenses for the year ended December 31, 2022, totaled ₹ 1,275.09 crore as against ₹ 1,028.97 crore in the previous year.

Risk management

The Company has a robust risk management framework in place with overall governance and oversight from the Risk Management Committee of the Board as well as the Audit Committee and Board of Directors.

CRISIL's risk management policy outlines the key accountabilities and responsibilities for managing risks. CRISIL has a balanced approach to risk management by mitigating risks to an acceptable level within tolerance and protecting its reputation and brand, while supporting the achievement of operational and strategic goals and objectives.

Risk assessment is conducted periodically, and the Company has a mechanism to identify, assess, mitigate, and monitor various risks to key business objectives. The Internal Risk Management Committee, comprising senior members of the leadership team, provides governance and oversight on the process.

The Company has a specialised role of Chief Risk Officer to drive the risk management agenda. Risk assessment is a combination of bottom-up and strategic view of key risks facing the business across all segments and functions.

All the key risks are reviewed and assigned probability of occurrence and potential impact (financial and non-financial), based on deliberations with business leaders and independent assessment. Mitigation plans are designed, implemented, and monitored on a quarterly basis.

The key business risks and mitigation strategies are highlighted below.

1. Business risks

The ongoing geopolitical situation and challenging macroeconomic environment globally, especially in key markets of Europe and the US, may potentially impact and elongate our clients' decision-making process. Macroeconomic conditions will likely remain difficult in the near term, with inflationary and wage pressures along with high interest rates creating recessionary conditions in key global markets.

The economic impact of geopolitical and macroeconomic challenges is continuously being monitored and appropriate measures are being taken, including aligning sales efforts towards shifting client and market priorities.

The Company strives to add value to its clients by providing services of a superior quality, introducing relevant tools, platforms and products, and by maintaining a robust franchise with investors and end-users to mitigate the risk arising from slowdown in the global economy and competitive pricing.

To mitigate the risk arising from high dependence on any one business for revenue, the Company has diversified into new products/ services and different business segments. To address the risk of dependence on a few large clients and a few sectors in the business segments, the Company has also actively sought to widen its client base and industry segments.

The Company carries the reputation risk for services rendered, especially in the ratings subsidiary. CRISIL Ratings' process is designed to ensure that all its ratings are based on the highest standards of independence and analytical rigour.

Though the threat of disruption due to the pandemic has receded thanks to the pace of vaccination and increasing recovery rate, potential threats from new variants, restrictions on travel, and spread of the virus continue to be closely monitored across the globe.

2. Foreign exchange risk

CRISIL earns a significant amount of revenue in foreign currency. Hence, rupee appreciation or depreciation may have a material impact on its revenue and profitability. The Company has a well-defined foreign exchange management policy and process designed to minimise the impact of volatility in foreign exchange fluctuations on earnings.

The Company evaluates exchange rate exposure arising from global business and operations and enters into foreign foreign exchange hedging contracts to mitigate the risk arising from rupee movement. The foreign exchange management programme covers a large portion of projected future revenues over a 12-month period and is restricted to standard forward contracts and options. Appropriate internal controls are in place for monitoring.

3. Policy risk

In recent years, the regulator SEBI issued guidelines mandating more disclosures by credit rating agencies (CRAs) to ensure greater discipline in the ratings process.

It set enhanced norms for functioning of rating committees, underlined the process to be adopted in the event of non-cooperation by issuers, introduced independent members in the Rating Committee for appeal cases, sought segregation of legal entity for regulated and non-regulated businesses, introduced and standardised probability of default (PD) benchmarks, added a new subscript to the ratings symbols for credit enhanced (CE) ratings, strengthened the composition of the Board of Directors of CRAs, introduced a new role of Chief Ratings Officer, increased the number of standardised rating scales for additional products like fixed deposits ratings, etc.

Overall, the guidelines seek to improve transparency of the credit rating process and enhance standards of the CRA industry.

The recent guidelines increase the operational intensity of the rating process. CRISIL continues to focus on leveraging technology to build appropriate controls and monitoring tools for meeting the enhanced requirements, safeguarding its rating process, and facilitating necessary disclosures.

Pursuant to amendments to the Securities and Exchange Board of India (Credit Ratings Agencies) Regulations, 1999, mandating segregation of the ratings and non-ratings businesses of CRAs, CRISIL transferred its ratings business to a wholly owned subsidiary, CRISIL Ratings Limited, effective December 31, 2020.

The segregation has no impact on the Company's consolidated business profile and its stakeholders. The newly created CRISIL Ratings Limited has an independent Board of Directors comprising eminent and distinguished leaders with diverse expertise and experience.

CRISIL's Research business has also received a licence as a Research Analyst under the SEBI (Research Analyst) Regulations, 2014, for specified research products, following the segregation of the Ratings business to a subsidiary.

The policy announcements for development of the bond market have been supportive in recent years. The steps towards nudging large corporates to raise 25% of their funding needs from the bond market, persuading insurance and pension regulators to accord recognition to corporate bonds rated in 'A category', recently announced plan to allow netting off financial contracts for Credit Default Swaps (CDS) and implementation of Insolvency and Bankruptcy Code (IBC) will structurally enhance the bond market's role in India's financing landscape over time.

As a part of its franchise strategy, CRISIL continues to highlight the critical role played by the bond market in the financial system, engage with the regulators and policy makers to facilitate development of the bond market, and invest significant efforts towards innovations that have the potential to expand the role of the bond market.

4. People risk

The Company's ability to attract, develop, motivate and retain talent is critical to business success. Pickup in the job market has led to high demand for key talent across various domains. The risk is further heightened due to challenges in hiring talent with requisite skillsets and broader shortage of talent in the market.

CRISIL continues to accord top priority to manage employee attrition by formulating talent retention and recognition programmes, and by offering a competitive salary and growth path for key talent. Focused efforts to retain talent by increasing employee engagement have been initiated. The Company also is creating awareness about its overall employee value proposition.

Efforts have also been taken to strengthen human resources team, increase talent acquisition channels, upskill and/ or cross skill employees to improve competencies, and enhance employee referrals for specific skills.

While the impact of pandemic on economic activity has been receding, employee health and well-being continues to be primary focus for the Company. CRISIL has taken adequate measures and equipped the employees with resources to ensure health, safety and availability. The Company extended support on emergency healthcare

resources for all employees and their immediate family members. The Company has made arrangements for Covid-19 dedicated helplines to employees and also professional and confidential counselling medical assistance (in partnership with a third party). Frequent updates, safety advisories, quarantine measures, general precautions including webinar sessions on tackling the pandemic situation were issued and presented to all employees. Return to office was also initiated keeping in mind the health and safety of employees.

5. Legal and statutory risk

CRISIL is subject to various international, national, and regional laws, including, but not limited to, products, trademarks, copyright, competition, data protection and privacy, environment, corporate governance, listing and disclosure, employment and labour, and taxation.

Failure to comply with laws and regulations could expose CRISIL and/ or its employees to civil and/ or criminal actions leading to damages, fines and/ or criminal sanctions with possible consequences for our corporate reputation. Changes in laws and regulations could have a material impact on the cost of doing business.

CRISIL is committed to complying with the laws and regulations of the countries in which it operates. In specialised areas, the relevant teams at global, regional, or local levels are responsible for setting detailed standards and ensuring that all employees are aware of and comply with regulations and laws relevant to their roles.

Our legal and regulatory specialists are heavily involved in monitoring and reviewing our practices to provide reasonable assurance that we remain aware of and in compliance with all the relevant laws and legal obligations.

Our tax principles provide overarching governance, and our tax experts set out the controls established to assess and monitor tax risk for direct and indirect taxes. We monitor proposed changes in taxation legislation and ensure these are considered when we formulate business plans.

All legal and regulatory updates that could trigger eventual exposure for the Company are monitored regularly by the legal and compliance functions, which further seek to mitigate such risks with support from other departments. These functions aim to ensure that laws and regulations are observed to react appropriately to all impending legislative changes or new court rulings, to attend to legal disputes and litigation, and to provide legally appropriate solutions for transactions and business processes.

6. Information and cybersecurity risk

Inadvertent sharing of client confidential data or CRISIL proprietary information by staff is an important risk. Further, the incidents of cyberattack globally continue to rise, especially in the current hybrid working environment.

In addition to the impact on business operations, a data breach could result in reputational damage, legal claims, and financial liabilities. In order to mitigate such risks, the Company has a dedicated Chief Information Security

Officer (CISO) to drive the information and cybersecurity agenda. CISO and the Information Security team acts as a second line of defence in strengthening the information and cybersecurity posture by defining appropriate perimeter security controls, detecting and evaluating areas of vulnerabilities, and implementing data leak prevention (DLP) tools. There is a focused exercise to build robust security process, policies, and posture for the cloud, as the technology transformation process of CRISIL increasingly leverages cloud infrastructure, applications, and tools.

The Company continues to evaluate and invest in additional mitigation plans through automated prevention and detection tools and infrastructure for enhanced monitoring. In addition, during the year, an enhanced level of awareness to remain vigilant against pertinent themes of information and cybersecurity was imparted to all employees by way of digital learning courses, external speaker sessions, emailers, and case studies.

Audits are conducted regularly to identify areas of vulnerability and to identify actions that mitigate the operational risks. ISO certification of key processes is conducted to ensure compliance with policies related to IT and the management system.

7. Business continuity risk

CRISIL operates and caters to clients from multiple geographies. Any disruption in operations on account of a business continuity incident may result in negative reputation impact and exposure of breach in client contracts.

A review of Business Impact Analysis (BIA) and Functional Recovery Plan (FRP) is performed for all critical processes on an annual basis. The technology used by the Company at all locations provides for redundancy and disaster recovery. For critical business processes, the business teams have defined a business continuity plan and have tested it with the help of the IT team.

Business continuity drill routines have been completed as per the plan during the year. The Company continues to monitor threats and potential incidents impacting business continuity. CRISIL moved to a hybrid operating model in 2022, after taking into consideration all safety protocols for office locations.

Independent Auditor's Certificate On Corporate Governance

To the Members of CRISIL Limited

1. This certificate is issued in accordance with the terms of our engagement letter dated 06 June 2022.
2. We have examined the compliance of conditions of corporate governance by CRISIL Limited ('the Company') for the year ended on 31 December 2022, as stipulated in Regulations 17 to 27, clauses (b) to (i) of Regulation 46(2), and paragraphs C, D and E of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations').

Management's responsibility

3. The compliance of conditions of corporate governance is the responsibility of the management. This responsibility includes the designing, implementing and maintaining operating effectiveness of internal control to ensure compliance with the conditions of corporate governance as stipulated in the Listing Regulations.

Auditor's responsibility

4. Pursuant to the requirements of the Listing Regulations, our responsibility is to express a reasonable assurance in the form of an opinion as to whether the Company has complied with the conditions of corporate governance as stated in paragraph 2 above. Our responsibility is limited to examining the procedures and implementation thereof, adopted by the Company for ensuring the compliance with the conditions of corporate governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.
5. We have examined the relevant records of the Company in accordance with the applicable Generally Accepted Auditing Standards in India, the Guidance Note on Certification of Corporate Governance issued by the Institute of Chartered Accountants of India ('ICAI'), and

Guidance Note on Reports or Certificates for Special Purposes issued by the ICAI which requires that we comply with the ethical requirements of the Code of Ethics issued by the ICAI.

6. We have complied with the relevant applicable requirements of the Standard on Quality Control (SQC) 1, Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements.

Opinion

7. Based on the procedures performed by us and to the best of our information and according to the explanations provided to us, in our opinion, the Company has complied, in all material respects, with the conditions of corporate governance as stipulated in the Listing Regulations during the year ended 31 December 2022.

We state that such compliance is neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the management has conducted the affairs of the Company.

Restriction on use

8. This certificate is issued solely for the purpose of complying with the aforesaid regulations and may not be suitable for any other purpose.

For Walker Chandiok & Co LLP

Chartered Accountants
Firm Registration No. 001076N/N500013

Khushroo B. Panthaky

Partner

Place: Mumbai
Date: 17 February, 2023

Membership No.: 042423
UDIN: 23042423BGWILY7712

Managing Director & CEO's declaration

To the Members of CRISIL Limited

I hereby confirm that all the members of the Board and Senior Management have affirmed compliance with the Code of Conduct.

For CRISIL Limited

Jaipur, February 17, 2023

Amish Mehta
Managing Director & CEO
DIN: 00046254

Report of the Directors on Corporate Governance

CRISIL's operations are managed and directed in accordance with the principles of transparency and ethical conduct espoused in CRISIL's Code of Ethics. Policy decisions and processes take into consideration a fair balance to the interests of its stakeholders. This principle-based approach is at the centre of a state-of-the-art and future-ready organisation, ensuring sustainable year-on-year growth. CRISIL maintains the highest standards of corporate governance and disclosure practices, and is committed to transparency in all its dealings. A strict regard for the mission, vision and values, together with an endeavour for consistent growth embodied in a culture of innovation, helps us create value for our stakeholders.

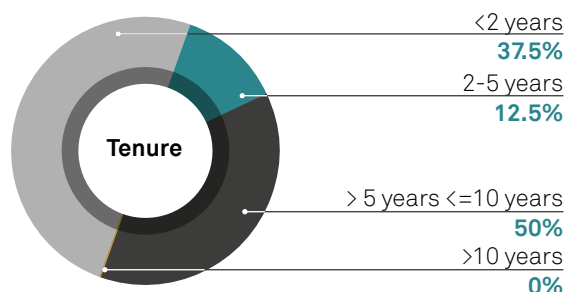
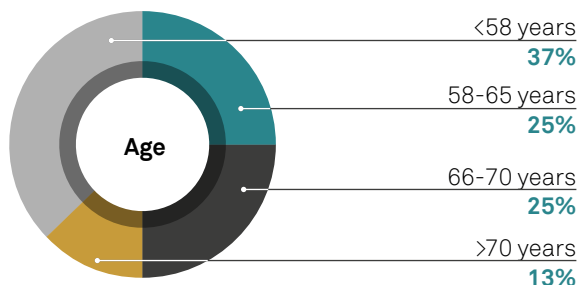
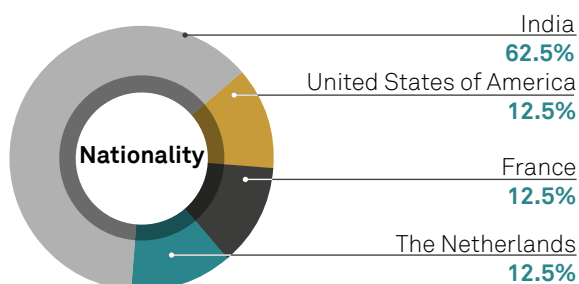
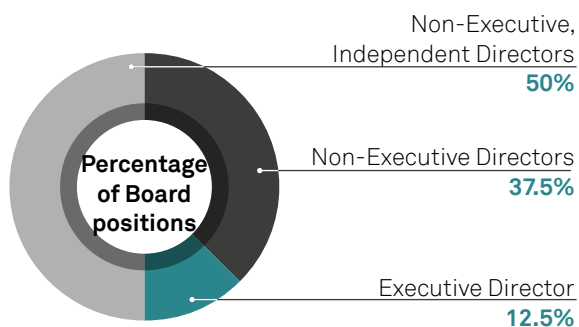
The Directors present below the Company's policies and practices on corporate governance.

A. Board of Directors

Size and composition of the Board

The Board of Directors has eight members, of which seven (87.5%) are Non-Executive Directors and 25% represent women directors. Four (50%) of the eight Board members are Independent Directors. The Chairman of the Board is a Non-Executive Director. As per the Articles of Association of the Company, the Board can have up to 15 members.

Board demographics



None of the Directors are related to any other Director on the Board. Names of CRISIL Board members and other details of their Directorship profile are presented in Table 1.1.

Criteria for Board membership

The Board has adopted a Nomination and Remuneration Policy to ensure that the Board composition is well-balanced in terms of requisite skillsets, so that the Company benefits from new insights, guidance and challenges to business proposals. The policy outlines the appointment criteria and qualifications of the Directors on the Board of CRISIL and the matters related to remuneration of the Directors. Besides this, other considerations for the Board composition are:

- Presence of at least one woman Independent Director
- Presence of at least one resident Director











- Independent Directors are expected not to serve on the Boards of competing companies
- Maximum number of Director positions to be held: not more than 20 companies, of which not more than 10 shall be public companies and not more than 7 shall be listed companies

Profiles of Directors

The profiles of Directors available at <https://www.crisil.com/en/home/about-us/our-people/board-of-directors.html> give an insight into the education, expertise, skills and experience of CRISIL Board members, thus bringing diversity to the Board's deliberations.

















































Matrix setting out the core skills/expertise/competence of the Board of Directors

The Board has identified the core skills/expertise/competencies of the Directors in the context of the Company's business for effective functioning, as follows:

Skills	Icon	Particulars
Strategic orientation		Ability to think expansively, evaluate alternatives, and make choices
Commercial orientation		Understanding of the business model and how the business makes money
Customer orientation		Creating compelling value propositions for customers as the differentiating attribute
People orientation		Track record and understanding of what motivates and inspires people to deliver superior performance
Technology and business transformation		Knowledge and understanding of how technology can be leveraged to produce competitively superior results and stay ahead
Experience in mergers and acquisitions		Ability to identify, value and coalesce acquisitions and mergers
Global business experience		Experience of overseeing and managing businesses across multiple countries and environments
Knowledge Of financial markets		Understanding of Indian and global trends and challenges across banking and securities markets, other credit rating agencies, asset management and advisory firms
Governance and regulation		Experience of corporate governance; and understanding of regulatory environment across banking and securities laws, data protection and privacy, and cyber security for India and countries where business is transacted
Stakeholder management		Experience of dealing with government officials, regulators, customers, boards, partners and suppliers, employees; and broader community for corporate social responsibility agenda

The manner in which the current Board of Directors fulfils these skills, expertise and competencies has been outlined in Table 1.1.

Table 1.1: CRISIL's Board of Directors details (as at December 31, 2022)

Name of the Director	Category	Age	Nationality status	Tenure	Directorship*	Name of other listed companies where they are a Director	Type of directorship	Memberships of committees*	Chairmanship of committees*	Skills identified and areas of core expertise
Mr John L Berisford (DIN: 07554902)	Non-Executive Chairman	59 years	US	6.5 years	1	-	-	0	0	     
Ms Vinita Bali (DIN: 00032940)	Independent, Non-Executive Director	67 years	India	8 years	2	Syngene International Ltd	Independent Director	2	0	     
Mr Girish Paranjpe (DIN: 02172725)	Independent, Non-Executive Director	64 years	India	5.2 years	5	Axis Bank Ltd	Independent Director	2	3	     
Ms Shyamala Gopinath (DIN: 02362921)	Independent, Non-Executive Director	73 years	India	2.5 years	7	Colgate-Palmolive (India) Ltd BASF India Ltd Tata Elxsi Ltd CMS Info Systems Ltd	Independent Director Independent Director Independent Director Non-Executive Director	2	4	     
Mr Amar Rai Bindra (DIN: 09415766)	Independent, Non-Executive Director	66 years	India	1 year	1	-	-	1	0	     
Mr Ewout Steenbergen (DIN: 07956962)	Non-Executive Director	53 years	The Netherlands	5.2 years	1	-	-	1	0	     
Mr Yann Le Pallec (DIN: 05173118)	Non-Executive Director	54 years	France	3 months	1	-	-	1	0	     
Mr Amish Mehta (DIN: 00046254)	Managing Director & Chief Executive Officer	52 years	India	1.2 years	1	-	-	1	0	     

Covers private, public and listed companies, including CRISIL Limited, but excludes foreign companies and Section 8 companies.

* Memberships/chairmanships in audit committee and shareholders'/investors grievance committee of listed and public limited companies including CRISIL Limited. Committee membership(s) and chairmanship(s) are counted separately.

Notes:

1. Mr Yann Le Pallec (DIN: 05173118) has been appointed as the Non-Executive Director with effect from October 3, 2022.

Membership term

As per the Articles of Association of the Company, at least two-thirds of the Board members shall be retiring Directors, excluding Independent Directors. One-third of such Directors are required to retire every year and if eligible, the retiring directors qualify for re-appointment. The Managing Director is appointed by the shareholders for a period of five years but can be reappointed on completion of the term, if eligible. The employment may be terminated by either party by giving three months' notice. Independent Directors shall hold office for up to two terms of five years each.

Succession policy

The Board constantly evaluates the contribution of its members and recommends to shareholders their re-appointment if thought fit, upon expiry of their respective tenures. The Nomination and Remuneration Committee of the Board regularly reviews succession planning and competency planning priorities of the Board and Senior Management.

The Board has adopted a retirement policy for its members. The maximum age of retirement for Executive Directors is 60 years, provided that the term of the person holding this position may be extended beyond the age of 60 years with the approval of shareholders by passing a special resolution.

Details of shareholdings of Directors as at December 31, 2022

None of the Directors, except Mr Amish Mehta, Managing Director & CEO, held any shares in the Company as at December 31, 2022. Mr Mehta held 29,941 shares and 12,210 options (vested and unvested) under the Company's ESOS 2014 as at December 31, 2022.

Certificate from Practicing Company Secretary regarding Non-Debarment and Non-Disqualification of Directors

The Company has obtained a certificate from M/s Makarand M Joshi & Co., Practicing Company Secretaries, confirming that none of the Directors on the Board of the Company have been debarred or disqualified from being appointed or continuing as Director of the Company by the Securities and Exchange Board of India and Ministry of Corporate Affairs or any such authority and the same forms part of this report as **Annexure II.**

Responsibilities

The Board takes decisions on long-term strategic planning, annual budget approvals and policy formulation. The Board also has strong operational oversight and reviews business plans, key risks and opportunities in the business context. The Board meets at least four times every calendar year and the maximum time gap between any two meetings is not more than 120 days. During the year ended December 31, 2022, the Board met six times — on February 15, March 22, April 21, July 21, October 21, and December 13. A detailed agenda, setting out the business to be transacted at the meeting(s), supported by notes and presentations and action taken reports from previous meetings, where applicable, is sent to each Director at least seven days before the date of the Board and committee meetings. The Directors are also provided the facility of video conferencing to enable them to participate effectively in the meeting(s), as and when required. All procedures stipulated under the Secretarial Standards and other legal requirements were complied with in the conduct of these meetings.

The Board members are highly involved in Company matters and the attendance record at such meetings, mentioned under Table 3.6 of the Corporate Governance Report, resonates the level of involvement, dedication and time allocated by them. Board members actively seek and attend trainings and off-cycle discussions on various topics pertinent to the Company. Engaging discussions with experts on emerging trends in economy, global financial markets and interactions with employees and clients are some of the notable events where Board members have participated whole-heartedly.

The Company has an executive committee, comprising the Managing Director and a team of senior leaders, with proper demarcation of responsibilities and authority. The Managing Director is responsible for corporate strategy, planning, external contacts and Board matters. The heads of individual businesses and the CRISIL leadership team are responsible for business development, customer relations, day-to-day operations-related issues, profitability, productivity, recruitment, and employee retention in their divisions. Important decisions taken by the Board and its committees are promptly communicated to the leadership team concerned for execution and status reports on actions taken are reported at subsequent meeting(s).

Role of Independent Directors and familiarisation process

As trustees of shareholders, Independent Directors play a pivotal role in upholding corporate governance norms and ensuring fairness in decision-making. Being experts in various fields, they also bring independent judgement on matters of strategy, risk management, controls and business performance. The Directors' Report contains the requisite disclosures regarding fulfilment of the requisite independence criteria by CRISIL's Independent Directors.

At the time of appointing a new Independent Director, a formal letter of appointment is given to the Director, inter alia, explaining their roles, duties and responsibilities. The Director is also explained in detail the compliances required from him / her under the Act, SEBI Regulations and other relevant regulations and his / her affirmation is taken with respect to the same.

By way of an introduction to the Company, presentations are also made to the newly appointed Independent Directors on relevant information, such as an overview of the various CRISIL businesses, offerings, market and business environment, growth and performance, organisational set-up of the Company, governance, and internal control processes.

Ongoing familiarisation aims to provide insights into the Company and the business environment to enable the Independent Directors to be updated of newer challenges, risks and opportunities relevant in the Company's context and to lend perspective to the strategic direction of the Company. The Company's policy of conducting the familiarisation programme and the details of familiarisation programmes imparted to Independent Directors during 2022 have been disclosed on the website of the Company at <https://www.crisil.com/en/home/investors/corporate-governance.html>.

The above initiatives help the Directors to understand the Company, the business and the regulatory framework in which the Company operates and equip them to effectively discharge their role as a Director of the Company.

Directors are covered under the Directors & Officers' Liability Insurance Policy and the terms of the same have been reviewed by the Board.

Remuneration policy

1) Remuneration to Non-Executive Directors

Non-Executive Directors are paid sitting fees for each meeting of the Board or its committees attended by them and are also eligible for commission. The commission payable to each Non-Executive Director is in accordance with the Nomination and

Remuneration Policy and is determined by the Board, based on the Company's performance, prevailing norms, and roles and contributions of Board members. In terms of a shareholders' resolution passed on April 20, 2017, the Company can pay remuneration not exceeding 1% of the net profit to the Non-Executive Directors. The Non-Executive Directors have not been granted any stock options of the Company. The overall remuneration to Non-Executive Directors for 2022 aggregates to 0.37% of the standalone net profit of the Company calculated as per Section 198 of the Companies Act, 2013.

Table 2.1: Sitting fees and commission paid to Non-Executive Directors

Name of Directors	Sitting fees	Commission	Total
Ms Vinita Bali	1,200,000	41,75,000	53,75,000
Mr Girish Paranjpe	1,335,000	41,75,000	55,10,000
Ms Shyamala Gopinath	980,000	41,75,000	51,55,000
Mr Amar Raj Bindra	1,010,000	41,75,000	51,85,000
Mr John L Berisford	Nil*	Nil *	Nil *
Mr Ewout Steenbergen	Nil*	Nil *	Nil *
Ms Elizabeth Mann [#]	Nil*	Nil *	Nil *
Mr Yann Le Pallec [^]	Nil*	Nil *	Nil *
Total	45,25,000	1,67,00,000	2,12,25,000

* Since April 2015, S&P Global has waived the sitting fees and commission payable to its nominees

[^] Appointed as a Non-Executive Director with effect from October 3, 2022

[#] Ceased to be a Director with effect from July 22, 2022

Directors holding Board positions in subsidiaries may be paid sitting fees and commission for performance of Directorial duties by the respective Boards. Accordingly, during 2022, Mr Girish Paranjpe and Mr Amar Raj Bindra were paid sitting fees of ₹ 1,00,000 each for attending Board meetings, and Mr Girish Paranjpe was paid commission of ₹ 15,00,000 pertaining to the year 2021, from CRISIL's subsidiary, CRISIL Irevna UK Limited. Since, Mr Amar Raj Bindra was appointed as a Director of CRISIL Irevna UK Limited on December 21, 2021, no commission was paid to him for the year 2021. Ms Shyamala Gopinath received sitting fees of ₹ 3,60,000 for

attending Board meetings of CRISIL's subsidiary, CRISIL Ratings Limited (CRL) in 2022 and the CRL Board approved a commission of ₹ 27,50,000 for 2022.

2) Managing Director

Mr Amish Mehta, Managing Director & CEO, has signed an agreement containing the terms and conditions of his employment. Key terms of the service contract and the remuneration package are mentioned in Table 2.2.

Table 2.2: Key terms of the service contract and the remuneration package of the Managing Director & CEO

Component	Details
Appointment period	October 1, 2021 - September 30, 2026
Short-term -fixed remuneration*	Base pay of ₹ 3,57,25,000 p.a., which includes salary, allowances, reimbursements, and retirement benefits
Perquisites	Company car with driver, group medical insurance and personal accident insurance cover, group term life insurance cover, and leave encashment
Annual performance bonus [^]	Maximum of 100% of base pay, based on the level of performance which will be decided by the Board of Directors on the recommendation of the Nomination and Remuneration Committee
Performance-linked deferred cash award	Mr Mehta has been granted a special long-term incentive equivalent to 100% of his base pay, effective October 1, 2021. This is a performance-linked deferred cash award based on cumulative business performance between 2021 and 2025, vesting equally at one-third each at the end of years 2023, 2024 and 2025, subject to the achievement of certain performance criteria determined by the Nomination and Remuneration Committee

Component	Details
Long-term benefits	Eligible to benefits under the Long Term Incentive Plan (LTIP) ^{^^} and Employee Stock Option Scheme (ESOS) ^{**} , in accordance with the schemes and rules of the Company for its staff as applicable from time to time
Notice period	3 months
Severance fee	Nil

Note: Base pay is Annual Fixed Compensation

- * Eligible for such annual increments, as may be decided by the Board of Directors of the Company on the recommendation of the Nomination and Remuneration Committee or any other committee constituted by it from time to time
- ^ The annual performance bonus framework links individual performance to Company's achievements on the balance scorecard, comprising financial and non-financial/sustainability targets
- ^^ Since the LTIP is based on achievement of certain criteria, the financial impact is measured based on actuarial valuations. Hence, the precise long-term incentives component for the Managing Director cannot be stated and will be disclosed upon these becoming due and payable as a part of compensation for the year (Refer to table 2.4 for the 2022 payout)
- ** Details of outstanding ESOS are provided in a separate table later

Mr Mehta holds options (vested and unvested) under the Company's ESOS as under:

Table 2.3: Options held by the Managing Director & CEO under the Company's ESOS

Plan	Date	Nos	Price	Remarks
Employee Stock Option Scheme, 2014	July 17, 2017	8,332	1,956.55	These options will vest in three equal tranches in the third, fourth, and fifth year from the grant and can be exercised after two years from each vesting
Employee Stock Option Scheme, 2014	April 16, 2019	3,878	1,568.85	These options will vest in three equal tranches in the second, third, and fourth year from the grant and can be exercised after two years from each vesting

Table 2.4: Remuneration paid to the Managing Director & CEO for the year ended December 31, 2022

Name	Mr Amish Mehta
Salary*	33,448,038
Variable pay	26,793,750
Perquisites:	
- ESOS	25,688,503
- Others	694,845
LTIP payout	6,831,592
Others:	
- Provident Fund	1,500,444
- Leave Encashment	1,912,607
ESOS granted during 2022	Nil

*Employee benefits that require actuarial valuation or are linked to events or fulfilment of conditions are disclosed in managerial remunerations as & when paid.

Besides, any pecuniary transaction, if undertaken between a Director and the Company in the ordinary course of business, is reflected in the related party disclosure in the notes to financial statements. Other than loans provided to subsidiaries with common directors, no loan was advanced to firms/companies in which directors are interested. The details with respect to the loans provided to these subsidiaries are provided elsewhere in the Annual Report.

B. Board committees as at December 31, 2022

The Board has constituted committees comprising Executive and Non-Executive Directors to focus on the critical functions of the Company. Each committee has the authority to engage outside experts, advisors, and counsels to the extent it considers appropriate to assist in its function. Minutes of proceedings of committee meetings are circulated among the Directors and placed before the Board meeting for noting thereat.



1. Audit Committee

The Audit Committee of the Company has been constituted in line with the provisions of Section 177 of the Companies Act, 2013, read with Regulation 18 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Audit Committee comprises four Non-Executive Directors who are well-versed in financial matters and corporate laws.

The role of the committee, the topics reviewed by it, and the frequency of review is mentioned in Table 3.1. The Audit Committee invites the executives of the Company as it considers appropriate (particularly the Head of the finance function), representatives of statutory auditors, and representatives of internal auditors, to its meetings.

Table 3.1: Role of the Committee and frequency of review

Role of the Committee	Frequency of review
Review of the annual financial statements, the auditor's report thereon, Director's Responsibility Statement and Management discussion and analysis report, before submission to the Board for approval	A
Review of financial statements before submission to the Board for approval	Q
Discussions with auditors (whenever necessary, without the presence of member of the management) regarding the Company's audited financial statements and seeking auditors' judgment on the quality and applicability of the accounting principles, the reasonableness of significant judgments, the adequacy of disclosures in the financial statements and other matters as the committee deems necessary	Q
Recommendation of the appointment, remuneration and terms of appointment of auditors of the Company and approval of payments for any other services	A
Review of performance of statutory and internal auditors, and adequacy of the internal control systems	A
Approving the internal audit plan for the year	A
Review of internal audit findings, the action taken status and other matters relating to the internal audit functioning of the Company	Q
Review of findings of any internal investigations by the internal auditors in matters where there is suspected fraud or irregularity or failure of internal control systems of material nature, and reporting the matter to the Board	E
Noting of material subsidiaries	A
Review of significant transactions, including related party transactions of the subsidiaries	Q
Omnibus approval for related party transactions proposed to be entered into by the Company	A

Role of the Committee	Frequency of review
Review and approval of transactions with related parties and subsequent modifications if any	Q
Review of investment policy, scrutiny of inter-corporate loans and investments, and review of the investment portfolio and treasury operations	A
Evaluation of internal financial controls and risk management systems of the Company	A
Review functioning of the whistle-blower mechanism	Q
Review material updates in litigations, and show-cause/demand/prosecution and penalty notices	Q
Review audit reports under the SEBI Research Analyst Regulations and compliance with the SEBI Outsourcing Policy	A
Review compliance with SEBI (Prohibition of Insider Trading) Regulations, 2015 and systems for internal controls with them	A
Recommendation of the appointment of the Chief Financial Officer of the Company and the remuneration payable to him	E
Noting of disclosure regarding encumbrance of promoter shareholding, if any, as per the SEBI Takeover Code	A
Comment on rationale, cost-benefits and impact of schemes involving merger, amalgamation, etc., on the listed entity and its shareholders	E
Review of substantial defaults in the payment to depositors, debenture holders, shareholders (in case of non-payment of declared dividends), and creditors, if any	E
Review of the charter of the Audit Committee	A

Frequency: A - Annually; Q - Quarterly; E - Event based

The Audit Committee met five times in 2022 – on February 14, April 21, June 10, July 21 and October 21. The necessary quorum was present for all the meetings. The Chairman of the Audit Committee was present at the previous Annual General Meeting of the Company held on April 22, 2022. Details of attendance at the meetings of the Audit Committee in 2022 are presented in Table 3.6.

In line with the terms of reference, during 2022, the Audit Committee, at each meeting, reviewed operations and audit reports for businesses pursuant to audits undertaken by internal auditors under the audit plan approved at the commencement of the year. The quarterly financial results were reviewed by the Committee before submission to the Board. Independent sessions were held with statutory and internal auditors to assess the effectiveness of the audit process. The Committee reviewed the adequacy of internal financial controls on a Company-wide basis and provided recommendations on internal control processes to the Board. As a special action, the Committee conducted a thematic review of audit findings and improvement trends during the year. The Committee also reviewed the system and processes in place for risk management, insider trading compliance and information security. The Committee discussed the use of evolving techniques such as agile auditing practices and other efficiencies for continuous improvement of audit procedures. The Committee continues to review Whistleblower complaints on a quarterly basis, the corrective actions and controls put in place therefor, material litigations/notices, and related party transactions.

2. Risk Management Committee

The Risk Management Committee of the Company has been constituted in line with the provisions of Regulation 21 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The role of the Committee, the topics reviewed by it and the frequency of review is mentioned in Table 3.2.

Table 3.2: Role of the Risk Management Committee and frequency of review

Role of the Committee	Frequency of review
Review of the Risk Management Policy, framework and procedures	A
Monitor, review and approval of the Risk Management Plan	A
Review of key risks and mitigation plans	P
Review of the Business Continuity Plan	A
Review of the Company's cyber security and data framework	P
Review appointment, removal and terms of remuneration of the Chief Risk Officer	A
Liaise with the Audit Committee on items of risk management and control activities	P

Frequency: A - Annually; P - Periodically; E - Event based

The committee met twice in 2022 — on June 10 and December 7. The necessary quorum was present for the meetings. The committee reviewed the risk management framework, its operation, and risk heat maps, and deliberated over the mitigation plans for key risks. More details on key risks and mitigation actions in respect thereto are provided in the Management Discussion and Analysis Report. Details of attendance at the meetings of the Risk Management Committee in 2022 are presented in Table 3.6.

3. Nomination and Remuneration Committee

The Nomination and Remuneration Committee of the Company has been constituted in line with the provisions of Section 178 of the Companies Act, 2013, read with Regulation 19 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The role of the Committee, the topics reviewed by it and the frequency of review is mentioned in Table 3.3.

Table 3.3: Role of the Committee and frequency of review

Role of the Committee	Frequency of review
Finalise the process of evaluation and carry out evaluation of the performance of the Board, its committees, Directors and Chairman of the Company, and mapping of chart /matrix of core skill/expertise/competencies of the Board	A
Review the size and composition of the Board to ensure that it is structured to make appropriate decisions, with a variety of perspectives and skills	P
Review succession plans for the Board, senior management and key leadership positions, and monitor the development plans of key leadership personnel	A
Recommend appointment of new directors and changes to senior management	E
Review the talent management strategy and talent priorities of the business	A
Review people metrics, including attrition, diversity, mobility and engagement	P
Review, approve and recommend amendments to the Nomination and Remuneration Committee Policy	A
Review the compensation structure for 2022 for the Directors, MD & CEO, senior management and overall for employees	A

Frequency: A - Annually; P - Periodically; E - Event based

The Nomination and Remuneration Policy devised in accordance with Section 178(3) and (4) of the Companies Act, 2013, has been published on the Company website, <https://www.crisil.com/en/home/investors/corporate-governance.html>.

The Nomination and Remuneration Committee met four times in 2022 – on February 2, February 9, April 13 and July 13. The necessary quorum was present for all the meetings. In terms of its mandate, the Committee, during 2022, focussed on review of initiatives related to talent acquisition and management, succession planning, employee engagement and employee compensation. The Committee also reviewed and recommended board appointments.

The Chairperson of the Nomination and Remuneration Committee was present at the previous Annual General Meeting of the Company held on April 22, 2022. Details of attendance at the meetings of the Nomination and Remuneration Committee in 2022 are presented in Table 3.6.

Further, details of remuneration paid to the directors and other disclosures required to be made under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, have been provided in the previous section of this report — Board of Directors.

4. Stakeholders' Relationship Committee

The Stakeholders' Relationship Committee has been constituted in line with the provisions of Section 178 of the Companies Act, 2013, read with Regulation 20 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The role of the Committee, the topics reviewed by it and the frequency of review are mentioned in Table 3.4.

Table 3.4: Role of the Committee and frequency of review

Role of the Committee	Frequency of review
Review grievances of security holders, including shareholders	Q
Review the grievances of other stakeholders such as vendors, customers, and employees, with the exception of whistleblower complaints or potential frauds or matters having financial implications, dealt with by the Audit Committee	Q
Approve transfer of shares, transmission of shares and issue of duplicate share certificates	E
Review adherence to service standards adopted by the Company with respect to various services being rendered by the Registrar & Share Transfer Agent	A

Role of the Committee	Frequency of review
Review various measures and initiatives taken by the listed entity for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the Company	Q
Review the internal audit report presented by the Registrar & Share Transfer Agent as required by the SEBI (Registrar & Share Transfer Agent) Regulations	A
Scrutinize all share-related matters, including legal cases and compliance under SEBI Regulations related to securityholders	E
Review measures taken for effective exercise of voting rights by shareholders	A
Review the dashboard of stakeholder engagement metrics	A
Review of the charter of the Stakeholders' Relationship Committee	A

Frequency: A-Annually; Q-Quarterly; E- Event based

The Committee met four times in 2022 — on February 2, April 13, July 13 and October 14. The Company Secretary is the Secretary to the Committee and the 'Compliance Officer' for compliance of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The necessary quorum was present for all the meetings. The Committee reviewed the status of shareholder grievances and their redressal. The Committee reviewed adherence to the service standards for investors, adopted by CRISIL's Registrar & Share Transfer Agent and various measures and initiatives taken for ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the Company and response to queries raised at the Annual General Meeting. The Committee also reviewed complaints of all stakeholders of the Company, including customers, employees and vendors/business partners. During the year, the Committee expanded its oversight beyond grievance management to cover a review of the overall engagement process and outcomes of surveys conducted for stakeholders.

The Chairman of the Committee was present at the previous Annual General Meeting of the Company held on April 22, 2022. Details of attendance at the meetings of the Stakeholders' Relationship Committee in 2022 are presented in Table 3.6.

Details of shareholder complaints received and redressed during the year are provided in Section D of this report.

5. Corporate Social Responsibility Committee

The Corporate Social Responsibility Committee has been constituted in line with the provisions of Section 135 of the Companies Act, 2013 and the rules made thereunder.

The role of the Committee, the topics reviewed by it and the frequency of review are mentioned in Table 3.5.

Table 3.5: Role of the Committee and frequency of review

Role of the Committee	Frequency of review
Review of the CSR Policy and recommend modifications as necessary	A
Recommend to the Board, the expenditure to be incurred on the activities undertaken	A
Review the performance of the Company in the area of CSR, including the evaluation of the impact of the Company's CSR activities	P
Consider and recommend to the Board, the Corporate Social Responsibility Report of the Company for approval and inclusion in the Annual Report of the Company	A
Consider and recommend to the Board, Annual Action Plan of the Company for the next financial year, and subsequent modifications, if any	A
Recommend the deployment strategy for CSR activities, through partnerships with various agencies, intermediaries and foundations	P
Review and noting of CFO Compliance Certificate on utilisation of CSR funds	A

Frequency: A-Annually; P-Periodically

The Committee met twice in 2022 – on June 10 and December 14. The necessary quorum was present for all the meetings. Details of attendance at the meetings of the Corporate Social Responsibility Committee in 2022 are presented in Table 3.6.

Details of the Company's CSR activities undertaken during the year were reviewed by the Committee at these meetings. Details are mentioned in annexures to the Directors' Report.

Table 3.6: Attendance of Directors at Board, Committee Meeting(s) and last Annual General Meeting

The following table shows attendance of Directors at the Board and Committee meeting(s) held during 2022 and at the last Annual General Meeting of the Company. Attendance at the Board and Committee meeting(s) is presented as the number of meeting(s) attended, out of the number of meeting(s) required to be attended or held during their respective tenure.

Name	Mr John Berisford	Ms Vinita Bali	Mr Girish Paranjpe	Ms Shyamala Gopinath	Mr Amar Raj Bindra	Mr Ewout Steenbergen	Ms Elizabeth Mann ^{\$}	Mr Amish Mehta	Mr Yann Le Pallec*
Board/ Committee / General meeting									
Board	6 out of 6	5 out of 6	6 out of 6	6 out of 6	6 out of 6	6 out of 6	4 out of 4	6 out of 6	2 out of 2
Audit Committee	-	4 out of 5	5 out of 5	-	5 out of 5	-	4 out of 4	-	1 out of 1
Risk Management Committee	-	-	-	2 out of 2	2 out of 2	-	-	2 out of 2	-
Nomination and Remuneration Committee	4 out of 4	4 out of 4	-	4 out of 4	-	-	-	-	-
Stakeholders' Relationship Committee	-	-	4 out of 4	-	-	4 out of 4	-	4 out of 4	-
Corporate Social Responsibility Committee	-	2 out of 2	2 out of 2	-	-	-	-	2 out of 2	-
35th Annual General Meeting	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-

* Appointed as a Board member and a member of the Audit Committee with effect from October 3, 2022

^{\$} Ceased to be a Board member and a member of the Audit Committee due to resignation with effect from July 22, 2022

6. Meeting of Independent Directors

The Company's Independent Directors met five times in 2022—on February 14, April 13, June 10, July 13 and October 14—without the presence of Managing Director & CEO, Non-Executive, Non-Independent Directors and the management team. The meetings were informal, enabling the Independent Directors to discuss matters pertaining to the Company's affairs and put forth their combined views to the Board of Directors.

7. Performance evaluation

We have devised a mechanism for performance evaluation of directors, which is explained in the Directors' Report.

C. Shareholders

Means of communication

- Quarterly and annual financial results are published in leading national and regional newspapers and displayed on the Company's website.
- News releases, press releases and presentations made to investors and analysts are displayed on the Company's website.
- The Annual Report is circulated to all members and is also available on the Company's website.
- Material developments related to the Company that are potentially price-sensitive in nature or that could impact continuity of publicly available information regarding the Company are disclosed to stock exchanges in keeping with the Policy for Disclosure of Material Information. They are also available on CRISIL's website.
- The Company's website contains information on businesses, governance and important policies.

To serve the investors better and as required under Regulation 46(2)(j) of the Listing Regulations, the Company's Grievance Redressal Division has a designated email address for investor complaints, investors@crisil.com. The Company's Compliance Officer monitors this email constantly.

The circulars on conduct of the general meeting by VC/OAVM exempt Companies from the requirement of sending hard copies of Annual Reports to shareholders. Hence, the Annual Report of the Company for the financial year 2022 has been emailed to the members whose email addresses are registered with the depositories for communication purposes or are obtained directly from the members, as per Section 136 of the Companies Act, 2013 and Rule 11 of the Companies (Accounts) Rules, 2014. If any member wishes to get a duly printed copy of the Annual Report, the Company will send the same, free of cost, upon receipt of request from the member. For other members, who have not registered their email addresses, the Company has sent a hard copy of the Annual Report to their registered address on a voluntary basis.

We encourage our shareholders to subscribe to e-communications. For this, shareholders have to update their email addresses in the forms prescribed by their respective depository participants for shares held in the demat form and write to our Registrar and Share Transfer Agent to update email addresses for shares held in physical mode.

Grievance redressal

The Board has established the Stakeholders' Relationship Committee to review and redress complaints received from shareholders. The Committee meets periodically to review the status of investor grievances received and redressed.

General body meetings

The location, time and venue of the last three Annual General Meetings are as follows:

Table 4.1

Nature of the meeting	Date and time	Venue	Special resolutions passed
Thirty-third Annual General Meeting	August 28, 2020 4.00 pm	Video conferencing (VC) and/or other audio-visual means (OAVM), without the in-person presence of shareholders	One special resolution was passed regarding appointment of Ms Shyamala Gopinath as an Independent Director of the Company
Thirty-fourth Annual General Meeting	April 20, 2021, 4.00 pm	Video conferencing (VC) and/or other audio-visual means (OAVM), without in-person presence of shareholders	None
Thirty-fifth Annual General Meeting	April 22, 2022, 3.30 pm	Video conferencing (VC) and/or other audio-visual means (OAVM), without in-person presence of shareholders	<ol style="list-style-type: none"> Appointment of Mr Amar Raj Bindra as an Independent Director of the Company Amendments to the objects clause of the Memorandum of Association

Postal ballot

During 2022, two resolutions were passed by the members through postal ballot.

1. Special resolution for re-appointment of Mr Girish Paranjpe as an Independent Director of the Company:

Mr Girish Paranjpe was re-appointed as Independent Director of the Company with effect from October 17, 2022. The notice of the postal ballot dated September 12, 2022, was sent via e-mail to shareholders with registered email addresses for electronic communication and via post/courier to others.

The results of the postal ballot were announced on October 15, 2022. The resolution was passed with requisite majority.

2. Resolution for appointment of Mr Yann Le Pallec as a Non-Executive Director of the Company:

Mr Yann Le Pallec was appointed as Non-Executive Director of the Company with effect from October 3, 2022. The notice of the postal ballot dated October 21, 2022, was sent via email to shareholders with registered email addresses for electronic communication.

The results of the postal ballot were announced on December 5, 2022. The resolution was passed with requisite majority.

In compliance with Sections 108 and 110 of the Companies Act, 2013 and prevailing circulars issued by the MCA on e-voting through postal ballots, postal ballot forms and prepaid business reply envelopes were not sent to members for the postal ballots. Members were requested to provide their assent or dissent through e-voting only.

Mr Makarand Joshi, Practising Company Secretary, who was appointed as the Scrutiniser for these postal ballot processes, submitted his report to Mr Amish Mehta, the Managing Director & CEO of the Company.

Pursuant to the provisions of the Companies Act, 2013, in view of the e-voting facilities provided by the Company, none of the businesses proposed to be transacted in the forthcoming Annual General Meeting requires passing a special resolution through postal ballot.

Disclosures

During the year, there were no related-party transactions that were materially significant and that could have a potential conflict with the interests of the Company. Related-party transactions have been disclosed in the annexures to the Directors' Report, as required by the Companies Act, 2013.

There was no non-compliance by the Company, and no penalties or strictures were imposed on the Company by the stock exchange or the Securities and Exchange Board of India (SEBI), or any statutory authority on any matter related to the capital markets during the last three years.

The Company has complied with all the mandatory requirements of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The Company has also complied with the following discretionary requirements specified in Part E of Schedule II of Regulation 27(1):

- Modified opinion(s) in audit report:** The Company's financial statements have unmodified audit opinions.
- Reporting of internal auditors:** The internal auditors of the Company directly report to the Audit Committee.

Policy against Sexual and Workplace Harassment

CRISIL values the dignity of individuals and strives to provide a safe and respectable work environment to all its employees. We are committed to providing an environment, which is free of discrimination, intimidation and abuse. We believe it is the responsibility of any organisation to protect the integrity and dignity of employees and also to avoid conflicts and disruptions in the work environment.

The Company has complied with provisions relating to the Constitution of Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Sexual Harassment Act).

CRISIL has a 'Policy on Redressal of Sexual Harassment'. In keeping with the Sexual Harassment Act, the policy mandates strict confidentiality and recognises the right to privacy of every individual. The policy states that any employee may complain to the Independent Committee formed for this purpose. We affirm that all complainants were given easy and unhindered access to the Committee.

Each case goes through an objective and unbiased inquiry process, ensuring utmost confidentiality and respect to the individual employees, and that appropriate actions are executed.

During the year, we did not receive any complaint from any employee of CRISIL Limited. One complaint was received from an off-roll person which went through the due process with actions taken.

Material unlisted subsidiary

CRISIL material subsidiaries are mentioned below. These are subject to special governance norms of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. Minutes of the meetings of the Board of Directors of all subsidiaries are placed before the Board of Directors of CRISIL Limited for their review and noting. Disclosure requirements pertaining to material unlisted subsidiary companies prescribed under Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, are as follows:

Sr. no.	Name of material unlisted subsidiary	Date of incorporation	Place of incorporation	Name of statutory auditor	Date of appointment of statutory auditor
1	CRISIL Irevna UK Limited [^]	15.11.2000	England, United Kingdom	M/s Grant Thornton UK LLP	06.02.2023
2	CRISIL Ratings Limited [^]	03.06.2019	Mumbai, India	M/s Walker Chan-diok & Co. LLP	01.04.2020

Sr. no.	Name of material unlisted subsidiary	Date of incorporation	Place of incorporation	Name of statutory auditor	Date of appointment of statutory auditor
3	Greenwich Associates LLC*^	Formed as a LP on 11.03.1985; converted into a LLC on 20.11.2000	Delaware, USA	M/s Walker Chandio & Co. LLP	08.02.2023
4	Coalition Development Limited, UK ^	26.11.2001	England, UK	M/s Grant Thornton UK LLP	30.01.2023
5	CRISIL Irevna US LLC* [§]	31.03.2003	Delaware, USA	M/s Grant Thornton India LLP	01.02.2023

*Greenwich Associates LLC and CRISIL Irevna US LLC, two wholly-owned US based subsidiaries of CRISIL agreed to merge on October 21, 2022. The merger is currently in progress.

^Material subsidiaries since 2022

[§]Became a material subsidiary with effect from FY23, based on the materiality threshold as per FY22 year-end financial statements.

Commodity price risk or foreign exchange risk and hedging activities

As such, the Company is not exposed to any commodity price risk and hence, the disclosures under Clause 9(n) of Part C of Schedule V in terms of the format prescribed vide SEBI Circular No SEBI/HO/CFD/CMD1/CIR/P/2018/0000000141 dated November 15, 2018, is not applicable.

A detailed discussion of the foreign exchange risk CRISIL faces and hedging activities is given in the Management Discussion & Analysis Report and the Notes to the Financial Statements.

Unclaimed equity shares

Under Regulation 39(4) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with Schedule VI thereof, the Company has opened a demat account in the name and style 'CRISIL Limited — Unclaimed Shares Suspense Account' for credit of shares which were unclaimed as per these provisions.

As on the date of this report, there are no shares lying in the CRISIL Limited — Unclaimed Shares Suspense Account.

Total fees for all services paid to statutory auditors by the Company and its subsidiaries

Total fees paid by the Company and its subsidiaries on a consolidated basis to the statutory auditor, and all entities in the network firm/network entity of which the statutory auditor is a part, are as follows:

Table 4.2

Particulars	Amount (₹ lakh)
Audit fees	181
Other services*	6
Out of pocket (OPE) expenses	7
Total	194[^]

* The other services fee includes certification fees for downstream investment, allotment of ESOS and for fulfilling certification requests from clients.

[^]Amount paid by subsidiary companies to their auditors, which do not belong to the same network firm, is ₹ 50 lakh.

SEBI Complaints Redress System (SCORES)

The capital market regulator has a centralised web-based system to redress complaints named SEBI Complaints Redress System (SCORES). It enables investors to lodge and follow up complaints and track the status of redressal online on the website, www.scores.gov.in. It also enables the market intermediaries and listed companies to receive complaints from investors against them, redress such complaints and report redressal. All the activities, from lodging of a complaint to disposal, are carried out online automatically and the status of every complaint can be checked online at any time. CRISIL is registered on SCORES and endeavours to resolve all investor complaints received through SCORES or otherwise within the prescribed timelines. During 2022, no complaint was received through SCORES.

Transfer of shares only in demat mode

As per SEBI norms, all requests for transfer of securities including transmission or transposition shall be processed only in dematerialised form. The procedure to dematerialise shares is available at <https://www.crisil.com/en/home/investors/shareholder-services/procedure-for-dematerialisation-of-shares.html>.

Further vide circular dated January 24, 2022, SEBI has notified that all requests for duplicate issuance, splitting and consolidation requests too will be processed in a demat mode only. The necessary forms are available on the Company's website at <https://www.crisil.com/en/home/investors/shareholder-services/forms-for-download.html>.

Updating KYC details

Efforts are underway to update Permanent Account Number (PAN) and bank account details of shareholder(s) as required by SEBI. The regulator, vide circular dated November 3, 2021 and December 15, 2021, has mandated holders of physical securities to furnish PAN, KYC and nomination details by March 31, 2023, and link their PAN with Aadhaar by March 31, 2022. However, the Central Board of Direct Taxes vide notification dated March 29, 2022 extended the deadline to link PAN with Aadhaar to March 31, 2023. Members are requested to submit their PAN, KYC and nomination details to the Company's registrars through the forms available at <https://www.crisil.com/content/crisil/en/home/investors/shareholder-services.html>. CRISIL has sent communications in this regard to eligible shareholders.

In case a holder of physical securities fails to furnish these details or link their PAN with Aadhaar before the due date, our registrars are obligated to freeze such folios. The securities in the frozen folios shall be eligible to receive payments (including dividend) and lodge grievances only after furnishing the complete documents. In case the securities continue to be frozen as at December 31, 2025, the registrar/the Company shall refer such securities to the administering authority under the Benami Transactions (Prohibitions) Act, 1988, and/or Prevention of Money Laundering Act, 2002.

D. General shareholders' information

1.	Annual General Meeting	
	Date and time	: April 18, 2023, at 3.30 pm
	Venue	: AGM will be held through video conferencing (VC) or other audio-visual means (OAVM)
2.	Calendar for financial reporting	
	First quarter ending March 31, 2023	In April 2023
	Second quarter ending June 30, 2023	In July 2023
	Third quarter ending September 30, 2023	In November 2023
	Year ending December 31, 2023	In February 2024
		(The dates are available on the Company's website @ https://www.crisil.com/en/home/investors/shareholder-services.html)
	Newspapers where the results are published	: Currently in the Financial Express and Sakal or any other newspaper with a wide circulation. Copies of the newspaper advertisements will also be submitted to the stock exchanges
	Websites where the financial results, shareholding pattern, annual report, etc are uploaded	: www.crisil.com , www.bseindia.com and www.nseindia.com
3.	Proposed final and special dividend	: Final dividend of ₹ 23 per share having nominal value of ₹ 1 each
4.	Dates of book closure	: April 1, 2023, to April 2, 2023 (both days inclusive)
5.	Dividend payment date	: April 24, 2023 (if dividend payment is approved at the Annual General Meeting)
6.	Listing details	: CRISIL's shares are listed on: The National Stock Exchange of India Ltd, (NSE) Exchange Plaza, 5th Floor, Plot No C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai 400 051 BSE Ltd, PJ Towers, Dalal Street, Fort, Mumbai 400 001 The Company has paid listing fees to both the exchanges and complies with the listing requirements
7.	Stock codes	: NSE – CRISIL BSE – 500092 ISIN: INE007A01025 CIN: L67120MH1987PLC042363
8.	Registrar and Share Transfer Agents ('Registrars')	: KFin Technologies Limited Unit: CRISIL Ltd Selenium Tower B, Plot 31-32, Gachibowli Financial District, Nanakramguda, Hyderabad 500032 Email: einward.ris@kfintech.com Toll Free No: 1-800-309-4001 Fax: +91 40 6716 1567
9.	Compliance officer under Listing Regulations	: Ms Minal Bhosale, Company Secretary, CRISIL House, Central Avenue, Hiranandani Business Park, Powai, Mumbai 400076 Phone: 022-3342 3000 Fax: 022-3342 3001

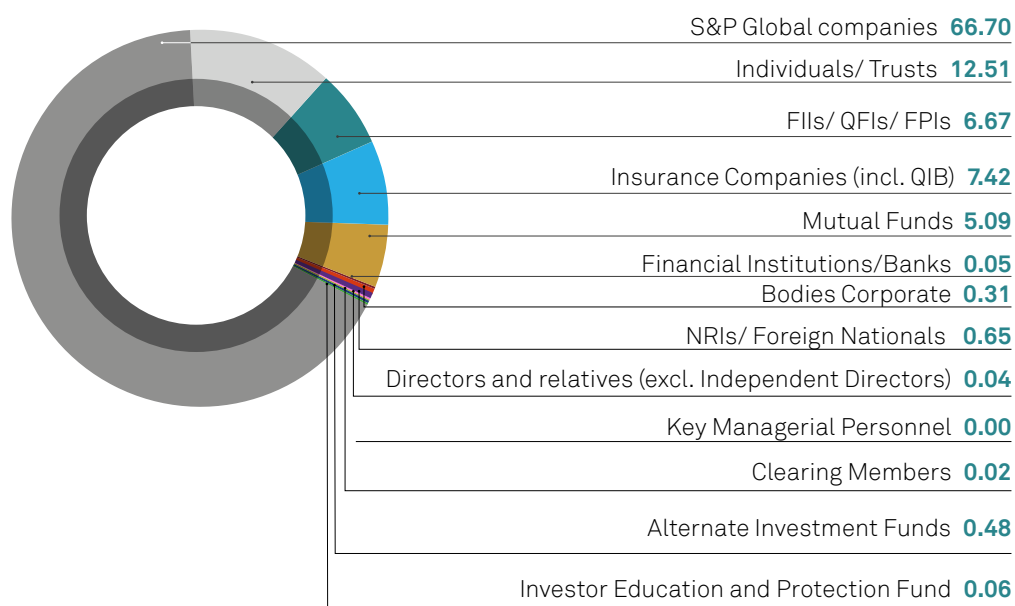
10.	Depository system	:	As at December 31, 2022, 99.91% of the Company's share capital is held in dematerialised form. For any assistance in converting physical shares to electronic form, investors may approach KFin Technologies Limited at the address given above.
11.	Electronic clearing service (ECS)	:	We have extended the ECS facility to shareholders to enable them to receive dividend through electronic mode in their bank account. We encourage members to avail of this facility as ECS provides adequate protection against fraudulent interception and encashment of dividend warrants in transit and correspondence with the Company on revalidation/issuance of duplicate dividend warrants.
12.	Bank details for electronic shareholding	:	Members are requested to notify their Depository Participant (DP) about the changes in the bank details. Members are requested to furnish complete details of their bank accounts, including the MICR codes of their banks, to their DPs.
13.	Furnish copies of PAN	:	SEBI has mandated submission of PAN by every participant in securities market. Members holding shares in electronic form are, therefore, requested to submit the PAN to their Depository Participants with whom they are maintaining their demat accounts. Members holding shares in physical form are requested to submit their PAN details to the registrar.
14.	Investor complaints to be addressed to	:	The Registrars and Share Transfer Agents or to Ms Minal Bhosale, Company Secretary, at the above mentioned addresses.
15.	Email ID of the Grievance Redressal Division	:	investors@crisil.com

Notes:

Shareholders whose shares are in physical form and wish to make/change a nomination in respect of their shares, as permitted under Section 72 of the Companies Act, 2013, may submit to the Registrar and Share Transfer Agent in the prescribed Forms SH-13/SH-14 available at <https://www.crisil.com/en/home/investors/shareholder-services/forms-for-download.html>

16. Category-wise shareholding pattern as at December 31, 2022

Sr. no.	Category	No. of shares	% holding
1	Group holding of S&P Global, Inc. - S&P India LLC - Standard & Poor's International, LLC - S&P Global Asian Holdings Pte. Ltd	48,732,586	66.70
2	Individuals (including trusts)	9,137,342	12.51
3	FII's/QFI's/FPI's	4,876,945	6.67
4	Insurance companies (including QIB)	5,421,208	7.42
5	Mutual funds	3,718,607	5.09
6	Financial institutions/banks	35,964	0.05
7	Bodies corporate	224,879	0.31
8	NRIs/Foreign nationals	474,365	0.65
9	Directors and relatives (excluding independent directors)	29,941	0.04
10	Key managerial personnel	2,807	0.00
11	Clearing members	17,815	0.02
12	Alternative investment funds	350,304	0.48
13	Investor Education and Protection Fund	41,281	0.06
	Total	73,064,044	100.00

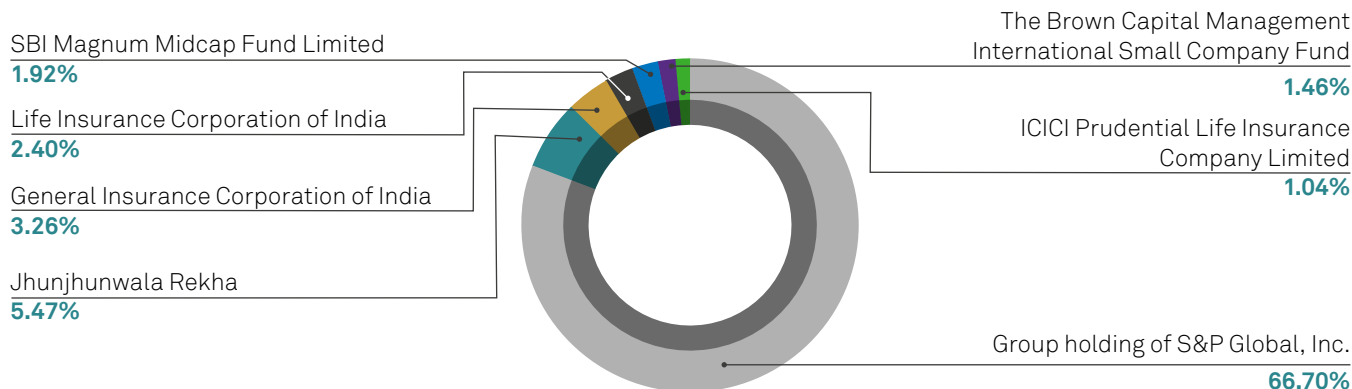
Category-wise shareholding pattern as at December 31, 2022

17. Distribution of shareholding as at December 31, 2022

Range of equity shares held	No. of shareholders	As % of total no. of shareholders	No. of shares	As % of total no. of shares
1-5,000	54,324	99.58	3,411,754	4.67
5,001-10,000	78	0.14	559,488	0.77
10,001-20,000	43	0.08	649,879	0.89
20,001-30,000	23	0.04	558,760	0.76
30,001-40,000	13	0.02	451,178	0.62
40,001-50,000	8	0.01	352,747	0.48
50,001-1,00,000	27	0.05	1,997,457	2.73
1,00,001 and above	35	0.06	65,082,781	89.08
Total	54,551	100.00	73,064,044	100.00

18. Members holding more than 1% of the paid-up share capital as at December 31, 2022

Sr no.	Name of the shareholder	No. of shares	% holding
1	Group holding of S&P Global, Inc. - S&P India LLC - Standard & Poor's International, LLC - S&P Global Asian Holdings Pte. Ltd.	48,732,586	66.70
2.	Jhunjhunwala Rekha	4,000,000	5.47
3.	General Insurance Corporation of India	2,381,874	3.26
4.	Life Insurance Corporation of India	1,751,400	2.40
5.	SBI Magnum Midcap Fund Limited	1,401,703	1.92
6.	The Brown Capital Management International Small Company Fund	1,065,494	1.46
7.	ICICI Prudential Life Insurance Company Limited	761,799	1.04

Members holding more than 1% as at December, 2022



19. Status report of shareholder complaints received during the year ended December 31, 2022

Nature of complaints	No. of complaints received
Outstanding as at January 1, 2022	2
Received during 2022	30
-Non-receipt of dividend	9
-Non-receipt of shares	1
-Non-receipt of Annual Report	0
-Issues relating to general meeting	0
-Complaints received through SCORES/stock exchanges/ the Ministry of Corporate Affairs/regulatory authorities	20
Total	32

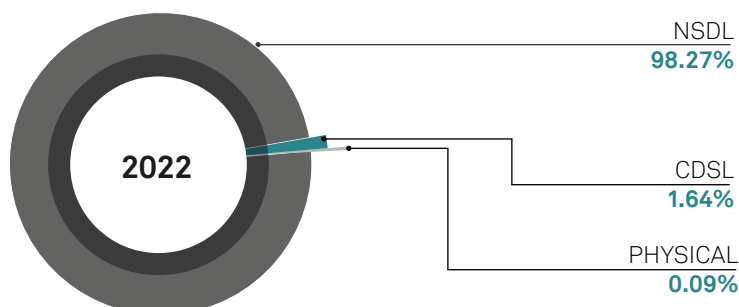
The Company addressed all the investor complaints received as indicated above. Of the total complaints received during the year, 20 complaints pertained to a single complainant, which were sent to and forwarded multiple times by various regulators.

20. Shares held in physical and dematerialised forms as at December 31, 2022

The break-up of physical and dematerialised shareholding as at December 31, 2022, is presented graphically.

Members who still hold share certificates in physical form are advised to dematerialise their shareholding to avail numerous benefits, including easy liquidity, ease of trading and transfer, savings in stamp duty and elimination of any possibility of loss of documents and bad deliveries.

Distribution of holdings — demat and physical



21. Equity history since sub-division of shares

Date	Particulars	No. of shares	Cumulative no. of shares
01.10.2011	No. of issued and fully paid-up equity shares of face value ₹ 1 each after stock split	70,968,440	70,968,440
04.01.2012	Extinguishment of shares consequent to buyback	(-) 910,000	70,058,440
2012	Allotment of shares to employees on exercise of options granted	(+) 177,300	70,235,740
2013	Allotment of shares to employees on exercise of options granted	(+) 417,150	70,652,890
2014	Allotment of shares to employees on exercise of options granted	(+) 704,165	71,357,055
2015	Allotment of shares to employees on exercise of options granted	(+) 93,465	71,450,520
16.07.2015	Extinguishment of shares consequent to buyback	(-) 511,932	70,938,588
17.10.2015	Allotment of shares to employees on exercise of options granted	(+) 270,515	71,209,103
2016	Allotment of shares to employees on exercise of options granted	(+) 126,255	71,335,358
2017	Allotment of shares to employees on exercise of options granted	(+) 369,570	71,704,928
2018	Allotment of shares to employees on exercise of options granted	(+) 410,854	72,115,782
2019	Allotment of shares to employees on exercise of options granted	(+) 188,544	72,304,326
2020	Allotment of shares to employees on exercise of options granted	(+) 288,964	72,593,290
2021	Allotment of shares to employees on exercise of options granted	(+) 275,156	72,868,446
2022	Allotment of shares to employees on exercise of options granted	(+) 195,598	73,064,044

22. Dividend

Dividend Policy: CRISIL believes in maintaining a fair balance between cash retention and dividend distribution. Cash retention is required to finance acquisitions and future growth, and also as a means to meet any unforeseen contingency. CRISIL's Dividend Policy specifies the financial parameters that would be considered when declaring a dividend, the internal and external factors that would be considered for declaring a dividend, and the circumstances under which shareholders can or cannot expect a dividend. The policy has been uploaded to the Company's website, www.crisil.com/en/home/investors/corporate-governance.html; it is also annexed herewith as Annexure I.

Modes of payment of dividend: Dividend is paid through the following two modes:

- Credit to the bank account via Electronic Clearing Service (ECS)/ National Electronic Clearing Service (NECS)/ SWIFT transfer
- Despatch of physical dividend warrants/ cheques

Tax on dividend: The Finance Act, 2021 abolished the Dividend Distribution Tax (DDT) and made dividend income taxable in the hands of the recipient shareholders, with effect from April 1, 2021. CRISIL has made the necessary changes in its dividend payment process in coordination with internal and external stakeholders, such as the Registrar and Share Transfer Agent, and bankers. The Company regularly sends communication to its shareholders before each dividend, requesting them to submit the required documents for claiming beneficial tax rates, if applicable.

ECS/ NECS: CRISIL has extended the ECS/NECS facility to shareholders to enable them to receive dividend through the electronic mode in their bank account. The Company encourages members to make use of this facility, as ECS/NECS provides adequate protection against fraudulent interception and encashment of dividend warrants, apart from eliminating loss/damage of dividend warrants in transit and correspondence with the Company on revalidation/ issuance of duplicate dividend warrants. Investors may obtain the ECS/ NECS mandate form from the FAQs link (<https://www.crisil.com/en/home/investors/shareholder-services/faqs.html>) in the Investors section of the Company's website, www.crisil.com.

Bank details for electronic shareholding: Members are requested to furnish complete details of their bank accounts, including the bank's MICR code, to their depository participants (DPs). They are also requested to notify their DPs about changes in bank details.

Unclaimed dividend: Dividend that is not encashed or claimed, within seven years from the date of its transfer to the unpaid dividend account, will, in terms of the provisions of Section 124(5) of the Companies Act, 2013, be transferred to the Investor Education and Protection Fund (IEPF) established by the government. In respect of the transfers made after coming into effect of the IEPF Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, shareholders will be entitled to claim the dividend transferred from the IEPF in accordance with such procedure and on submission of such documents as may be prescribed. The details of unclaimed dividend as at December 31, 2022, and the dates when the dividend will be transferred to the IEPF are as follows:

Sr. no.	Dividend name	Dividend per share (₹)	%	Date of declaration/ approval of dividend	Due date for transfer to IEPF*
1.	Unclaimed Final and Special Dividend 2015	10.00	1,000	April 19, 2016	May 20, 2023
2.	Unclaimed 1st Interim Dividend 2016	5.00	500	April 19, 2016	May 20, 2023
3.	Unclaimed 2nd Interim Dividend 2016	6.00	600	July 19, 2016	August 19, 2023
4.	Unclaimed 3rd Interim Dividend 2016	7.00	700	October 14, 2016	November 14, 2023
5.	Final Dividend 2016	9.00	900	April 20, 2017	May 20, 2024
6.	Unclaimed 1st Interim Dividend 2017	6.00	600	April 20, 2017	May 20, 2024
7.	Unclaimed 2nd Interim Dividend 2017	6.00	600	July 18, 2017	August 17, 2024
8.	Unclaimed 3rd Interim Dividend 2017	6.00	600	October 17, 2017	November 16, 2024
9.	Final Dividend 2017	10.00	1,000	April 17, 2018	May 17, 2025
10.	Unclaimed 1st Interim Dividend 2018	6.00	600	April 17, 2018	May 17, 2025
11.	Unclaimed 2nd Interim Dividend 2018	6.00	600	July 17, 2018	August 16, 2025
12.	Unclaimed 3rd Interim Dividend 2018	7.00	700	October 16, 2018	November 15, 2025
13.	Final Dividend 2018	11.00	1,100	April 17, 2019	May 17, 2026
14.	Unclaimed 1st Interim Dividend 2019	6.00	600	April 17, 2019	May 17, 2026
15.	Unclaimed 2nd Interim Dividend 2019	6.00	600	July 23, 2019	August 22, 2026
16.	Unclaimed 3rd Interim Dividend 2019	7.00	700	November 08, 2019	December 08, 2026
17.	Final Dividend 2019	13.00	1,300	August 28, 2020	September 28, 2027
18.	Unclaimed 1st Interim Dividend 2020	6.00	600	April 21, 2020	May 22, 2027
19.	Unclaimed 2nd Interim Dividend 2020	6.00	600	July 21, 2020	August 21, 2027
20.	Unclaimed 3rd Interim Dividend 2020	7.00	700	October 20, 2020	November 20, 2027
21.	Final Dividend 2020	14.00	1,400	April 20, 2021	May 20, 2028
22.	Unclaimed 1st Interim Dividend 2021	7.00	700	April 20, 2021	May 20, 2028
23.	Unclaimed 2nd Interim Dividend 2021	8.00	800	July 20, 2021	August 19, 2028
24.	Unclaimed 3rd Interim Dividend 2021	9.00	900	November 10, 2021	December 08, 2028
25.	Final & Special Dividend 2021	22.00	2,200	February 15, 2022	March 17, 2029
26.	Unclaimed 1st Interim Dividend 2022	7.00	700	April 21, 2022	May 21, 2029
27.	Unclaimed 2nd Interim Dividend 2022	8.00	800	July 21, 2022	August 20, 2029
28.	Unclaimed 3rd Interim Dividend 2022	10.00	1,000	October 21, 2022	November 20, 2029

* Investors are requested to send in their claim at least 15 days prior to the due date for transfer to the IEPF, to ensure payment of their dividend.

Transfer of shares to the IEPF

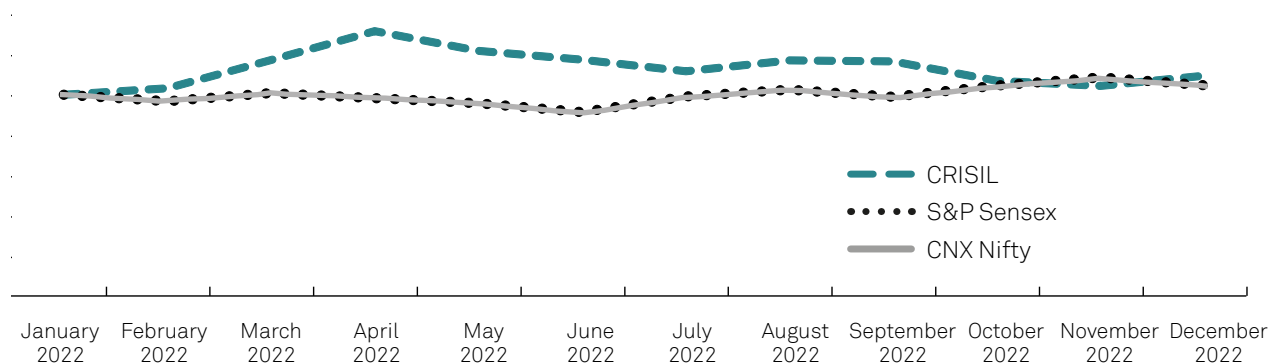
Pursuant to the provisions of the Companies Act, 2013, read with the IEPF Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, CRISIL is required to transfer equity shares in respect of which dividends have not been claimed for seven consecutive years to the IEPF. The Company has transferred 128 shares to the IEPF during the year. Details of these shares are available on the Company's website, www.crisil.com.

Further, shares in respect of which dividends remain unclaimed progressively for seven consecutive years will be reviewed for transfer to the IEPF as required by law. The Company will transfer the said shares after sending an intimation of the proposed transfer in advance to the concerned shareholders, as well as publish a public notice in this regard. Names of such transferees will be available on the Company's website, www.crisil.com.

23. Stock price and movement of the Company's shares on National Stock Exchange of India Limited (NSE) and BSE Limited (BSE) for January-December 2022:

Month	NSE		Month	BSE	
	High (₹)	Low (₹)		High (₹)	Low (₹)
January	3,050.00	2,701.40	January	3,048.00	2,701.00
February	2,974.70	2,540.00	February	2,586.00	2,888.00
March	3,452.00	2,613.25	March	2,616.00	3,281.10
April	3,785.00	2,972.50	April	2,975.00	3,685.30
May	3,863.55	3,070.25	May	3,073.90	3,412.15
June	3,678.00	2,961.20	June	2,969.45	3,288.35
July	3,475.00	3,112.10	July	3,115.00	3,128.70
August	3,599.80	3,121.15	August	3,121.30	3,278.00
September	3,313.00	3,051.10	September	3,050.05	3,263.80
October	3,255.30	2,910.00	October	2,909.65	2,996.55
November	3,082.00	2,800.00	November	3,117.60	2,804.00
December	3,099.15	2,725.00	December	3,099.00	2,712.05

Price movement of CRISIL shares in 2022 on NSE and BSE vis-à-vis movement of CNX Nifty and S&P Sensex



24. Shareholders' rights

A shareholder in a Company enjoys certain rights, which are as follows:

- To receive share certificates, on allotment or transfer as the case may be, in due time, subject to applicable regulations
- To receive copies of the Annual Report, balance sheet and profit and loss account, and auditor's report
- To participate and vote in general meetings
- To receive dividends in due time, once approved in general meetings or Board meetings
- To receive corporate benefits such as rights and bonus, once approved
- To apply to the National Company Law Tribunal to call or direct the annual general meeting
- To inspect the minute books of general meetings and to receive copies thereof
- To proceed against the Company by way of civil or criminal proceedings
- To apply for the winding-up of the Company
- To receive the residual proceeds
- Other rights are as specified in the Memorandum and Articles of Association available on the website, <https://www.crisil.com/en/home/investors/shareholder-services/faqs.html>

Apart from the above rights, the shareholders enjoy the following rights as a group:

- To appoint the Directors and auditors of the Company
- To requisition an extraordinary general meeting
- To apply to the National Company Law Tribunal to investigate the affairs of the Company
- To apply to the National Company Law Tribunal for relief in cases of oppression and/ or mismanagement

The above-mentioned rights may not necessarily be absolute.

Statutory disclosures

Directors state that there being no transactions with respect to the following items during the financial year under review, no disclosure or reporting is required with respect to the same:

1. Details of utilisation of funds of preferential allotment/ QIP
2. Disclosure in relation to recommendations made by any committee that were not accepted by the Board

25. Policies

In accordance with the Company's philosophy of adhering to the highest standards of ethical business and corporate governance, and to ensure fairness, accountability, responsibility and transparency to all stakeholders, the Company, inter alia, has the following policies and codes in place.

Sr. no.	Name of the Policy	Description and highlights of the Policy
1.	CRISIL Code of Conduct https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-directors-sr-management.pdf	<ul style="list-style-type: none"> The Board of Directors of CRISIL has adopted the Code of Conduct for Directors and the Senior Management Affirmation regarding compliance with the Code of Conduct by the CEO has been published elsewhere in this Annual Report
2.	CRISIL Code of Ethics https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf	<ul style="list-style-type: none"> The Company has also adopted a Code of Ethics for employees Compliance with this code is a condition of employment with CRISIL for all employees
3.	Prohibition of insider trading	<ul style="list-style-type: none"> A Code of Ethics and Trading Policy for Directors, Promoters and Promoter group, and a Personal Trading Policy for Employees which govern the process for approvals, restrictions, monitoring and reporting of trading activity of the concerned
4.	Vigil mechanism and Whistleblower Policy https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Whistle-Blower-Policy.pdf	<ul style="list-style-type: none"> The objective of the policy is to encourage and support reporting of issues such as unethical behaviour, grave misconduct, leak of unpublished price-sensitive information, actual or suspected fraud, or violation of the Code of Conduct and Ethics Policy A vigil mechanism is established for Employees and Directors to report genuine concerns and/or grievances This mechanism also provides adequate safeguards against victimisation of persons and makes provision for direct access to the Chairperson of the Audit Committee in appropriate or exceptional cases We affirm that none of our employees were denied access to the Audit Committee
5.	Policy for determining 'material' subsidiaries https://www.crisil.com/content/dam/crisil/investors/corporate-governance/Policy-for-determining-Material-subsi-daries-of-CRISIL.pdf	<ul style="list-style-type: none"> A policy to identify material subsidiaries of the Company and to provide a governance framework for such material subsidiaries
6.	Related Party Transactions Policy https://www.crisil.com/content/dam/crisil/investors/corporate-governance/Related-PartyTransaction-Policy-of-CRISIL.pdf	<ul style="list-style-type: none"> CRISIL has adopted the Related Party Transactions Policy to set forth the procedures under which transactions with related parties shall be reviewed for approval
7.	Record Management Policy Available on the Company's internal network/intranet	<ul style="list-style-type: none"> A policy formulated to manage the Company's information in a structured manner, retain information for business purpose, satisfy statutory or regulatory requirements, and protect information vital to the Company
8.	Policy for determining materiality of an event or information for making disclosures to stock exchanges https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Policy-for-Materiality-of-Disclosure.pdf	<ul style="list-style-type: none"> The Policy applies in respect of disclosure of material events under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, relating to CRISIL operations The Board of Directors has authorised the Chief Financial Officer to determine materiality of an event or information, and make disclosures to the stock exchanges under the said regulation

Sr. no.	Name of the Policy	Description and highlights of the Policy
9.	Code of Practices and Procedures for Fair Disclosure of Unpublished Price-sensitive Information	<ul style="list-style-type: none"> This Code has been formulated to adopt fair practices in disclosure of unpublished price-sensitive information and to disseminate the same in a universal and uniform manner
	https://www.crisil.com/content/dam/crisil/investors/corporate-governance/Code-of-Practices-and-Procedures-for-Fair-Disclosure-of-Unpublished-Price-Sensitive-Information.pdf	
10.	Gift Policy	<ul style="list-style-type: none"> CRISIL is committed to doing business strictly on the basis of its Code of Ethics, and the Policy outlines the guidance in respect of dealing with gifts and business courtesies
	https://www.crisil.com/content/dam/crisil/investors/corporate-governance/gift-policy.pdf	
11.	Confidentiality Policy	<ul style="list-style-type: none"> The purpose of this Confidentiality Policy is to protect any information that is not available in the public domain and is proprietary and/or confidential to CRISIL, its clients and suppliers
	https://www.crisil.com/content/dam/crisil/investors/corporate-governance/confidentiality-policy.pdf	
12.	CRISIL Group Taxation Policy	<ul style="list-style-type: none"> The Policy aims to outline the Company's approach towards matters relating to tax compliance and management
	https://www.crisil.com/content/dam/crisil/investors/corporate-governance/crisil-taxation-policy.pdf	
13.	CRISIL Stakeholder Engagement Policy	<ul style="list-style-type: none"> This Policy outlines CRISIL's approach and practices in engaging with its stakeholders
	https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Stakeholder-Engagement-Policy.pdf	

For and on behalf of the Board of Directors of CRISIL Limited

John L. Berisford
 Chairman
 (DIN: 07554902)

Jaipur, February 17, 2023

Annexure I to Corporate Governance Report: Dividend policy

Policy for Determining 'Dividend Pay-out' to shareholders

1. Purpose and Scope

The Dividend Distribution Policy (Policy) has been framed in line with the provisions of Regulation 43A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) and the provisions of the Companies Act, 2013 (Act) and the rules made thereunder to the extent applicable.

The purpose of this Policy is to broadly specify external and internal factors, including financial parameters that will be considered when declaring a dividend, and the circumstances under which the shareholders of CRISIL Limited (the Company) may or may not expect a dividend. The Board of Directors (Board) will refer to the Policy when declaring/recommending dividends on behalf of the Company.

2. Decision framework

2.1 The circumstances under which shareholders can or cannot expect a dividend:

The Company has been consistently paying out dividends to shareholders and can be reasonably expected to continue declaring more than 50% of standalone profit after tax in future unless the Company is constrained by insufficient profits or if any internal or external factor or financial parameter indicated below becomes adverse or if there is any likely requirement for business expansion or acquisition as determined by the Board.

2.2 The financial parameters that will be considered when declaring dividends:

- a. Profit after tax
- b. Positive cash flow after taking into consideration future business needs
- c. Debt/EBITA

2.3 Internal and external factors that would be considered for declaring dividends:

- a. Business environment and trends in capital markets
- b. Statutory regulations and guidelines

- c. Profit earned during the year
- d. Net worth
- e. Company's need for growth capital
- f. Working capital requirements and contingency plan
- g. Any other factor as deemed fit by the Board

2.4 Utilisation of retained earnings shall be towards:

- a. Business expansion and growth
- b. Acquisition
- c. Working capital requirements and contingencies

2.5 Provision with regard to various classes of shares:

Since the Company has issued only one class of equity shares with equal voting rights, all the members of the Company are entitled to receive the same amount of dividend per share. The Policy shall be suitably revisited at the time of issue of any new class of shares depending upon the nature and guidelines thereof.

The Board shall have the power to recommend final dividend to the shareholders for their approval in the general meeting of the Company. The Board shall have the absolute power to declare interim dividend during the financial year, as and when they consider it fit.

2.6 Policy review

This Policy shall be reviewed by the Board as and when any changes are to be incorporated owing to changes in the Listing Regulations or the Act as may be felt appropriate or once in three years, whichever is earlier. Any changes or modification in the Policy would be put up for approval of the Board of Directors.

This Policy is dated November 10, 2021.

Annexure II to Corporate Governance Report: Certificate from practicing Company Secretary regarding non-debarment and non-disqualification of Directors

CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

(Pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

To,

The Members of CRISIL Limited

We have examined the relevant disclosures provided by the Directors to **CRISIL Limited** bearing **CIN:L67120MH1987PLC042363**, having registered office at **CRISIL House, Central Avenue, Hiranandani Business Park, Powai, Mumbai, Maharashtra, 400076** (hereinafter referred to as **'the Company'**), provided to us by the Company for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para-C Clause 10(i) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In our opinion and to the best of our information, based on (i) documents available on the website of the Ministry of Corporate Affairs as at February 9, 2023 and stock exchanges as at February 9, 2023, (ii) verification of Director identification number (DIN) status at the website of the Ministry of Corporate Affairs, and (iii) disclosures provided by the Directors (as enlisted in Table A) to the Company, we hereby certify that none of the Directors on the Board of the Company (as enlisted in Table A) have been debarred or disqualified from being appointed or continuing as Directors of the companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs or any such other statutory authority as at December 31, 2022.

Table A

Sr. no.	Name of the Directors	Director Identification Number	Date of appointment in Company
1.	Mr John Lee Berisford	07554902	19/07/2016
2.	Ms Shyamala Gopinath	02362921	10/07/2020
3.	Mr Amish Pramodrai Mehta	00046254	01/10/2021
4.	Ms Vinita Bali	00032940	14/02/2014
5.	Mr Ewout Steenbergen	07956962	17/10/2017
6.	Mr Girish Paranjpe	02172725	17/10/2017
7.	Mr Amar Raj Bindra	09415766	01/12/2021
8.	Mr Yann Le Pallec	05173118	03/10/2022

Ensuring the eligibility for the appointment/continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

General disclaimer: Our analysis for this certificate does not cover the verification of criteria pertaining to appointment as Independent Director under Section 149 and criteria pertaining to appointment as Managing Director under Section 196 and Schedule V of the Companies Act, 2013.

For MMJB & Associates LLP,
Company Secretaries

Saurabh Agarwal
FCS: 9290
CP: 20907
PR: 904/2020

Place: Mumbai
Date: February 14, 2023
UDIN: F009290D003150406

Secretarial audit report of CRISIL Ratings Limited

FORM NO. MR.3

SECRETARIAL AUDIT REPORT

For the financial year ended December 31, 2022

[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

To,
The Members,
CRISIL Ratings Limited
CRISIL House, Central Avenue,
Hiranandani Business Park,
Powai, Mumbai 400076

We have conducted the secretarial audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by CRISIL Ratings Limited (hereinafter called the Company). Secretarial Audit was conducted in a manner that provided us with a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing our opinion thereon.

Auditor's Responsibility:

Our responsibility is to express an opinion on the compliance with the applicable laws and maintenance of records based on audit. We have conducted the audit in accordance with the applicable Auditing Standards issued by The Institute of Company Secretaries of India. The Auditing Standards require that the Auditor shall comply with statutory and regulatory requirements and plan and perform the audit to obtain reasonable assurance about compliance with applicable laws and maintenance of records.

Due to the inherent limitations of audit, including internal, financial and operating controls, there is an unavoidable risk that some material misstatements or material non-compliances may not be detected, even though the audit is properly planned and performed in accordance with the Standards.

Unmodified Opinion:

Based on our verification of the Company's books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorised representatives during the conduct of secretarial audit, we hereby report that in our opinion, the Company has, during the audit period covering the financial year ended on

December 31, 2022 (hereinafter called the 'Audit Period'), complied with the statutory provisions listed hereunder and also that the Company has proper Board processes and compliance mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

We have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on December 31, 2022, according to the provisions of:

- (i) The Companies Act, 2013 (the Act) and the rules made thereunder;
- (ii) The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made thereunder;
- (iii) The Depositories Act, 1996 and the Regulations and Bye-laws framed thereunder;
- (iv) The Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent of foreign direct investment, overseas direct investment, and external commercial borrowings **(Not Applicable to the Company during the Audit Period)**;
- (v) The following regulations and guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):
 - (a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011; **(Not applicable to the Company during the Audit Period)**
 - (b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;

- (c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018; **(Not Applicable to the Company during the Audit Period)**
- (d) The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 **(Not Applicable to the Company during the Audit Period)**
- (e) The Securities and Exchange Board of India (Issue and Listing of Non-Convertible Securities) Regulations, 2021; **(Not Applicable to the Company during the Audit Period)**
- (f) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client
- (g) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2021; **(Not Applicable to the Company during the Audit Period)**
- (h) The Securities and Exchange Board of India (Buy-back of Securities) Regulations, 2018 **(Not Applicable to the Company during the Audit Period)**

We have also examined compliance with the applicable clauses of the following:

- (i) Secretarial Standards issued by The Institute of Company Secretaries of India.
- (ii) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and amendments made thereunder. ('Listing Regulations') **(Not Applicable to the Company during the Audit Period)**

We further report that, having regard to the compliance system prevailing in the Company and on the examination of the relevant documents and records including internal audit report in pursuance thereof on test-check basis, the Company has complied with the Securities and Exchange Board of India (Credit Rating Agencies) Regulations, 1999

and the compliance with the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 has been checked with limited access.

During the period under review, the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines and Standards made there.

We further report that, the Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. There was no change in the composition of the Board of Directors during the audit period.

Adequate notice is given to all Directors to schedule the Board meetings. Agenda and detailed notes on agenda were sent at least seven days in advance and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting.

All decisions at Board meetings and committee meetings are carried out unanimously as recorded in the minutes of the meetings of the Board of Directors or Committee of the Board, as the case may be.

We further report that there are adequate systems and processes in the Company commensurate with the size and operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

For MMJB and Associates LLP
Company Secretaries

Omkar Dindorkar
Designated Partner

Date: February 14, 2023
Place: Mumbai
UDIN: A043029D003152773

ACS: 43029
CP No. 24580
PR: 2826/2022

Elevating sustainability



Started incorporating ESG risk factors in credit rating analysis and expanded coverage of ESG scores to **586** companies



Helped half-a-million women unlock opportunities in rural India, enabling last-mile access to formal financial services



Planted **44,000** trees to offset **~8,300** tonne of GHG emissions



Assessed **161** suppliers covering **62%** of annual spend for their ESG practices

SUSTAINABILITY



Amish Mehta

Managing Director & Chief Executive Officer, CRISIL Limited

Dear stakeholder,

I am happy to share that CRISIL continued to make significant strides to elevate the sustainability of our operations. During 2022, we partnered with a number of firms to enhance their ESG coverage, overcome data gaps, improve disclosures, and evolve policy frameworks for them. We released 12 thought papers on ESG, including the second edition of the CRISIL Sustainability Yearbook. We prioritise capacity building and awareness on ESG, as evidenced in 4,721 employees completing training modules that raise awareness about best practices in ESG, and the launch of sustainability scholarships.

It is a matter of immense honour that CRISIL's efforts in financial capability building and environmental conservation have been

recognised at the national level. CRISIL Foundation won the National CSR Award 2020 in the category 'Corporate Awards for Excellence in CSR' (announced in 2022). This is our second win at the awards. The first was in 2018 for 'CSR in Challenging Circumstances, North-East'.

We raised the bar through our environmental initiatives, reducing our greenhouse gas (GHG) emissions since 2019, along with enhanced solid waste recycling and reuse. We are also reducing paper usage, monitoring emissions through business travel, and increasing the green cover by planting trees.

We enhanced the impact of our social initiatives by empowering women through focused hiring measures, increasing gender diversity, improving inclusivity and belonging

for employees across diverse cultures, genders and capabilities.

We are also improving supplier diversity and driving ESG consciousness in the supply chain with social assessments, training and coverage for emissions data.

Our commitment to sustainable operations has earned the trust of our stakeholders and contributed to our success. It has also helped us build a more resilient, sustainable and profitable business.

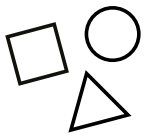
I thank our employees, customers and partners for their continued support and dedication to our commitment to sustainable business practices, as we remain focused on driving long-term value for our shareholders, customers, employees and the communities in which we operate.

With best wishes,

Amish . P. Mehta

Amish Mehta

ESG Highlights, 2022



Diversity

Over **40** diverse nationalities in our workforce

9 diversity themed events and trainings

Diversity, Equity and Inclusion (DE&I) category in the Rewards & Recognition programme

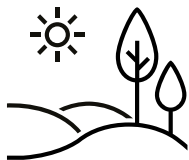
Self-identification opportunities for employees



Supporting small businesses

19.80% procurement[^] through MSME suppliers

3,000+ small businesses rated or assessed[#] by CRISIL



Focus on environment

Direct emission (Scope 1 and Scope 2) lower by **31%** over 2019 (baseline)

44,700 trees planted across Indian cities

Water conservation efforts positively impacted three villages, **conserving**

4.5 trillion litres of water

85% of waste recycled

Monitoring emissions from business travel



Thought leadership

Over **50** webinars

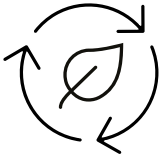
175+ leading media publications carried our views globally with over

6,900+ quotes

57,000+ stakeholder outreach

[^]In computing the percentage, total procurement spend (from January 2022 to November 2022) has been considered, excluding employee and associate costs, rental, utilities, bank charges, and expenses of similar nature.

[#]Having turnover of less than ₹ 5 crore



Enhancing ESG consciousness in our supply chain

Vendors representing **62%** of annual procurement spend[^] trained in ESG

Focused drive for **collecting emissions-related information** from supply-chain partners

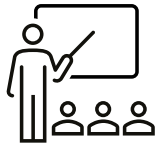


Women-centric initiatives

Women hires — **39.5%**

Women in the workforce — **38.7%**

262 beneficiaries of the **women leadership** development programme



Capacity building and awareness through training

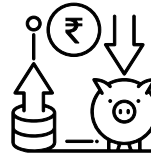
4,721 employees underwent ESG training

Launch of **sustainability scholarships**

17.5 hours of training per employee

50,000+ hours of training imparted on skill upgradation

4,572 employees trained on human rights



Impacting lives

5,05,000 beneficiaries of CSR Mein Pragati programme

3,600+ CRISIL Sakhis drive our CSR initiatives

Over **1,900** new Sakhis added during the year

Operating **429** Centres for **Financial Literacy**, established under a RBI-sponsored programme

CRISIL Foundation **won the National CSR Award 2020** for financial capability building and environment conservation

Business Responsibility and Sustainability Report

Prepared in accordance with SEBI circular no. CIR/2021/562 dated May 10, 2021. This report should be read together with the ESG Databook. Additionally, CRISIL also publishes a comprehensive ESG report that is mapped to Global Reporting Initiative (GRI) principles and the same is available on our website at <https://www.crisil.com/en/home/investors/financial-information/sustainability-report.html>

Section A: General disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the listed entity	L67120MH1987PLC042363
2. Name of the listed entity	CRISIL Limited
3. Year of incorporation	1987
4. Registered office address	CRISIL House, Central Avenue Hiranandani Business Park, Powai Mumbai 400 076
5. Corporate address	Same as above
6. E-mail	investors@crisil.com
7. Telephone	+91 22 33423 701 +91 22 33423 000
8. Website	https://www.crisil.com/
9. Financial year for which reporting is being done	January 1 - December 31, 2022
10. Name of the stock exchange(s) where shares are listed	Equity shares of CRISIL Limited are listed on the National Stock Exchange of India Ltd (NSE) and the Bombay Stock Exchange Ltd (BSE)
11. Paid-up capital	7,30,64,044
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Sanjay Chakravarti Designation: Chief Financial Officer Telephone: +91 22 3342 3000 Email Id: investors@crisil.com
13. Reporting boundary — whether disclosures under this report are made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities that form a part of its consolidated financial statements, taken together)	Unless otherwise indicated at appropriate places in the report: <ul style="list-style-type: none"> • The financial data pertains to CRISIL's consolidated global operations • The energy use and emissions data covers CRISIL's consolidated global operations, except serviced offices, offices where CRISIL does not have operational control, and offices with occupancy of less than or equal to 10 employees. Excluded offices are Singapore (one), Japan (one), the UAE (one), Australia (one), Switzerland (one), the UK (one), and India (three) offices • The waste management data relates to India offices, excluding two serviced offices—Hyderabad and Chennai—and one Mumbai office with occupancy of less than or equal to 10 employees • Water data covers three offices in India: Mumbai, Gurgaon and Pune • For the purpose of Scope 3 emissions from business travel, we have excluded offices with occupancy of less than or equal to 10 employees. Excluded offices are Australia (one), Mumbai (one) and Switzerland (one) • The social data pertains to CRISIL's consolidated global operations, except where specifically disclosed • The governance data in terms of policies, training, stakeholder engagement efforts, and other reported metrics covers consolidated operations, including subsidiaries, while the Board-related data/metrics relate to CRISIL on a standalone basis • The data reported on communities covers India operations of CRISIL

II. Products/services

- | | |
|--|---|
| 14. Details of business activities (accounting for 90% of the turnover) | Please refer to Table No. 3 on page 123 of the ESG Databook |
| 15. Products/services sold by the entity (accounting for 90% of the entity's turnover) | Please refer to Table No. 2 on page 123 of the ESG Databook |

III. Operations

- | | |
|---|---|
| 16. Number of locations where plants and/or operations/offices of the entity are situated | Please refer to Table No. 1 on page 123 of the ESG Databook |
| 17. Markets served by the entity: | |
| a) Number of locations | 54 countries (including India) and 28 states in India |
| b) What is the contribution of exports as a % of the total turnover of the entity? | 78.73% |
| c) A brief on types of customers | Our clients range from micro, small and medium companies to large corporates, investors, and top global financial institutions. We work with commercial and investment banks, insurance companies, private equity players and asset management companies globally. We also work with governments and policy makers in the infrastructure space in India and other emerging markets. |

IV. Employees

- | | |
|--|--|
| 18. Details as at the end of financial year: | |
| a) Employees and workers (including differently abled) | Please refer to Table No. 11(a) on page 126 of the ESG Databook. |
| b) Differently abled employees | Please refer to Table No. 11(b) on page 126 of the ESG Databook. |
| 19. Participation/inclusion/representation of women | Please refer to Table No. 5 on page 124 of the ESG Databook. |
| 20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years) | Please refer to Table No. 23(c) on page 130 of the ESG Databook. |

V. Holding, subsidiary and associate companies (including joint ventures)

- | | |
|---|--|
| 21. Names of holding/subsidiary/associate companies /joint ventures | Please refer to Table No. 4 on page 123 of the ESG Databook. |
|---|--|

VI. CSR details

- | | |
|---|------------------|
| 22. Whether CSR is applicable as per Section 135 of Companies Act, 2013: (yes/no) | Yes |
| a) Turnover (₹)* | ₹ 1,444.12 crore |
| b) Net worth (₹)* | ₹ 1,070.38 crore |

*On standalone basis

VII. Transparency and disclosures compliances

- | | |
|---|---|
| 23. Complaints/grievances on any of the principles (1 to 9) under the National Guidelines on Responsible Business Conduct | Please refer to Table No. 21 on page 129 of the ESG Databook. |
| 24. Overview of the entity's material responsible business conduct issues | Please refer to Table No. 8 on page 125 of the ESG Databook. |

Principle Index

The nine principles are denoted using alpha-numeric term P1, P2, P3 and so on and have the following meaning:

- P1** Businesses should conduct and govern themselves with ethics, transparency and accountability
- P2** Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3** Businesses should promote the well-being of all employees
- P4** Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised
- P5** Businesses should respect and promote human rights
- P6** Businesses should respect, protect and make efforts to restore the environment
- P7** Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8** Businesses should support inclusive growth and equitable development
- P9** Businesses should engage with and provide value to their customers and consumers in a responsible manner

Section B: Management and process disclosures

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/principles cover each core elements of the NGRBCs (yes/no)	Y	Y	Y	Y	Y	Y	Y	Y	Y
• Code of Ethics		• Strategic framework on ESG offerings	• Policy on Redressal of Workplace Harassment	• Stakeholder Engagement Policy	• Policy on Modern Slavery	• Environment Policy	• Framework for Responsible Public Engagement	• Policy on Corporate Social Responsibility	• Stakeholder Engagement Policy
• Code of Conduct for Board and Senior Management		• Supplier Diversity policy	• Policy on Redressal of Sexual Harassment	• Code of Ethics	• Code of Ethics	• Supplier Code of Conduct	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Whistle-blower Policy		• Supplier Code of Conduct	• Equal Opportunity Environment Policy	• Equal Opportunity Environment Policy	• Whistle-blower Policy	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Tax Policy		• Health & Safety Policy	• Health & Safety Policy	• Supplier Diversity Policy	• Supplier Code of Conduct	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Policy for Determining Materiality for Disclosures		• Maternity & Day Care Policy	• Maternity & Day Care Policy	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Code of Practices and Procedures for Fair Disclosure of UPSI		• Internal Mobility Policy	• Internal Mobility Policy	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Nomination & Remuneration Policy		• Corporate Framework on Rewards and Recognition	• Corporate Framework on Rewards and Recognition	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Gift Policy		• Leave Policy	• Leave Policy	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Confidentiality Policy		• Policy on Working Hours and Attendance	• Policy on Working Hours and Attendance	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Supplier Code of Conduct		• Transfer and Relocation Policy	• Transfer and Relocation Policy	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Policy on Anti-Money Laundering & Countering Terrorist Financing		• Education Assistance Policy	• Education Assistance Policy	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
		• Policy on Paid Sabbatical Leave	• Policy on Paid Sabbatical Leave	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
		• Short-term Loan Policy	• Short-term Loan Policy	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
		• Guidelines on Flexible Work Timing	• Guidelines on Flexible Work Timing	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy
		• Guidelines on Mediclaim	• Guidelines on Mediclaim	• Supplier Diversity Policy	• Policy on redressal of Sexual Harassment	• Policy on Social Media	• Policy on Corporate Social Responsibility	• Policy on Corporate Social Responsibility	• Confidentiality Policy

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
b. Has the policy been approved by the Board? (yes/no)	The first seven policies are Board-approved. The rest have been approved by management	Approved at various levels of management	Approved at various levels of management	The first two policies are Board-approved. The rest have been approved by management	The first three policies are Board-approved. The rest have been approved by Management	Approved by management	The first policy is Board-approved. The second has been approved by management	Approved by Board	The first policy is Board-approved. The balance two have been approved by management
c. Web link of the policies, if available	https://www.crisil.com/en/home/investors/corporate-governance.html	Available on the Company's internal network/intranet. Last one available on https://www.crisil.com/en/home/investors/corporate-governance.html	Available on the Company's internal network/intranet	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html
2. Whether the entity has translated the policy into procedures (yes/ no)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (yes/no)	Y. Supplier Code of Conduct extends to value chain partners	Y. Supplier Code of Conduct and Supplier Diversity Policy extend to value chain partners	No	No	Y. Modern Slavery Policy and Supplier Code of Conduct extend to value chain partners	Y. Supplier Code of Conduct extends to value chain partners	No	No	No
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 27001 for information security								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any

Environmental	Social	Governance	Sustainable products
<ul style="list-style-type: none"> Reducing GHG emissions over the 2019 baseline, through green energy substitution Progressively enhancing solid waste recycling and reuse Switching to recycled paper Monitoring emissions from business travel Increasing green cover through plantation 	<ul style="list-style-type: none"> Focusing on learning quotient by increasing learning hours per employee Empowering women through focused hiring measures, and increasing gender diversity Improving inclusivity and belonging of employees across diverse cultures, genders, capabilities, and ages Increasing outreach of CSR programmes, thereby impacting lives of communities positively Increasing employee volunteering 	<ul style="list-style-type: none"> Improving employee training and awareness on ESG Improving supplier diversity Driving ESG consciousness in supply chain by increasing social assessments, training, and coverage for emissions data Setting highest standards of corporate governance 	<ul style="list-style-type: none"> New ESG offerings

6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met

Please refer to the following KPIs and initiatives on ESG performance:

- For energy consumption and emissions: Response to Q7 of Essential Indicators under Principle 6 and Table no. 27 of ESG Databook
- For water consumption: Table no. 27 and 26(b) of the ESG Databook
- For waste management: Response to Q9 of Essential Indicators under Principle 6 and Tables 28,28(a),28(b) of the ESG Databook
- For learning quotient: Response to Q8 of Essential Indicators under Principle 3 and Table no. 17 of the ESG Databook
- For persons with disability: Response to Q3 of Essential Indicators under Principle 3
- For diversity and inclusion: Response to Q3 of Leadership Indicators under Principle 4
- For CSR outreach: Response to Q3 of Leadership Indicators under Principle 4 and Table no. 24 (c) of ESG Databook
- For training and awareness on ESG: Table no. 6 of ESG Databook
- For supplier diversity: Q3 of Leadership Indicator under Principle 8
- For supplier assessment: Q6 of Leadership Indicator under Principle 3 and Table no. 19 of ESG Databook
- For ESG offerings: Q1 of Essential Indicator under Principle 2

Governance, leadership and oversight

7. Statement by the Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements

Refer to 'Message from MD & CEO' on page 92 & 93 of this report.

8. Details of the highest authority responsible for the implementation and oversight of the business responsibility policy/ies.

The MD & CEO of CRISIL Limited is responsible for implementation and oversight of the Business Responsibility policy/ies.

9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability-related issues?(yes/no). If yes, provide details.

Yes.

CRISIL Limited has formed a management-level Steering Committee. The MD & CEO of the Company chairs the committee. The committee meets at regular intervals to evaluate the environmental, social and economic performance of the Company and continues to strengthen the efforts on ESG. In 2022, the committee met eight times to review new ESG policies introduced during the year; monitor key metrics; review progress on key initiatives to enhance ESG performance; and report on updates. Annually, CRISIL's Board reviews the ESG report, progress on ESG initiatives and goals, and plans for the next year.

10. Details of the review of NGRBCs by the company

Subject for review	Indicate whether review was undertaken by the Director/Committee of the Board/ any other committee									Frequency (annually/ half yearly/quarterly/any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Board Committee	Board	Board/Committee	Board/Committee	Board Committee	Board/Board Committee	Board/Board Committee	Board Committee	Board	Quarterly	Planned frequency	Quarterly	Quarterly	Quarterly	Half-yearly	Need basis	Half-yearly	Quarterly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed on a quarterly basis by the CRISIL Board.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/no). If yes, provide name of the agency.
12. If answer to question (1) above is “no” i.e. not all principles are covered by a policy, reasons to be stated

No

Not applicable

Section C: Principle-wise performance disclosure

Principle 1 **Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.**

Essential indicators

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| 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year. | Please refer to Table no. 6 on page 124 of the ESG Databook. |
| 2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/ judicial institutions, in the financial year. | No fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/ judicial institutions, in the financial year. |
| 3. Of the instances disclosed in Question 2 above, details of the appeal/revision preferred in cases where monetary or non-monetary action has been appealed. | Not applicable |
| 4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. | No, CRISIL currently does not have an anti-corruption or anti-bribery policy. However, CRISIL's Code of Ethics, inter-alia, prohibits bribery and corruption.
CRISIL's Code of Ethics is available at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf |
| 5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption. | No such instances of bribery/corruption took place during the year. |
| 6. Details of complaints with regard to conflict of interest. | No complaints with regard to conflict of interest were received during the year. |
| 7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. | Not applicable as there were no such instances. |

Leadership indicators

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| 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year. | Please refer to Table no. 9 on page 126 of the ESG Databook. |
| 2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/no). If yes, provide details of the same. | Yes.
CRISIL has in place a comprehensive 'Code of Conduct for Directors and Senior Management' available at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-directors-sr-management.pdf . Every Board member discloses the names of the entities or arrangements in which they are interested in, which is brought to the attention of the Board. |

Principle 2 **Businesses should provide goods and services in a manner that is sustainable and safe.**

Essential indicators

<p>1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.</p>	<p>ESG is a strategic and important agenda for CRISIL, and we integrate ESG factors in our offerings.</p> <p>CRISIL's ESG offerings include:</p> <ul style="list-style-type: none"> • ESG scores (India): 586 companies • ESG research for sell side and buy side • Sustainability assessment of borrowers • ESG benchmarks and framework assessment • Supporting S&P Global in ESG evaluations • ESG strategy, policy, roll-out • SDG impact assessment • Green and social bond assessment • Support on TCFD implementation and reporting • Scenario analysis and stress testing for lending portfolios • Climate risk module validation • ESG policies and sustainability reports <p>Considering that we are in the services sector, our offerings rely on niche data, practical, deep insights and cutting edge analysis and as such are not capital intensive in nature. Capex is predominantly in the form of IT investment as we invest regularly in IT infrastructure for improving our customer interface and meeting security and data privacy needs.</p>
<p>2a. Does the entity have procedures in place for sustainable sourcing? (Yes/no).</p>	<p>Yes.</p>
<p>2b. If yes, what percentage of inputs were sourced sustainably?</p>	<p>161 suppliers covering 62% spend* were assessed for ESG practices.</p> <p>CRISIL works towards creating a supply chain which is environmentally conscious, diverse and ethical. We guide our supply chain partners by encouraging them to adopt the principles enshrined in the CRISIL Supplier Code of Conduct. Our Supplier Code of Conduct outlines the minimum standards of conduct that CRISIL expects its suppliers to adhere to in the areas of business ethics and integrity, fraud prevention, non-discrimination, diversity and inclusion, child labour, health and safety, environmental stewardship and sustainability. The purchase order (PO) issued to vendors has a separate clause under terms and conditions which emphasises the need to adhere to the Supplier Code of Conduct.</p> <p>Read our Supplier Code of Conduct https://www.crisil.com/content/dam/crisil/investors/corporate-governance/supplier-code-of-conduct.pdf</p> <p>*In computing the aforesaid percentage, total procurement spend (from January 2022 to November 2022) has been considered, excluding employee and associate costs, rental, utilities, bank charges and similar costs.</p>
<p>3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) plastics (including packaging) (b) e-waste (c) hazardous waste and (d) other waste.</p>	<p>Not applicable.</p> <p>As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p>

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| <p>4. Whether extended producer responsibility (EPR) is applicable to the entity’s activities (yes/no). If yes, whether the waste collection plan is in line with the EPR plan submitted to pollution control boards? If not, provide steps taken to address the same.</p> | <p>Not applicable.
As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p> |
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Leadership indicators

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| <p>1. Has the entity conducted life cycle perspective/ assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details.</p> | <p>Not applicable.
As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p> |
| <p>2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the LCA or through any other means, briefly describe the same along-with action taken to mitigate the same.</p> | <p>Not applicable.
As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p> |
| <p>3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).</p> | <p>As CRISIL is in the services business we do not have large spend on input material (8% of total spend), offering opportunity for reuse or recycling. However, we have taken specific initiatives wherever possible, to optimise resources and recycle. Please refer to Table 27 pt 1 on page 133 of the ESG Databook for water recycling actions and Q9 of Essential Indicators of Principle 6 for waste management actions.</p> |
| <p>4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonne) reused, recycled, and safely disposed.</p> | <p>Not applicable. CRISIL is in the service business; it does not have manufactured products. Hence, these issues are not relevant.</p> |
| <p>5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.</p> | <p>Not applicable. CRISIL is in the service business; it does not have manufactured products. Hence, these issues are not relevant.</p> |

Principle 3 **Businesses should respect and promote the well-being of all employees, including those in their value chains.**

Essential indicators

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| <p>1. a) Details of measures for the well-being of employees.</p> | <p>Please refer to Table no. 14 on page 127 of the ESG Databook.</p> |
| <p>b) Details of measures for the well-being of workers.</p> | <p>CRISIL does not have any workers.</p> |
| <p>2. Details of retirement benefits, for current and previous financial year.</p> | <p>Please refer to Table no. 15 on page 127 of the ESG Databook.</p> |
| <p>3. Accessibility of workplaces.</p> <p>Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.</p> | <p>Initiatives for differently abled colleagues</p> <p>In keeping with our focus on diversity and inclusion, we have taken several strides to recruit differently abled persons. Currently, CRISIL has 11 employees (including three off-roll) who have voluntarily reported about their special needs. We are conscious of addressing the needs of employees and visitors with special needs. All our major offices have infrastructure that is safe and friendly for our differently abled employees. Our offices are accessible, with ramps at applicable locations. At large office locations such as Mumbai, Gurgaon and Pune, washrooms have wheelchair access. Our recruitment questionnaire also incorporates questions to understand special needs when a differently abled employee joins CRISIL.</p> |

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	CRISIL has adopted a Policy on Equal Opportunity Environment Policy whereby it commits to ensuring equal opportunity across the organisation in all matters of employment and a workplace free from discrimination on the basis of race, colour, religion, sex, national origin, age, disability, pregnancy, marital status, veteran status, genetic information, citizenship status or any other basis prohibited by local laws. The policy requires that employment decisions will be based only on valid job requirements. The policy extends to the Company's selection of business partners as well, which are based only on normal business considerations.
5. Return to work and retention rates of permanent employees and workers who took parental leave.	Please refer to Table no. 16 on page 127 of the ESG Databook.
6. Is there a mechanism available to receive and redress grievances for employees and workers? If yes, give details of the mechanism in brief.	
Permanent workers	CRISIL does not have workers
Other than permanent workers	
Permanent employees	Yes, employees can reach out to their managers and HR business partners to redress their grievances under terms of the 'Policy on Redressal of Workplace Harassment'. The mechanism is also applicable to vendors and contractual staff working on CRISIL premises.
Other than permanent employees	
7. Membership of employees and workers in association(s) or unions recognised by the listed entity.	CRISIL recognises the right to freedom of association in accordance with the laws of the land. However, we do not have a recognised employee association.
8. Details of training given to employees and workers.	Please refer to Table no. 17 on page 128 of the ESG Databook.
9. Details of performance and career development reviews of employees and worker.	Please refer to Table no. 13 on page 127 of the ESG Databook.
10.a) Health and safety (H&S) management system: Whether an occupational H&S management system has been implemented by the entity? (Yes/ no). If yes, the coverage of such system?	Being in the financial services sector, our workplace and processes are inherently non-hazardous and safe in nature. However, we acknowledge the importance of providing working conditions that support safety, well-being and health.

H&S policy and assessment

CRISIL's H&S policy covers the impact the nature of the work environment has on health, including ergonomic health impacts, fire safety, communicable diseases and commute/business travel safety. The policy is aimed at encouraging employee participation to eliminate hazards and reduce occupational H&S risks. Standard operating norms have been issued to ensure that all our offices in India are compliant on working conditions and H&S measures.

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Being in the financial services sector, our workplace and processes are inherently non-hazardous and safe in nature. Risk assessment is a key dimension of our H&S programme. Developments in the external and internal environment such as socio-political disturbances, natural disasters, climate change impacts, resource disruptions and health issues are evaluated regularly to strengthen the existing H&S programme. Office infrastructure is well-sanitised, periodic maintenance of electric and electronic devices is undertaken, and cafeteria services ensure healthy food; all to ensure safety and well-being of employees. Business continuity planning and disaster recovery drills are conducted as per the planned schedule. Learnings from drills, maintenance activities, and regular safety stimulations are also taken into consideration for enhancing the H&S programme. During 2022, stress testing of power infrastructure was taken up as a deep-dive focus area.

As part of our efforts to enhance employee safety, CRISIL launched a mobile application during the year to alert the employees about weather events. We implemented a safe return to office (RTO) initiative in 2022 offering flexibility of working (hybrid mode). We also supported Covid-19 vaccination of our employees.

CRISIL provides health and safety training to all of its employees to create awareness and promote health and safety within the organisation, including various training sessions on emergency response, firefighting, business continuity, and evacuation. About 71% of CRISIL employees took training on health and safety measures.

Refer to Table no. 20 on page 128 of the ESG Databook on the assessment of CRISIL office for assessment on health and safety.

c) Whether you have processes for workers to report work-related hazards and remove themselves from such risks? (Yes/ no).

Yes

d) Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ no).

Yes. CRISIL has health and insurance benefits and employee wellness programmes.

11. Details of safety-related incidents

Safety incident/number	Category	2022	2021
Lost time injury frequency rate (LTIFR) (per one million-person hours worked)	Employee	0.42	-
Total recordable work-related injuries	Employee	1	-
No. of fatalities	Employee	-	-
High consequence work-related injury or ill health (excluding fatalities)	Employee	-	-

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

H&S training

CRISIL provides training to all of its employees to create awareness and promote H&S within the organisation, including various training sessions on emergency response, firefighting, business continuity and evacuation.

For more details, refer to Q.10 (a) and Q.10(b) above.

13. Number of complaints made by employees and workers.

Please refer to Table no. 22 on page 129 of the ESG Databook.

- 14. Assessments of plants and offices on health and safety practices, working conditions, etc. for the year.** Please refer to Table no. 20 on page 128 of the ESG Databook.
- 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and of significant risks/concerns arising from assessments of health and safety practices and working conditions.** There was one safety-related incident during the year, for which corrective action was taken immediately. There are no risks arising from assessments of health and safety practices or working conditions.

Leadership indicators

- 1. Does the entity extend any life insurance or any compensatory package in the event of death of:**
- (A) Employees (Yes/ no).** Yes. CRISIL extends life insurance/compensatory packages in the event of the death of an employee. For details of the employees and contract staff covered under life insurance, please refer to Table no. 14 on page 127 of the ESG Databook.
- (B) Workers (Yes/ no).** Not applicable as CRISIL does not have any workers.
- 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.** We contractually bind our major suppliers of IT support, staffing solutions partners, facility management and security services that employ people from the more vulnerable sections with lower literacy levels, to comply with labour standards such as minimum wages, gratuity, bonus, leave, employees' state insurance and other employment laws.
- 3. Provide the number of employees/workers having suffered high consequence work-related injury/ill health /fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.** None of the employees from CRISIL suffered high consequence work-related injury/ ill health/ fatalities during 2022. Hence, not applicable.
- 4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ no).** We provide retirement planning assistance for employees who are in the retirement stage, which includes coverage of financial planning, investment opportunities evaluation and corpus protection. For role closures, we align the employees to a well-known placement consultancy. We also launched 'ReBoot with CRISIL', a programme exclusively for women looking to return after career breaks. They were offered flexible working hours to smoothen their return to work and facilitate their career re-start.
- 5. Details on assessment of value chain partners.** Please refer to Table no. 19 on page 128 of the ESG Databook
- 6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.** CRISIL has enhanced its supplier assessment process to identify and mitigate any potential sustainability risks in our supply chain. During the year, 161 suppliers covering 62% of our spend (higher than 52% in 2021) participated in a self-assessment exercise to ascertain conformity to laws, norms and best practices in the areas of wages, discrimination, health and safety, environment, abstention from child labour/ forced labour, prevention of sexual harassment and other human rights-related issues. All the respondents confirmed adherence to norms for minimum wages, abstention from child labour/forced labour and compliance with the Office of Foreign Access Control norms in their organisations. We believe learnings from this assessment will bring more rigour to our supplier assessment process and raise the bar on ESG practices across CRISIL's supply chain over time. Based on the current year assessment, no material gaps have been identified necessitating corrective actions.

Principle 4 **Businesses should respect the interests of and be responsive to all its stakeholders.**

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

CRISIL has a Stakeholder Engagement Policy, which is accessible at <https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Stakeholder-Engagement-Policy.pdf>

Under this policy, CRISIL identifies stakeholders as individuals, groups of individuals or organisations that affect and/or could be affected by/could impact the Company's activities, products or services and associated performance.

The process of identification of stakeholders includes the basis of engagement and is guided by:

- Direct or indirect dependence on the Company's activities, products or services and associated performance
- Groups or individuals engaged with the Company with regard to financial, economic, social or environmental issues
- Groups or individuals who can have an impact on the Company's strategic or operational decision-making
- Groups or individuals with whom the Company has, or may have in the future, legal, commercial or operational responsibilities

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/no)	Channels of communication (email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website, other)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Meetings, letters, emails, calls ⁽¹⁾ • Internal HR communications ⁽¹⁾ • Employee townhalls ⁽²⁾ • Cultural events ⁽⁸⁾ • Training ⁽⁸⁾ • Appraisals ⁽³⁾⁽⁴⁾ • Applications and portals ⁽¹⁾ • Survey ⁽³⁾⁽⁴⁾ 	Expectation <ul style="list-style-type: none"> • Career advancement • Fair compensation • Meaningful learning opportunities
Clients	No	<ul style="list-style-type: none"> • Meetings, letters, emails, calls ⁽¹⁾ • Mobile applications and portals ⁽¹⁾ • Webinars, newsletters, publications ⁽⁶⁾⁽⁷⁾ • Surveys ⁽⁶⁾ • Feedback forms ⁽⁹⁾ 	Expectation <ul style="list-style-type: none"> • Actionable insights • Cutting-edge analysis • Effective solutions
Shareholders	No	<ul style="list-style-type: none"> • Annual report ⁽⁴⁾ • Stock exchange intimations ⁽⁷⁾ • Press releases ⁽²⁾ • Investor meetings ⁽⁷⁾⁽¹⁾ • Conference calls ⁽⁴⁾ 	Expectation <ul style="list-style-type: none"> • Growth and returns • Timely and qualitative information • Quality of investor services
Vendors	No	<ul style="list-style-type: none"> • Meetings, letters, emails, calls ⁽¹⁾ • Surveys and assessments ⁽⁴⁾ • Applications and portals ⁽¹⁾ 	Expectation <ul style="list-style-type: none"> • Responsiveness and timely resolution of queries • Long-term and mutually beneficial relationship
Communities	No	<ul style="list-style-type: none"> • Financial awareness, access to formal services and adoption of positive financial practices ⁽¹⁾ • Developing cadre of community-based workers (Sakhi) ⁽¹⁾ • MoneyWise Centres for Financial Literacy (CFL) for community under the RBI CFL initiative ⁽¹⁾ 	Expectation <ul style="list-style-type: none"> • Relevant awareness and access to formal financial services. • Timely grievance redressal and query resolution through Sakhi cadre and grassroots workers

Note: (1) Ongoing, (2) Quarterly, (3) Mid-term, (4) Annual, (5) Weekly, (6) Monthly, (7) Event based, (8) Planned frequency, (9) Project/service based

Leadership indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics, or if consultation is delegated, how feedback from such consultations is provided to the Board.

We believe proactive and continuous engagement with key stakeholders is crucial to the success of a business enterprise. At CRISIL, feedback gathered in the course of engagement with stakeholders is taken into account and, after due evaluation, is incorporated to improve business processes. Significant learnings may also help shape our strategic initiatives and growth levers. Stakeholders are encouraged to put forth any concerns relating to their engagement with us and reach out to our senior management, if necessary. The engagement scores, complaints and other feedback from stakeholders are monitored at various levels of the management. They also receive the highest attention from the Board/Board committee in its reporting processes.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (yes / no)? If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

At CRISIL, consultation with stakeholders is important for management of the ESG attributes in areas of diversity and inclusion, stakeholder engagement and ESG offerings. Such feedback is an important input while devising goals and plans in these areas. Please refer to Table no. 8 on page 125 of the ESG Databook on the process for determining material ESG issues.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of, vulnerable/marginalised stakeholder groups.

CRISIL has adopted a Policy on Equal Opportunity whereby it commits to ensuring equal opportunity across the organisation in all matters of employment and a workplace free from discrimination. We have a very diverse set of employees across the world, by gender, age, nationality, ethnicity, and preferences. We are committed to ensuring an inclusive environment for all employees, where they can look forward to bringing their true, whole self to work each day.

Promoting women leaders

As a diversity inclusive corporate, it has been our constant endeavour at CRISIL to launch initiatives and opportunities that not only encourage women to take up new professional challenges but also help them balance their personal goals. Women constitute 38.7% of our workforce and 18% of our manager-and-above level. They are spread across diverse roles and hold highly visible positions, ranging from profit-and-loss responsibilities to leading critical functions, such as strategy, marketing, information security and compliance. Focused hiring efforts have resulted in over 39.5% of all hires to comprising women candidates during 2022.

Hiring and retention-related initiatives for women talent

- Participation in two women-focused career fairs
- Key sponsor for JobsForHer, Restart Her and PeopleKonnnect
- Engagement with women-centric B schools
- Encouraging teams to provide 'second career' options to women once they resume work after maternity leave or other break/ sabbatical
- Governance has been deployed at multiple levels in the hiring process to eliminate any bias with regards to selection or offer fitments
- Special referral amount to consider the efforts and recognise the employees contributing to CRISIL diversity agenda (women and differently abled)

- Maternity-stage benefits such as performance-rating protection for employees on maternity leave, flexible work arrangements, six-month paid maternity leave, and childcare support
- Tracking promotion rates at mid-career stages
- Tracking attrition rates by gender

LGBTIQA+ initiatives (supporting the rainbow community)

We made structured efforts to attract and hire candidates from the LGBTIQA+ community. Our inclusion practices cover:

- Pride Month celebration- June 2022
- Inclusion of gender reconstructive surgery in the Group Medical Insurance policy in 2022
- Medical insurance covering same-sex partners
- Performance recognition and equal career development opportunities
- Self-identification opportunities
- Participation in diversity job fairs
- Promotion of inclusivity through emails with preferred pronouns
- Virtual job fairs with DE&I vendors (India)

DE&I awareness and training drives during 2022

- International Women's Day on March 8
- Pride Month — June
- Global Diversity month — October
- DE&I as a focal learning theme during November (learning month — November 2022)
- Trainings on diversity and inclusion for new joiners
- Launched a mandatory training course for all employees on CRISIL policies and practices on DE&I, equal opportunity, non-discrimination, health & safety, good labour practices, etc
- Inclusion of the DE&I category in quarterly employee recognition awards
- Keynote addresses by external leaders in the realm of LGBTIQA+, neurodiversity and geography
- Cultural training for managers in international business

All these interventions have enhanced employee awareness and encouraged reflection on racism, empathy, gender, and LGBTIQA+ needs, and nurtured cultural sensitivity.

Supplier diversity

Refer to response to Q3 of Leadership Indicator under Principle 8.

Driving social change

CRISIL, through its CSR arm, CRISIL Foundation, has focused on doing impactful work by building the financial capabilities of rural women, vulnerable communities, and by conserving the environment. Launched in Assam in 2015 and replicated in Rajasthan in 2016, Mein Pragati aims to empower rural women through financial capability building. The 2022 strategy focused on expanding to newer districts and blocks of Assam and Rajasthan, doubling the Sakhi cadre, and institutionalising existing Sakhis by sustaining the Sakhi clusters in Assam. Since 2018, the programmes have facilitated 719,000+ financial linkages in Assam and 159,000+ linkages in Rajasthan, with a cumulative outreach to 13,79,000 participants in the two states.

During the year, the programme witnessed organic expansion into new blocks, backed by a robust, self-sufficient Sakhi cadre. Over 1,900 Sakhis were on-boarded during the year, taking the total to 3,600+ Sakhis in approximately 3,800 villages, spread across 51 blocks and 31 districts in the two states.

Having proved the efficacy and relevance of Sakhi cadre in Assam and Rajasthan, CRISIL Foundation devised an online learning and certification programme called GramShakti incorporating all the best practices involved in training and development of Sakhis. During the year, the programme expanded to over 3,600 cumulative end-users across CRISIL Foundation's intervention areas and was replicated in non-intervention locations through partnerships.

The quality of work of Mein Pragati programme, led the RBI to empanel CRISIL Foundation for its prestigious MoneyWise CFL project. Today this has scaled up to cover over 60,000 villages across 429 blocks of 234 districts in 18 states/union territories of India – with support from the RBI, 10 PSU banks and NABARD.

Refer to the CSR Report on page 42 to 46 of the CRISIL Annual Report 2022 for further details.

Principle 5 **Businesses should respect and promote human rights.**

Essential indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity.	Please refer to Table no. 18 on page 128 of the ESG Databook.
2. Details of minimum wages paid to employees and workers.	Please refer to Table no. 12 on page 126 of the ESG Databook.
3. Details of remuneration/salary/wages.	Please refer to Table no. 7 on page 124 of the ESG Databook.
4. Do you have a focal point (individual/committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/no).	Yes.
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	<p>Various reporting channels and redressal mechanisms are made available at all levels to employees for reporting violations of human rights:</p> <ul style="list-style-type: none"> • The Code of Ethics elaborates upon the process of raising concerns, reporting violations and seeking advice. For details refer to Chapter 7 of CRISIL's Code of Ethics https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf • CRISIL's Whistleblower Policy encourages and supports reporting of concerns about issues such as unethical behaviour, grave misconduct, leaking of unpublished price-sensitive information (UPSI) and actual or suspected fraud or violation of the Code of Ethics. Complaint redressal is tracked rigorously at various levels of the management. We also have an ethics hotline number and email address as an additional channel to report any such concerns. Read our Whistle-Blower Policy https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Whistle-Blower-Policy.pdf • At the highest level, the Stakeholders' Relationship Committee of the Board regularly dedicates exclusive time to review policy violations and stakeholder complaints. <p>Heightened sensitivity towards policy violations, taking a rigid stance on transgressions and review of such matters at the highest levels by a Board-level committee reinforce the compliance culture at CRISIL.</p>

6. Number of complaints on sexual harassment, discrimination at workplace, child labour, forced labour/ involuntary labour, etc. made by employees and workers.	Please refer to Table no. 22 on page 129 of the ESG Databook
7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	<ul style="list-style-type: none"> • CRISIL has a 'Policy on Redressal of Workplace Harassment', which specifies the detailed procedure to report and redress harassment cases. Under the policy, retaliation, in any form, against an employee or applicant for employment who exercises his/her right to make a complaint in good faith is strictly prohibited. • The Whistleblower Policy, too, protects complainant from any form of reprisal for reporting complaints.
8. Do human rights requirements form part of your business agreements and contracts? (Yes/no).	We contractually bind our major suppliers of IT support, staffing solutions partners, facility management and security services that employ people from the more vulnerable sections with lower literacy levels, to comply with human rights requirements. Further, purchase orders issued by CRISIL contain binding conditions for adherence to human rights.
9. Assessments of office on human rights for the year.	Please refer to Table no. 20 on page 128 of the ESG Databook.
10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at question 9 above.	Based on the current year assessment, no gaps have been identified necessitating corrective actions.

Leadership indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.	CRISIL has not received any complaint of child or forced labour. We uphold the basic principles of human rights in all our dealings and are committed to acting ethically and with integrity in our business dealings. Slavery and human trafficking are severest forms of human rights abuse and to prevent and combat these, we have published a modern slavery statement. We regularly sensitise our employees on appropriate behaviours with respect to human rights through various training programmes.
2. Details of the scope and coverage of any human rights due-diligence conducted.	Please refer to Tables 19 and 20 on page 128 of the ESG Databook.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	In keeping with our focus on diversity and inclusion, we have made efforts to recruit differently abled persons. Currently, we have 11 employees (including three off-roll) who have voluntarily reported about their special needs. We are conscious of addressing the needs of employees and visitors with special needs. All our major offices have infrastructure that are safe and friendly to our differently abled employees. Our offices are accessible, with ramps at applicable locations. At large office locations like Mumbai, Gurgaon and Pune, washrooms have wheelchair access. Our recruitment questionnaire also incorporates questions to understand special needs when a differently abled employee joins CRISIL.

4. Details on assessment of value chain partners.

Please refer to Table no. 19 on page 128 of the ESG Databook.

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at question 4 above.

CRISIL has enhanced its supplier assessment process to identify and mitigate any potential sustainability risks in our supply chain. During the year, 161 suppliers covering 62% of our spend (higher than 52% in 2021) participated in a self-assessment exercise to ascertain conformity to laws, norms and best practices in the areas of wages, discrimination, health & safety, environment, abstention from child labour/forced labour, prevention of sexual harassment and other human rights-related issues. All the respondents confirmed adherence to norms for minimum wages, abstention from child/forced labour and compliance with the Office of Foreign Access Control norms in their organisations. We believe learnings from this assessment will bring more rigour to our supplier assessment process and raise the bar on ESG practices across CRISIL's supply chain over time.

Based on the current year's assessment, no material gaps have been identified necessitating corrective actions.

Principle 6 **Businesses should respect and make efforts to protect and restore the environment.**

Essential indicators

- | | |
|--|---|
| <p>1. Details of total energy consumption (in joule or multiples) and energy intensity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.</p> | <p>Please refer to Table no. 25(a) on page 132 of the ESG Databook.</p> |
| <p>2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/no). If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.</p> | <p>Not applicable as CRISIL's operations do not relate to the designated consumers specified under the PAT scheme of the Government of India.</p> |
| <p>3. Provide details related to water. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.</p> | <p>Please refer to Table no. 26(a) on page 132 of the ESG Databook.</p> |
| <p>4. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.</p> | <p>Please refer to point 1 of Table no. 27 on page 133 of the ESG Databook</p> |
| <p>5. Please provide details of air emissions (other than GHG emissions) by the entity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.</p> | <p>Please refer to Table no. 29 on page 134 of the ESG Databook.</p> |

<p>6. Provide details of GHG (Scope 1 and Scope 2 emissions) and their intensity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.</p>	<p>Please refer to Table no. 30(a) on page 134 of the ESG Databook.</p>
<p>7. Does the entity have any project related to reducing GHG emissions? If yes, then provide details.</p>	<p>CRISIL includes environment sustainability as a metric in our balanced scorecard.</p> <p>Pandemic-induced work-from-home (WFH) gave way to return to office in 2022 as the health risks mitigated. However, we curated a new paradigm for working, by evolving a 70:30 offices to WFH working model. This model eschewed excess office space no longer required, which resulted in lower consumption of electricity, water and other utilities, thus contributing to lower emissions. While energy consumption exceeds the 2021 quantum on absolute basis [refer to table 25(a) of the ESG Databook], due to return to office, the per capita consumption is at 4.59 GJ per employee vs a benchmark of 8.53 GJ in 2019. Similarly, per employee emissions (Scope 1 and 2) have reduced 43% over 2019 . [0.9 MtCO₂ in 2022 vs 1.6 MtCO₂].</p> <p>During the year, we undertook an in-depth study to evaluate renewable options for purchased electricity at our various offices. As a result of this study, CRISIL will be migrating the largest energy consuming premises, CRISIL House, to 100% renewable energy commencing 2023, thereby contributing further to the reduction of our carbon footprint for 2023.</p> <p>Further, monitoring our carbon footprint through business travel attracted greater scrutiny during 2022 as in-person business/client meetings commenced once again. Business teams were encouraged to balance the number of trips or opt for more environment-friendly travel options to reduce the carbon footprint. We intend to closely monitor this through 2023.</p> <p>With a view to improve the accounting of GHG emissions, during 2022, CRISIL started collecting actual emission data from its supply chain to migrate from an industry emission-based computation methodology. The other key objective was to sensitise and encourage the supply chain to start measuring and publishing carbon footprint of its operations. It has provided useful insights into the challenges associated with supply-chain emissions, especially in the MSME sector, and will help us evolve pathways for further engagement of the supply chain in this area.</p> <p>161 suppliers underwent the bespoke ESG training designed for our supply chain. The training sensitises suppliers to have policies and management practices that encourage environmental protection.</p> <p>Under the aegis of CRISIL Re, CRISIL Foundation planted 44,700 saplings in 2022 - taking the cumulative number of tree plantations to over 154,280 (2015 to 2022) across 40 plantation sites.</p> <p>Refer to table no. 27 on page 133 of the ESG Databook for specific initiatives to lower the environment footprint.</p>

- 8. Provide details related to waste management by the entity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.**
- Please refer to tables 28, 28(a) and 28(b) on page 133 of the ESG Databook.
- 9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**
- Being in the financial services sector, our processes are inherently non-hazardous and safe in nature and do not involve usage of hazardous and toxic chemicals. We continue to work towards minimising waste going to landfills through our solid waste management practices. Towards this end, we have started tracking waste generated across our offices in India. During 2022, we rolled out guidelines to measure dry waste and wet waste generated across offices in the country. In 2022, 85% of waste generated at pan-India CRISIL offices, was recycled.
- In our constant endeavour to reduce paper consumption, from 2022 onwards we have also started tracking the consumption of paper across offices and are exploring ways to substitute paper with recyclable paper. CRISIL's Annual Report is printed on recyclable paper each year.
- 10. Whether the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/clearances are required?**
- We do not have operations/offices in/around ecologically sensitive areas.
- 11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year.**
- Not applicable. Environmental impact assessment is applicable to companies operating in infrastructure development and not relevant to CRISIL's operations.
- 12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder? (yes/no). If not, provide details of all such non-compliances.**
- Yes.

Leadership indicators

- 1. Provide break-up of the total energy consumed (in joule or multiples) from renewable and non-renewable sources. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.**
- Please refer to Table no. 25(b) on page 132 of the ESG Databook.
- 2. Provide details related to water discharged. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.**
- Please refer to Table no. 26(b) on page 132 of the ESG Databook.
- 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitre)**
- 1. For each facility/plant located in areas of water stress, provide the following information:**
- CRISIL offices are not located in areas experiencing water stress. We do not use groundwater. CRISIL offices source water from city municipal supplies.
- (i) Name of the area
- (ii) Nature of operations

(iii) Water withdrawal, consumption and discharge.

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.

4. Please provide details of total Scope 3 emissions and its intensity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency

Please refer to Table no. 30(b) on page 134 of the ESG Databook.

5. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not applicable as we do not have operations/offices in/around ecologically sensitive areas.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives.

Please refer to Table no. 27 on page 133 of the ESG Databook.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words, or web-link.

CRISIL's business processes are automated through bespoke business applications that capture and maintain information regarding business processes, client agreements, reports generated and assignments delivered, thus creating an adequate database for our knowledge. The technology used by the Company at all locations provides for redundancy and disaster recovery.

For critical business processes, the business teams have defined a business continuity plan (BCP) and have tested it with the help of the IT team. The BCP outlines critical processes, downtime tolerances, and planned recovery methodologies. It ensures that requisite alternative infrastructure is readily available, at the same time ensuring safety of teams during emergencies. CRISIL BCP embeds crisis communication.

The technology department keeps abreast of the changes and suitably undertakes projects for technology upgradation to keep the infrastructure current and provide for redundancy.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

With a view to improve the accounting of GHG emissions, during 2022, CRISIL started collecting actual emission data from its supply chain to migrate from an industry emission-based computation methodology. The other key objective was to sensitise and encourage the supply chain to start measuring and publishing carbon footprint of their operations. Towards this end, a survey was conducted among our suppliers covering 80% Scope 3 emissions from purchased goods and services requiring them to report their actual GHG emissions. The responses received refined our approach towards data collection in relation to indirect emissions through supply chain. It has provided useful insights into the challenges associated with supply chain emissions, especially in the MSME sector, and will help us evolve pathways for further.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

CRISIL has conducted an assessment of its suppliers, including the environmental impact. As many as 161 suppliers covering 62% of our spend (higher than 52% in 2021) participated in a self-assessment.

Principle 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential indicators

1.a. Number of affiliations with trade and industry chambers/ associations. 3

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Please refer to Table no. 10 on page 126 of the ESG Databook.

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

There are no instances of adverse orders from regulatory authorities for anti-competitive conduct.

Leadership indicators

Details of public policy positions advocated by the entity

Sr. no.	Public policy advocated	Method resorted to, for such advocacy	Whether information available in public domain? (Yes/no)	Frequency of review by Board (annually/half yearly/quarterly/others)	Web link, if available
1.	External stakeholders look up to CRISIL as a domain expert and a credible, independent voice. Our engagements may also influence policies and outcomes. In order to ensure that our engagement on public policy matters is responsible, CRISIL has adopted a Framework for Responsible Public Engagement. It demonstrates what guides us while engaging on public policy matters, the manner of engagement, and sets out the responsible behaviour expected of employees while engaging with regulators, industry or other forums.	Client publications, newsletters, media quotes, events, webinars, speakers	Yes	Policy is reviewed annually	Read our Framework for Responsible Public Engagement

Thought leadership

As part of our thought leadership and outreach initiative, we have authored several opinion pieces and articles on important industry and regulatory developments, in premier dailies and online platforms. We also contributed as knowledge partners, speakers or panelists at various summits organised by industry associations. During the year, we reached out to over 57,000 stakeholders, including government officials, policymakers, regulators, corporates, banks, investment banks, MSMEs, industry associations, and financial intermediaries in Indian and global markets, through 15 events and 50+ webinars hosted by CRISIL, and 130+ events at which CRISIL experts participated as speakers or panelists.

175+ leading media publications carried our views globally with **6,900+** quotes

Principle 8 **Businesses should promote inclusive growth and equitable development.**

Essential indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.	Not applicable. However, we undertake impact assessment of our CSR projects. Refer to Table no. 24 (a) on page 131 of the Databook.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.	Not applicable.
3. Describe the mechanisms to receive and redress grievances of the community.	In areas where the CRISIL Foundation is undertaking long-term CSR projects, an on-ground field team is available at the community level to address and respond to any grievances from the community. This is done either face-to-face within the office premises or over telephonic call — depending on the level of the grievance. In addition, each programme has a designated manager from the CRISIL Foundation, who periodically monitors and interacts with the teams and beneficiaries to gather feedback and address their queries/ concerns, if any.
4. Percentage of input material (inputs to total inputs by value) sourced from small/local suppliers.	Please refer to Table no. 24 on page 131 of the ESG Databook.

Leadership indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the SIA.	Not applicable.
2. Provide information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.	Please refer to Table no. 24(b) on page 131 of the ESG Databook.
3.a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/no).	CRISIL's policy of equal opportunity towards our stakeholders ensures that we engage with suppliers on merit and business needs. However, CRISIL is equally conscious of the need for inclusive procurement, to deliver broader societal benefits by generating economic opportunity for disadvantaged communities. CRISIL's supplier diversity framework welcomes the marginalised section of suppliers classified as MSME (micro, small and medium enterprises) and businesses owned/led by women, veterans, differently abled and LGBTQ+ enterprises into our supply chain. The framework also provides guidance on reviewing our spend through diverse supplier base and for defining goals for sourcing from diverse group of suppliers. During 2022, our sourcing from marginalised suppliers was as follows:
b) From which marginalised/vulnerable groups do you procure?	
c) What percentage of total procurement (by value) does it constitute?	
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.	CRISIL services do not use intellectual properties from communities based on traditional knowledge.

- 19.80% procurement through MSME suppliers*
- 0.42% procurement through suppliers that are women-owned enterprises *

Note: *In value terms

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property-related disputes wherein usage of traditional knowledge is involved.

CRISIL services do not use intellectual properties from communities based on traditional knowledge.

6. Details of beneficiaries of CSR projects

Please refer to Table no. 24(c) on page 131 of the ESG Databook.

Principle 9 **Businesses should engage with and provide value to their consumers in a responsible manner.**

Essential indicators

<p>1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</p>	<p>Each business receives and addresses customer complaints regularly. Complaint redressal is tracked rigorously at various levels of the management. The Stakeholders' Relationship Committee of the Board regularly dedicates exclusive time to review stakeholder complaints, including customer complaints. Additionally refer to Q4 of leadership indicators of this Principle for information on customer surveys undertaken.</p>
<p>2. Turnover of products/services as a percentage of turnover from all products/service that carry information about social and environmental parameters, safe and responsible usage, recycling and safe disposal.</p>	<p>Not applicable, considering the nature of CRISIL's business.</p>
<p>3. Number of consumer complaints in respect of data privacy, advertising, cyber-security, unfair trade practices, etc.</p>	<p>During the year, no consumer complaints were received in respect of data privacy, advertising, cyber-security, unfair trade practices, etc.</p>
<p>4. Details of instances of product recalls on account of safety issues.</p>	<p>Not applicable, considering the nature of CRISIL's business.</p>
<p>5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/no). If available, provide a web-link of the policy.</p>	<p>Yes. CRISIL also has adopted the CRISIL Global Corporate Privacy policy, which can be accessed at https://www.crisil.com/en/home/crisil-privacy-notice.html</p>
<p>6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.</p>	<p>There was no penalty/action taken by the regulatory authorities in respect of safety of products or services. Aspects such as product recalls and delivery of essential services are not applicable to CRISIL. CRISIL is an ISO 27001 certified Company. We place utmost importance on ensuring secure practices are followed while dealing with people, processes and technology. Ensuring data protection and safeguarding the privacy of our stakeholders has always been our topmost priority. As technology is core to our operations, all our technology services are well governed through comprehensive policies and processes. To improve mobility and efficiency, all our desktops were replaced with laptops in 2022. Further, we rolled out SharePoint and Microsoft Teams during the year for improved collaboration. Migrating applications and processes to the cloud has improved speed and efficiency for users with better tools and self-service capabilities. As majority of data is maintained on the cloud in a digitalised world, 'security via cloud' was the key theme at CRISIL in 2022. To strengthen our cybersecurity framework, cloud security was added to our cyber security landscape. The following initiatives were undertaken during the year towards cloud security:</p>

- Automated cloud security policies to enable secure cloud infrastructure for new cloud resources
- Introduced additional mitigation controls for vulnerability remediation
- Onboarded additional tools for remediating cloud-related vulnerabilities
- Deployed better patch management tool
- Partnered with three of the Big 4 for managed services, cybersecurity risk framework, governance, and SIEM SOC services
- Constituted an Exception Board
- Improved vulnerability assessment scanning framework
- Initiated documentation revamp and in progress for cloud security

Reframing the Data Leak Prevention policy, implementing of better data leak protection controls, deploying an ethical hacking team to safeguard against cyberattack, and redesigning the proxy policies for internet access were among the notable measures in 2022. Audits are conducted periodically to identify the areas of vulnerabilities and mitigation actions are taken to mitigate operational risks. Further, the information security team regularly updates the Board on the information security, status of remediation plans implemented to mitigate risks, if any, and the information technology and infosec strategy.

Employee awareness

We sensitise our employees on information and cyber security by providing various trainings including mandatory annual General Data Protection (GDPR) and cybersecurity trainings to all our employees.

Apart from trainings, CRISIL's online conversation portal Yammer has a dedicated community with the name 'InfoSec Awareness and Communication', wherein communications are sent out directly from the Chief Information Security Officer's desk on infosec awareness and advisory to all the employees. During 2022, under 'InfoSec Tidbits', various awareness alerts were sent to the employees through the year covering topics such as tips for avoiding phishing attacks, protecting phones from cyber-attacks, and non-sharing of information while on public Wi-Fi.

CRISIL also conducted a Global Employee Town Hall on 'Risk Awareness & End User Impact of Tech Transformation' in 2022, pursuant to which employees were encouraged to pledge to 'Be Risk Aware'.

Leadership Indicators

<p>1.Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).</p>	<p>Details on products and services offered by CRISIL are available at https://www.crisil.com/en/home/our-product.html</p>
<p>2.Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</p>	<p>Not applicable, considering the nature of CRISIL's business.</p>
<p>3.Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</p>	<p>Not applicable, considering the nature of CRISIL's business.</p>

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).

CRISIL undertook the NPS survey across its client base. The NPS system creates a consistent and simplified baseline customer sentiment metric among customers and provides timely insights that are easy to act on. Additionally, our business development and senior management teams from various businesses engage with customers through periodic meetings, gather project-level feedback and conduct surveys to help us assess our clients' needs and improve our offerings and service quality. Besides, we emphasise regular one-on-one interactions with clients and undertake conscious outreach initiatives with clients and investors to understand their perspectives and address their concerns.

In our constant endeavour to engage with our stakeholders, we hosted client engagement events during the year, in which CRISIL Board members participated.

Modern Slavery Act, 2015

Statement

This statement is published by CRISIL Ltd about and to enable its subsidiaries that are subject to the Act, including in particular CRISIL Irevna UK Ltd and Coalition UK Ltd (subsidiaries). CRISIL and its subsidiaries are together referred to as CRISIL entities.

Forced, bonded or compulsory labour, human trafficking and other kinds of slavery signify some of the severest forms of human rights abuse. We are committed to improving our practices to combat slavery and human trafficking.

Organisational structure

CRISIL Ltd provides ratings, research, and risk and policy advisory services in the knowledge process and business process outsourcing sector. S&P Global Inc is the parent Company. CRISIL has its registered office in Mumbai, India. We operate in India, China, Singapore, England, Poland, Argentina, Australia, and the United States of America, and have about 4,000 employees worldwide.

Our global annual turnover is in excess of £36 million.

Our supply chains

Our supply chains include consultants, advisors, IT (hardware and software), and other office equipment suppliers, professional services from our lawyers, accountants and other advisers, security, catering, office cleaning and other office facilities services, staffing companies, etc.

We require all of our suppliers to conduct business in a lawful and ethical manner as part of our supplier on-boarding process, and accept our trading terms and conditions.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Act, 2015, policy reflects our commitment to acting ethically and with integrity in all our business relationships, and implementing and enforcing effective systems and controls, to ensure no slavery and human trafficking takes place in our supply chains.

Due-diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistleblowers
- Where possible, build long-standing relationships with local suppliers and make clear our expectations of business behaviour

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. We ensure all those in our supply chain and contractors comply with our values and ethics.

Training

We provide training to our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Our effectiveness in combating slavery and human trafficking

The Act is relatively new and very few companies, including CRISIL entities, have experience of seeking out, let alone detecting, slavery or trafficking among their own staff or among their suppliers. To date, CRISIL entities are yet to detect or suspect that any CRISIL entities or suppliers employ persons who may be enslaved or trafficked. Therefore, key performance indicators can be set only in respect of reasonable due diligence efforts once experience of the initial outputs of such exercises are collated and analysed.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act, 2015, and constitutes our slavery and human trafficking statement.

ESG Databook

(This Databook should be read in conjunction with the ESG and BRSR reports)

General information

1. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total	State/countrywide presence
National	-	11	11	7 states
International	-	12	12	11 countries (excluding India)

2. Products/services sold by the entity (accounting for 90% of the entity's turnover)

Sr. no.	Product/service	NIC code	% of turnover of the entity
1	Ratings	66190	24%
2	Research, Analytics and Solutions	66190	76%

3. Details of business activities (accounting for 90% of the turnover)

Sr. no.	Description of main activity	Description of business activity	% of turnover of the entity
1	Ratings	Includes credit ratings such as bond ratings, bank loan ratings and services pertaining to the Global Analytics Centre	24%
2	Research, Analytics and Solutions	Includes Global Research & Risk Solutions, Global Benchmarking Analytics, and Market Intelligence and Analytics solutions	76%

4. Names of holding/ subsidiary/ associate companies/ joint ventures

Sr. no.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the business responsibility initiatives of the listed entity? (yes/no)
1.	Group holding a) S&P India LLC b) S&P Global Asian Holdings Pte. Limited c) S&P International LLC	Holding Company	66.70%	No. The holding companies have an independent reporting on ESG.
2.	CRISIL Ratings Limited	Subsidiary Company	100%	Yes for all subsidiaries.
3.	CRISIL Irevna UK Limited	Subsidiary Company	100%	Refer to 'Reporting boundaries' on page 96 of the Business Responsibility and Sustainability Report.
4.	CRISIL Irevna US LLC	Subsidiary Company	100%	
5.	CRISIL Irevna Argentina S.A.	Subsidiary Company	100%	
6.	CRISIL Irevna Poland Sp. z o.o.	Subsidiary Company	100%	
7.	CRISIL Irevna Information Technology (Hangzhou) Co. Limited	Subsidiary Company	100%	
8.	Coalition Development Limited	Subsidiary Company	100%	
9.	Coalition Development Singapore Pte. Limited	Subsidiary Company	100%	
10.	Greenwich Associates LLC	Subsidiary Company	100%	
11.	Greenwich Associates Singapore Pte. Limited	Subsidiary Company	100%	
12.	Greenwich Associates Japan K.K.	Subsidiary Company	100%	
13.	Greenwich Associates Canada ULC	Subsidiary Company	100%	

Sr. no.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/subsidiary/ associate/joint venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the business responsibility initiatives of the listed entity? (Yes/no)
14.	Greenwich Associates UK Limited	Subsidiary Company	100%	
15.	CRISIL Irevna Australia Pty Limited	Subsidiary Company	100%	

Governance-related

5. Details of women's representation

	Participation/inclusion/representation of women		
	Total	No. and percentage of females	
	(A)	No. (B)	% (B/A)
Board of Directors	8	2	25.00%
KMP	3	1	33.33%

6. Percentage coverage by training and awareness programmes on any of the principles during the financial year

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	Ethics, transparency, and accountability	100%*
KMP**	6	Code of Ethics, prevention of sexual harassment, social awareness, information and cyber security awareness, data privacy, personal trading policy	100%
Employees other than BoD and KMPs	9#	Code of Ethics, prevention of sexual harassment, modern slavery, environment conservation, social awareness, risk awareness, information and cyber security, data privacy, personal trading policy and various skill upgradation trainings	94%

Notes: *Covers various trainings on principles of ethical conduct, fairness and transparency, such as CRISIL Code of Ethics, CRISIL Code of Conduct for Directors and S&P COBE. Copies of the codes and their coverage of ethical conduct principles are available at <https://investor.spglobal.com/corporate-governance/documents/code-of-business-ethics-for-employees/>; <https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-directors-sr-management.pdf> and <https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf>

** MD & CEO is included in both KMP and Board trainings.

Represents categories of various trainings undertaken by employees during the year.

7. Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	5*	5,347,500	2	5,265,000
KMP	2	84,140,350	1	14,631,349
Employees other than BoD and KMP**	2,355	1,433,340	1,525	1,142,178

Notes: *Remuneration to MD & CEO has been included in KMP

**Aggregate number of employees are not comparable with the headcount as on December 31, 2022, since the aforesaid data pertains to remuneration paid to employees on-roll during 2022. This data pertains to India employees.

7 (a). Ratio of remuneration[§]

Ratio of remuneration of MD & CEO to the median remuneration of employees	2022	2021
	69.63 [®]	40.69 [*]

*Mr Amish Mehta was appointed as MD and CEO with effect from October 1, 2021. The ratio indicated is based on annualised remuneration. The ratio on the basis of actual remuneration for the period October 1, 2021, to December 31, 2021 will be 10.71.

[®]Remuneration for 2022 covers perquisite value of ESOPs exercised during 2022. Excluding ESOP perquisite value, the ratio of remuneration to median is 51.16.

[§]This ratio is derived based on median remuneration for India-based employees only.

8. Overview of the entity's material responsible business conduct issues

Sr. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Strong governance oversight	Opportunity	ESG risks and opportunities impact and shape our operations and business activity. We conduct a materiality assessment to identify our most relevant (or 'material') reporting topics from an ESG perspective — which is a broader standard than that used in our financial disclosures. The universe of our priorities within the domains of E, S and G has been derived through a consultative exercise, wherein the priorities were evaluated in order of their importance to our business and our stakeholders. We leveraged inputs from stakeholder engagements, surveys, strategic processes, peer benchmarking and industry standards to sharpen management insight on material issues	Please refer to the Risk Management section on Page 59-61 of the Management Discussion & Analysis Report	Strong governance oversight ensures growth and strategic direction
2	Ethical conduct	Opportunity			Ethical conduct is central to CRISIL's value proposition and recognition as an independent and credible analytical organisation, which has led to continued trust from its clientele
3	Diversity and inclusion	Opportunity			Creates a diverse workforce with different perspectives, high engagement and fosters innovation
4	Talent retention and succession	Risk			High attrition could have negative operational implications, which are mitigated through talent retention initiatives
5	Employee enablement and well being	Opportunity			Employee empowerment, learning and development and well-being initiatives lead to a productive workforce
6	Risk management and compliance	Opportunity			Risk management ensures timely identification of risks and stability of operations
7	Data privacy and information security	Risk*			Investments in this area will have short-term financial impact, but in the long run will create positive outcomes in the form of improved security and controls
8	ESG products and offerings	Opportunity			Increased ESG focus globally presents valuable revenue potential
9	Environmental response	Risk*			Climate change can lead to physical risk to Company property due to climate disasters and cost for transition to low carbon economy
10	CSR programmes	Opportunity			CSR programme leads to equitable and sustainable development of the communities in which CRISIL operates

*May have negative financial implications

9. Details on awareness programmes conducted for value chain partners on any of the principles during the year

Total number of awareness programmes held	Topics/ principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	With a view to strengthening our efforts in encouraging our suppliers to adopt our Suppliers' Code of Conduct, CRISIL rolled out a new training for its supply chain in 2022 on Supplier Code of Conduct and Awareness on ESG	62%

10. Detail on trade and industry chambers/ associations of which the Company is a member of/are affiliated to, on the basis of number of members

Sr. no.	Name of the trade and industry chambers/ associations	Scope of entity State/National
1	The Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	BCCI	State

Employee-related

CRISIL has no workmen amongst its employee category as all employees are at the executive position and above. Hence, all the references and data points required for workmen are not applicable.

11 (a). Employees (including differently abled)

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent employees	4603	2823	61.3%	1780	38.7%
2	Other than permanent	874	519	59.4%	355	40.6%
3	Total	5477	3342	61.0%	2135	39.0%

Note: The above data is as at December 31, 2022

11 (b). Differently abled employees

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent employees	11	7	63.6%	4	36.4%
2	Other than permanent	3	2	66.7%	1	33.3%
3	Total	14	9	64.3%	5	35.7%

Note: The above data is as at December 31, 2022

12. Details of employees in terms of minimum wages paid

Category	Current FY (2022)						Previous FY (2021)					
	Total	Equal to minimum wage		More than minimum wage		Total	Equal to minimum wage		More than minimum wage		Total	
		No.	%	No.	%		No.	%	No.	%		
Male	2393	0	0%	2393	100%	2101	0	0%	2101	100%		
Female	1549	0	0%	1549	100%	1295	0	0%	1285	100%		
Total	3942	0	-	3942	-	3396	0	-	3396	-		

Note: The above data covers only Indian employees

13. Details of performance and career development reviews of employees

Category	Current FY (2022)			Previous FY (2021)		
	Total	No.	%	Total	No.	%
Male	2837	2837	100%	2174	2174	100%
Female	1785	1785	100%	1267	1267	100%
Total	4622	4622	100%	3441	3441	100%

Note: The table covers the employees who were on-roll and subject to performance reviews during the years. Hence, the employee numbers are not comparable with the headcount as at December 31

14. Details of measures for the well-being of employees (including differently abled)

Category	Total	% of employees covered by											
		Life insurance		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Permanent													
a. Male	2823	2823	100%	2823	100%	2823	100%	-	-	2823	100%	-	-
b. Female	1780	1780	100%	1780	100%	1780	100%	1780	100%	-	-	1780	100%
c. Total	4603	4603	100%	4603	100%	4603	100%	-	-	-	-	-	-
Other than permanent employees													
a. Male	519	519	100%	519	100%	519	100%	-	-	-	-	-	-
b. Female	355	355	100%	355	100%	355	100%	355	100%	-	-	-	-
c. Total	874	874	100%	874	100%	874	100%	-	-	-	-	-	-

15. Details of retirement benefits for the current and previous fiscal year

Benefits	Current FY (2022)		Previous FY (2021)	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (yes/no/NA)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (yes/no/NA)
PF	100%	Yes	100%	Yes
Gratuity	6%	Yes	5%	Yes
ESI	NA	NA	NA	NA

Note: The above data covers only India employees.

16. Return to work and retention rates of permanent employees that took parental leave

Permanent employees			Permanent employees		Off-roll employees	
Gender	Return to work rate	Retention rate	Gender	Paternity leave	Maternity leave	Maternity leave
Male	100%	100%	Male	111	-	-
Female	100%	98.6%	Female	-	69	2
			Total	111	69	2

Health and safety, and training to employees

17. Details of training to employees (% to total number of employees in the category)

Category	Current FY (2022)					Previous FY (2021)				
	Total	On health and safety measures		On skill upgradation		Total	On health and safety measures		On skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	3670	2607	71%	3284	89%	3186	144	5%	1840	58%
Female	2271	1624	72%	2045	90%	1854	110	6%	1096	59%
Total	5941	4231	71%	5329	90%	5040	254	5%	2936	58%
Contract staff										
Male	856	337	39%	435	51%	892	6	1%	254	28%
Female	675	272	40%	334	49%	624	18	3%	181	29%
Total	1531	609	40%	769	50%	1516	24	2%	435	29%

Note: Total headcount is for the entire year 2022, including exits, and hence, will not be comparable with the headcount figures as at December 31, 2022

18. Details on training on human rights issues and policy(ies) of the Company

Category	Current FY (2022)			Previous FY (2021)		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
Permanent	5941	4572	77%	5247	3801	72%
Other than permanent	1531	1298	85%	1293	532	41%
Total	7472	5870	78%	6540	4333	66%

Note: Total headcount is for the entire year 2022, including exits, and hence, will not be comparable with the headcount figures as at December 31, 2022

19. Details on assessment of value chain partners

Assessment for the year	%* of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	62%
Working conditions	62%
Health and safety	62%
Discrimination at workplace	62%
Child labour	62%
Forced labour/involuntary labour	62%
Wages	62%
Other	62%

*In computing the aforesaid percentage, total procurement spend (from January 2022 to November 2022) has been considered, excluding employee and associate costs, rental, utilities, bank charges and similar costs.

20. Details on assessment of office on human rights

Assessment for the year 2022	% of your plants and offices that were assessed
Child labour	100%
Forced/involuntary labour	100%
Health and safety practices	100%
Sexual harassment	100%
Working conditions	100%
Discrimination at workplace	100%
Wages	100%
Others- please specify	-

Note: The above assessment covers all-India operations. Additionally, the assessment was extended to main offices in UK and US.

21. Details on complaints/grievances on any aspect of the National Guidelines on Responsible Business Conduct in the financial year

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (yes/no)	Current FY (2022)			Previous FY (2021)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	32	Nil	-	36	2	-
Employees	Yes	3	Nil	-	2	Nil	-
Customers	Yes	12	Nil	-	7	1	-
Value chain partner	Yes	Nil	Nil	-	1	Nil	-
Others	Yes	5	1	-	Nil	Nil	-

Note: The above complaints pertain to CRISIL Limited on a standalone basis.

22. Details on number of complaints made by employees

	Current FY (2022)			Previous FY (2021)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	1*	-	-	Nil	-	-
Working conditions	1	-	-	2	-	-
Health and safety	Nil	-	-	Nil	-	-
Discrimination at workplace	1	-	-	Nil	-	-
Child labour	Nil	-	-	Nil	-	-
Forced labour/involuntary labour	Nil	-	-	Nil	-	-
Wages	Nil	-	-	Nil	-	-
Other human rights related issues	Nil	-	-	Nil	-	-

Note: * This complaint pertains to an off-roll employee and not an employee of CRISIL Limited. The above complainants pertain to CRISIL Limited on a standalone basis.

23 (a). Employee turnover by gender, age, region

Geography	FY 2022				FY 2021			
	Male	Turnover rate	Female	Turnover rate	Male	Turnover rate	Female	Turnover rate
<= 30 years								
America	27	45.38%	21	76.36%	31	50.41%	16	50.79%
India & APAC	236	25.54%	175	22.14%	224	27.35%	150	22.27%
EMEA	8	23.50%	2	17.40%	5	19.60%	2	16.00%
Total (A)	271	26.60%	198	23.90%	260	28.70%	168	23.40%
More than 30 years								
America	46	42.59%	34	62.96%	40	36.20%	15	25.86%
India & APAC	421	30.40%	219	31.11%	371	28.95%	151	24.75%
EMEA	44	31.43%	10	20.00%	24	24.24%	9	23.08%
Total (B)	511	31.29%	263	32.55%	435	29.18%	175	24.75%
Total (A+B)	782	29.50%	461	28.20%	695	29.00%	343	24.10%

Note: The turnover rate is calculated on the basis of the average headcount data of the respective age category in the particular region. Higher percentages in some instances are attributed to a low base in a particular category.

23 (b). Employee hiring by gender, age, region

Geography	FY 2022				FY 2021			
	Male	Hiring rate	Female	Hiring rate	Male	Hiring rate	Female	Hiring rate
<= 30 years								
America	36	60.50%	20	72.73%	40	65.04%	19	60.32%
India & APAC	586	63.42%	469	59.33%	463	56.53%	350	51.97%
EMEA	21	61.76%	3	26.09%	26	101.96%	7	56.00%
Total (A)	643	63.19%	492	59.31%	529	58.39%	376	52.40%
More than 30 years								
America	31	28.70%	26	48.15%	30	27.15%	6	10.34%
India & APAC	435	31.41%	235	33.38%	273	21.30%	114	18.69%
EMEA	79	56.43%	22	44.00%	38	38.38%	9	23.08%
Total (B)	545	33.37%	283	35.02%	341	22.87%	129	18.25%
Total (A+B)	1188	44.82%	775	47.33%	870	36.29%	505	35.45%

Note: The hiring rate is calculated on the basis of the average headcount data of the respective age category in the particular region. Higher percentages in some instances are attributed to a low base in a particular category.

23 (c). Details of turnover rate for permanent employees

	January to December 2022			January to December 2021			January to December 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	29.5%	28.2%	29.0%	29.0%	24.1%	27.2%	16.8%	15.9%	16.5%

Communities

24. Percentage of input material (by value of all inputs) to total inputs sourced from suppliers

	2022	2021
Directly sourced from MSMEs/ small producers	19.80%	19.13%
Sourced directly from within the district and neighbouring districts	NA	NA

NA: Information not available

24(a). Details of social impact assessment

Name and brief details of project	Whether conducted by independent external agency (yes/no)	Results communicated in public domain (yes/no)	Relevant web link
Mein Pragati (Assam)	Yes	Yes	https://www.crisil.com/en/home/crisil-foundation/publications.html#on-the-beat--1015754821-impact-reports-2
Mein Pragati (Rajasthan)	Yes	Yes	https://www.crisil.com/en/home/crisil-foundation/publications.html#on-the-beat--1015754821-impact-reports-2

24(b). Details of CSR projects undertaken in designated aspirational districts as identified by government bodies

Sr. no.	State	Aspirational districts*	Amount spent (₹ crore)
1	Assam	Darrang, Barpeta, Goalpara, Dhubri and Baksa	2.06

Note: *As per Government of India data - link: <https://nfdb.gov.in/PDF/List%20of%20AD.pdf>

24(c). Details of beneficiaries of CSR projects

Sr. no.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Mein Pragati (Assam and Rajasthan)	5,05,000	100%
2	RBI-CFL Pilot (Maharashtra, Haryana and Rajasthan)	28,00,000	100%

Environment

25(a). Energy consumption (gigajoule) and energy intensity

Parameter	2022	2021
Total electricity consumption (A)	20771.42	15303.70
Total fuel consumption (B)	1077	375.33
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	21848.50	15679.03
Energy intensity per crore rupee of turnover	7.89	6.81
Energy intensity (optional) per employee	4.59	3.42

25(b). Energy consumption (gigajoule) based on sources

Parameter	2022	2021
From renewable sources		
Total electricity consumption (A)	1095.77	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1095.77	0
From non-renewable sources		
Total electricity consumption (D)	19675.65	15303.70
Total fuel consumption (E)	1077.00	375.33
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	20752.73	15679.03

26(a). Details of water withdrawal

Parameter	2022	2021
Water withdrawal by source (kilolitre or KL)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third-party water	18976	7228.5
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitre) (i + ii + iii + iv + v)	18976	7228.5
Total volume of water consumption (in kilolitre)	18976	7228.5
Water intensity per crore rupee of turnover (water consumed / turnover)	6.85	3.14

Note: Data available only for Mumbai, Pune and Gurgaon offices, which are exclusively managed and controlled by CRISIL. Other locations are managed offices for which data is not currently available

26(b). Water discharge by destination and level of treatment (in kilolitre)

Parameter	2022	2021
i) To surface water	-	-
No treatment	-	-
With treatment	-	-
(ii) To groundwater	-	-
No treatment	-	-
With treatment	-	-
(iii) To seawater	-	-
No treatment	-	-
With treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	16887	7228.5
With treatment	2089	-
(v) Others	-	-
No treatment	-	-
With treatment	-	-
Total water discharged (in kilolitre)	18976	7228.5

Note: 1) We do have meters for measuring water discharge, and hence, water discharged is considered equivalent to water intake.
2) Water consumption for the year 2021 is not comparable with year 2022, as offices were closed in year 2021.

27. List innovative technologies, solutions initiatives undertaken resulting in lower environment footprint adopted by the Company, if any

Sr. no.	Initiative undertaken	Details of the initiative (web link, if any, may be provided along with summary)	Outcome of the initiative
1	Water	i) CRISIL recycles 11% of water consumed* ii) CRISIL House, Mumbai, has a sewage treatment plant for recycling of water, which is routed to sanitary use and for watering 17,000 square feet of green area in the premises iii) A number of water efficiency measures have been implemented, including low-flow fixtures, aerators and sensor-based taps iv) During the year, under our environment conservation programme named CRISIL RE, we created water harvesting and conservation structures in new/existing plantation sites. The programme was aimed at complementing the green cover and enabling long-term sustenance. It was implemented in Maharashtra and Gurgaon. The activities, undertaken with support from on-ground NGO partners, included: 1) check dam rejuvenation, 2) farm pond creation, and 3) restoration of water bodies. These structures are expected to directly impact 13,000+ rural population across three villages by potentially conserving 4.5 trillion litre of water in a year	Water conservation
2	Energy	<ul style="list-style-type: none"> The air conditioning system in CRISIL House is designed to conserve energy and minimise electricity usage. Air conditioning units are specific to areas; individual units are controlled and adjusted zone-wise using an integrated building management system. The building is designed and built to minimise thermal leakage, both inward and outward Motion sensors are used to optimise lighting usage Photovoltaic panels are installed at CRISIL House to generate solar energy Employees are encouraged to use conferencing facilities and webinars to interact with clients and the market, wherever possible The Company has provided buses for employees to travel to office, which not only enhances employee convenience, but also reduces usage of vehicles due to the pooling effect Preferred parking slots and charging points are provided for electric cars at CRISIL House 	Reduced energy consumption

* Water data is available only for Mumbai, Pune and Gurgaon offices, which are exclusively managed and controlled by CRISIL. Other locations are managed offices for which data is not currently available

28. Details related to waste management (metric tonne)

Parameter	2022	2021
Plastic waste (A)	0.12	NA
E-waste (B)	15.89	8.07
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other hazardous waste. Please specify if any (G)- lubricant oil	0.09	0
Other non-hazardous waste generated (H). Please specify if any		
i) Metal, aluminium and steel	0.62	0
ii) Dry and wet waste	46.50	2.49
Total waste generated (metric tonne) (A+B + C + D + E + F + G +H)	63.21	10.56

28(a). Details of total waste recovered through recycling, re-using or other recovery operations (metric tonne)

Category of waste	2022	2021
(i) Recycled	53.86	8.70
(ii) Reused	-	-
(iii) Other recovery operations	-	-
Total	53.86	8.70

28(b). Details of total waste disposed by nature of disposal method (metric tonne)

Category of waste	2022	2021
(i) Incineration	-	-
(ii) Landfilling	7.09	0.06
(iii) Other disposal operations	2.26	1.80
Total	9.35	1.86

29. Details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	2022	2021
Nox	Gram	7082.25	7320.18
SOx	Gram	959.78	635.60
Particulate matter (PM)	Gram	1445.60	1149.07
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	Gram	2422.00	5284.80
Hazardous air pollutants (HAP)	NA	6239.63	NA
Others – carbon dioxide (as CO ₂)	Gram	631.96	523.41
Others – carbon monoxide (as CO)	Gram	4950.09	3551.68

30. Emissions of ozone-depleting substances (ODS) - FY 2022

Refrigerant gas type	Gas refilled in kg
R410	127
R407	8
R32	0
R22	7.3

Note: R410, R407 and R 32 Gas has zero ozone depleting potential (ODP)

30(a). Carbon emitted (metric tonne of CO₂ equivalent)

Parameter	2022	2021
Scope 1 GHG emissions	352.73	249.21
Scope 2 GHG emissions	4005.91	3278.20
Total Scope 1 and 2 emissions per ₹ crore of turnover	1.57	1.53
Total Scope 1 and 2 emission intensity per employee	0.92	0.80

30(b). Carbon emitted (metric tonne of CO₂ equivalent)

Parameter	2022	2021
Total Scope 3 emissions	6414.49	6225.7
Total Scope 3 emissions per ₹ crore of turnover	2.32	2.71
Total Scope 3 emission intensity-per employee	1.20	1.29

GHG computational method

Data computational methods

An independent GHG inventory has been developed for all the locations under CRISIL Limited. A detailed discussion conducted with representatives from CRISIL to understand the operational boundary and identification of sources of GHG emissions. After the discussion, the data for these identified activities resulted in Scope 1, 2, and 3 captured for calculation.

Provided below is the general process of activity data collection and the source of respective emission factors that have been used for the calculation:

Stationary combustion - The total annual quantity of high-speed diesel (fuel) used by diesel generators (diesel used in owned DG set, which is part of Scope 1, and shared DG sets, which is part of Scope 3) was captured and used for the emissions calculation. The emissions factor for the calculation was derived from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. Similarly, The Global Warming Potentials (GWP) were sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. In certain cases where the total amount spent on the purchase of HSD is available, instead of the quantity consumed, the annual average price of HSD per litre for 2022 has been taken from the Ministry of Petroleum & Natural Gas, Government of India (ppac.gov.in) to obtain the total quantity of HSD consumed.

Σ Total diesel consumption (in litre) \times litre to kg conversion \times net calorific value \times Emission factor (CO₂, CH₄ and N₂O) = Total emissions from DG sets owned in buildings

Mobile emissions - The total annual quantity of fuel consumed in Company-owned vehicles accounting for Scope 1 as well as fuel used for employee commute and business travel via road accounting to Scope 3, were captured and used for the emission calculation. The emissions factor for diesel/petrol was sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. Similarly, The Global Warming Potentials (GWP) were sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. In certain cases where the total amount spent on the purchase of HSD and petrol is available, instead of the quantity consumed, the annual average price of HSD or petrol per litre for 2022 was taken from the Ministry of Petroleum & Natural Gas, Government of India (ppac.gov.in) to obtain the total quantity of respective fuel consumption.

If fuel consumption from mobile sources is given in amount spent

Σ Total diesel or petrol consumption (in ₹) \times avg ₹ to litre of diesel or petrol in 2021 \times litre to kg conversion \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total mobile emissions

If fuel consumption from mobile sources is given in litre of fuel

Σ Total diesel or petrol consumption (in litre) \times litre to kg conversion \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total mobile emissions

Fugitive emissions - The quantity of refrigerants based on the monthly top-up on air conditioning equipment. The emission factors were sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

Σ Total refrigerants top – up in buildings (in kg) \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total fugitive emissions

Gaseous fuels LPG emissions - The quantity of LPG used in office locations was captured and used for the calculation of emissions. The emission factors were sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

If fuel consumption provided in kg

Σ Total LPG consumption (in kg) \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total LPG emissions

If fuel consumption provided in amount spent

Σ Total LPG consumption (in ₹) \times Average ₹ to kg conversion based on commercial LPG prices in 2021 \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total LPG emissions

Emissions from electricity consumed - The total electricity consumed in kWh was collected for each of the buildings in the target locations. The corresponding location wise grid emission factors were sourced from the websites and publications of base countries (India: CEA grid emission factor report, UK: 2022 Government Greenhouse Gas Conversion Factors for Company Reporting, USA: EPA database, Argentina: IGES database, China: IGES database)

Σ Total electricity used (in kWh) \times grid emission factor (CO₂e) = Total emissions

Paper emissions - Total number of reams of paper consumed was collected. The emission factor used was sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

Σ Total reams purchased \times weight per ream \times emission factor (CO₂e) = Total emissions

Emissions from business travel by air and rail - The total distance travelled by air and rail (both international and national) was captured and used for emission calculation. The emission factor used for respective travel modes was sourced from the UK Department for Environment, Food and

Rural Affairs, 2022 (DEFRA-2022) and India GHG protocol 2015.

$$\sum \text{Total distance travelled (in km)} \times \text{emission factor (CO}_2\text{e)} = \text{Total emissions}$$

Emissions from business travel by road - The total amount claimed (covering both national and international travel) was captured and used for emission calculation. The emission factor for diesel/petrol was sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. Similarly, The Global Warming Potentials (GWP) were sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. The annual average price of HSD or petrol per litre for 2022 was taken from individual country level prices from government databases.

$$\sum \text{Total diesel or petrol amount claimed (in ₹)} \times \text{avg ₹ to litre of diesel or petrol in 2021} \times \text{litre to kg conversion} \times \text{net calorific value} \times \text{emission factor (CO}_2\text{, CH}_4\text{ and N}_2\text{O)}$$

= Total emissions

Hotels stay - The number of nights stayed in the hotel for the year were captured and used to calculate the emissions due to stay in the hotel. The emission factor used for respective travel modes was sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

$$\sum \text{Total number of nights stayed (in days)} \times \text{emission factor (CO}_2\text{e)}$$

= Total emissions

Work from home emissions - To properly account for home working emissions, energy use and natural gas consumption, which would not have occurred in an office-working scenario has been accounted for. We have used a no survey approach based on the white paper by Anthesis Group¹ which uses two parameters: number of remote workers and recommended regional energy intensities (i.e., energy consumed per person per day) for estimating the amount of electricity and natural gas consumed. Further to this, the energy consumption is then multiplied by appropriate emission factors to calculate the GHG footprint of remote workers.

To obtain the energy intensity (i.e., energy consumed per person per day), we have used two relevant data categories,

- **Baseline Energy Intensity**, which refers to the energy consumption measured in a household before the pandemic when some household members might have been home during the day while others were working outside of the home. These are derived by dividing the energy consumption data from the International Energy Agency (IEA) by the corresponding country's population data.
- **Incremental Energy Intensity**, which refers to the incremental energy consumption measured in a household, in which some household members have transitioned to working from home, causing an increase in residential energy use. The incremental energy intensities are an average of select countries covered by the various studies on remote work.

The values for these two categories have been taken from

the estimates provided in the discussed white paper. These values are region-specific, and hence, the values specific to the regions under our consideration are obtained. These regions are North, Central and South America (AMER), Europe, the Middle East and Africa (EMEA), and Asia Pacific (APAC). The energy intensity is then calculated as provided in below equation which is then multiplied with the emission factor to obtain the work-from-home emission.

$$\text{Energy use per day (kWh/person/day)}$$

$$\text{baseline energy intensity (kWh)} \times \text{ratio of incremental to baseline}$$

Where,

Ratio of incremental to baseline is the ratio of incremental energy intensity and baseline energy intensity.

$$\text{Emission from work from home (tCO}_2\text{e)} = \text{Number of employees working from home} \times \text{Energy Intensity} \times \text{Emission factor}$$

Waste disposal emissions - The total waste depending on the type was captured under different categories. Depending on whether wet waste (kitchen waste) was being utilised for making compost, or the waste was disposed of to recycling agencies, the emissions were calculated under Scope 2 and Scope 3, respectively. The emission factors used for waste type and the processing done were obtained from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA – 2022).

$$\text{Emission from waste (tCO}_2\text{e)} = \text{quantity of waste (in kg or tonnes)} \times \text{Emission Factor (CO}_2\text{ 2e)}$$

Purchased goods and services emissions - The total amount spent on purchased goods has been collected. Trucost's environmentally extended input-output (EEIO) method has been used to calculate the total emission. The emission factor combines industry-specific environmental impact data with quantitative macroeconomic data on the flow of goods and services between different sectors in the economy. The scope of calculation covers the annual spend on advertising and related services, business support services, employment services, facilities support services, insurance carriers, management, scientific, and technical consulting services, other computer related services, including facilities management, software publishers, telecom and printing. A questionnaire was sent to major vendors for collecting actual GHG emission associated with goods/services supplied by them. Hence, actual GHG emission figures are considered for vendors who have responded to the survey instead of industry-specific GHG factor.

Capital goods emissions - The total amount spent on capital goods has been collected. Trucost's environmentally extended input-output (EEIO) method has been used to calculate the total emission. The scope of capital goods emissions covers office equipment and other hardware. A questionnaire was sent to major vendors for collecting actual GHG emission associated with capital goods supplied by them. Hence, actual GHG emission figures are considered for those vendors who have responded to the survey instead of industry-specific GHG factor.

¹Whitepaper: Estimating Energy Consumption & GHG Emissions for Remote Workers: available at <<https://www.anthesisgroup.com/whitepaper-estimating-energy-consumption-ghg-emissions-for-remote-workers/>>



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FINANCIAL STATEMENTS



Consolidated Financial Statements

Independent Auditor's Report

To the Members of CRISIL Limited

Report on the Audit of the Consolidated Financial Statements

Opinion

1. We have audited the accompanying consolidated financial statements of CRISIL Limited (the Holding Company) and its subsidiaries (the Holding Company and its subsidiaries together referred to as the Group), as listed in Annexure I, which comprise the consolidated balance sheet as at December 31, 2022, the consolidated statement of profit and loss (including other comprehensive income), the consolidated cash flow statement and the consolidated statement of changes in equity for the year then ended, and a summary of the significant accounting policies and other explanatory information.
2. In our opinion and to the best of our information and according to the explanations given to us and based on the consideration of the reports of the other auditors on separate financial statements and on the other financial information of the subsidiaries and the branch of the Holding Company the aforesaid consolidated financial statements give the information required by the Companies Act, 2013 (the Act) in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards (Ind AS) specified under Section 133 of the Act, read with the Companies (Indian Accounting Standards) Rules, 2015, and other accounting principles generally accepted in India of the consolidated state of affairs of the Group, as at December 31, 2022, and their consolidated profit (including other comprehensive income), consolidated cash flows and the consolidated changes in equity for the year ended on that date.

Basis for opinion

3. We conducted our audit in accordance with the Standards on Auditing specified under Section 143(10) of the Act. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group, in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) together with the ethical requirements that are relevant to our audit of the consolidated financial statements under the provisions of the Act and the rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained together with the audit evidence obtained by the other auditors in terms of their reports referred to in paragraph 15 of the Other Matter section below, is sufficient and appropriate to provide a basis for our opinion.

Key audit matter

4. Key audit matters are those matters that, in our professional judgment and based on the consideration of the reports of the other auditors on separate financial statements of the subsidiaries and branch of the Holding Company, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.
5. We have determined the matters described below to be the key audit matters to be communicated in our report.

Key audit matter	How our audit addressed the key audit matter
<p>Revenue recognition</p> <p>The Group's income from operations comprises income from initial ratings and surveillance services, global research and risk solution services, customised research, special assignments and subscriptions to information products and services, revenue from initial public offering (IPO) grading services, independent equity research (IER) services, infrastructure advisory and risk management services. refer to note 2.18 to the consolidated financial statements, for details of revenue recognised during the year.</p>	<p>Our audit of the recognition of contract revenue included, but was not limited to, the following</p> <ul style="list-style-type: none"> • Obtained an understanding of the revenue and receivable business process, and assessed the appropriateness of the revenue recognition policies adopted by the Group. • Evaluated key controls around the recognition of contract revenue. Tested the design, implementation and operating effectiveness of these identified key controls during the year and as at the year-end. • Evaluated the appropriateness of accounting policies selected by the Group on the basis of our understanding of the Group, the nature and size of its operation, and the requirement of the relevant accounting standards under the IND AS framework.

The application of the accounting standard is complex and is an area of focus in the audit, as it involved application of significant judgements and estimates relating to identification of distinct performance obligations, determination of transaction price of identified performance obligations, the appropriateness of the basis used to measure revenue recognised over a period. Additionally, the standard mandates robust disclosures in respect of revenue and periods over which the remaining performance obligations will be satisfied subsequent to the balance sheet date.

Due to the significance of the item to the financial statements, complexities involved and management judgement involved for ensuring appropriateness of accounting treatment, this matter has been identified as a key audit matter for the current year's audit.

- On a sample of contracts, tested the revenue recognition and our procedures included:
 - reviewing the contract terms and conditions;
 - evaluating the identification of performance obligations of the contract;
 - evaluating the appropriateness of management's assessment of manner of satisfaction of performance obligations and consequent recognition of revenue; and
 - evaluating the reasonableness of the estimates involved in the recognition of revenue from initial rating and surveillance services including testing the calculation of fee allocation to rating and surveillance, in determining revenue from infrastructure advisory and risk management services in accordance with the percentage completion method, etc.
- Tested revenue recognition for cut-off transactions on sample basis to assess whether the timing of revenue recognition is appropriate.
- Evaluated the appropriateness and adequacy of the disclosures made in the accompanying consolidated financial statements for revenue recorded during the year.

Information other than the consolidated financial statements and Auditor's Report thereon

6. The Holding Company's Board of Directors are responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and those charged with governance for the consolidated financial statements

7. The accompanying consolidated financial statements have been approved by the Holding Company's Board of Directors. The Holding Company's Board of Directors are responsible for the matters stated in Section 134(5) of the Act with respect to the preparation and presentation of these consolidated financial statements that give a true and fair view of the consolidated financial position, consolidated financial performance including other comprehensive income, consolidated changes in equity and consolidated cash flows of the Group in accordance with the Ind AS specified under Section 133 of the Act

read with the Companies (Indian Accounting Standards) Rules, 2015, and other accounting principles generally accepted in India. The Holding Company's Board of Directors are also responsible for ensuring accuracy of records including financial information considered necessary for the preparation of consolidated Ind AS financial statements. Further, in terms of the provisions of the Act the respective Board of Directors of the companies included in the Group covered under the Act are responsible for maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Group and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error. These financial statements have been used for the purpose of preparation of the consolidated financial statements by the Board of Directors of the Holding Company, as aforesaid.

8. In preparing the consolidated financial statements, the respective Board of Directors of the companies included in the Group are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intend to liquidate the Group or to cease operations, or has no realistic alternative but to do so.
9. Those respective Board of Directors are also responsible for overseeing the financial reporting process of the companies included in the Group.

Auditor's responsibilities for the audit of the consolidated financial statements

10. Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.
11. As part of an audit in accordance with Standards on Auditing specified under Section 143(10) of the Act, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
 - Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
 - Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under Section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Holding Company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls;
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
 - Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of the Group to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern;
 - Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation; and
- Obtain sufficient appropriate audit evidence regarding the financial statements of the entities or business activities within the Group, to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the audit of financial statements of such entities included in the financial statements, of which we are the independent auditors. For the other entities included in the financial statements, which have been audited by the other auditors, such other auditors remain responsible for the direction, supervision and performance of the audits carried out by them. We remain solely responsible for our audit opinion.
12. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
13. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate to them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.
14. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other matters

15. We did not audit the financial statements of four (4) subsidiaries and one (1) branch, whose financial statements reflect(s) total assets of ₹ 4,937 lakh and net assets of ₹ 3,363 lakh as at December 31, 2022, total revenues of ₹ 7,727 lakh and net cash outflows amounting to ₹ 401 lakh for the year ended on that date, as considered in the consolidated financial statements. These financial statements have been audited by other auditors and branch auditor whose report(s) has/ have been furnished to us by the management and our opinion on the consolidated financial statements, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries and branch, and our report in terms of sub-section (3) of Section 143 of the Act in so far as it relates to the aforesaid subsidiaries and branch, are based solely on the reports of the other auditors and branch auditor.

Further, all four (4) subsidiaries and branch are located outside India whose financial statements and other financial information have been prepared in accordance with accounting principles generally

accepted in their respective countries and which have been audited by other auditors and branch auditor under generally accepted auditing standards applicable in their respective countries. The Holding Company's management has converted the financial statements of such subsidiaries and branch located outside India from accounting principles generally accepted in their respective countries to accounting principles generally accepted in India. We have audited these conversion adjustments made by the Holding Company's management. Our opinion on the consolidated financial statements, in so far as it relates to the amounts and disclosures included in respect of such subsidiaries and branch located outside India, is based on the report of other auditors and branch auditor and the conversion adjustments prepared by the management of the Holding Company and audited by us.

Our opinion above on the consolidated financial statements, and our report on other legal and regulatory requirements below, are not modified in respect of the above matters with respect to our reliance on the work done by and the reports of the other auditors and branch auditor.

Report on other legal and regulatory requirements

16. As required by Section 197(16) of the Act based on our audit and on the consideration of the reports of the other auditors, referred to in paragraph 15, on separate financial statements of the subsidiaries, we report that the Holding Company, its subsidiary companies incorporated in India whose financial statements have been audited under the Act have paid remuneration to their respective directors during the year in accordance with the provisions of and limits laid down under Section 197 read with Schedule V to the Act.
17. As required by clause (xxi) of paragraph 3 of Companies (Auditor's Report) Order, 2020 ('the Order') issued by the Central Government of India in terms of Section 143(11) of the Act based on the consideration of the Order reports issued by us, of companies included in the consolidated financial statements and covered under the Act, we report that there are no qualifications or adverse remarks reported in the respective Order reports of such companies.
18. As required by Section 143(3) of the Act, based on our audit and on the consideration of the reports of the other auditors on separate financial statements and other financial information of the subsidiaries and branch of the Holding Company, incorporated in India whose financial statements have been audited under the Act, we report, to the extent applicable, that:
- a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit of the aforesaid consolidated financial statements;
 - b) In our opinion, proper books of account as required by law relating to preparation of the aforesaid consolidated financial statements have been kept so far as it appears from our examination of those books and the reports of the other auditors;
 - c) The reports on the accounts of the branch offices of the Holding Company, audited under Section 143(8) of the Act by branch auditor have been sent to us, and have been properly dealt with in preparing this report;
 - d) The consolidated financial statements dealt with by this report are in agreement with the relevant books of account maintained for the purpose of preparation of the consolidated financial statements;
 - e) In our opinion, the aforesaid consolidated financial statements comply with Ind AS specified under Section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015;

On the basis of the written representations received from the directors of the Holding Company, and taken on record by the Board of Directors of the Holding Company and its subsidiary companies covered under the Act, none of the directors of the Group companies are disqualified as at December 31, 2022, from being appointed as a director in terms of Section 164(2) of the Act.
 - f) With respect to the adequacy of the internal financial controls with reference to financial statements of the Holding Company and its subsidiary companies, associate companies and joint venture companies covered under the Act, and the operating effectiveness of such controls, refer to our separate report in 'Annexure II' wherein we have expressed an unmodified opinion; and
 - g) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014 (as amended), in our opinion and to the best of our information and according to the explanations given to us and based on the consideration of the report of the other auditors on separate financial statements and other financial information of the subsidiaries incorporated in India whose financial statements have been audited under the Act:
 - i. The consolidated financial statements disclose the impact of pending litigations on the consolidated financial position of the Group as detailed in Note 36A(2) to the consolidated financial statements;
 - ii. The Holding Company and its subsidiary companies did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses as at December 31, 2022;
 - iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Holding Company and its subsidiary companies during the year ended December 31, 2022;
 - iv. a. The respective managements of the Holding Company and its subsidiary companies, incorporated in India whose financial statements have been audited under the Act have represented to us that, to the best of their knowledge and belief, as disclosed

- in Note 43 (viii) to the consolidated financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or securities premium or any other sources or kind of funds) by the Holding Company or its subsidiary companies, to or in any person(s) or entity(ies), including foreign entities ('the intermediaries'), with the understanding, whether recorded in writing or otherwise, that the intermediary shall, whether directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Holding Company, or any such subsidiary companies ('the Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;
- b. The respective managements of the Holding Company and its subsidiary companies incorporated in India whose financial statements have been audited under the Act have represented to us that, to the best of their knowledge and belief, as disclosed in the Note 43 (viii) to the accompanying consolidated financial statements, no funds have been received by the Holding Company or its subsidiary companies, from any person(s) or entity(ies), including foreign entities ('the Funding Parties'), with the understanding, whether recorded in writing or otherwise, that the Holding Company, or any such subsidiary companies shall, whether directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ('Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and
- c. Based on such audit procedures performed by us as considered reasonable and appropriate in the circumstances, nothing has come to our or other auditors' notice that has caused us to believe that the management representations under sub-clauses (a) and (b) above contain any material misstatement.
- v. i. The interim dividend declared and paid by the Holding Company during the year ended December 31, 2022, is in compliance with Section 123 of the Act;
- ii. The final dividend paid by the Holding Company during the year ended December 31, 2022, in respect of such dividend declared for the previous year is in accordance with Section 123 of the Act to the extent it applies to payment of dividend; and
- iii. As stated in Note 47 to the accompanying consolidated financial statements, the Board of Directors of the Holding Company have proposed final dividend for the year ended December 31, 2022, which is subject to the approval of the members at the ensuing Annual General Meeting. The dividend declared is in accordance with Section 123 of the Act to the extent it applies to declaration of dividend.

For Walker Chandiok & Co LLP

Chartered Accountants

Firm's Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

UDIN: 23042423BGWILV5326

Place: Mumbai

Date: February 17, 2023

Annexure I

List of entities included in the statement

1. CRISIL Risk and Infrastructure Solutions Limited (Merged with CRISIL Limited, w.e.f. September 1, 2022)
2. CRISIL Irevna UK Limited
3. CRISIL Irevna US LLC
4. CRISIL Irevna Poland Sp.Z.oo.
5. CRISIL Irevna Information Technology (Hangzhou) Co. Ltd.
6. Coalition Development Limited
7. Coalition Development Singapore Pte. Ltd.
8. CRISIL Irevna Argentina S.A
9. Pragmatix Services Private Limited (Merged with CRISIL Limited, w.e.f. September 1, 2022)
10. CRISIL Ratings Limited
11. Greenwich Associates LLC
12. Greenwich Associates Singapore Pte. Limited
13. Greenwich Associates Japan K. K.
14. Greenwich Associates Canada, ULC
15. Greenwich Associates UK Limited
16. Greenwich Associates UK (Holding) Ltd (till October 13, 2021)
17. CRISIL Irevna Australia Pty Ltd.

Annexure II

Annexure II to the Independent Auditor's Report of even date to the members of CRISIL Limited on the consolidated financial statements for the year ended December 31, 2022

Independent Auditor's Report on the internal financial controls with reference to financial statements under Clause (i) of sub-section 3 of Section 143 of the Companies Act, 2013 (the Act)

1. In conjunction with our audit of the consolidated financial statements of CRISIL Limited (the Holding Company) and its subsidiaries (the Holding Company and its subsidiaries together referred to as the Group), as at and for the year ended December 31, 2022, we have audited the internal financial controls with reference to financial statements of the Holding Company and its subsidiary company, which are companies covered under the Act, as at that date.

Responsibilities of Management and those charged with governance for internal financial controls

2. The respective Board of Directors of the Holding Company and its subsidiary company, which are companies covered under the Act, are responsible for establishing and maintaining internal financial controls based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting (Guidance Note) issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of the Company's business, including adherence to the Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Auditor's Responsibility for the Audit of the Internal Financial Controls with Reference to Financial Statements

3. Our responsibility is to express an opinion on the internal financial controls with reference to financial statements of the Holding Company and its subsidiary company, as aforesaid, based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the ICAI prescribed under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls with reference to financial statements, and the Guidance Note issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain

reasonable assurance about whether adequate internal financial controls with reference to financial statements were established and maintained and if such controls operated effectively in all material respects.

4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls with reference to financial statements and their operating effectiveness. Our audit of internal financial controls with reference to financial statements includes obtaining an understanding of such internal financial controls, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.
5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the internal financial controls with reference to financial statements of the Holding Company and its subsidiary company as aforesaid.

Meaning of internal financial controls with reference to financial statements

6. A company's internal financial controls with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial controls with reference to financial statements include those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorisations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Annexure II

Inherent limitations of internal financial controls with reference to financial statements

7. Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to financial statements to future periods are subject to the risk that the internal financial controls with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Opinion

8. In our opinion, the Holding Company and its subsidiary company, which are companies covered under the Act, have in all material respects, adequate internal financial controls with reference to financial statements and such controls were operating effectively as at December 31, 2022, based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal controls stated in the Guidance Note issued by the ICAI.

Walker Chandiok & Co LLP

Chartered Accountants

Firm's Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

UDIN: 23042423BGWILV5326

Place : Mumbai

Date: February 17, 2023

Consolidated Balance Sheet

As at December 31, 2022

(₹ lakh)

Particulars	Notes	As at	
		December 31, 2022	December 31, 2021
Assets			
1. Non-current assets			
(a) Property, plant and equipment	3	4,737	4,034
(b) Right of use assets	4	8,660	12,700
(c) Goodwill	5	37,983	37,267
(d) Other Intangible assets	6	10,518	12,081
(e) Intangible assets under development	7	1,359	549
(f) Financial assets			
i. Investments	8	19,077	19,538
ii. Other financial assets	9	1,309	3,030
(g) Deferred tax assets (net)	10	7,939	5,921
(h) Tax assets	11	15,180	11,570
(i) Other non-current assets	12	218	331
2. Current assets			
(a) Financial assets			
i. Investments	8	49,265	44,946
ii. Trade receivables	13	75,883	54,100
iii. Cash and cash equivalents	14	31,925	28,992
iv. Bank balances other than (iii) above	15	218	443
v. Loans	16	323	233
vi. Other financial assets	17	3,063	1,918
(b) Other current assets	18	15,443	12,734
Total assets		283,100	250,387
Equity and liabilities			
1. Equity			
(a) Equity share capital	19	731	729
(b) Other equity		178,467	157,113
2. Non-current liabilities			
(a) Financial liabilities			
i. Lease liabilities	39	2,389	7,597
ii. Other financial liabilities	21	4,235	2,608
(b) Provisions	22	2,888	2,115
(c) Other non-current liabilities	23	10	50
3. Current liabilities			
(a) Financial liabilities			
i. Lease liabilities	39	5,957	5,617
ii. Trade payables	24		
- Total outstanding dues of micro enterprises and small enterprises		735	458
- Total outstanding dues of creditors other than micro enterprises and small enterprises		13,657	12,912
iii. Other financial liabilities	25	32,605	23,424
(b) Other current liabilities	26	31,522	29,084
(c) Provisions	27	8,705	8,152
(d) Tax liabilities	28	1,199	528
Total equity and liabilities		283,100	250,387
Summary of significant accounting policies	2		

The accompanying notes are an integral part of the consolidated financial statements.

This is the consolidated balance sheet referred to in our audit report of even date

For Walker Chandiook & Co LLP

Chartered Accountants

Firm Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited**John L Berisford**

Chairman

[DIN: 07554902]

Amish Mehta

Managing Director & Chief Executive Officer

[DIN: 00046254]

Sanjay Chakravarti

Chief Financial Officer

Minal Bhosale

Company Secretary

Place: Mumbai

Date: February 17, 2023

Place: Jaipur

Date: February 17, 2023

Consolidated Statement of Profit and Loss

for the year ended December 31, 2022

Particulars	Notes	(₹ lakh)	
		Year ended December 31, 2022	Year ended December 31, 2021
Income			
Revenue from operations	29	276,872	230,069
Other income	30	12,247	7,702
Total		289,119	237,771
Expenses			
Employee benefit expenses	31	155,298	128,691
Finance costs	32	640	893
Depreciation and amortisation expenses	3, 4 & 6	10,331	10,598
Other expenses	33	48,610	40,327
Total		214,879	180,509
Profit before exceptional items and tax		74,240	57,262
Exceptional items	42	-	4,582
Profit before tax		74,240	61,844
Tax expense charge/ (credit)	10		
Current tax		19,109	15,004
Deferred tax		(1,308)	259
Total tax expense		17,801	15,263
Profit after tax for the year		56,439	46,581
Other comprehensive (income)/expense (OCI)			
A. Items that will be reclassified to profit or loss:			
Exchange differences in translating the financial statements of a foreign operation		1,822	(99)
The effective portion of gain and loss on hedging instruments in a cash flow hedge		2,997	(632)
Tax effect on above		(754)	159
B. Items that will not be reclassified to profit or loss:			
Remeasurements of the defined benefit plans		(231)	(182)
Equity instruments through other comprehensive income		462	(2,510)
Tax effect on above		26	61
Total other comprehensive (income)/ loss net of tax for the year		4,322	(3,203)
Total comprehensive income for the year comprising profit/ (loss) and other comprehensive (income)/ loss for the year		52,117	49,784
Profit attributable to:			
Owners of the Company		56,439	46,581
Non-controlling interest		-	-
Total comprehensive income attributable to:			
Owners of the Company		52,117	49,784
Non-controlling interest		-	-
Earnings per share: Nominal value of ₹ 1 per share	46		
Basic		77.31	64.03
Diluted		77.26	63.96
Weighted average number of equity shares used in computing earnings per share			
Basic		73,006,144	72,750,531
Diluted		73,051,258	72,827,971
Summary of significant accounting policies	2		

The accompanying notes are an integral part of the consolidated financial statements.

This is the consolidated statement of profit and loss referred to in our audit report of even date

For Walker Chandio & Co LLP

Chartered Accountants

Firm Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited**John L Berisford**

Chairman

[DIN: 07554902]

Amish Mehta

Managing Director & Chief Executive Officer

[DIN: 00046254]

Sanjay Chakravarti

Chief Financial Officer

Minal Bhosale

Company Secretary

Place: Mumbai

Date: February 17, 2023

Place: Jaipur

Date: February 17, 2023

Consolidated Statement of Cash Flow

for the year ended December 31, 2022

Particulars	(₹ lakh)	
	Year ended December 31, 2022	Year ended December 31, 2021
A. Cash flow from operating activities:		
Profit before tax	74,240	61,844
Adjustments for :		
Depreciation/ amortisation	10,331	10,598
Interest income on financial assets carried at amortised cost	(230)	(56)
Waiver of lease liability	(63)	(794)
Exchange (gain)/ loss on translation of assets and liabilities including hyperinflation impact	(3,390)	313
Unrealised foreign exchange (gain)/ loss	(1,457)	227
Profit on sale of property, plant and equipment	(114)	(4,661)
Profit on sale of current investments	(1,149)	(1,040)
Gain on fair valuation of current investments	(492)	(313)
Provision for doubtful trade receivables	998	308
Provision on other financial assets	69	13
Excess provision written back	(70)	(1,383)
Interest on bank deposits	(130)	(300)
Interest on income tax refund	-	(15)
Share based payment to employees	2	157
Dividend on investments	(272)	(429)
Interest on lease liability	640	893
Interest on loan given to related party	-*	-
Operating profit before working capital changes	78,913	65,362
Movements in working capital		
(Increase)/decrease in trade receivables	(21,650)	(14,841)
(Increase)/decrease in loans	(90)	38
(Increase)/decrease in other non current assets	182	75
(Increase)/decrease in other current financial assets	(1,114)	489
(Increase)/decrease in other current assets	(2,653)	(5,925)
Increase/(decrease) in trade payables	1,120	4,211
Increase/(decrease) in provisions	1,556	(78)
Increase/(decrease) in other current financial liabilities	7,477	4,713
Increase/(decrease) in other current liabilities	2,388	5,188
Increase/(decrease) in other non current financial liabilities	1,593	727
Increase/(decrease) in other non current liabilities	(40)	50
Cash generated from operations	67,682	60,009
Taxes paid	(22,048)	(19,697)
Net cash generated from operating activities - (A)	45,634	40,312

Consolidated Statement of Cash Flow

for the year ended December 31, 2022

Particulars	(₹ lakh)	
	Year ended December 31, 2022	Year ended December 31, 2021
B. Cash flow from investing activities:		
Purchase of property, plant and equipment and intangible assets (including movement of intangible assets under development and capital advances)	(4,114)	(2,279)
Proceeds from sale of property, plant and equipment, intangible assets and asset held for sale	225	4,979
Investments in mutual funds (net of proceeds)	(2,678)	(13,019)
Amount (paid)/ received on net working capital adjustment of Greenwich Associates LLC	(110)	749
Interest on income tax refund	-	15
Interest on bank deposits	124	296
Fixed deposits placed	117	5
Dividend on investments	272	429
Net cash used in investing activities - (B)	(6,164)	(8,825)
C. Cash flow from financing activities:		
Proceeds on account of share application money pending allotment	4	223
Receipts from issuance of share capital on account of exercise of Employee stock option scheme	3,547	4,146
Dividend paid	(34,314)	(27,649)
Payment of lease liability	(6,069)	(5,823)
Interest on loan given to related party	-*	-
Net cash used in financing activities - (C)	(36,832)	(29,103)
Net increase in cash and cash equivalents (A+B+C)	2,638	2,384
Cash and cash equivalents - opening balance	28,992	27,488
Add : Exchange difference on translation of foreign currency cash and cash equivalents	295	(880)
Cash and cash equivalents - closing balance	31,925	28,992
Net increase in cash and cash equivalents	2,638	2,384
Components of cash and cash equivalents (refer to note 14):		
Cash on hand	3	4
Balances with banks on current account	17,054	20,540
Deposits with original maturity of less than three months	14,868	8,448
Total	31,925	28,992

- in amounts' column denotes amount less than ₹ 50,000.

The accompanying notes are an integral part of the consolidated financial statements.

This is the consolidated statement of cash flow referred to in our audit report of even date

For Walker Chandiook & Co LLP

Chartered Accountants

Firm Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited
John L Berisford

Chairman

[DIN: 07554902]

Amish Mehta

Managing Director & Chief Executive Officer

[DIN: 00046254]

Sanjay Chakravarti

Chief Financial Officer

Minal Bhosale

Company Secretary

Place: Mumbai

Date: February 17, 2023

Place: Jaipur

Date: February 17, 2023

Statement of Changes in Consolidated Equity

for the year ended December 31, 2022

A. Equity share capital (refer to note 19)

	(₹ lakh)	
	Balance as at January 1, 2022	Balance as at December 31, 2022
	729	731
	2	
	Changes in equity share capital during the year	

	(₹ lakh)	
	Balance as at January 1, 2021	Balance as at December 31, 2021
	726	729
	3	
	Changes in equity share capital during the year	

B. Other equity (refer to note 20)

Particulars	Reserves & Surplus						Items of other comprehensive income (OCI)			Total
	Share application money pending allotment	Capital redemption reserve	Securities premium reserve	General reserve	Share-based payment reserve	Retained earnings	Equity instruments through OCI	Currency fluctuation reserve	Hedge reserve	
Balance as at January 1, 2022	223	27	30,529	14,115	4,312	129,770	(25,049)	2,221	965	157,113
Profit for the year	-	-	-	-	-	56,439	-	-	-	56,439
Allotment of shares	(223)	-	3,768	-	-	-	-	-	-	3,545
Additions during the year	4	-	-	-	-	-	-	-	-	4
Other comprehensive income	-	-	-	-	-	173	(430)	(1,822)	(2,243)	(4,322)
Share based payment to employees	-	-	-	-	2	-	-	-	-	2
Final dividend (refer to note 47)	-	-	-	-	-	(16,052)	-	-	-	(16,052)
Interim dividend (refer to note 47)	-	-	-	-	-	(18,262)	-	-	-	(18,262)
Exercise of stock option	-	-	1,031	-	(1,031)	-	-	-	-	-
Balance as at December 31, 2022	4	27	35,328	14,115	3,283	152,068	(25,479)	399	(1,278)	178,467

Statement of Changes in Consolidated Equity

for the year ended December 31, 2022

Particulars	Reserves & surplus						Items of other comprehensive income (OCI)					Total
	Share application money pending allotment	Capital redemption reserve	Securities premium reserve	General reserve	Share-based payment reserve	Retained earnings	Equity instruments through OCI	Currency fluctuation reserve	Hedge reserve			
Balance as at January 1, 2021	-	27	25,058	14,115	5,483	110,703	(27,545)	2,122	492		130,455	
Profit for the year	-	-	-	-	-	46,581	-	-	-	-	46,581	
Additions during the year	223	-	4,143	-	-	-	-	-	-	-	4,366	
Other comprehensive income	-	-	-	-	-	135	2,496	99	473	-	3,203	
Share based payment to employees	-	-	-	-	157	-	-	-	-	-	157	
Final dividend (refer to note 47)	-	-	-	-	-	(10,175)	-	-	-	-	(10,175)	
Interim dividend (refer to note 47)	-	-	-	-	-	(17,474)	-	-	-	-	(17,474)	
Exercise of stock option	-	-	1,328	-	(1,328)	-	-	-	-	-	-	
Balance as at December 31, 2021	223	27	30,529	14,115	4,312	129,770	(25,049)	2,221	965		157,113	

The accompanying notes are an integral part of the consolidated financial statements.

This is the consolidated statement of changes in equity referred to in our audit report of even date

For Walker Chandiok & Co LLP

Chartered Accountants
Firm Registration No.: 001076N/N5000013

Khushroo B. Panthaky

Partner
Membership No.: 042423

John L Berisford

Chairman
[DIN: 075554902]

Amish Mehta

Managing Director & Chief Executive Officer
[DIN: 00046254]

Sanjay Chakravarti

Chief Financial Officer

Minal Bhosale

Company Secretary

Place: Mumbai

Date: February 17, 2023

Place: Jaipur

Date: February 17, 2023

For and on behalf of the Board of Directors of CRISIL Limited

Summary of significant accounting policies and other explanatory information to the consolidated financial statements as at and for the year ended December 31, 2022

1. Corporate information

CRISIL Limited ('the Company' or 'CRISIL' or 'Parent') (CIN: L67120MH1987PLC042363) and its subsidiaries (collectively referred to as 'the Group') is a globally-diversified analytical Company providing ratings, research, risk and policy advisory services. CRISIL is India's leading ratings agency and the foremost provider of high-end research to the world's largest banks and leading corporations. CRISIL delivers analysis, opinions, and solutions that make markets function better.

CRISIL Limited is a public limited Company, domiciled in India. The registered office of the Company is located at CRISIL House, Central Avenue, Hiranandani Business Park, Powai, Mumbai - 400076. The equity shares of the Company are listed on recognised stock exchanges in India-the Bombay Stock Exchange and the National Stock Exchange.

These consolidated financial statements for the year ended December 31, 2022, were approved by the Board of Directors on February 17, 2023.

S&P Global Inc., the ultimate Holding Company, through its subsidiaries owned 66.70% as at December 31, 2022, of the Company's equity share capital (refer to note 19).

2. Summary of significant accounting policies

2.1 Statement of compliance

These consolidated financial statements have been prepared in accordance with Indian Accounting Standards (Ind AS) notified under the Companies (Indian Accounting Standards) Rules, 2015 read with Section 133 of the Companies Act, 2013, (the 'Act') and other relevant provisions of the Act.

2.2 Basis of consolidation

The Company consolidates all entities which are controlled by it. The consolidated financial statements comprise the financial statements of the Company and its subsidiaries as disclosed in note 2.6. Control exists when the Company has power over the entity, is exposed, or has rights, to variable returns from its involvement with the entity and has the ability to affect those returns by using its power over the entity. Power is demonstrated through existing rights that give the ability to direct relevant activities, those which significantly affect the entity's returns. In assessing control, potential voting rights are considered only if the rights are substantive. The financial statements of subsidiaries are included in these consolidated financial statements from the date that control commences until the date that control ceases. For the purpose of preparing these consolidated financial statements, the accounting policies of subsidiaries have been changed where necessary to align them with the policies adopted by the Company.

Transactions eliminated on consolidation:

The financial statements of the Group Companies are consolidated on a line-by-line basis and all intra-group balances and transactions, and any unrealised income and expenses arising from intra-group transactions, are eliminated in full while preparing these consolidated financial statements.

Functional and presentation currency:

These consolidated financial statements are presented in the Indian Rupee, which is the functional currency of the parent Company. All financial information is presented in Indian Rupees.

2.3 Basis of preparation

These consolidated financial statements have been prepared under the historical cost convention on an accrual basis, except for certain financial instruments which are measured at fair value at the end of each reporting period. Historical cost is generally based on the fair value of the consideration given in exchange for goods and services on the transaction date. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

All the assets and liabilities have been classified as current or non-current as per the Group's normal operating cycle and other criteria set out in Schedule III to the Companies Act, 2013. Based on the nature of products and time between the acquisition of assets for processing and their realisation in cash or cash equivalents, the Group has ascertained its operating cycle as twelve months for the purpose of current / non-current classification of assets and liabilities.

2.4 Use of estimates and judgements

The preparation of the consolidated financial statements in conformity with Ind AS requires the management to make estimates, judgements and assumptions that affect the reported balances of assets and liabilities (including contingent liabilities) as at the date of the consolidated financial statements and the reported income and expenses for the years presented. Application of accounting policies that require critical accounting estimates involving complex and subjective judgements and the use of assumptions in these consolidated financial statements have been disclosed below. Accounting estimates could change from period to period. Actual results could differ from those estimates. Appropriate changes in estimates are made as management becomes aware of changes in circumstances surrounding the estimates. Changes in estimates are reflected in the consolidated financial statements in the period in which changes are made and, if material, their effects are disclosed in the notes to the consolidated financial statements.

Estimates and assumptions are required in particular for:

- **Useful life and residual value of property, plant and equipment (PPE) and intangible assets**

Useful lives of PPE and intangible assets are based on the life prescribed in Schedule II of the Companies Act, 2013. In cases where the useful lives are different from those prescribed in Schedule II, they are based on technical advice, taking into account the nature of the asset, the estimated usage of the asset, the operating conditions of the asset, history of replacement, anticipated technological changes, manufacturers' warranties and maintenance support. Assumptions also need to be made, when the Group assesses, whether an asset may be capitalised and which components of the cost of the asset may be capitalised.

- **Goodwill impairment**

The Company estimates the value in use of the cash generating unit (CGU) based on the future cash flows after considering current economic conditions and trends, estimated future operating results and anticipated future economic and regulatory conditions.

Goodwill is tested for impairment, relying on a number of factors including operating results, business plans and future cash flows. Calculating the future net cash flows expected to be generated to determine if impairment exists and to calculate the impairment involves significant assumptions, estimation and judgment. The estimated cash flows are prepared using internal forecasts.

- **Revenue recognition**

Revenue from rendering of services is recognised when the obligation to render services based on agreements/arrangements with the customers is satisfied and when there are no longer any unfulfilled obligations. The performance obligations in our contracts are fulfilled at the time of delivery or upon formal customer acceptance depending on customer terms. Revenue is only recognised to the extent that it is highly probable a significant reversal will not occur.

The Group exercises judgement in determining whether the performance obligation is satisfied at a point in time or over a period of time. The Group considers indicators such as how customer consumes benefits as services are rendered or who controls the asset as it is being created or existence of enforceable right to payment for performance to date and alternate use of such product or service, transfer of significant risks and rewards to the customer, acceptance of delivery by the customer, etc.

Revenue for fixed-price contracts is recognised using percentage-of-completion method. The Group uses judgement to estimate the future cost-to-completion of the contracts which is used to determine the degree of completion of the performance obligation.

Contract fulfilment costs are generally expensed as incurred except for certain software licence costs which meet the criteria for capitalisation. Such costs are amortised over the contractual period or useful life of license, whichever is less. The assessment of this criteria requires the application of judgement, in particular when considering if costs generate or enhance resources to be used to satisfy future performance obligations and whether costs are expected to be recovered.

- **Recognition and measurement of defined benefit obligations**

The obligation arising from defined benefit plan is determined on the basis of actuarial assumptions. As actuarial valuation involves making various assumptions that may be different from the actual development in the future, key actuarial assumptions include discount rate, trends in salary escalation, attrition and mortality rate. The discount rate is determined by reference to market yields at the end of the reporting period on government bonds. The period to maturity of the underlying bonds corresponds, to the probable maturity of the post-employment benefit obligations.

- **Valuation of taxes on income**

Significant judgments are involved in determining the provision for income taxes, including the amount expected to be paid or recovered in connection with uncertain tax positions. Uncertain tax position is with regard to items of expense or transaction that may be challenged by tax authorities. The Group reviews the carrying amount of deferred tax assets at the end of each reporting period. The policy for the same has been explained under note 2.22

- **Provisions**

Provision is recognised when the Group has a present obligation as a result of past event and it is probable that an outflow of resources will be required to settle the obligation, in respect of which a reliable estimate can be made. Provisions (excluding retirement obligations and compensated absences) are not discounted to its present value and are determined based on best estimate required to settle the obligation as at the Balance Sheet date. These are reviewed at each balance sheet date adjusted to reflect the current best estimates.

- **Business combinations and intangible assets**

Business combinations are accounted for using Ind AS 103, Business Combinations. Ind AS 103 requires the identifiable intangible assets and contingent consideration to be fair valued in order to ascertain the net fair value of identifiable assets, liabilities and contingent liabilities of the acquiree. Significant estimates are required to be made in determining the value of contingent consideration and intangible assets. These valuations are conducted by valuation experts.

- **Impairment of financial assets**

The impairment provision for financial assets disclosed is based on assumptions about risk of default and expected loss rates. The Company uses judgement in making these assumptions and selecting the inputs to the impairment calculation, based on the Company's history, existing market conditions as well as forward-looking estimates at the end of each reporting period.

- **Share-based payments**

The grant date fair value of options granted to employees is recognised as an employee expense, with a corresponding increase in equity, over the period that the employees become unconditionally entitled to the options. The expense is recorded for each separately vesting portion of the award as if the award was, in substance, multiple awards. The increase in equity recognised in connection with share-based payment transaction is presented

as a separate component in equity under "share-based payment reserve". The amount recognised as an expense is adjusted to reflect the impact of the revision of original estimates based on number of options that are expected to vest, in the statement of profit and loss with a corresponding adjustment to equity.

2.5 Cash flow statement

Cash flows are reported using the indirect method, whereby profit before tax is adjusted for the effects of transactions of non-cash nature and any deferrals or accruals of past or future cash receipts or payments and item of income or expenses associated with investing or financing cash flows. Cash flows from operating, investing and financing activities are segregated.

2.6 The consolidated financial statements represent consolidation of accounts of the Company, its subsidiaries as detailed below:

Name of the entity	Country of incorporation	Ownership in % either directly or through subsidiaries	
		December 31, 2022	December 31, 2021
CRISIL Risk and Infrastructure Solutions Limited (refer to note 44)	India	NA	100%
Pragmatix Services Private Limited (refer to note 44)	India	NA	100%
CRISIL Ratings Limited	India	100%	100%
CRISIL Irevna UK Limited	United Kingdom	100%	100%
CRISIL Irevna US LLC	United States of America	100%	100%
CRISIL Irevna Argentina S.A.	Argentina	100%	100%
CRISIL Irevna Poland Sp.zo.o.	Poland	100%	100%
Coalition Development Limited	United Kingdom	100%	100%
Coalition Development Singapore Pte Limited	Singapore	100%	100%
CRISIL Irevna Information Technology (Hangzhou) Co., Ltd	China	100%	100%
CRISIL Irevna Australia Pty Ltd	Australia	100%	100%
Greenwich Associates LLC	United States of America	100%	100%
Greenwich Associates UK (Holdings) Limited (till October 13, 2021)	United Kingdom	NA	100%
Greenwich Associates Singapore PTE. LTD.	Singapore	100%	100%
Greenwich Associates Japan K.K.	Japan	100%	100%
Greenwich Associates Canada ULC	Canada	100%	100%
Greenwich Associates UK Limited	United Kingdom	100%	100%

2.7 Property, plant and equipment

Property, plant and equipment (PPE) are measured at cost less accumulated depreciation and impairment losses, if any. Amount capitalised under property, plant and equipment includes purchase price, duties and taxes, other incidental expenses incurred during the construction / installation stage. If significant parts of an item of property, plant and equipment have different useful lives, then they are accounted for as separate items (major components) of property, plant and equipment.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss on

disposal of an item of property, plant and equipment is recognised in the statement of profit and loss.

Capital work-in-progress in respect of assets which are not ready for their intended use are carried at cost, comprising direct costs, related incidental expenses and attributable interest.

2.8 Intangibles

Intangible assets are carried at cost less accumulated amortisation and impairment losses, if any. The cost of an intangible asset comprises its purchase price, including any import duties and other taxes (other than those subsequently recoverable from the taxing authorities), and any directly attributable expenditure on making the asset ready for its intended use.

Subsequent expenditure is capitalised only if it is probable that the future economic benefits associated with the expenditure will flow to the Group. Expenditure on development eligible for capitalisation is carried as intangible assets under development where such assets are not yet ready for their intended use.

2.9 Depreciation/amortisation

Based on internal assessment and independent technical evaluation carried out by external valuers, the management believes that the useful lives as given below best represent the period over which management expects to use these assets. Hence in certain class of assets, the useful lives are different from the useful lives prescribed under Part C of Schedule II of the Companies Act, 2013. Depreciation/amortisation is provided on straight line method (SLM) over useful life.

Type of asset	Estimated Useful Life
Buildings	20 years
Furniture and fixtures	4 to 16 years
Office equipment	3 to 10 years
Computers	3 years
Vehicles	3 years
Customer relationship	3 to 12 years
Technology	5 years
Brand	20 years
Database	4 to 5 years
Tradename	7 years
Platform	5 years
Software	1 to 3 years

The estimated useful lives of PPE and intangible assets and the depreciation and amortisation period are reviewed at the end of each financial year, and the amortisation method is revised to reflect the changed pattern, if any.

Leasehold improvements are amortised over the lease term or useful life of the asset, whichever is lower.

2.10 Impairment

a) Impairment of non-financial assets

(i) Goodwill

Goodwill is tested for impairment on an annual basis or whenever there is an indication that goodwill may be impaired. For goodwill impairment testing, the carrying amount of the CGUs (including allocated goodwill) is compared with its recoverable amount by the Group. The recoverable amount of a CGU is the higher of its fair value less cost to sell and its value-in-use. Value-in-use is the present value of the future cash flows expected to be derived from the CGU. Total impairment loss of a CGU is allocated first to reduce the carrying amount of goodwill allocated to the CGU and then to the other assets of the CGU prorata on the basis of the carrying amount of each asset in the CGU. An impairment loss on goodwill is recognised in the statement of profit and loss and is not reversed in the subsequent period.

(ii) Other non-financial assets

The carrying amounts of assets are reviewed at each balance sheet date if there is any indication of

impairment based on internal/external factors. An impairment loss is recognised wherever the carrying amount of an asset exceeds its recoverable amount in the statement of profit and loss. An impairment loss is reversed in the statement of profit and loss if there has been a change in the estimates used to determine the recoverable amount. The carrying amount of the asset is increased to its revised recoverable amount, provided that this amount does not exceed the carrying amount that would have been determined (net of any accumulated amortisation or depreciation) has no impairment loss been recognised for the asset in the prior years. An asset's recoverable amount is the higher of an asset's or cash generating unit's (CGU) net selling price and its value in use.

The recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. Value in use is the present value of an asset calculated by estimating its net future value including the disposal value. In determining net selling price, recent market transactions are taken into account, if available. If no such transactions can be identified, an appropriate valuation model is used.

After impairment, depreciation is provided on the revised carrying amount of the asset over its remaining useful life.

b) Impairment of financial assets

In accordance with Ind-AS 109, the Group applies Expected Credit Loss (ECL) model for measurement and recognition of impairment loss on the following financial assets and credit risk exposure:

- i) Financial assets that are measured at amortised cost e.g., loans, deposits, and bank balance.
- ii) Trade receivables.

The Group follows 'simplified approach' for recognition of impairment loss allowance on trade receivables which do not contain a significant financing component. The application of simplified approach does not require the Group to track changes in credit risk. Rather, it recognises impairment loss allowance based on lifetime ECLs at each reporting date.

For all other financial assets, ECL is measured at an amount equal to the twelve month ECL unless there has been a significant increase in credit risk from the initial recognition in which case those are measured at lifetime ECL.

2.11 Business combinations

Business combinations have been accounted for using the acquisition method under the provisions of Ind AS 103 w.e.f. January 1, 2012. The acquisition date is the date on which control is transferred to the acquirer. The Company measures goodwill as of the applicable acquisition date at the fair value of the consideration transferred, less the net recognised amount of the identifiable assets acquired and liabilities (including contingent liabilities) acquired.

When the fair value of the net identifiable assets acquired and liabilities acquired exceeds the consideration transferred, a bargain purchase gain is recognised as capital reserve. Business combinations between entities under common control are accounted at carrying value.

Transaction cost that the Group incurs in connection with business combinations such as finder fees, legal fees and other professional and consulting fees is expensed as incurred.

Goodwill is measured at cost less accumulated impairment loss.

2.12 Leases

Leases where the lessor effectively retains substantially all the risks and benefits of ownership of the leased item, are classified as operating leases. Operating lease payments are recognised as an expense in the statement of profit and loss on a straight-line basis over the lease term. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

The Group's lease assets consists of office premises. The Group assesses whether a contract contains a lease, at inception of a contract. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

To assess whether a contract conveys the right to control the use of an identified asset, the Group assesses whether:

- (i) the contract involves the use of an identified asset
- (ii) the Group has substantially all of the economic benefits from use of the asset through the period of the lease and
- (iii) the Group has the right to direct the use of the asset

Where the Group is a lessee

The Group determines the lease term as the non-cancellable period of a lease, together with periods covered by an option to extend the lease, where the Group is reasonably certain to exercise that option.

At the date of commencement of the lease, the Group recognises a right-of-use asset and a corresponding lease liability for all lease arrangements in which it is a lessee, except for leases with a term of twelve months or less (short-term leases) and leases of low value assets. For these short-term and leases of low value assets, the Group recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

The cost of the right-of-use asset measured at inception shall comprise the amount of the initial measurement of the lease liability adjusted for any lease payments made at or before the commencement date less any lease incentives received, plus any initial direct costs incurred and an estimate of costs to be incurred by the lessee in dismantling and removing the underlying

asset or restoring the underlying asset or site on which it is located.

The right-of-use assets is subsequently measured at cost less any accumulated depreciation, accumulated impairment losses, if any, and adjusted for any remeasurement of the lease liability. The right-of-use assets is depreciated using the straight-line method from the commencement date over the shorter of lease term or useful life of right-of-use asset. The estimated useful lives of right-of-use assets are determined on the same basis as those of property, plant and equipment.

Right-of-use assets are tested for impairment whenever there is any indication that their carrying amounts may not be recoverable. Impairment loss, if any, is recognised in the statement of profit and loss.

The Group measures the lease liability at the present value of the lease payments that are not paid at the commencement date of the lease. The lease payments are discounted using the interest rate implicit in the lease, if that rate can be readily determined. If that rate cannot be readily determined, the Group uses incremental borrowing rate.

The lease payments shall include fixed payments, variable lease payments based on an index or rate, residual value guarantees, exercise price of a purchase option where the Group is reasonably certain to exercise that option and payments of penalties for terminating the lease, if the lease term reflects the lessee exercising an option to terminate the lease.

The lease liability is subsequently remeasured by increasing the carrying amount to reflect interest on the lease liability, reducing the carrying amount to reflect the lease payments made and remeasuring the carrying amount to reflect any reassessment or lease modifications or to reflect revised in-substance fixed lease payments.

Lease liability and right-of-use assets have been presented separately in the Balance Sheet and lease payments are classified as cash used in financing activities in the statement of cash flows.

Group as a lessor

Leases under which the Group is a lessor are classified as finance or operating leases. Lease contracts where all the risks and rewards are substantially transferred to the lessee are classified as finance leases. All other leases are classified as operating leases.

2.13 Share capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

2.14 Fair value of financial instruments

In determining the fair value of the financial instruments the Group uses a variety of methods and assumptions that are based on market conditions and risk existing

at each reporting date. The method used to determine the fair value includes discounted cash flow analysis, available quoted market prices and dealer quotes. All method of accessing fair value results in general approximation of value and such value may never actually be realised. For all other financial instruments the carrying amounts approximates fair value due to short term maturity of those instruments.

2.15 Financial instruments

Initial recognition

The Group recognises financial assets and financial liabilities when it becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are recognised at fair value on initial recognition, except for trade receivables which are initially measured at transaction price. Transaction costs that are directly attributable to the acquisition or issue of financial assets and liabilities, which are not at fair value through profit or loss, are added to the fair value on initial recognition. Regular-way purchase and sale of financial assets are accounted for at trade date.

Subsequent measurement

a) Non-derivative financial instruments

(i) Financial assets carried at amortised cost

A financial asset is subsequently measured at amortised cost if it is held with in a business model whose objective is to hold the asset in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. For financial assets maturing within one year from the balance sheet date, the carrying amounts approximate the fair value due to the short maturity of these instruments.

(ii) Financial assets at fair value through other comprehensive income (FVTOCI)

A financial asset is subsequently measured at fair value through other comprehensive income if it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Further, in cases where the Group has made an irrevocable election based on its business model, for its investments which are classified as equity instruments, the subsequent changes in fair value are recognised in other comprehensive income.

(iii) Financial assets at fair value through profit or loss (FVTPL)

A financial asset which is not classified in any of the above categories is subsequently fair valued through profit or loss.

(iv) Financial liabilities

Financial liabilities are subsequently carried at amortised cost using the effective interest method, except for contingent consideration recognised in a business combination which is subsequently measured at fair value through profit and loss. For trade and other payables maturing within one year from the balance sheet date, the carrying amounts approximate the fair value due to the short maturity of these instruments.

b) Derivative financial instruments

The Group uses derivative financial instruments i.e. foreign exchange forward and options contracts to manage its exposure to foreign exchange risks. Such derivative financial instruments are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently re-measured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

The Group uses hedging instruments that are governed by the policies of the Group.

(i) Cash flow hedges

Changes in the fair value of the derivative hedging instrument designated as a cash flow hedge are recognised in other comprehensive income and presented within equity in the cash flow hedging reserve to the extent that the hedge is effective. To the extent that the hedge is ineffective, changes in fair value are recognised in the statement of profit and loss. If the hedging instrument no longer meets the criteria for hedge accounting, expires or is sold, terminated or exercised, then hedge accounting is discontinued prospectively. The cumulative gain or loss previously recognised in the cash flow hedging reserve is transferred to the statement of profit and loss upon the occurrence of the related forecasted transaction.

(ii) Receivable hedge

Changes in fair value of foreign currency derivative instruments not designated as cash flow hedges and the ineffective portion of cash flow hedges are recognised in the statement of profit and loss and reported within foreign exchange gains/(losses).

Derecognition of financial instruments

The Group derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire or it transfers the financial asset and the transfer qualifies for derecognition under IndAS 109. The changes in fair value of equity investments designated at FVTOCI are accumulated within 'Equity instruments at OCI' reserve within equity. The Group transfers amounts from this reserve to retained earnings when these equity instruments are derecognised. A financial liability (or a part of a financial liability) is derecognised from the Group's Balance Sheet when the obligation specified in the contract is discharged or cancelled or expires.

2.16 Provision, contingent liabilities and contingent assets

A provision is recognised when the Group has a present obligation as a result of past event and it is probable that an outflow of resources will be required to settle the obligation, in respect of which reliable estimate can be made. If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

Contingent liabilities are disclosed in note 36. Contingent liabilities are disclosed for:

- (i) possible obligations which will be confirmed only by future events not wholly within the control of the Group or
- (ii) present obligations arising from past events where it is not probable that an outflow of resources will be required to settle the obligation or a reliable estimate of the amount of the obligation cannot be made.

Contingent assets are disclosed where an inflow of economic benefits is probable.

2.17 Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprises of cash at bank, cash on hand and short-term investments with an original maturity of three months or less.

2.18 Revenue recognition

Income from operations

Income from operations comprises income from initial rating and surveillance services, global research and risk solutions, customised research, core research programme, customer projects and experienced management programmes, special assignments and subscriptions to information products and services, IPO grading services, independent equity research (IER) services, infrastructure advisory and risk management services.

- Revenue from Initial rating fees are deemed to accrue on the date the rating is awarded and a portion of it is deferred basis an estimate that will be attributed to future surveillance recorded equally over 11 months and recognise the deferred revenue over the estimated surveillance periods.
- Surveillance fee, subscription to information products and services, coalition business and revenue from IER are accounted on a time proportion basis and revenue is straight lined over the period of performance.
- Revenue from customised research and IPO grading is recognised in the period in which such assignments are carried out on a time proportion basis.
- GR&RS revenue consists of time and material contracts and is recognised on output basis

measured by number of hours/days/weeks worked at the rates specified in the agreements.

- Core research programme revenue is recognised at a point in time when research report is delivered to the customer.
- Revenue from infrastructure advisory services, risk management services and customer projects and experience management programme services is recognised in accordance with percentage completion method.
- Percentage of completion for infrastructure advisory is determined based on the project cost incurred to date as a percentage of total estimated project cost required to complete the project.
- Revenue from risk management services comprises revenue from sale of software and annual maintenance contracts. Revenue from sale of software licences is recognised upon delivery of these licences which constitute transfer of all risks and rewards. Revenue from consultancy services and sale of software which involves customisation is recognised over execution period. Revenue from annual maintenance contracts is recognised on a time proportion basis.

Provision for estimated losses, if any, on uncompleted contracts is recorded in the year in which such losses become certain based on the current estimates.

Unbilled receivables (only where act of invoicing is pending) when there is unconditional right to receive cash, and only passage of time is required, as per contractual terms are classified under 'Trade Receivables'.

Accrued revenue where the right to consideration is conditional upon factors other than the passage of time are contract assets which are classified as non-financial asset as the contractual right to consideration is dependent on completion of contractual milestones.

Unearned and deferred revenue (contract liability) is recognised when there are billings in excess of revenues.

The billing schedules agreed with customers include periodic performance-based payments and/or milestone-based progress payments. Invoices are payable within contractually agreed credit period. Contracts are subject to modification to account for changes in contract specification and requirements. The Group reviews modification to contract in conjunction with the original contract, basis which the transaction price could be allocated to a new performance obligation or transaction price of an existing obligation could undergo a change. In the event transaction price is revised for existing obligation, a cumulative adjustment is accounted for.

Grant income

Export benefits from government authorities are received in the form of saleable scrips and are recognised at fair value in the statement of profit and loss under 'other income', where all attaching conditions will be complied with and to the extent there is no significant uncertainty as to the ultimate

realisation on transfer of scrips in the year of the sale. The related costs are recognised under 'other expense'.

Interest income

Interest income from a financial asset is recognised when it is probable that the economic benefits will flow to the Company and the amount of income can be measured reliably. Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

Dividend income

Dividend income is recognised when the Group's right to receive payment is established by the balance sheet date.

Profit/(loss) on sale of current investment

Profit/(loss) on sale of current investment is accounted when the sale is executed. On disposal of such investments, the difference between the carrying amount and the disposal proceeds, net of expenses, is recognised in the statement of profit and loss.

2.19 Retirement and other employee benefits

Short-term employee benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Defined contribution plans

Obligations for contributions to defined contribution plans are expensed as the related service is provided. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available.

Defined benefit plans

The Group's net obligation in respect of defined benefit plans is calculated separately for each plan by estimating the amount of future benefit that employees have earned in the current and prior periods, discounting that amount and deducting the fair value of any plan assets.

The calculation of defined benefit obligations is performed annually by a qualified actuary using the projected unit credit method. When the calculation results in a potential asset for the Group, the recognised asset is limited to the present value of economic benefits available in the form of any future refunds from the plan or reductions in future contributions to the plan. To calculate the present value of economic benefits, consideration is given to any applicable minimum funding requirements.

Remeasurement of the net defined benefit liability, which comprises actuarial gains and losses and the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognised immediately in other comprehensive

income (OCI). Net interest expense (income) on the net defined liability (asset) is computed by applying the discount rate, used to measure the net defined liability (asset). Net interest expense and other expenses related to defined benefit plans are recognised in the statement of profit and loss.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in the statement of profit and loss. The Group recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

Short-term compensated absences are provided for based on estimates. Long term compensated absences are provided for based on actuarial valuation. The actuarial valuation is done as per projected unit credit method. The Company presents the leave as a current liability in the balance sheet, to the extent it does not have an unconditional right to defer its settlement for twelve months after the reporting date. Where the Company has the unconditional legal and contractual right to defer the settlement for a period beyond twelve months, the same is presented as non-current liability.

In respect of foreign subsidiaries, retirement benefits are governed and accrued as per local statutes and there are no defined benefit plans. The amount contributed to the defined contribution plan is charged to the statement of profit and loss account on an accrual basis.

2.20 Employee stock compensation cost

The Group recognises expense relating to share based payment in net profit using fair value in accordance with Ind AS 102-Share Based Payment.

The grant date fair value of options granted to employees is recognised as an employee expense, with a corresponding increase in equity, over the period that the employees become unconditionally entitled to the options. The expense is recorded for each separately vesting portion of the award as if the award was, in substance, multiple awards. The increase in equity recognised in connection with share based payment transaction is presented as a separate component in equity under "Share based payment reserve". The amount recognised as an expense is adjusted to reflect the actual number of stock options that vest.

2.21 Foreign currency

Functional currency

The functional currency of the Group and its Indian subsidiaries is the Indian Rupee (₹), whereas the functional currency of the foreign subsidiaries is mentioned in AOC-1. These consolidated financial statements are presented in the Indian Rupee (rounded off to the nearest lakhs except otherwise indicated).

The financial statements of subsidiary companies whose functional currency is the currency of a hyperinflationary economy are adjusted for the effects of changes in general price index (to reflect the change in purchasing power of the local currency) and expressed

in terms of the current unit of measurement at the closing date of the reporting period, in accordance with Ind AS 29 “Financial Reporting in Hyperinflationary Economies”.

Subsidiaries with the currency of a hyperinflationary economy as their functional currency are restated as per Ind AS 29 before consolidation in accordance with Ind AS 110 ‘Consolidated Financial Statements’. Once restated, all items of the financial statements of such a subsidiary are converted to INR at the closing exchange rate. To determine the existence of hyperinflation, the Group assesses the qualitative characteristics of the economic environment of the country such as the trend of inflation rate over the past three years.

Foreign currency transactions

Foreign currency transactions are recorded at exchange rates prevailing on the date of transaction. Foreign currency denominated monetary assets and liabilities are restated into the functional currency using exchange rates prevailing at the balance sheet date. Gains and losses arising on settlement and restatement of foreign currency denominated monetary assets and liabilities are recognised in the statement of profit and loss. Non-monetary assets and liabilities that are measured in terms of historical cost in foreign currencies are not translated.

Foreign currency translation

Assets and liabilities of the entities with functional currency other than the presentation currency have been translated into the presentation currency using exchange rates prevailing on the balance sheet date. The statement of profit and loss has been translated using monthly average exchange rates prevailing during the year. Translation adjustments have been reported as foreign currency translation reserve in the statement of changes in equity.

2.22 Taxes on income

Income tax expense comprises current and deferred tax. It is recognised in the statement of profit and loss except to the extent that it relates items recognised directly in equity or in OCI.

Current tax

Current tax comprises the expected tax payable or receivable on the taxable income or loss for the year and any adjustment to the tax payable or receivable in respect of previous years. It is measured using tax rates enacted or substantively enacted at the reporting date.

Current tax assets and liabilities are offset only if, the Group:

- a) has a legally enforceable right to set off the recognised amounts; and
- b) intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

The current income tax for overseas subsidiaries has been computed based on the tax laws applicable to each subsidiary in the respective jurisdiction in which they operate.

Deferred tax

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes (including those arising from consolidation adjustments).

Deferred tax assets are recognised for unused tax losses, unused tax credits and deductible temporary differences to the extent that it is probable that future taxable profits will be available against which they can be used. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised; such reductions are reversed when the probability of future taxable profits improves.

Deferred tax assets include Minimum Alternate Tax (MAT) paid in accordance with the tax laws which is likely to give future economic benefits in the form of availability of set off against future income tax liability. Accordingly, MAT is recognised as deferred tax asset in the balance sheet when the asset can be measured reliably and it is probable that the future economic benefit associated with the asset will be realised.

2.23 Segment reporting policies

The Managing Director and Chief Executive Officer of the Group has been identified as the Chief Operating Decision Maker (CODM) as defined by Ind AS 108 ‘Operating Segments’. The CODM evaluates the Group’s performance and allocates resources based on an analysis of various performance indicators by industry classes. Accordingly, segment information has been presented for industry classes.

The Group is structured into two reportable business segments – 1. Ratings services 2. Research, Analytics and Solutions. The reportable business segments are in line with the segment wise information which is being presented to the CODM. Geographical information on revenue and industry revenue information is collated based on individual customers invoices or in relation to which the revenue is otherwise recognised. The accounting principles used in the preparation of the consolidated financial statements are consistently applied to record revenue and expenditure in individual segments, and are set out in the significant policies.

Assets and liabilities that are directly attributable or allocable to segments are disclosed under each reportable segment. All other assets and liabilities are disclosed as unallocable. Property, plant and equipment that are used interchangeably among segments are not allocated to reportable segments.

Inter-segment transfers:

The Group generally accounts for Inter-segment services and transfers as if the services or transfers were to third parties at an arm’s length price.

Allocation of common costs:

Common allocable costs are allocated to each segment according to the relative contribution of each segment to the total common costs.

Unallocated items:

Unallocable income and expenses include general corporate income and expense items which are not identified to any business segment.

2.24 Earnings per share

Basic earnings per share are calculated by dividing the net profit or loss for the period attributable to equity shareholders by the weighted average number of equity shares outstanding during the year. The weighted average number of equity shares outstanding during the period is adjusted for events such as buy back and Employee Stock Option Scheme (ESOS), etc. that have changed the number of equity shares outstanding, without a corresponding change in resources.

For the purpose of calculating diluted earnings per share, the Group has adopted treasury stock method to compute the new shares that can possibly be created by un-exercised stock options. The net profit or loss for the period attributable to equity shareholders and the weighted average number of shares outstanding during the period are adjusted for the effects of all dilutive potential equity shares.

2.25 Dividend

The final dividend on shares is recorded as a liability on the date of approval by the shareholders. Interim dividend is recognised as a liability on the date of declaration by the Company's Board of Directors.

2.26 Assets held for sale

Non-current assets or disposal groups comprising assets and liabilities are classified as 'held for sale' when all of the following criteria are met: (i) decision has been made to sell, (ii) the assets are available for immediate sale in its present condition, (iii) the

assets are being actively marketed and (iv) sale has been agreed or is expected to be concluded within 12 months of the balance sheet date. Subsequently, such non-current assets and disposal groups classified as held for sale are measured at the lower end of their carrying value and fair value less costs to sell. Non-current assets held for sale are not depreciated or amortised.

2.27 Exceptional items

When items of income or expense are of such nature, size and incidence that their disclosure is necessary to explain the performance of the Group for the year, the Group makes a disclosure of the nature and amount of such items separately under the head "exceptional items".

2.28 Recent accounting pronouncements

The Ministry of Corporate Affairs (MCA), vide notification dated March 23, 2022, has made the following amendments to Ind AS which are effective April 1, 2022:

- (i) Ind AS 109: Annual Improvements to Ind AS (2021)
- (ii) Ind AS 103: Reference to Conceptual Framework
- (iii) Ind AS 37: Onerous Contracts - Costs of Fulfilling a Contract
- (iv) Ind AS 16: Proceeds before intended use

Based on preliminary assessment, the Group does not expect these amendments to have any significant impact on its consolidated financial statements.

3. Property, plant and equipment

For the year ended December 31, 2022

(₹ lakh)

Particulars	Carrying value				Accumulated depreciation				Net block		
	As at January 1, 2022	Additions	Deductions	Currency translation reserve	As at December 31, 2022	Up to January 1, 2022	For the year	Deductions	Currency translation reserve	Up to December 31, 2022	As at December 31, 2022
Buildings	10	-	-	-	10	10	-	-	-	10	-
Furniture and fixtures	1,753	53	160	96	1,742	1,483	54	124	124	1,537	205
Office equipment	1,742	92	169	(5)	1,660	1,388	71	139	36	1,356	304
Computers	13,450	2,992	1,933	233	14,742	10,459	2,002	1,924	615	11,152	3,590
Vehicles	595	471	152	(6)	908	415	129	123	4	425	483
Leasehold improvements	4,149	611	280	(292)	4,188	3,910	110	279	292	4,033	155
Total	21,699	4,219	2,694	26	23,250	17,665	2,366	2,589	1,071	18,513	4,737

For the year ended December 31, 2021

(₹ lakh)

Particulars	Carrying value				Accumulated depreciation				Net block		
	As at January 1, 2021	Additions	Deductions	Currency translation reserve	As at December 31, 2021	Up to January 1, 2021	For the year	Deductions	Currency translation reserve	Up to December 31, 2021	As at December 31, 2021
Buildings	10	-	-	-	10	10	-	-	-	10	-
Furniture and fixtures	1,864	89	183	(17)	1,753	1,548	80	145	-	1,483	270
Office equipment	1,967	44	247	(22)	1,742	1,475	139	215	(11)	1,388	354
Computers	12,211	2,125	798	(88)	13,450	9,543	1,618	795	93	10,459	2,991
Vehicles	595	185	174	(11)	595	477	89	146	(5)	415	180
Leasehold improvements	4,200	275	211	(115)	4,149	3,692	223	195	190	3,910	239
Total	20,847	2,718	1,613	(253)	21,699	16,745	2,149	1,496	267	17,665	4,034

3.1 The title deeds of all immovable properties (other than properties where the Group is the lessee and lease arrangement is duly exercised in favour of the lessee) are held in the name of the respective entities forming part of the Group.

4. Right-of-use asset

For the year ended December 31, 2022

(₹ lakh)

Particulars	Carrying value				Accumulated depreciation			Net block			
	As at January 1, 2022	Additions	Lease modification	Currency translation reserve	As at December 31, 2022	Up to January 1, 2022	For the year	Lease modification	Currency translation reserve	Up to December 31, 2022	As at December 31, 2022
Building	22,305	1,195	(144)	449	23,805	9,605	5,289	(41)	292	15,145	8,660
Total	22,305	1,195	(144)	449	23,805	9,605	5,289	(41)	292	15,145	8,660

For the year ended December 31, 2021

(₹ lakh)

Particulars	Carrying value				Accumulated depreciation			Net block			
	As at January 1, 2021	Additions	Lease modification	Currency translation reserve	As at December 31, 2021	Up to January 1, 2021	For the year	Lease modification	Currency translation reserve	Up to December 31, 2021	As at December 31, 2021
Building	26,585	4,049	(6,852)	(1,477)	22,305	5,677	5,438	(1,377)	(133)	9,605	12,700
Total	26,585	4,049	(6,852)	(1,477)	22,305	5,677	5,438	(1,377)	(133)	9,605	12,700

5. Goodwill

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Carrying value at the beginning of the year	37,267	37,586
On net working capital adjustment of Greenwich Associates LLC	110	(749)
Foreign currency exchange gain	606	430
Carrying value at the end of the year	37,983	37,267
Goodwill has been allocated in the following CGUs:		
Global Research and Risk Solutions (Irevna)	9,545	9,613
Global Benchmarking Analytics	24,817	24,033
Business Intelligence & Risk Solutions (BIRS)	3,621	3,621
Total	37,983	37,267

For the purpose of impairment testing, goodwill acquired in a business combination is allocated to the Cash Generating Units (CGUs) or groups of CGUs, which benefit from the synergies of the acquisition. The chief operating decision maker reviews the goodwill for any impairment at the CGU's level.

The recoverable amount of a CGU is the higher of its fair value less cost to sell and its value-in-use, both of which are calculated by the Group using a discounted cash flow analysis. These calculations use pre-tax cash flow projections over a period of four years, based on financial budgets approved by the management. For calculation of the recoverable amount, the Group has used the following rates:

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Growth rate	5.00%	5.00%
Discount rate	16.60%	21.60%

The above discount rate is based on the weighted average cost of capital of the Company or Group. These estimates are likely to differ from future actual results of operations and cash flows.

An analysis of sensitivity of the computation to a change in key parameters (operating margins and discount rate) based on reasonably probable assumptions, did not identify any probable scenario in which recoverable amount of the CGU would decrease below its carrying amount.

As at December 31, 2022 and December 31, 2021, the estimated recoverable amount of the CGU exceeded its carrying amount, hence impairment is not triggered.

6. Intangible assets

For the year ended December 31, 2022

Particulars	Carrying value				Accumulated amortisation				Net block		
	As at January 1, 2022	Additions	Deductions	Currency translation - reserve	As at December 31, 2022	Up to January 1, 2022	For the year	Deductions	Currency translation reserve	Up to December 31, 2022	As at December 31, 2022
Brand	3,679	-	-	402	4,081	358	192	-	49	599	3,482
Technology	2,101	-	-	-	2,101	2,101	-	-	-	2,101	-
Database	3,975	-	-	329	4,304	2,366	784	-	196	3,346	958
Customer relationship	8,598	-	-	709	9,307	3,000	664	-	137	3,801	5,506
Trade name	467	-	-	-	467	467	-	-	-	467	-
Platform	985	-	-	-	985	775	197	-	-	972	13
Software	13,885	57	1,264	850	13,528	12,542	839	1,258	846	12,969	559
Total	33,690	57	1,264	2,290	34,773	21,609	2,676	1,258	1,228	24,255	10,518

For the year ended December 31, 2021

Particulars	Carrying value				Accumulated amortisation				Net block		
	As at January 1, 2021	Additions	Deductions	Currency translation - reserve	As at December 31, 2021	Up to January 1, 2021	For the year	Deductions	Currency translation reserve	Up to December 31, 2021	As at December 31, 2021
Brand	3,619	-	-	60	3,679	173	181	-	4	358	3,321
Technology	2,101	-	-	-	2,101	2,101	-	-	-	2,101	-
Database	3,926	-	-	49	3,975	1,609	739	-	18	2,366	1,609
Customer relationship	8,489	-	-	109	8,598	2,354	631	-	15	3,000	5,598
Trade name	467	-	-	-	467	467	-	-	-	467	-
Platform	985	-	-	-	985	578	197	-	-	775	210
Software	12,607	1,250	-	28	13,885	11,256	1,263	-	23	12,542	1,343
Total	32,194	1,250	-	246	33,690	18,538	3,011	-	60	21,609	12,081

7. Intangible assets under development

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Software	1,359	549
Total	1,359	549

7.1 Ageing as at December 31, 2022:

(₹ lakh)

Particulars	Amount in intangible assets under development for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in progress	830	134	261	134	1,359
Projects temporarily suspended	-	-	-	-	-

Ageing as at December 31, 2021:

(₹ lakh)

Particulars	Amount in intangible assets under development for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Project in progress	154	261	134	-	549
Projects temporarily suspended	-	-	-	-	-

7.2 Personnel expenses to the extent of ₹ 405 lakh (previous year: ₹ 532 lakh) is considered for capitalisation as intangible assets.

7.3 As at December 31, 2022 and December 31, 2021, there was no project whose completion was overdue or which exceeded cost compared with the original plan.

8. Investments

A. Non-current investments	As at December 31, 2022		As at December 31, 2021	
	Number of shares	₹ lakh	Number of shares	₹ lakh
<i>Unquoted equity investments carried at fair value through OCI (refer to note 8.1)</i>				
Equity shares of National Commodity and Derivative Exchange Limited of ₹ 10 each, fully paid up	1,875,000	2,779	1,875,000	3,043
Equity shares of Caribbean Information and Credit Rating Agency of US\$ 1 each, fully paid up	300,000	382	300,000	256
Sub - total (a)		3,161		3,299
<i>Quoted equity investments carried at fair value through OCI (refer to note 8.1)</i>				
Equity share of ICRA Limited of ₹ 10 each, fully paid up (refer to note 8.2)	1	-*	1	-*
Equity shares of CARE Ratings Limited of ₹ 10 each, fully paid up	2,622,431	15,916	2,622,431	16,239
Sub - total (b)		15,916		16,239
Total non-current investments - (a + b)		19,077		19,538

B. Current investments	As at December 31, 2022		As at December 31, 2021	
	Number of units	₹ lakh	Number of units	₹ lakh
Investments in mutual funds				
<i>(Unquoted investments carried at fair value through profit and loss) (refer to note 34)</i>				
Canara Robeco Savings Fund - Direct Growth	24,156,475	8,699	-	-
DSP Low Duration Fund - Direct Plan - Growth	43,046,485	7,327	-	-
Sundaram Corporate Bond Fund - Direct - Growth	24,862,164	8,556	-	-
TATA Ultra Short Term Fund - Direct Plan - Growth	70,851,227	8,756	-	-
DSP Banking & PSU Debt Fund - Dir - Growth	21,245,656	4,353	-	-
ICICI Prudential Corporate Bond Fund - Direct Plan - Growth	27,605,653	7,059	-	-
ICICI Prudential Savings Fund - Direct Plan- Growth	993,976	4,515	-	-
Aditya Birla Sun Life Low Duration Fund - Direct - Growth	-	-	485,961	2,776
ICICI Prudential Savings Fund - Direct - Growth	-	-	1,850,433	8,034
Kotak Low Duration Fund - Direct - Growth	-	-	81,920	2,352
Nippon India Low Duration Fund - Direct - Growth	-	-	257,714	8,069
Nippon India Ultra Short Duration Fund - Direct - Growth	-	-	142,757	4,976
Sundaram Short Duration Fund - Direct - Growth	-	-	16,418,181	6,192
UTI Short Term Income Fund - Direct - Growth	-	-	18,291,399	4,845
UTI Treasury Advantage Fund - Direct - Growth	-	-	172,141	4,926
IDFC Low Duration Fund - Direct - Growth	-	-	8,800,620	2,776
Total current investments (c)		49,265		44,946
Total investments (a + b + c)		68,342		64,484

(₹ lakh)

C. Summary of investments (non-current + current)	As at December 31, 2022	As at December 31, 2021
Aggregate amount of quoted investments	15,916	16,239
Aggregate market value of quoted investments	15,916	16,239
Aggregate amount of unquoted investments	52,426	48,245
Aggregate amount of impairment in value of investments	-	-

- 8.1** The total dividend recognised pertaining to FVTOCI instruments for the year ended December 31, 2022 was ₹ 272 lakh and for the year ended December 31, 2021 was ₹ 429 lakh. Dividend from equity investments designated at FVTOCI relates to investments held at the end of the reporting period. The Group recognises dividend in statement of profit and loss under the head "other income". For all the equity instruments that are classified by the Group as FVTOCI, fair value changes on the instrument, excluding dividends, are recognised in the OCI.
- 8.2** '-*' in amounts' columns denotes amount less than ₹ 50,000.

9. Other financial assets (non-current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
<u>Unsecured, considered good, unless otherwise stated</u>		
Security and other deposits	1,163	2,989
Interest accrued on fixed deposits	6	4
<u>Other bank balances</u>		
Deposits with more than 12 months maturity	140	37
{Deposits include fixed deposits with banks of ₹ 40 lakh (previous year: ₹ 37 lakh) marked as lien for guarantees issued by banks on behalf of the Group (refer to note 36A(1))}		
Total	1,309	3,030

10. Income tax

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Current tax	19,109	15,004
Deferred tax	(1,308)	259
Total income tax expense recognised in current year	17,801	15,263

The tax year for the Indian entities being the year ending March 31, 2023, the tax expense for the year is the aggregate of the provision made for the three months ended March 31, 2022 and the provisions for the nine months up to December 31, 2022. The tax provision for the nine months has been arrived at using effective tax rate for the period April 1, 2022 to March 31, 2023.

The reconciliation between income tax provision of the Group and amounts computed by applying the Indian statutory income tax rate to profit before taxes is summarised below:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Profit before income tax	74,240	61,844
Enacted income tax rate in India for fiscal year ended March 31, 2023 and March 31, 2022 (%)	25.168%	25.168%
Computed expected tax expense	18,685	15,565
Effect of:		
Income not chargeable to tax	(671)	(160)
Expenses that are not deductible in determining taxable profit	299	254
Income subject to different tax rates	(521)	(79)
Tax expense of prior years	295	56
Others	(286)	(373)
Total income tax expense recognised in the statement of profit and loss	17,801	15,263

Deferred tax

The tax effect of significant temporary differences that resulted in deferred income tax assets and liabilities is as follows:

As at December 31, 2022

(₹ lakh)

Particulars	Opening balance	Recognised in profit and loss	Recognised in OCI	Exchange difference	Closing balance
Deferred tax liability on:					
Gains from investments	639	-	(32)	-	607
Gains from mutual funds	82	123	-	-	205
Provision for ESOP	-	102	-	(3)	99
Lease liability and right to use	600	358	-	(6)	952
Discounting of security deposits	36	-	-	-	36
Property, plant and equipment and intangibles	1,093	48	-	(10)	1,131
Gross deferred tax liability	2,450	631	(32)	(19)	3,030
Deferred tax asset on:					
Provision for compensated absences	1,783	121	-	1	1,905
Provision for bonus and commission	1,772	732	-	28	2,532
Provision for gratuity	738	239	(58)	-	919
Provision for LTIP	-	460	-	3	463
Provision for doubtful trade receivables	531	21	-	4	556
Initial rating fees and other deferred revenue	250	46	-	-	296
Business combination	401	256	-	(94)	563
Gains / losses on forward contract	(325)	-	754	-	429
Property, plant and equipment and intangibles	1,191	310	-	-	1,501
Right-of-use asset	1,251	-	-	-	1,251
40A(ia) of the Income Tax Act, 1961 and other items	618	(67)	-	(18)	533
Brought forward losses	(17)	15	-	23	21
Interest expense disallowance	70	(76)	-	6	-
Earnout payments	108	(118)	-	10	-
Gross deferred tax asset	8,371	1,939	696	(37)	10,969
Net deferred tax asset	5,921	1,308	728	(18)	7,939

As at December 31, 2021

(₹ lakh)

Particulars	Opening balance	Recognised in profit and loss	Recognised in OCI	Exchange difference	Closing balance
Deferred tax liability on:					
Gains from investments	624	-	15	-	639
Gains from mutual funds	63	19	-	-	82
Gains / losses on forward contract	166	-	159	-	325
Lease liability	(606)	1,195	-	11	600
Discounting of security deposit	(120)	156	-	-	36
Brought forward losses	(733)	743	-	7	17
Property, plant and equipment and intangibles	638	454	-	1	1,093
Gross deferred tax liability	32	2,567	174	19	2,792
Deferred tax asset on:					
Provision for compensated absences	1,797	(13)	-	(1)	1,783
Provision for bonus and commission	713	1,055	-	4	1,772
Provision for gratuity	756	28	(46)	-	738
Provision for doubtful trade receivables	535	(4)	-	-	531
Initial rating fees and other deferred revenue	381	(131)	-	-	250
Business combination	(29)	430	-	-	401
Property, plant and equipment and intangibles	1,302	(112)	-	1	1,191
Right-to-use	-	1,242	-	9	1,251
40A(ia) of the Income Tax Act, 1961 and other items	602	16	-	-	618
Interest expense disallowance	145	(75)	-	-	70
Earnout payments	237	(128)	-	(1)	108
Gross deferred tax asset	6,438	2,308	(46)	12	8,713
Net deferred tax asset	6,406	(259)	(220)	(7)	5,921

Deferred tax liability of ₹ 19,726 lakh (previous year: ₹ 14,885 lakh) on undistributed earnings of certain subsidiaries has not been recognised, as it is the intention of the Group to reinvest the earnings of these subsidiaries for the foreseeable future.

11. Tax assets (non-current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Advance taxes paid (net of provision for taxation)	15,180	11,570
Total	15,180	11,570

12. Other non-current assets

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Capital advance	97	28
Prepaid expenses	121	303
Total	218	331

13. Trade receivables (current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Trade receivables considered good - secured	-	-
Trade receivables considered good - unsecured (refer to note 38)	75,883	54,100
Trade receivables which have significant increase in credit risk	-	-
Trade receivables - credit impaired	2,381	2,138
Less: Allowance for doubtful trade receivables	(2,381)	(2,138)
Total	75,883	54,100

13.1 The balance lying in unbilled receivables as at December 31, 2021 is significantly billed during the current year.

13.2 The Group uses a provision matrix to determine impairment loss allowance on the portfolio trade receivables. The provision matrix is based on its historically observed default rates over the expected life of the trade receivables and is adjusted for forward-looking estimates. At period end, the historical observed default rates are updated and changes in the forward-looking estimates are analysed.

Specific allowance for loss has also been provided by the management based on expected recovery on individual customers.

13.3 Reconciliation of loss allowance:

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Opening balance	2,138	2,109
Add: Provided during the period	998	308
Less: Utilisation	(755)	(279)
Closing balance	2,381	2,138

13.4 Ageing for trade receivables for each category

As at December 31, 2022

(₹ lakh)

Particulars	Unbilled	Outstanding for following periods from due date of payment						Total
		Not due	Less than 6 months	6 months-1 year	1-2 years	2-3 years	More than 3 years	
(i) Undisputed trade receivables - considered good	18,916	19,557	34,806	2,604	-	-	-	75,883
(ii) Undisputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(iii) Undisputed trade receivables - credit impaired	-	-	330	324	910	41	776	2,381
(iv) Disputed trade receivables - considered good	-	-	-	-	-	-	-	-
(v) Disputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(vi) Disputed trade receivables - credit impaired	-	-	-	-	-	-	-	-
Total	18,916	19,557	35,136	2,928	910	41	776	78,264
Less: Allowance for doubtful trade receivables								(2,381)
Total								75,883

As at December 31, 2021

(₹ lakh)

Particulars	Unbilled	Outstanding for following periods from due date of payment						Total
		Not due	Less than 6 months	6 months-1 year	1-2 years	2-3 years	More than 3 years	
(i) Undisputed trade receivables - considered good	14,246	10,157	27,427	2,270	-	-	-	54,100
(ii) Undisputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(iii) Undisputed trade receivables - credit impaired	-	-	329	346	687	-	776	2,138
(iv) Disputed trade receivables - considered good	-	-	-	-	-	-	-	-
(v) Disputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(vi) Disputed trade receivables - credit impaired	-	-	-	-	-	-	-	-
Total	14,246	10,157	27,756	2,616	687	-	776	56,238
Less: Allowance for doubtful trade receivables								(2,138)
Total								54,100

14. Cash and cash equivalents (current)

Particulars	(₹ lakh)	
	As at December 31, 2022	As at December 31, 2021
Cash on hand	3	4
Balances with banks:		
On current accounts	17,054	20,540
Deposits with original maturity of less than 3 months	14,868	8,448
Total	31,925	28,992

15. Other bank balances (current)

Particulars	(₹ lakh)	
	As at December 31, 2022	As at December 31, 2021
On unpaid dividend accounts (refer to note 15.1)	73	78
Deposits with original maturity of more than 3 months but less than 12 months {deposits include fixed deposits with banks of ₹ 94 lakh (previous year: ₹ 71 lakh) marked as lien for guarantees issued by banks on behalf of the Group (refer to note 36A[1])}	145	365
Total	218	443

15.1 The Company has complied with the applicable regulations for maintenance of unpaid dividend accounts as per Section 129 of the Companies Act, 2013.

16. Loans (current)

Particulars	(₹ lakh)	
	As at December 31, 2022	As at December 31, 2021
<u>Unsecured, considered good, unless otherwise stated</u>		
Loans to employees (refer to note 16.1)	323	233
Total	323	233
Sub-classification of loans:		
Loan receivables considered good - secured	-	-
Loan receivables considered good - unsecured	323	233
Loan receivables which have significant increase in credit risk	-	-
Loan receivables - credit impaired	-	-
Less: Allowance for impairment loss	-	-
Total	323	233

16.1 No loans are given to promoters, directors, key managerial personnel and related parties.

17. Other financial assets (current)

Particulars	(₹ lakh)	
	As at December 31, 2022	As at December 31, 2021
<u>Unsecured, considered good, unless otherwise stated</u>		
Interest accrued on deposits	21	17
Fair value of foreign currency forward contract (refer to note 34.2)	-	1,290
Security deposits		
- Considered good	2,865	482
- Considered doubtful	152	122
Others		
- Considered good	177	129
- Considered doubtful	39	-
Less: Allowance for impairment loss	(191)	(122)
Total	3,063	1,918

18. Other current assets

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Prepaid expense	2,718	2,380
Balances with government authorities	7,149	4,172
Advances to suppliers and employees	3,045	2,211
Accrued revenue	2,531	3,971
Total	15,443	12,734

19. Share capital

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Authorised capital (refer to note 44)		
195,000,000 equity shares of ₹ 1 each (previous year: 100,000,000 equity shares of ₹ 1 each)	1,950	1,000
Issued, subscribed and paid up:		
73,064,044 equity shares of ₹ 1 each fully paid up (previous year: 72,868,446 equity shares of ₹ 1 each)	731	729
Total	731	729

(a) Reconciliation of equity shares outstanding at the beginning and at the end of the year

Equity shares

Particulars	As at December 31, 2022	
	₹ lakh	Nos.
At the beginning of the year (face value of ₹ 1 per share)	729	72,868,446
Add: Issued during the year -Under employee stock option scheme (ESOS) (refer to note 45)	2	195,598
Outstanding at the end of the year	731	73,064,044

Particulars	As at December 31, 2021	
	₹ lakh	Nos.
At the beginning of the year (face value of ₹ 1 per share)	726	72,593,290
Add: Issued during the year -Under employee stock option scheme (ESOS) (refer to note 45)	3	275,156
Outstanding at the end of the year	729	72,868,446

(b) Terms/rights attached to equity shares

The Company has only one class of equity shares having par value of ₹ 1 per share. Each holder of equity shares is entitled to one vote per share. The Company declares and pays dividends in Indian Rupees. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting.

In the event of liquidation of the Company, the holders of equity shares will be entitled to receive remaining assets of the Company, after distribution of all preferential amounts. The distribution will be in proportion to the number of equity shares held by the shareholders.

(c) Shares held by holding / ultimate holding Company and / or their subsidiaries

Out of equity shares issued by the Company, shares held by its holding Company, ultimate holding Company and their subsidiaries/ associates are as below:

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
<u>Group Holding of are S&P Global Inc.</u>		
31,209,480 equity shares of ₹ 1 each fully paid held by S&P India, LLC, fellow subsidiary (previous year: 31,209,480 equity shares of ₹ 1 each)	312	312
11,523,106 equity shares of ₹ 1 each fully paid held by S&P Global Asian Holdings Pte. Limited, fellow subsidiary (previous year: 11,523,106 equity shares of ₹ 1 each)	115	115
6,000,000 equity shares of ₹ 1 held by Standard & Poor's International LLC, fellow subsidiary (previous year: 6,000,000 equity shares of ₹ 1 each)	60	60
Total	487	487

(d) Neither the Company has issued shares for consideration other than cash or bonus shares, nor has there been any buyback of shares during the five years immediately preceding December 31, 2022

(e) **Details of shareholders holding more than 5% shares in the Company**

Name of the shareholder	As at December 31, 2022	
	% holding in the class	Nos.
Equity shares of ₹ 1 each fully paid		
1. Group Holding of S&P Global Inc.		
a) S&P India, LLC	42.72%	31,209,480
b) S&P Global Asian Holdings Pte. Limited	15.77%	11,523,106
c) Standard & Poor's International LLC	8.21%	6,000,000
2. Jhunjhunwala Rekha Rakesh	5.47%	4,000,000

Name of the shareholder	As at December 31, 2021	
	% holding in the class	Nos.
Equity shares of ₹ 1 each fully paid		
1. Group Holding of S&P Global Inc.		
a) S&P India, LLC	42.83%	31,209,480
b) S&P Global Asian Holdings Pte. Limited	15.81%	11,523,106
c) Standard & Poor's International LLC	8.23%	6,000,000
2. Jhunjhunwala Rekha and Rakesh	5.49%	4,000,000

As per records of the Company, including its register of shareholders/ members and other declarations received from shareholders regarding beneficial interest, the above shareholding represents both legal and beneficial ownerships of shares.

(f) **Disclosure of shareholding of promoters**

As at December 31, 2022

Promoter name	Shares held by promoters				% change during the year
	As at December 31, 2022		As at December 31, 2021		
	No. of shares	% of total shares	No. of shares	% of total shares	
S&P India, LLC	31,209,480	42.72%	31,209,480	42.83%	-0.11%
S&P Global Asian Holdings Pte. Limited	11,523,106	15.77%	11,523,106	15.81%	-0.04%
Standard & Poor's International LLC	6,000,000	8.21%	6,000,000	8.23%	-0.02%

As at December 31, 2021

Promoter name	Shares held by Promoters				% change during the year
	As at December 31, 2022		As at December 31, 2021		
	No. of shares	% of total shares	No. of shares	% of total shares	
S&P India, LLC	31,209,480	42.83%	31,209,480	42.99%	-0.16%
S&P Global Asian Holdings Pte. Limited	11,523,106	15.81%	11,523,106	15.87%	-0.06%
Standard & Poor's International LLC	6,000,000	8.23%	6,000,000	8.27%	-0.04%

(g) **Shares reserved for issue under options**

For details of shares reserved for issue under the employee stock option scheme (ESOS) of the Company refer to note 45.

(h) **Capital management**

The Group is predominantly equity financed and maintains adequate amount of liquidity to meet strategic and growth objectives. The Group manages its capital to ensure that it will be able to continue as going concerns while maximising the return to its stakeholders. The Group has ensured a balance between earning adequate returns on treasury asset and need to cover financial and business risk. The Group actively monitors its portfolio and has a policy in place for investing surplus funds. Appropriate limits and controls are in place to ensure that investments are made as per policy. The Group has an overdraft and other loan facilities sanctioned from banks to support any temporary funding requirements, as and when required.

20. Explanation of reserves:

a) General reserve

The general reserve is used from time to time to transfer profits from retained earnings for appropriation purposes. As the general reserve is created by a transfer from one component of equity to another and is not an item of other comprehensive income, items included in the general reserve will not be reclassified subsequently to the retained earnings.

b) Securities premium reserve

The amount received in excess of face value of the equity shares is recognised in securities premium reserve.

c) Share-based payment reserve

The share-based payment reserve account is used to record the value of equity-settled share-based payment transactions with employees. The amounts recorded in this account are transferred to share premium upon exercise of stock options by employees.

d) Other comprehensive income (OCI)

Other comprehensive income includes fair value changes in equity instruments, hedge reserve and currency fluctuation reserve through OCI.

e) Hedge reserve

Forward contracts are stated at fair value at each reporting date. Changes in the fair value of the forward contracts that are designated and effective as hedges of future cash flows are recognised directly in OCI and accumulated under the hedging cash flow hedge reserve, net of applicable deferred income taxes.

f) Currency fluctuation reserve

Exchange difference relating to the translation of the results and net assets of the Group's foreign operations from their respective functional currencies to the Group's functional currency is recognised directly in other comprehensive income and accumulated in the currency fluctuation reserve.

g) Retained earnings

Retained earnings represent the cumulative profits of the Group and the effects of measurements of defined benefit obligation.

h) Capital redemption reserve

The Group has recognised capital redemption reserve on buyback of equity shares from its retained earnings. The amount in capital redemption reserve is equal to nominal amount of the equity shares bought back.

i) Share application money pending allotment

It represents the amount received on the application on which allotment is not yet made (pending allotment).

21. Other financial liabilities (non-current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Employee-related payables	4,235	2,166
Earnout payments	-	442
Total	4,235	2,608

22. Provisions (non-current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Provision for gratuity (refer to note 40)	2,888	2,115
Total	2,888	2,115

23. Other non-current liabilities

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Unearned revenue (refer to note 26.1)	10	50
Total	10	50

24. Trade payables (current)

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Total outstanding dues of micro enterprises and small enterprises (as per intimations received from suppliers)	735	458
Total outstanding dues of creditors other than micro enterprises and small enterprises	13,657	12,912
Total	14,392	13,370

24.1 Ageing for trade payables for each category

As at December 31, 2022

(₹ lakh)

Particulars	Unbilled	Outstanding for following periods from due date of payment				Total
		Less than 1 year	1-2 years	2-3 years	More than 3 years	
(i) MSME	706	29	-	-	-	735
(ii) Others	11,865	1,764	25	3	-	13,657
(iii) Disputed dues - MSME	-	-	-	-	-	-
(iii) Disputed dues - others	-	-	-	-	-	-
Total	12,571	1,793	25	3	-	14,392

As at December 31, 2021

(₹ lakh)

Particulars	Unbilled	Outstanding for following periods from due date of payment				Total
		Less than 1 year	1-2 years	2-3 years	More than 3 years	
(i) MSME	445	13	-	-	-	458
(ii) Others	9,668	3,239	3	1	1	12,912
(iii) Disputed dues - MSME	-	-	-	-	-	-
(iii) Disputed dues - others	-	-	-	-	-	-
Total	10,113	3,252	3	1	1	13,370

25. Other financial liabilities (current)

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Employee-related payables	30,662	23,119
Unpaid dividend (Investor Education and Protection Fund will be credited as and when due)	73	78
Fair value of foreign currency forward contract (refer to note 34.2)	1,708	-
Others	162	227
Total	32,605	23,424

26. Other current liabilities

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Statutory liabilities	7,748	8,007
Unearned revenue (refer to note 26.1)	23,661	21,077
Others	113	-
Total	31,522	29,084

26.1 The balance lying in 'unearned revenue' as at December 31, 2021 is fully recognised as revenue during the current year.

27. Provisions (current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Provision for compensated absences (refer to note 40)	8,028	7,401
Provision for gratuity (refer to note 40)	677	751
Total	8,705	8,152

28. Tax liabilities (current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Provision for tax (net of advance tax)	1,199	528
Total	1,199	528

29. Income from operations

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Ratings services	66,343	59,241
Research, Analytics and Solutions	210,529	170,828
Total	276,872	230,069

29.1 The Group disaggregates revenue from contracts with customers by nature of services (refer to note 37).

29.2 The Group has applied practical expedient and has not disclosed information about remaining performance obligations in contracts where the original contract duration is one year or less or where the entity has right to consideration that corresponds directly with the value of the entity's performance completed to date.

30. Other income

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Interest on :		
- Bank deposits	130	300
- Income tax refund	-	15
- Loan given to related party (refer to note 38)	-*	-
- Financial assets carried at amortised cost	230	56
Inflation adjustment results (refer to note 41)	1,674	820
Profit on sale of property, plant and equipment	114	79
Dividend on investments	272	429
Foreign exchange gain (net)	6,576	671
Profit on sale of current investments	1,149	1,040
Gain on fair valuation of current investments	492	313
Grant income	54	17
Modification/ waiver of lease rent	63	794
Excess provision written back	70	1,383
Miscellaneous income	1,423	1,785
Total	12,247	7,702

*-' in amounts' columns denotes amount less than ₹ 50,000.

31. Employee benefits expenses

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Salaries, wages and bonus	139,100	116,145
Share-based payment to employees	2	157
Contribution to provident and other funds (refer to note 40)	9,482	7,880
Contribution to gratuity fund (refer to note 40)	1,002	928
Staff training and welfare expenses	5,712	3,581
Total	155,298	128,691

32. Finance cost

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Interest on lease liability (refer to note 39)	640	893
Total	640	893

33. Other expenses

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Repairs and maintenance - buildings	1,325	1,146
Repairs and maintenance - others	2,289	826
Electricity	562	395
Communication expenses	1,107	1,421
Insurance	209	165
Rent (refer to note 39)	849	1,397
Rates and taxes	137	515
Printing and stationery	255	257
Conveyance and travelling	3,304	896
Books and periodicals	1,597	1,284
Remuneration to non-whole-time directors (refer to note 38)	279	249
Business promotion and advertisement	110	61
Professional fees	12,297	12,391
Associate service fee	13,224	12,256
Software purchase and maintenance expenses	4,273	3,216
Provision for doubtful trade receivables	998	308
Provision on other financial assets	69	13
Corporate social responsibility (CSR) expenses (refer to note 38)	839	824
Auditors' remuneration	244	248
Recruitment expenses	2,660	824
Sales commission	696	782
Miscellaneous expenses	1,287	853
Total	48,610	40,327

34. Financial instruments

The carrying value and fair value of financial instruments by categories as at December 31, 2022 are as follows:

(₹ lakh)

Particulars	Amortised cost	Financial assets/liabilities at FVTPL		Financial assets/liabilities at FVTOCI		Derivative instruments in hedging relationship	Total carrying value	Total fair value
		Designated upon initial recognition	Mandatory	Equity instruments designated upon initial recognition	Mandatory			
Assets								
Investments								
Quoted equity investments	-	-	-	15,916	-	-	15,916	15,916
Unquoted equity investments	-	-	-	3,161	-	-	3,161	3,161
Mutual funds	-	-	49,265	-	-	-	49,265	49,265
Cash and cash equivalents	31,925	-	-	-	-	-	31,925	31,925
Other bank balances	218	-	-	-	-	-	218	218
Trade receivables	75,883	-	-	-	-	-	75,883	75,883
Loans	323	-	-	-	-	-	323	323
Other financial assets	4,372	-	-	-	-	-	4,372	4,372
Total	112,721	-	49,265	19,077	-	-	181,063	181,063
Liabilities								
Lease liabilities	8,346	-	-	-	-	-	8,346	8,346
Trade payables	14,392	-	-	-	-	-	14,392	14,392
Other financial liabilities	35,132	-	-	-	-	1,708	36,840	36,840
Total	57,870	-	-	-	-	1,708	59,578	59,578

The carrying value and fair value of financial instruments by category as at December 31, 2021 are as follows:

(₹ lakh)

Particulars	Amortised cost	Financial assets/liabilities at FVTPL		Financial assets/liabilities at FVTOCI		Derivative instruments in hedging relationship	Total carrying value	Total fair value
		Designated upon initial recognition	Mandatory	Equity instruments designated upon initial recognition	Mandatory			
Assets								
Investments								
Quoted equity investments	-	-	-	16,239	-	-	16,239	16,239
Unquoted equity investments	-	-	-	3,299	-	-	3,299	3,299
Mutual funds	-	-	44,946	-	-	-	44,946	44,946
Cash and cash equivalents	28,992	-	-	-	-	-	28,992	28,992
Other bank balances	443	-	-	-	-	-	443	443
Trade receivables	54,100	-	-	-	-	-	54,100	54,100
Loans	233	-	-	-	-	-	233	233
Other financial assets	3,658	-	-	-	-	1,290	4,948	4,948
Total	87,426	-	44,946	19,538	-	1,290	153,200	153,200
Liabilities								
Lease liabilities	13,214	-	-	-	-	-	13,214	13,214
Trade payables	13,370	-	-	-	-	-	13,370	13,370
Other financial liabilities	26,032	-	-	-	-	-	26,032	26,032
Total	52,616	-	-	-	-	-	52,616	52,616

34.1 Fair value hierarchy

For financial reporting purpose, fair value measurements are categorised into Level 1, 2, or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).

Level 3 – Inputs for the assets or liabilities that are not based on observable market data (unobservable inputs).

The following table presents the fair value measurement hierarchy of financial assets and liabilities measured at fair value as at December 31, 2022 and December 31, 2021.

Particulars	As at December 31, 2022			As at December 31, 2021		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Financial assets measured at fair value:						
A. Investments at FVTPL						
1. Mutual funds	49,265	-	-	44,946	-	-
B. Investments at FVTOCI						
1. Quoted equity shares	15,916	-	-	16,239	-	-
2. Unquoted equity shares	-	-	3,161	-	-	3,299
C. Forward contracts receivable	-	-	-	-	1,290	-
Financial liabilities measured at fair value:						
A. Forward contracts payable	-	1,708	-	-	-	-

Reconciliation of Level 3 fair value measurements of financial assets and financial liabilities is given below: (₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Opening balance	3,299	3,237
Gain recognised in profit and loss	-	-
Gain/ (loss) recognised in other comprehensive income	(138)	62
Closing balance	3,161	3,299

34.2 Derivative financial instruments and hedging activity

The Group's risk management policy is to hedge substantial amount of forecast transactions for each of the major currencies presently US\$, GBP £ and Euro €. The hedge limits are governed by the risk management policy. The Group uses forward foreign exchange contracts to mitigate exchange rate exposure arising from forecast sales in foreign currencies. All forward exchange contracts have been designated as hedging instruments in cash flow hedges in accordance with Ind AS 109. Details of currency hedge and forward contract values are as follows:

As at December 31, 2022

Type of hedge	Currency	Number of contracts	Nominal value (foreign currency in '000)	Carrying amount of hedging instrument (₹ lakh)	Maturity date	Weighted average strike price/rate	Changes in fair value of hedging instrument (₹ lakh)	Change in the hedging item used as the basis for recognising hedge effectiveness (₹ lakh)
Cash flow hedge								
i) Foreign exchange forward contracts	USD	38	64,611	52,567	Jan to Dec'23	81.36	(1,469)	1,469
	GBP	11	7,777	7,788	Jan to Dec'23	100.14	(67)	67
	EUR	12	6,315	5,511	Jan to Dec'23	87.27	(172)	172

As at December 31, 2021

Type of hedge	Currency	Number of contracts	Nominal value (foreign currency in '000)	Carrying amount of hedging instrument (₹ lakh)	Maturity date	Weighted average strike price/rate	Changes in fair value of hedging instrument (₹ lakh)	Change in the hedging item used as the basis for recognising hedge effectiveness (₹ lakh)
Cash flow hedge								
i) Foreign exchange forward contracts	USD	59	58,787	45,503	Jan to Dec'22	77.40	701	(701)
	GBP	21	7,288	7,699	Jan to Dec'22	105.64	201	(201)
	EUR	12	6,846	6,317	Jan to Dec'22	92.27	388	(388)

Movement in cash flow hedging reserve

(₹ lakh)

Particulars	Foreign exchange forward contract
As at January 1, 2021	492
Add: Changes in fair value of effective portion of outstanding forecasted cash flow hedge	333
Less: Amounts reclassified to statement of profit or loss	299
Less: Tax relating to above (net)	(159)
As at January 1, 2022	965
Add: Changes in fair value of effective portion of outstanding forecasted cash flow hedge	(2,874)
Add: Amounts reclassified to statement of profit or loss	(123)
Less: Tax relating to above (net)	754
As at December 31, 2022	(1,278)

The Group uses foreign exchange forward contracts to hedge its exposure to foreign currency risk. Hedge is broadly classified as revenue hedge and receivable hedge.

Revenue hedge: For forecasted revenue transaction, the Group will adopt cash flow hedge and record mark to market through OCI. Effective hedge is routed through OCI in the balance sheet and the ineffective portion is immediately routed through the statement of profit and loss.

Details of unhedged foreign exposure

Currency	As at December 31, 2022		As at December 31, 2022	
	(Foreign currency in '000)		(₹ lakh)	
	Assets	Liabilities	Assets	Liabilities
Monetary				
USD	58,109	1,077	48,153	893
GBP	1,497	270	1,491	269
EUR	8,861	176	7,792	155
Others	3,257	2,397	1,002	549

Currency	As at December 31, 2021		As at December 31, 2021	
	(Foreign currency in '000)		(₹ lakh)	
	Assets	Liabilities	Assets	Liabilities
Monetary				
USD	70,686	8,307	52,774	6,202
GBP	6,041	216	6,059	217
EUR	5,518	884	4,659	746
Others	1,913	5,487	445	1,569

35. Financial risk management

The Group is exposed to various risks in relation to financial instruments. The Group's financial assets and liabilities by category are summarised in note 34. The main types of risks are market risk (foreign currency exchange rate risk and price risk), business and credit risks and liquidity risk. The Group has in place a robust risk management policy with overall governance and oversight from the Audit Committee and Board of Directors. Risk assessment is conducted periodically and the Group has a mechanism to identify, assess, mitigate and monitor various risks to key business objectives.

The policies for managing specific risks are summarised below:

35.1 Market risk

Market risk is the risk that the fair value or future cash flow of a financial instrument will fluctuate because of changes in market price. Such changes may result from changes in foreign currency exchange rates, interest rates, price and other market changes. The Group exposure to market risk is mainly due to foreign exchange rates and price risk.

Foreign currency exchange rate risk

Our exposure to market risk includes changes in foreign exchange rates. Exposures to currency exchange rates arise from the Group's overseas sales and purchases, which are primarily denominated in US\$, GBP £ and Euro €. As of December 31, 2022 and December 31, 2021, we have entered into foreign exchange forward contracts to hedge the effect of adverse fluctuations in foreign currency exchange rates. The details of the outstanding foreign exchange forward contracts are given under note 34.2

Following is the currency profile of non-derivative financial assets and financial liabilities:

Currency	As at December 31, 2022		As at December 31, 2022	
	(Foreign currency in '000)		(` lakh)	
	Financial assets	Financial liabilities	Financial assets	Financial liabilities
USD	58,109	1,077	48,153	893
GBP	1,497	270	1,491	269
EURO	8,861	176	7,792	155
Others	3,257	2,397	1,002	549

Currency	As at December 31, 2021		As at December 31, 2021	
	(Foreign currency in '000)		(` lakh)	
	Financial assets	Financial liabilities	Financial assets	Financial liabilities
USD	70,686	8,307	52,774	6,202
GBP	6,041	216	6,059	217
EURO	5,518	884	4,659	746
Others	1,913	5,487	445	1,569

For the year ended December 31, 2022, every 5% increase/decrease of the respective foreign currencies compared with the functional currency of the Group would impact operating margins by ₹ 2,829 lakh (+/-3.88%). For the year ended December 31, 2021, operating margins would increase/decrease by ₹ 2,760 lakh (+/-4.52%). Exposure to foreign currency exchange rates vary during the year depending on the volume of overseas transactions. Nonetheless, the analysis above is considered to be representative of the Group's exposure to currency risk.

Price risk

Price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Group has adopted disciplined practices including position sizing, diversification, valuation, loss prevention, due diligence, and exit strategies in order to mitigate losses.

The Group is exposed to price risk arising mainly from investments in mutual funds recognised at FVTPL. The details of such investments are given under note 8. If the prices had been higher/lower by 5% from the market prices existing as at reporting dates, profit would increase/decrease by ₹ 2,463 lakh and ₹ 2,247 lakh for the year ended December 31, 2022 and December 31, 2021 respectively.

The Group is exposed to price risk arising mainly from investments in quoted equity instruments recognised at FVTOCI. The details of such investments are given under note 8. If the equity prices had been higher/lower by 5% from the market prices existing as at the reporting date, OCI would increase/decrease by ₹ 796 lakh and ₹ 812 lakh for the year ended December 31, 2022 and December 31, 2021, respectively.

35.2 Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. For the Group, liquidity risk arises from obligations on account of financial liabilities - trade payables and other financial liabilities.

Liquidity risk management

The Group maintains adequate amount of liquidity/treasury to meet strategic and growth objectives. The Group has ensured a balance between earning adequate returns on liquidity/treasury assets and the need to cover financial and business risks. The Group's treasury department is responsible for liquidity and funding as well as settlement management. In addition, processes and policies related to such risks are overseen by senior management. Management monitors the Group's net liquidity position through rolling forecasts on the basis of expected cash flows.

The treasury position of the Group is given below:

Financial assets maturing within and after one year

Particulars	As at December 31, 2022		As at December 31, 2021	
	(₹ lakh)			
	Within one year	More than one year	Within one year	More than one year
Trade receivables	75,883	-	54,100	-
Cash and cash equivalents	31,925	-	28,992	-
Other bank balances	218	-	443	-
Loans	323	-	233	-
Investments	49,265	19,077	44,946	19,538
Other financial assets	3,063	1,309	1,918	3,030
Total	160,677	20,386	130,632	22,568

Financial liabilities maturing within and after one year:

Particulars	As at December 31, 2022		As at December 31, 2021	
	Within one year	More than one year	Within one year	More than one year
	Lease liabilities	5,957	2,389	5,617
Trade payables	14,392	-	13,370	-
Other financial liabilities	32,605	4,235	23,424	2,608
Total	52,954	6,624	42,411	10,205

(₹ lakh)

35.3 Business and credit risks

To mitigate the risk arising from high dependence on any one business for revenues, the Group has adopted a strategy of diversifying into new products/services and into different business segments. To address the risk of dependence on a few large clients and a few sectors in the business segments, the Group has also actively sought to diversify its client base and industry segments.

Credit risk refers to risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The Group is exposed to this risk for receivables from customers.

To manage credit risk, the Group periodically assesses the financial reliability of customers and other counterparties, taking into account the financial condition, current economic trends, analysis of historical bad debts and ageing of accounts receivable. Individual risk limits are set accordingly. The Group uses a provision margin to compute the expected credit loss allowance for trade receivables. Further, the Group doesn't have significant credit risk exposure to any single counterparty or a group of counterparties and has adequate provision for credit risk/bad debts. Trade receivables are monitored on a periodic basis for any non-recoverability of the dues. Bank balances are held with only high-rated banks. Refer to note 13.4 for trade receivables ageing.

36. Details of contingent liabilities and capital commitments

Particulars	As at	As at
	December 31, 2022	December 31, 2021
A. Contingent liabilities		
1. Bank guarantee in the normal course of business	1,229	1,455
2. Disputed income tax, sales tax, service tax and GST demand:		
(i) Pending before appellate authorities in respect of which the Group is in appeal	41,148	23,306
(ii) Decided in the Group's favour by appellate authorities and department is in further appeal	1,022	1,215
3. Provident fund		
Based on the judgement by the Honourable Supreme Court dated February 28, 2019, past provident fund liability, is not determinable at present, in view of uncertainty on the applicability of the judgement to the Group with respect to timing and the components of its compensation structure. In absence of further clarification, the Group has been legally advised to await further developments in this matter to reasonably assess the implications for its financial statements, if any.		
The Group periodically receives notices and inquiries from income tax authorities related to the Group's operations in various jurisdictions. The Group evaluates these notices and inquiries, and has concluded that any consequent income tax claims or demands by income tax authorities will not succeed on ultimate resolution other than what has been provided or disclosed herein.		
	43,399	25,976
B. Capital commitment		
Estimated amount of contracts (net of advances) remaining to be executed on capital account and not provided for	158	740
Total	43,557	26,716

(₹ lakh)

37. Segment reporting

Business segments:

With the alignment of CRISIL's advisory and research business as well as the Company's operating structure and "go to market" strategy, CRISIL has changed its segment reporting from current year.

CRISIL will report core segment results as follows: Ratings services; and Research, Analytics and Solutions. In conjunction with this change, certain prior year amounts have been recast to conform to the new segment reporting structure.

A description of the types of products and services provided by each reportable segment is as follows:

Ratings services: This segment includes credit ratings for corporates, banks, and bank loans; credit analysis services; grading services; and global analytical services.

Research, Analytics and Solutions: This segment includes global research and risk solutions services, industry reports, customised research assignments, subscription to data services, independent equity research (IER), IPO gradings, training, credit ratings for small and medium enterprises (SMEs), advisory services, and a comprehensive range of risk management tools, analytics and solutions for financial institutions, banks and corporates in India.

Segment reporting for the year ended December 31, 2022

(₹ lakh)

Particulars	Business segments		Total
	Ratings services	Research, Analytics and Solutions	
Operating revenue (refer to note 29)	66,343	210,529	276,872
Segment results	27,859	45,708	73,567
Add / (less) unallocables:			
1. Unallocable income			
Interest income			360
Profit on sale of current investments			1,149
Profit on sale of fixed asset			114
Grant income			54
Others*			4,422
2. Unallocable expenditure			(384)
3. Depreciation/ amortisation (unallocable)			(5,042)
Profit before exceptional items			74,240
Exceptional items			-
Profit before tax			74,240
Tax expense			(17,801)
Profit after tax			56,439
Segment assets	24,057	153,099	177,156
Unallocable assets**			105,944
Segment liabilities	19,618	59,716	79,334
Unallocable liabilities**			24,568

Revenue and total assets by geographic segment

(₹ lakh)

Geography	Revenue	Assets #
India	72,852	146,343
Europe	71,138	54,539
North America	110,747	49,937
Rest of the world	22,135	9,162
Total	276,872	259,981

Segment reporting for the year ended December 31, 2021

(₹ lakh)

Particulars	Business segments		Total
	Ratings services	Research, Analytics and Solutions	
Operating revenue (refer to note 29)	59,241	170,828	230,069
Segment results	25,378	33,960	59,338
Add / (less) unallocables:			
1. Unallocable income			
Interest income			371
Profit on sale of current investments			1,040
Profit on sale of fixed asset			79
Grant income			17
Others*			2,527
2. Unallocable expenditure			(952)
3. Depreciation/ amortisation (unallocable)			(5,158)
Profit before exceptional items			57,262
Exceptional items			4,582
Profit before tax			61,844
Tax expense			(15,263)
Profit after tax			46,581
Segment assets	18,862	129,270	148,132
Unallocable assets**			102,255
Segment liabilities	15,806	53,589	69,395
Unallocable liabilities**			23,150

Revenue and total assets by geographic segment

(₹ lakh)

Geography	Revenue	Assets #
India	66,913	145,510
Europe	50,999	42,282
North America	90,617	35,328
Rest of the world	21,540	9,776
Total	230,069	232,896

Notes to segmental results :

* Other income which have been allocated to business segments has not been considered in determining unallocable income.

**Assets and liabilities used interchangeably between business segments have been classified as unallocable. The Group believes that it is currently not practical to allocate these assets and liabilities since a meaningful segregation of the available data is not feasible.

#Total asset for the purpose of geographical segment does not include deferred tax asset and tax asset.

Entity-wide disclosures

None of the customers for the year ended December 31, 2022 and December 31, 2021 constituted 10% or more of the total revenue of the Group.

38. List of related parties

Parties	Relationship
Related parties where control exists	
S&P Global Inc.	The Ultimate Holding Company
CRISIL Foundation	Controlled trust
Other related parties (to the extent where transactions have taken place)	
S&P India, LLC	Fellow subsidiary
Standard & Poor's International LLC	Fellow subsidiary
Standard & Poor's South Asia Services Private Limited	Fellow subsidiary
S&P Global Limited	Fellow subsidiary
S&P Global Switzerland SA	Fellow subsidiary
S&P Global Asian Holdings Pte. Limited	Fellow subsidiary
S&P Global Canada Corp.	Fellow subsidiary
S&P Global UK Limited	Fellow subsidiary
S&P Global Ratings UK Limited	Fellow subsidiary
S&P Global Ratings Europe Limited	Fellow subsidiary
Standard & Poor's Financial Services, LLC	Fellow subsidiary
S&P Global Ratings Singapore Pte Ltd	Fellow subsidiary
S&P Global Ratings Hong Kong Limited	Fellow subsidiary
S&P Global Ratings Australia Pty Ltd	Fellow subsidiary

Parties	Relationship
S&P Global Ratings Japan Inc.	Fellow subsidiary
S&P Global Market Intelligence LLC	Fellow subsidiary
S&P Global Market Intelligence Inc.	Fellow subsidiary
S&P Trucost Limited	Fellow subsidiary
IHS Global FZ LLC	Fellow subsidiary
Markit North America, Inc	Fellow subsidiary
Asia Index Private Limited	Fellow subsidiary
Nreach Online Services Private Limited	Entity over which KMP are able to exercise significant influence (with effect from October 1, 2021 till April 8, 2022)
Key Management Personnel	
Girish Paranjpe	Independent Director
Vinita Bali	Independent Director
Amar Raj Bindra	Independent Director (with effect from December 1, 2021)
Shyamala Gopinath	Independent Director
M. Damodaran	Independent Director (up to October 1, 2021)
Yann Le Pallec	Director (with effect from October 3, 2022)
Elizabeth Mann	Director (with effect from November 29, 2021 till July 22, 2022)
Ewout Steenbergen	Director
Martin Fraenkel	Director (up to November 29, 2021)
John L Berisford	Chairman
Ashu Suyash*	Managing Director & Chief Executive Officer (up to September 30, 2021)
Amish Mehta*	Managing Director & Chief Executive Officer (with effect from October 1, 2021)
Sanjay Chakravarti*	Chief Financial Officer
Minal Bhosale*	Company Secretary

* Related party under the Companies Act, 2013

Transactions with related parties

(₹ lakh)

Name of the related party	Nature of transaction / outstanding balances	As at and for the year ended December 31, 2022	As at and for the year ended December 31, 2021
S&P Global Canada Corp.	Professional services rendered	272	195
	Amount receivable	10	17
S&P Global Ratings Europe Limited	Professional services rendered	3,174	2,773
	Reimbursement of expenses received	7	7
	Amount receivable	605	2
S&P Global Ratings UK Limited	Professional services rendered	2,299	2,054
	Amount receivable	436	2
Standard & Poor's Financial Services, LLC	Professional services rendered	15,400	13,922
	Reimbursement of expenses paid	619	536
	Amount receivable	2,631	17
S&P Global Ratings Singapore Pte Ltd	Professional services rendered	537	522
	Amount receivable	30	50
S&P Global Ratings Hong Kong Limited	Professional services rendered	1,520	1,616
	Amount receivable	308	377
S&P Global Ratings Australia Pty Ltd	Professional services rendered	635	643
	Amount receivable	53	-*
S&P Global Ratings Japan Inc.	Professional services rendered	358	292
	Amount receivable	72	-
S&P Global Market Intelligence LLC	Subscription fees paid	347	395
	Professional services rendered	609	569
	Professional fee paid	99	-
	Amount receivable	317	137

Transactions with related parties

(₹ lakh)

Name of the related party	Nature of transaction / outstanding balances	As at and for the year ended December 31, 2022	As at and for the year ended December 31, 2021
Standard & Poor's International LLC	Dividend paid	2,820	2,280
	Share capital outstanding	60	60
	Amount receivable	-*	-*
S&P India, LLC	Dividend paid	14,668	11,860
	Share capital outstanding	312	312
S&P Global Asian Holdings Pte. Limited	Dividend paid	5,416	4,379
	Share capital outstanding	115	115
IHS Global FZ LLC	Professional services rendered	46	-
	Amount receivable	8	-
Standard & Poor's South Asia Services Private Limited	Reimbursement of expenses received	1,240	1,169
	Amount receivable	257	52
S&P Trucost Limited	Professional services rendered	352	174
	Amount receivable	130	23
Asia Index Private Limited	Reimbursement of expenses paid	2	2
	Amount payable	2	-
Markit North America, Inc	Professional services rendered	396	-
	Amount receivable	318	-
Nreach Online Services Private Limited	Purchase of stationary	8	-
S&P Global Inc.	Professional services rendered	-*	203
	Rent paid	399	438
	Amount payable	35	-
	Amount receivable	-	-*
S&P Global Market Intelligence Inc.	Reimbursement of expenses received	65	59
	Amount receivable	4	16
S&P Global Limited	Rent paid	35	-
S&P Global UK Limited	Rent paid	-	174
	Professional services rendered	675	1,016
	Amount payable	-	10
	Amount receivable	231	195
S&P Global Switzerland SA	Professional services rendered	2,083	121
	Amount receivable	620	-
CRISIL Foundation	Donation	958	824
	Loan given	110	-
	Loan repaid	110	-
	Interest income	-*	-
	Donation collected from employees and paid to foundation	-	40
	Reimbursement of expenses received	67	-
	Amount receivable	80	-
Girish Paranjpe	Sitting fees and commission	73	76
Shyamala Gopinath	Sitting fees and commission	83	76
Vinita Bali	Sitting fees and commission	54	53
M. Damodaran	Sitting fees and commission	-	39
Amar Raj Bindra	Sitting fees and commission	69	5
Ashu Suyash**	Remuneration	-	1,073
	Transfer of assets	-	43
Amish Mehta**	Remuneration	969	620
Sanjay Chakravarti**	Remuneration	263	257
Minal Bhosale**	Remuneration	146	118

-* in amounts column denote amount less than ₹ 50,000

** Note: Employee benefits that requires actuarial valuation or are linked to events or fulfilment of conditions are disclosed in Managerial Remuneration as and when paid.

39. Leases

The Group has adopted Ind AS 116 using the modified retrospective method and has applied the standard to its leases with the cumulative impact. The Group has elected not to recognise right-to-use assets and lease liabilities for short term leases (lease term of 12 months or less) and leases of low-value and has recognised the lease payments for such leases as an expense over the lease term.

39.1 Following is the movement in lease liabilities:

Particulars	(₹ lakh)	
	As at December 31, 2022	As at December 31, 2021
Opening balance	13,214	22,413
Adjustments	-	(4,651)
Less: Modification of lease term	(145)	(1,557)
Add: Additions	526	3,322
Add : Forex adjustment	180	(588)
Add: Interest recognised during the year	640	893
Less: Waiver of lease rent	-	(794)
Payment made	(6,069)	(5,823)
Closing balance	8,346	13,214
Bifurcation of lease liability:		
Non-current	2,389	7,597
Current	5,957	5,617
Total	8,346	13,214

39.2 The table below provides details regarding the contractual maturities of lease liabilities as at December 31, 2022, at an undiscounted basis:

Particulars	(₹ lakh)	
	Year ended December 31, 2022	Year ended December 31, 2021
Future minimum lease payments:		
Not later than one year	6,023	6,716
Later than one year and not later than five years	2,903	8,419
Later than five years	53	128
Total	8,979	15,263

The Group does not face a significant liquidity risk with regard to its lease liabilities as the current assets are sufficient to meet the obligations related to lease liabilities as and when they fall due.

Rental expense recorded for short term leases as per Ind AS 16 was ₹ 849 lakh (previous year: ₹ 1,397 lakh) for the year.

The Group has recognised interest on lease liability of ₹ 640 lakh (previous year: ₹ 893 lakh) under finance costs.

The aggregate depreciation on ROU assets has been included under depreciation expense in the Statement of Profit and Loss.

40. Gratuity and other post employment benefits plans

In accordance with the Payment of Gratuity Act, 1972, the Group provides for gratuity, a defined benefit retirement plan covering eligible employees (completed continuous services of five years or more) of the Group. The Gratuity Plan provides a lump-sum payment to vested employees at retirement, death, incapacitation or termination of employment at 15 days salary of an amount based on the respective employee's salary and tenure of employment with the Group.

The following tables summarise the components of net benefit expense recognised in the Statement of Profit and Loss and the funded status and amounts recognised in the balance sheet for the respective plans.

Net employee benefit expense recognised in Statement of Profit and Loss and OCI:

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Employee benefit expense		
Current service cost	830	790
Interest cost on defined benefit obligation	173	138
Adjustment	(1)	-
Net impact on profit (before tax)	1,002	928
Remeasurement of the net defined benefit plans:		
Re-measurement - actuarial (gain)/loss	(112)	(175)
Expected return on plan assets	(150)	(7)
Adjustment	31	-
Net impact on OCI (before tax)	(231)	(182)

Balance Sheet:

Details of provision for gratuity benefit

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Present value of funded obligations	6,299	6,235
Fair value of plan assets	(2,734)	(3,369)
Net liability	3,565	2,866

Changes in the present value of the defined benefit obligation are as follows:

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Opening defined benefit obligation	6,235	5,957
Current service cost	830	790
Interest cost	391	339
Actuarial (gain)/loss	349	(72)
Actuarial (gain)/loss (financial assumptions)	(461)	(97)
Exchange gain	15	-
Benefits directly paid by the Group entities	(19)	-
Benefits paid	(1,041)	(682)
Closing defined benefit obligation	6,299	6,235

Changes in the fair value of plan assets are as follows:

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Opening fair value of plan assets	3,369	3,052
Interest income on plan assets	219	201
Contribution by employer	37	767
Return on plan assets greater / (lesser) than discount rate recognised in OCI	150	13
Benefits paid	(1,041)	(664)
Closing fair value of plan assets	2,734	3,369

Maturity profile of defined benefit obligation:

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Weighted average duration of defined benefit obligation	4 - 7.1 years	4 - 7.2 years

The defined benefit obligation shall mature after December 31, 2022 as follows:

Particulars	₹ lakh
December 31, 2023	679
December 31, 2024	740
December 31, 2025	825
December 31, 2026	900
December 31, 2027	1,093
December 31, 2028 to December 31, 2032	5,947

The major categories of plan assets as a percentage of the fair value of total plan assets are as follows:

Particulars	As at December 31, 2022	As at December 31, 2021
Investment with insurer	100%	100%

The overall expected rate of return on assets is determined based on the market prices prevailing on that date, applicable to the period over which the obligation is to be settled.

The principal assumptions used in determining gratuity for the Group's plans are as below:

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Discount rate	7.20%	6.20%
Estimated rate of return on plan assets	7.00%	7.00%
Expected employee turnover		
Service years	Rates	Rates
Service < 5	20.00%	20.00%
Service => 5	10.00%	10.00%
Increment	10% for first 4 years starting 2023 and 7% thereafter	10% for first 4 years starting 2022 and 7% thereafter
Expected employer's contribution next year (₹ lakh)	645	767

Broad category of plan assets as a percentage of total plan assets of the gratuity:

Particulars	As at December 31, 2022	As at December 31, 2021
Government securities	87%	87%
Fixed deposits, debentures and bonds	9%	9%
Others	4%	4%
Total	100%	100%

The significant actuarial assumptions for the determination of defined benefit obligations are discount rate and salary escalation rate. The sensitivity analysis below has been undertaken based on reasonably possible changes of the assumptions occurring at the end of the reporting period, holding all other assumptions constant.

Discount rate	₹ lakh
Effect on DBO due to 0.5% increase in discount rate	(212)
Effect on DBO due to 0.5% decrease in discount rate	225

Salary escalation rate	₹ lakh
Effect on DBO due to 0.5% increase in salary escalation rate	175
Effect on DBO due to 0.5% decrease in salary escalation rate	(173)

Other benefits

The Group has recognised the following amounts in the statement of profit and loss: (₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
i. Contribution to provident fund	2,080	1,789
ii. Contribution to other funds	7,402	6,091
Total	9,482	7,880

A provision of ₹ 8,028 lakh has been made for compensated absences as at December 31, 2022 (previous year: ₹ 7,401 lakh).

41. Application of Ind AS 29 in financial reporting of Argentina subsidiary

Ind AS 29 "Financial reporting in Hyperinflation Economies", which requires that the financial statements of entities whose functional currency is that of Hyperinflation economy to be adjusted for the effects of changes in a suitable general price index and to be expressed in terms of the current unit of measurement at the closing rate of the reporting period, is still applicable for the Company's Argentine subsidiary. The inflation adjustment was calculated by means of conversion factor derived from the Argentine price indexes published by the Argentina's Official Statistics Bureau ('INDEC'). The average index for the year ended December 31, 2022, was 1.95 (previous year average index: 1.51).

The main procedures for the above-mentioned adjustment are as follows:

- Monetary assets and liabilities which are carried at amounts current at the balance sheet date are not restated because they are already expressed in terms of the monetary unit current at the balance sheet date.

- ii. Non-monetary assets and liabilities which are not carried at amounts current at the balance sheet date, and components of shareholders' equity are adjusted by applying the relevant conversion factors.
- iii. All items in the income statement are restated by applying the relevant conversion factors.
- iv. The effect of inflation on the Company's net monetary position is included in the income statement, in finance cost, net, under the caption "Inflation adjustment results".

The comparative figures as at December 31, 2021, have been stated as per changes in the general price index applicable to the financial reporting of the Company's subsidiary with the Argentine peso as functional currency and, as a result have been stated in terms of such currency as of the end of comparative reporting period.

42. During the previous year, the Group had sold the building for ₹ 4,900 lakh which has resulted in profit of ₹ 4,582 lakh, disclosed under exceptional items.

43. Additional regulatory information required by Schedule III:

- i. The Group does not have any benami property held in its name. No proceedings have been initiated on or are pending against the Group for holding benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and Rules made thereunder.
- ii. The Group has not been declared willful defaulter by any bank or financial institution or other lender or government or any government authority.
- iii. The Group has complied with the requirement with respect to number of layers as prescribed under Section 2(87) of the Companies Act, 2013 read with the Companies (Restriction on number of layers) Rules, 2017.
- iv. The Group has not traded or invested in crypto currency or virtual currency during the year.
- v. The Group did not have any transactions with companies struck off under Section 248 of the Companies Act, 2013 or Section 560 of Companies Act, 1956 during the year.
- vi. The Group does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period.
- vii. The Group has not been sanctioned working capital limits by banks or financial institutions on the basis of security of current assets at any point of time during the year.
- viii. No funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Group to or in any other person(s) or entity(ies), including foreign entities ("Intermediaries") with the understanding, whether recorded in writing or otherwise, that the Intermediary shall lend or invest in party identified by or on behalf of the Group (Ultimate Beneficiaries). The Group has not received any fund from any parties with understanding that the Group shall whether, directly or indirectly lend or invest in other persons or entities identified by or on behalf of the Group ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

44. Merger of CRISIL Risk and Infrastructure Solutions Limited (CRIS) and Pragmatix Services Private Limited (PSPL)

- i. The Board of Directors of the Company has approved arrangement for amalgamation of two wholly owned subsidiaries (CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited - Transferor Company) with the Company in its Board meeting held on December 13, 2021. The Company has filed necessary applications to the National Company Law Tribunal (NCLT) on December 27, 2021. The Scheme has been sanctioned by the National Company Law Tribunal (NCLT) with appointed date as April 1, 2022 and the Scheme became effective on September 1, 2022.
- ii. The authorised equity share capital of the Company has been increased by the authorised equity share capital of the former CRIS and PSPL in accordance with the Scheme of Merger vide Board resolution dated December 13, 2022.

45. Employee stock option scheme (ESOS)

The Group has formulated an ESOS based on which employees are granted options to acquire the equity shares of the parent Company that vests in a graded manner. The options are granted at the closing market price prevailing on the stock exchange, immediately prior to the date of grant. Details of the ESOS granted are as under:

Particulars	Date of grant	No. of options granted	Exercise price ₹	Graded vesting period :			Weighted average price (₹)**
				1st year	2nd year	3rd year	
ESOS 2014 (1)	17-Apr-14 *	2,860,300	1,217.20	953,433	953,433	953,434	469.48
ESOS 2014 (2)	01-Jun-15 *	71,507	2,101.10	23,835	23,835	23,837	708.36
ESOS 2012 (1)	16-Apr-12	903,150	1,060.00	180,630	361,260	361,260	320.59
ESOS 2012 (2)	16-Apr-12	5,125	1,060.00	5,125	-	-	230.97
ESOS 2012 (3)	14-Feb-14	123,000	1,119.85	24,600	49,200	49,200	334.20
ESOS 2011 (1)	14-Feb-11	1,161,000	579.88	232,200	464,400	464,400	185.21
ESOS 2011 (2)	14-Feb-11	23,750	579.88	23,750	-	-	149.41
ESOS 2011 (3)	03-Oct-14	33,000	1,985.95	6,600	13,200	13,200	583.69
ESOS 2011 (4)	25-Feb-15	22,000	2,025.20	4,400	8,800	8,800	515.78
ESOS 2011 (5)	16-Dec-16	194,200	2,180.85	38,840	77,680	77,680	621.74
ESOS 2012 (4)	16-Dec-16	47,800	2,180.85	9,560	19,120	19,120	621.74
ESOS 2014 (3)	16-Dec-16*	82,100	2,180.85	27,093	27,093	27,914	734.46
ESOS 2014 (4)	09-Mar-17*	13,400	1,997.35	4,422	4,422	4,556	680.28
ESOS 2014 (5)	17-Jul-17*	25,000	1,956.55	8,250	8,250	8,500	626.51
ESOS 2014 (6)	8-Jan-18*	8,000	1,919.25	2,666	2,666	2,667	623.48
ESOS 2014 (7)	24-Jan-18*	238,970	1,969.45	79,656	79,656	79,658	651.23
ESOS 2014 (8)	04-Apr-18	164,457	1,841.35	54,818	54,818	54,820	410.12
ESOS 2014 (9)	16-Apr-19	226,155	1,568.85	75,384	75,384	75,387	332.35

* At the end of 3rd, 4th & 5th year in equal tranches

**Weighted average price of options as per Black -Scholes Option Pricing model at the grant date.

The Company had three schemes under which options have been granted in the past. Under ESOS 2011, ESOS 2012, ESOS 2014 (8) and ESOS 2014 (9) options vest over three years at each of the anniversaries. ESOS 2011 and ESOS 2012 are exercisable within three years from the date of vesting and are settled in equity on exercise. ESOS 2014 (8) and ESOS 2014 (9) are exercisable within two years from the date of vesting and are settled in equity on exercise.

Under ESOS 2014 (1-7) options vest over five years starting from third anniversary of the grant. Options are exercisable within two years from the date of vesting and are settled in equity on exercise.

Summary for each scheme as at December 31, 2022

Particulars	ESOS - 2011		ESOS - 2012		ESOS - 2014	
	Number of options	Wtd. avg. exercise price ₹	Number of options	Wtd. avg. exercise price ₹	Number of options	Wtd. avg. exercise price ₹
Outstanding at the beginning of the year	132,075	2,180.85	5,000	2,180.85	242,489	1,784.14
Granted during the year	-	N.A.	-	N.A.	-	N.A.
Forfeited during the year	15,120	2,180.85	-	N.A.	17,419	1,763.01
Exercised during the year	70,555	2,180.85	-	N.A.	125,043	1,784.60
Expired during the year	42,120	2,180.85	-	N.A.	2,855	2,079.18
Outstanding at the end of the year	4,280	2,180.85	5,000	2,180.85	97,172	1,791.26
Exercisable at the end of the year	4,280	2,180.85	5,000	2,180.85	90,167	1,778.91

The summary for each scheme as at December 31, 2021

Particulars	ESOS - 2011		ESOS - 2012		ESOS - 2014	
	Number of options	Wtd. avg. exercise price ₹	Number of options	Wtd. avg. exercise price ₹	Number of options	Wtd. avg. exercise price ₹
Outstanding at the beginning of the year	155,360	2,180.85	31,840	2,180.85	641,465	1,678.36
Granted during the year	-	N.A.	-	N.A.	-	N.A.
Forfeited during the year	-	N.A.	21,840	2,180.85	113,044	1,918.31
Exercised during the year	23,285	2,180.85	-	N.A.	251,871	1,444.53
Expired during the year	-	-	5,000	2,180.85	34,061	1,857.97
Outstanding at the end of the year	132,075	2,180.85	5,000	2,180.85	242,489	1,784.14
Exercisable at the end of the year	132,075	2,180.85	5,000	2,180.85	157,646	1,833.47

Particulars	Date	Wtd. avg. exercise price (₹)
Weighted average share price at the date of exercise	February 15, 2022	2,998.72
	April 21, 2022	2,941.46
	July 21, 2022	3,274.10
	October 21, 2022	3,206.04

Particulars	Range of exercise prices ₹	Wtd. avg. remaining contractual life
Range of exercise prices and weighted average remaining contractual life	1568.85 to 1,997.35	489 days
	2,101.10 to 2,180.85	160 days

Cash inflow on exercise of options at the weighted average share price at the date of exercise

Particulars	Year ended December 31, 2022		Year ended December 31, 2021	
	Numbers	₹ lakh	Numbers	₹ lakh
Exercised during the year*	195,598	3,547	275,156	4,146
Total	195,598	3,547	275,156	4,146

*Excludes share application money pending allotment

There are no cash settled plans implemented by the Company and hence there is no further liability booked in the books.

The estimates of future cash inflow that may be received upon exercise of options

Particulars	Year ended December 31, 2022		Year ended December 31, 2021	
	Numbers	₹ lakh	Numbers	₹ lakh
Not later than two years	106,452	1,943	379,564	7,316
Total	106,452	1,943	379,564	7,316

46. Earnings per share

The following reflects the profit and share data used in the basic and diluted earnings per share (EPS) computations:

Particulars	(₹ lakh)	
	Year ended December 31, 2022	Year ended December 31, 2021
Net profit for calculation of basic/diluted EPS	56,439	46,581

Particulars	(₹ lakh)	
	Year ended December 31, 2022	Year ended December 31, 2021
Weighted average number of equity shares in calculating basic EPS	73,006,144	72,750,531
Effect of dilution:		
Add: weighted average stock options granted under ESOS	45,114	77,440
Weighted average number of equity shares in calculating diluted EPS	73,051,258	72,827,971

Particulars	(₹ lakh)	
	Year ended December 31, 2022	Year ended December 31, 2021
Earnings per share : Nominal value of ₹ 1		
Basic (₹)	77.31	64.03
Diluted (₹) (On account of ESOS, refer to note 45)	77.26	63.96

47. Dividend

Details of dividend paid on equity shares are as under:

Particulars	(₹ lakh)	
	Year ended December 31, 2022	Year ended December 31, 2021
Final dividend for the year 2021 (previous year: 2020) ₹ 22 per equity share of ₹ 1 each (previous year: ₹ 14 per share)	16,052	10,175
Interim dividend for the year 2022 (previous year: 2021) ₹ 25 per equity share of ₹ 1 each (previous year: ₹ 24 per share)	18,262	17,474
Total	34,314	27,649

The Board of Directors at its meeting held on February 17, 2023 have recommended a payment of final dividend of ₹ 23 per equity share of face value of ₹ 1 each for the financial year ended December 31, 2022. The above is subject to approval at the ensuing Annual General Meeting of the Company and hence is not recognised as a liability.

48. The Board of Directors of CRISIL Irevna US LLC and Greenwich Associates LLC vide Board resolution dated October 21, 2022 have approved a scheme of amalgamation. Pursuant to the merger, all contracts, employees and assets of Greenwich Associates LLC would be merged with/ transferred to CRISIL Irevna US LLC. As at the balance sheet date, the management is in the process to get these formalities processed.

49. Statement pursuant to details to be furnished for subsidiaries as prescribed by Companies Act, 2013

As at and for the year ended December 31, 2022

Name of the entity	Net assets, i.e., total assets minus total liabilities		Share in profit or loss		Share in other comprehensive income		Share in total comprehensive income	
	As % of consolidated net assets	₹ lakh	As % of consolidated profit or loss	₹ lakh	As % of consolidated other comprehensive income	₹ lakh	As % of consolidated total comprehensive income	₹ lakh
1	2	3	4	5	6	7	8	9
Parent: CRISIL Limited	59.7%	107,038	65.6%	37,051	51.6%	(2,231)	66.8%	34,820
Subsidiaries								
Indian								
1. CRISIL Ratings Limited	4.0%	7,232	29.2%	16,497	0.3%	(14)	31.6%	16,483
Foreign								
1. CRISIL Irevna Argentina S.A.	0.6%	1,047	-0.6%	(314)	0.0%	-	-0.6%	(314)
2. CRISIL Irevna Poland SP.Zo.o.	0.5%	868	0.4%	199	0.0%	-	0.4%	199
3. CRISIL Irevna UK Limited	36.4%	65,256	10.6%	5,992	0.0%	-	11.5%	5,992
4. CRISIL Irevna US LLC	15.9%	28,523	0.7%	393	0.0%	-	0.8%	393
5. CRISIL Irevna Information Technology (Hangzhou) Co. Ltd.	0.4%	767	0.5%	275	0.0%	-	0.5%	275
6. Coalition Development Limited	10.1%	18,065	23.3%	13,144	0.0%	-	25.2%	13,144
7. Coalition Development Singapore Pte Limited	0.2%	342	0.1%	48	0.0%	-	0.1%	48
8. Greenwich Associates LLC	1.8%	3,263	8.2%	4,608	0.0%	-	8.8%	4,608
9. Greenwich Associates Singapore Pte Limited	0.2%	402	0.1%	38	0.0%	-	0.1%	38
10. Greenwich Associates Japan K.K.	0.1%	207	0.0%	(7)	0.0%	-	0.0%	(7)
11. Greenwich Associates Canada ULC	0.4%	703	-0.1%	(38)	0.0%	-	-0.1%	(38)
12. Greenwich Associates UK Limited	1.4%	2,476	0.1%	53	0.0%	-	0.1%	53
13. CRISIL Irevna Australia Pty Ltd	0.1%	136	0.0%	23	0.0%	-	0.0%	23
Total elimination/adjustment	-31.8%	(57,129)	-38.1%	(21,523)	48.1%	(2,077)	-45.2%	(23,600)
TOTAL	100%	179,198	100%	56,439	100%	(4,322)	100%	52,117

As at and for the year ended December 31, 2021

Name of the entity	Net assets, i.e., total assets minus total liabilities		Share in profit or loss		Share in other comprehensive income		Share in total comprehensive income	
	As % of consolidated net assets	₹ lakh	As % of consolidated profit or loss	₹ lakh	As % of consolidated other comprehensive income	₹ lakh	As % of consolidated total comprehensive income	₹ lakh
1	2	3	4	5	6	7	8	9
Parent: CRISIL Limited	61.5%	97,141	102.4%	47,702	94.6%	3,029	101.9%	50,731
Subsidiaries								
Indian								
1. CRISIL Risk and Infrastructure Solutions Limited (refer to note 47)	4.1%	6,543	1.5%	718	0.0%	(1)	1.4%	717
2. Pragmatix Services Private Limited (refer to note 47)	1.2%	1,853	0.6%	273	1.4%	45	0.6%	318
3. CRISIL Ratings Limited	4.4%	6,952	32.9%	15,338	2.4%	76	31.0%	15,414
Foreign								
1. CRISIL Irevna Argentina S.A.	3.2%	5,036	-0.1%	(63)	0.0%	-	-0.1%	(63)
2. CRISIL Irevna Poland SP.Zo.o.	0.4%	626	0.5%	220	0.0%	-	0.4%	220
3. CRISIL Irevna UK Limited	35.3%	55,668	10.1%	4,698	0.0%	-	9.4%	4,698
4. CRISIL Irevna US LLC	6.4%	10,033	1.4%	639	0.0%	-	1.3%	639
5. CRISIL Irevna Information Technology (Hangzhou) Co. Ltd.	0.4%	644	0.6%	264	0.0%	-	0.5%	264
6. Coalition Development Limited	3.8%	5,972	9.4%	4,384	0.0%	-	8.8%	4,384
7. Coalition Development Singapore Pte Limited	0.5%	845	0.6%	271	0.0%	-	0.5%	271
8. Greenwich Associates LLC	-0.6%	(926)	2.7%	1,258	0.0%	-	2.5%	1,258
9. Greenwich Associates Singapore PTE. LTD.	1.1%	1,671	0.3%	125	0.0%	-	0.3%	125
10. Greenwich Associates Japan K.K.	0.1%	233	0.0%	9	0.0%	-	0.0%	9
11. Greenwich Associates Canada ULC	0.4%	655	0.0%	9	0.0%	-	0.0%	9
12. Greenwich Associates UK Limited	1.8%	2,911	0.1%	59	0.0%	-	0.1%	59
13. CRISIL Irevna Australia Pty Ltd	0.1%	113	0.1%	29	0.0%	-	0.1%	29
Total elimination/adjustment	-24.1%	(38,128)	-63.1%	(29,352)	1.6%	54	-58.7%	(29,298)
TOTAL	100%	157,842	100%	46,581	100%	3,203	100%	49,784

50. The figures for the previous year have been regrouped/ rearranged wherever necessary to conform to the current year's classification in order to comply with the requirements of the amended schedule III to the Companies Act, 2013 effective April 1, 2021.

This is the summary of significant accounting policies and other explanatory information referred to in our report of even date

For Walker Chandio & Co LLP

Chartered Accountants
Firm Registration No.: 001076N/N500013

Khushroo B. Panthaky
Partner
Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited

John L Berisford
Chairman
[DIN: 07554902]

Amish Mehta
Managing Director & Chief Executive Officer
[DIN: 00046254]

Sanjay Chakravarti
Chief Financial Officer

Minal Bhosale
Company Secretary

Place: Mumbai
Date: February 17, 2023

Place: Jaipur
Date: February 17, 2023

Form AOC-I
(Pursuant to first proviso to sub-section (3) of section 129 read with Rule 5 of Companies (Accounts) Rules, 2014)
Statement containing salient features of the financial statement of subsidiaries/associate companies/joint ventures Part "A": Subsidiaries
(Information in respect of each subsidiary to be presented with amounts in ₹ lakh)

Sl. No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Name of the subsidiary	CRISIL Ratings Limited	CRISIL Irevna Argentina S.A. SP.Zo.o.	CRISIL Irevna Poland	CRISIL Irevna UK Limited	CRISIL Irevna US LLC	CRISIL Information Technology (Hangzhou) Co. Ltd.	Coalition Development Limited	Coalition Development Singapore Pte Limited	Greenwich Associates LLC	Greenwich Associates Singapore PTE. LTD.	Greenwich Associates Japan K.K.	Greenwich Associates Canada ULC	Greenwich Associates UK Limited	CRISIL Irevna Australia Pty Ltd
The date since when subsidiary was acquired/Investment in subsidiary	3-Jun-19	21-May-07	14-Nov-08	19-Oct-04	19-Oct-04	22-Jul-10	3-Jul-12	3-Jul-12	26-Feb-20	26-Feb-20	26-Feb-20	26-Feb-20	26-Feb-20	28-Aug-20
Reporting period for the subsidiary concerned, if different from the holding Company's reporting period	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022	Dec 31, 2022
Reporting currency	INR	ARS	PLN	GBP	USD	CNY	GBP	SGD	USD	SGD	JPY	USD	USD	AUD
Exchange rate as at the last date (₹)	1.00	0.47	18.76	99.59	82.87	11.87	99.59	61.38	82.87	61.38	0.62	82.87	82.87	55.83
Share capital	2,610	172	9	4,441	28,421	247	151	-*	6,666	-*	65	7	1,089	84
Reserves & surplus	4,622	875	859	60,815	102	520	17,914	342	(3,403)	402	142	696	1,387	52
Total assets	23,477	1,781	1,465	75,058	37,463	1,295	28,942	428	20,916	683	301	717	1,934	219
Total liabilities	23,477	1,781	1,465	75,058	37,463	1,295	28,942	428	20,916	683	301	717	1,934	219
Investments	-	-	-	55,167	24,486	-	-*	-	1,161	-	-	-	-	-
Turnover	42,290	5,812	3,823	40,192	17,516	2,935	42,528	670	29,930	1,956	497	-	1,758	752
Profit before taxation	22,343	(389)	256	6,912	126	373	16,077	53	6,037	50	7	(16)	84	35
Tax expense	5,846	(75)	57	920	(267)	98	2,933	5	1,429	12	14	22	31	12
Profit after taxation	16,497	(314)	199	5,992	393	275	13,144	48	4,608	38	(7)	(38)	53	23
Dividend Paid	16,200	-	-	-	-	232	1,924	694	-	1,442	-	-	1,924	-
% of shareholding	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

*-' in amounts' columns denote amount less than ₹ 50,000

For and on behalf of the Board of Directors of CRISIL Limited

John L Berisford
 Chairman
 [DIN: 07554902]

Amish Mehta
 Managing Director & Chief Executive Officer
 [DIN: 00046254]

Sanjay Chakravarti
 Chief Financial Officer

Minal Bhosale
 Company Secretary

Date: February 17, 2023

Standalone Financial Statements

Independent Auditor's Report

To the Members of CRISIL Limited

Report on the Audit of the Standalone Financial Statements

Opinion

1. We have audited the accompanying standalone financial statements of CRISIL Limited (the Company), which comprises the balance sheet as at December 31, 2022, the statement of profit and loss (including other comprehensive income), the statement of cash flow and the statement of changes in equity for the year then ended, and a summary of the significant accounting policies and other explanatory information, in which are included the returns for the year ended on that date audited by the branch auditor of the Company's branch located in Dubai (UAE).
2. In our opinion and to the best of our information and according to the explanations given to us, and based on the consideration of the reports of the branch auditor as referred to in paragraph 16 below, the aforesaid standalone financial statements give the information required by the Companies Act, 2013, ('the Act') in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards ('Ind AS') specified under Section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015, and other accounting principles generally accepted in India, of the state of affairs of the Company as at December 31, 2022, and its profit (including other comprehensive income), its cash flows and the changes in equity for the year ended on that date.

Basis for opinion

3. We conducted our audit in accordance with the Standards on Auditing specified under Section 143(10) of the Act. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Standalone Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) together with the ethical requirements that are

relevant to our audit of the financial statements under the provisions of the Act and the rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained and that obtained by the branch auditor, in terms of their reports referred to in paragraph 16 of the Other Matter section below is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter – Scheme of amalgamation

4. We draw attention to Note 47 to the accompanying standalone financial statements, which describes that pursuant to the scheme of amalgamation (the Scheme) of CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited (together known as Transferor Companies) with the Company, as approved by the Hon'ble National Company Tribunal vide its order dated August 24, 2022, the businesses of the Transferor Companies have been transferred to and merged with the Company in accordance with the requirements of Appendix C to Ind AS 103, Business Combinations, applicable to business combinations under common control. Accordingly, the comparative standalone financial statements presented in the accompanying financial statements have been restated as if the business combination had occurred from January 1, 2021. Our opinion is not modified in respect of this matter.

Key audit matter

5. Key audit matters are those matters that, in our professional judgment, and based on the consideration of the reports of the branch auditors as referred to paragraph 16 below, were of most significance in our audit of the standalone financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.
6. We have determined the matters described below to be the key audit matters to be communicated in our report.

Key audit matter	How our audit addressed the key audit matter
<p>Revenue recognition</p> <p>The Company's income from operations comprises income from global research and analytical services, customized research, special assignments and subscriptions to information products and services, revenue from initial public offering (IPO) grading services, independent equity research (IER) services, infrastructure advisory and risk management services. refer to note 2.14 to the standalone financial statements, for details of revenue recognised during the year.</p> <p>The application of the accounting standard is complex and an area of focus in the audit, as it involved application of significant judgements and estimates relating to identification of distinct performance obligations, determination of transaction price of identified performance obligation, the appropriateness of the basis used to measure revenue recognised over a period. Additionally, the standard mandates robust disclosures in respect of revenue and periods over which the remaining performance obligations will be satisfied subsequent to the balance sheet date.</p> <p>Due to the significance of the item to the financial statements, complexities involved, and management judgement involved for ensuring appropriateness of accounting treatment, this matter has been identified as a key audit matter for the current year's audit.</p>	<p>Our audit of the recognition of contract revenue included, but was not limited to, the following:</p> <ul style="list-style-type: none"> • Obtained an understanding of the revenue and receivable business process, and assessed the appropriateness of the revenue recognition policies adopted by the Company. • Evaluated key controls around the recognition of contract revenue. Tested the design, implementation and operating effectiveness of these identified key controls during the year and as at the year-end. • Evaluated the appropriateness of accounting policies selected by the Company on the basis of our understanding of the Company, the nature and size of its operation, and the requirement of the relevant accounting standards under the Ind AS framework. • On a sample of contracts, tested the revenue recognition and our procedures, including: <ul style="list-style-type: none"> - reviewing the contract terms and conditions; - evaluating the identification of performance obligations of the contract; - evaluating the appropriateness of management's assessment of manner of satisfaction of performance obligations and consequent recognition of revenue; and - evaluating the reasonableness of the estimates involved in the recognition of revenue including in determining revenue from infrastructure advisory and risk management services in accordance with the percentage of completion method, etc. • Tested revenue recognition for cut-off transactions on sample basis to assess whether the timing of revenue recognition is appropriate. • Evaluated the appropriateness and adequacy of the disclosures made in the accompanying standalone financial statements for revenue recorded during the year.

Information other than the financial statements and Auditor's Report thereon

7. The Company's Board of Directors are responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the standalone financial statements and auditor's report thereon.

Our opinion on the standalone financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the standalone financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the standalone financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and those charged with governance for the standalone financial statements

8. The accompanying standalone financial statements have been approved by the Company's Board of Directors. The Company's Board of Directors are responsible for the matters stated in Section 134(5) of the Act with respect to the preparation and presentation of these standalone financial statements that give a true and fair view of the financial position, financial performance including other comprehensive income, changes in equity and cash flows of the Company in accordance with the Ind AS specified under Section 133 of the Act and other accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal

financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

9. In preparing the financial statements, the Board of Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.
10. The Board of Directors are also responsible for overseeing the Company's financial reporting process.

Auditor's responsibilities for the audit of the standalone financial statements

11. Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
12. As part of an audit in accordance with Standards on Auditing, specified under Section 143(10) of the Act, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
 - Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
 - Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under Section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls;
 - Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
 - Conclude on the appropriateness of Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether

a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern;

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation; and
 - Obtain sufficient appropriate audit evidence regarding the financial statements of the Company and its branch to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit of financial statements of the Company and such branch included in the financial statements, of which we are the independent auditors. For the other branch included in the financial statements, which have been audited by the branch auditor, such branch auditor remain responsible for the direction, supervision and performance of the audits carried out by them. We remain solely responsible for our audit opinion.
13. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
 14. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.
 15. From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other matter

16. We did not audit the financial statements of one (1) branch included in the standalone financial statements of the Company whose financial statements reflect total assets and net assets of ₹ 1,673 lakh and ₹1,045 lakh, respectively, as at December 31, 2022, and the

total revenues of ₹ 2,521 lakh, total net profit after tax of ₹ 972 lakh, total comprehensive income of ₹ 929 lakh and cash inflows (net) of ₹ 269 lakh for the year ended on that date, as considered in the standalone financial statements. These financial statements have been audited by the branch auditor whose report has been furnished to us by the management, and our opinion on the standalone financial statements, in so far as it relates to the amounts and disclosures included in respect of the branch, and our report in terms of sub-section (3) of Section 143 of the Act in so far as it relates to the aforesaid branch, is based solely on the report of such branch auditor.

Further, this one branch is located outside India whose financial statements have been prepared in accordance with accounting principles generally accepted in that country and which have been audited by branch auditor under generally accepted auditing standards applicable in that country. The Company's management has converted the financial statements of such branch from accounting principles generally accepted in that country to accounting principles generally accepted in India. We have audited these conversion adjustments made by the Company's management. Our opinion on the standalone financial statements, in so far as it relates to the amounts and disclosures included in respect of such branch, is based on the report of branch auditor and the conversion adjustments prepared by the management of the Company and audited by us.

Our opinion above on the standalone financial statements, and our report on other legal and regulatory requirements below, are not modified in respect of the above matters with respect to our reliance on the work done by and the reports of the branch auditor.

Report on other legal and regulatory requirements

17. As required by Section 197(16) of the Act based on our audit, and on the consideration of the reports of the branch auditor as referred to in paragraph 16 above, we report that the Company has paid remuneration to its directors during the year in accordance with the provisions of and limits laid down under Section 197 read with Schedule V to the Act.
18. As required by the Companies (Auditor's Report) Order, 2020 ('the Order') issued by the Central Government of India in terms of Section 143(11) of the Act we give in the Annexure I, a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.
19. Further to our comments in Annexure I, as required by Section 143(3) of the Act based on our audit, and on the consideration of the reports of the branch auditors as referred to in paragraph 11 above, we report, to the extent applicable, that:
 - a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit of the accompanying standalone financial statements;
 - b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books and proper returns adequate for the purposes of our audit have been received from the branch not visited by us;
- c) The report on the accounts of the branch office of the Company audited under Section 143(8) of the Act by the branch auditor has been sent to us and have been properly dealt with by us in preparing this report;
- d) The standalone financial statements dealt with by this report are in agreement with the books of account and with the return received from the branch not visited by us;
- e) In our opinion, the aforesaid standalone financial statements comply with Ind AS specified under Section 133 of the Act;
- f) On the basis of the written representations received from the directors and taken on record by the Board of Directors, none of the directors is disqualified as at December 31, 2022 from being appointed as a director in terms of Section 164(2) of the Act;
- g) With respect to the adequacy of the internal financial controls with reference to financial statements of the Company as at December 31, 2022 and the operating effectiveness of such controls, refer to our separate Report in Annexure II wherein we have expressed an unmodified opinion; and
- h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014 (as amended), in our opinion and to the best of our information and according to the explanations given to us and based on the consideration of the reports of the branch auditor as referred to in paragraph 16 above:
 - i. The Company, as detailed in Note 36(A)(2) to the standalone financial statements, has disclosed the impact of pending litigations on its financial position as at December 31, 2022.
 - ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses as at December 31, 2022;
 - iii. There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company during the year ended December 31, 2022;
 - iv. a. The management has represented that, to the best of its knowledge and belief, as disclosed in Note 48 (viii) to the standalone financial statements, no funds have been advanced or loaned or invested (either from borrowed funds or securities premium or any other sources or kind of funds) by the Company to or in any person or entity, including foreign entities ('the intermediaries'), with the understanding, whether recorded in writing or otherwise, that the intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ('the Ultimate Beneficiaries') or

provide any guarantee, security or the like on behalf the Ultimate Beneficiaries;

- b. The management has represented that, to the best of its knowledge and belief, as disclosed in Note 48 (viii) to the standalone financial statements, no funds have been received by the Company from any person or entity, including foreign entities ('the Funding Parties'), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ('Ultimate Beneficiaries') or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries; and
 - c. Based on such audit procedures performed as considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the management representations under sub-clauses (a) and (b) above contain any material misstatement.
- iv. a. The interim dividend declared and paid by the Company during the year ended December 31, 2022 is in compliance with Section 123 of the Act;
 - b. The final dividend paid by the Company during the year December 31, 2022 in respect of such dividend declared for the previous year is in accordance with Section 123 of the Act to the extent it applies to payment of dividend; and
 - c. As stated in Note 44 to the accompanying standalone financial statements, the Board of Directors of the Company have proposed final dividend for the year ended December 31, 2022 which is subject to the approval of the members at the ensuing Annual General Meeting. The dividend declared is in accordance with Section 123 of the Act to the extent it applies to declaration of dividend.

For Walker Chandio & Co LLP

Chartered Accountants

Firm's Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

UDIN: 23042423BGWILU2198

Place: Mumbai

Date: February 17, 2023

Annexure I

Annexure I referred to in Paragraph 18 of the Independent Auditor's Report of even date to the members of CRISIL Limited on the standalone financial statements for the year ended December 31, 2022

In terms of the information and explanations sought by us and given by the Company and the books of account and records examined by us in the normal course of audit, and to the best of our knowledge and belief, we report that:

- (i) (a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of property, plant and equipment and right of use assets.
- (B) The Company has maintained proper records showing full particulars of intangible assets.
- (b) The property, plant and equipment and right of use assets have been physically verified by the management during the year and no material discrepancies were noticed on such verification. In our opinion, the frequency of physical verification programme adopted by the Company, is reasonable having regard to the size of the Company and the nature of its assets.
- (c) The title deeds of all the immovable properties held by the Company (other than properties where the Company is the lessee and the lease agreements are duly executed in favour of the lessee) disclosed in Note 3.1 to the standalone financial statements are held in the name of the Company.
- (d) The Company has not revalued its property, plant and equipment including right of use assets or intangible assets during the year.
- (e) No proceedings have been initiated or are pending against the Company for holding any benami property under the Prohibition of Benami Property Transactions Act, 1988 (as amended) and rules made thereunder.
- (ii) (a) The Company does not hold any inventory. Accordingly, reporting under clause 3(ii)(a) of the Order is not applicable to the Company.
- (b) The Company has not been sanctioned working capital limits by banks or financial institutions on the basis of security of current assets at any point of time during the year. Accordingly, reporting under clause 3(ii)(b) of the Order is not applicable to the Company.
- (iii) (a) The Company has provided loans to others during the year as per details given below:

Particulars	Loans (₹ lakh)
Aggregate amount of loans granted during the year:	
- Others	699
Balance outstanding as at balance sheet date in respect of above cases:	
- Others	281

- (b) The Company has not made any investment, provided any guarantee or given any security or given any advance in the nature of loan during the year. However, in our opinion and according to the information and explanations given to us, the terms and conditions of the grant of all loans are prima facie not prejudicial to the interest of the Company.
- (c) In respect of loans granted by the Company, the schedule of repayment of principal and payment of interest, as applicable has been stipulated and the repayments/receipts of principal and interest are regular. Further, the Company has not given any advances in the nature loans to any party.
- (d) There is no overdue amount in respect of loans granted to other parties.
- (e) The Company has granted loans which had fallen due during the year and were repaid on or before the due date. Further, no fresh loans were granted to any party to settle the overdue loans.
- (f) The Company has not granted any loan which is repayable on demand or without specifying any terms or period of repayment.
- (iv) In our opinion, and according to the information and explanations given to us, the Company has complied with the provisions of sections 185 and 186 of the Act in respect of loans and investments made and guarantees and security provided by it, as applicable.
- (v) In our opinion, and according to the information and explanations given to us, the Company has not accepted any deposits or there are no amounts which have been deemed to be deposits within the meaning of sections 73 to 76 of the Act and the Companies (Acceptance of Deposits) Rules, 2014 (as amended). Accordingly, reporting under clause 3(v) of the Order is not applicable to the Company.

(vi) The Central Government has not specified maintenance of cost records under sub-section (1) of section 148 of the Act, in respect of Company's products/services/business activities. Accordingly, reporting under clause 3(vi) of the Order is not applicable.

(vii) (a) In our opinion, and according to the information and explanations given to us, undisputed statutory dues including goods and services tax, provident fund, employees' state insurance, income tax, sales-tax, service tax, duty of customs, duty of excise, value added tax, cess and other material statutory dues,

as applicable, have generally been regularly deposited with the appropriate authorities by the Company, though there have been slight delays in a few cases. Further, no undisputed amounts payable in respect thereof were outstanding at the year-end for a period of more than six months from the date they became payable.

(b) According to the information and explanations given to us, there are no statutory dues referred to in subclause (a) above that have not been deposited with the appropriate authorities on account of any dispute except for the following:

In the name of CRISIL Limited

Name of the statute	Nature of dues	Amount (₹ lakh)	Amount paid under Protest (₹ lakh)	Period to which the amount relates	Forum where dispute is pending
Income Tax Act, 1961	Income tax	17	10	AY 2006-07	CIT (Appeals)
		832	-	AY 2007-08	High Court (Madras)
		75	-	AY 2007-08	CIT (Appeals)
		339	127	AY 2008-09	Income Tax Appellate Tribunal (ITAT)
		*	-	AY 2008-09	CIT (Appeals)
		406	354	AY 2009-10	ITAT
		63	-	AY 2009-10	CIT (Appeals)
		381	381	AY 2010-11	ITAT
		511	501	AY 2011-12	
		1,179	286	AY 2012-13	
		221	-	AY 2013-14	
		53	1	AY 2013-14	CIT (Appeals)
		3,089	-	AY 2013-14	
		133	8	AY 2014-15	
		4,828	-	AY 2014-15	
		4,300	-	AY 2014-15	
		213	19	AY 2015-16	
4,924	-	AY 2015-16			
4,467	700	AY 2016-17			
5,785	-	AY 2017-18			
7,120	-	AY 2018-19			
Finance Act, 1994	Service tax	520	140	April 2013 to June 2017	Customs, Excise and Service Tax Appellate Tribunal (CESTAT)
The Haryana Value Added Tax Act, 2003	Value added tax	*	-	FY 2016-17	Excise & Taxation Officer

In the name of CRISIL Risk and Infrastructure Solutions Limited (Merged with CRISIL Limited, w.e.f. 1 September 2022)

Name of the statute	Nature of dues	Amount (₹ lakh)	Amount paid under Protest (₹ lakh)	Period to which the amount relates	Forum where dispute is pending
Income Tax Act, 1961	Income tax	5	-	AY 2005-06	Commissioner of Income Tax [CIT] (Appeals)
		36	-	AY 2006-07	CIT (Appeals)
		69	-	AY 2008-09	Assessing Officer
		58	-	AY 2010-11	Assessing Officer
		105	-	AY 2011-12	CIT (Appeals)
		21	-	AY 2012-13	CIT (Appeals)
		7	-	AY 2013-14	CIT (Appeals)
		111	-	AY 2018-19	CIT (Appeals)
		87	-	FY 2008-09	Assistant of Service Tax Division-III, Mumbai
		10	10	FY 2016-17	Commissioner of Central Excise (Appeals)
Finance Act 1994	Service tax	16	16	FY 2013-14 to FY 2016-17	The Deputy Commissioner, CGST & C. EX, Division III, Navi Mumbai Commissionerate

*represent amount lesser than ₹ 1 lakh.

- (viii) According to the information and explanations given to us, no transactions were surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (43 of 1961) which have not been previously recorded in the books of accounts.
- (ix) According to the information and explanations given to us, the Company does not have any loans or other borrowings from any lender. Accordingly, reporting under clause 3(ix) of the Order is not applicable to the Company.
- (x) (a) The Company has not raised any money by way of initial public offer or further public offer (including debt instruments), during the year. Accordingly, reporting under clause 3(x)(a) of the Order is not applicable to the Company.
- (b) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not made any preferential allotment or private placement of shares or (fully, partially or optionally) convertible debentures during the year. Accordingly, reporting under clause 3(x)(b) of the Order is not applicable to the Company.
- (xi) (a) To the best of our knowledge and according to the information and explanations given to us, no fraud by the Company or no material fraud on the Company has been noticed or reported during the period covered by our audit.
- (b) According to the information and explanations given to us including the representation made to us by the management of the Company, no report under sub-section 12 of section 143 of the Act has been filed by the auditors in Form ADT-4 as prescribed under Rule 13 of Companies (Audit and Auditors) Rules, 2014, with the Central Government for the period covered by our audit.
- (c) According to the information and explanations given to us including the representation made to us by the management of the Company, there are no whistle-blower complaints received by the Company during the year.
- (xii) The Company is not a Nidhi Company and the Nidhi Rules, 2014 are not applicable to it. Accordingly, reporting under clause 3(xii) of the Order is not applicable to the Company.
- (xiii) In our opinion and according to the information and explanations given to us, all transactions entered into by the Company with the related parties are in compliance with sections 177 and 188 of the Act, where applicable. Further, the details of such related party transactions have been disclosed in the standalone financial statements, as required under Indian Accounting Standard (Ind AS) 24, Related Party Disclosures specified in Companies (Indian Accounting Standards) Rules 2015 as prescribed under section 133 of the Act.
- (xiv) (a) In our opinion and according to the information and explanations given to us, the Company has an internal audit system as per the provisions of section 138 of the Act which is commensurate with the size and nature of its business.
- (b) We have considered the reports issued by the Internal Auditors of the Company till date for the period under audit.
- (xv) According to the information and explanation given to us, the Company has not entered into any non-cash transactions with its directors or persons connected with its directors and accordingly, reporting under clause 3(xv) of the Order with respect to compliance with the provisions of section 192 of the Act are not applicable to the Company.
- (xvi) The Company is not required to be registered under section 45-IA of the Reserve Bank of India Act, 1934. Accordingly, reporting under clauses 3(xvi)(a),(b) and (c) of the Order are not applicable to the Company.
- (d) Based on the information and explanations given to us and as represented by the management of the Company, the Group (as defined in Core Investment Companies (Reserve Bank) Directions, 2016) does not have any core investment Company (CIC).
- (xvii) The Company has not incurred any cash losses in the current financial year as well as the immediately preceding financial year.
- (xviii) There has been no resignation of the statutory auditors during the year. Accordingly, reporting under clause 3(xviii) of the Order is not applicable to the Company.
- (xix) According to the information and explanations given to us and on the basis of the financial ratios, ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the standalone financial statements, our knowledge of the plans of the Board of Directors and management and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as at the date of the audit report indicating that Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the Company as and when they fall due.
- (xx) According to the information and explanations given to us, the Company does not have any unspent amounts towards Corporate Social Responsibility in respect of any ongoing or other than ongoing project as at the end of the financial year. Accordingly, reporting under clause 3(xx) of the Order is not applicable to the Company.

(xxi) The reporting under clause 3(xxi) of the Order is not applicable in respect of audit of standalone financial statements of the Company. Accordingly, no comment has been included in respect of said clause under this report.

For Walker Chandiok & Co LLP

Chartered Accountants

Firm's Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

UDIN: 23042423BGWILU2198

Place: Mumbai

Date: February 17, 2023

Annexure II

Annexure II to the Independent Auditor's Report of even date to the members of CRISIL Limited on the standalone financial statements for the year ended December 31, 2022

Independent Auditor's Report on the internal financial controls with reference to the standalone financial statements under Clause (i) of sub-section 3 of Section 143 of the Companies Act, 2013 (the Act)

1. In conjunction with our audit of the standalone financial statements of CRISIL Limited (the Company) as at and for the year ended December 31, 2022, we have audited the internal financial controls with reference to financial statements of the Company as at that date.

Responsibilities of management and those charged with governance for internal financial controls

2. The Company's Board of Directors is responsible for establishing and maintaining internal financial controls based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting (Guidance Note) issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of the Company's business, including adherence to the Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Auditor's responsibility for the audit of the internal financial controls with reference to financial statements

3. Our responsibility is to express an opinion on the Company's internal financial controls with reference to financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the ICAI prescribed under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls with reference to financial statements, and the Guidance Note issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to financial statements were established and maintained and if such controls operated effectively in all material respects.
4. Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal

financial controls with reference to financial statements and their operating effectiveness. Our audit of internal financial controls with reference to financial statements includes obtaining an understanding of such internal financial controls, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

5. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls with reference to financial statements.

Meaning of internal financial controls with reference to financial statements

6. A Company's internal financial controls with reference to financial statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A Company's internal financial controls with reference to financial statements include those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the Company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Company are being made only in accordance with authorisations of management and directors of the Company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the Company's assets that could have a material effect on the financial statements.

Inherent limitations of internal financial controls with reference to financial statements

7. Because of the inherent limitations of internal financial controls with reference to financial statements, including the possibility of collusion or improper management override of controls, material misstatements due to

error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to financial statements to future periods are subject to the risk that the internal financial controls with reference to financial statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Opinion

8. In our opinion, the Company has, in all material respects, adequate internal financial controls with reference to financial statements and such controls were operating effectively as at December 31, 2022, based on the internal financial controls with reference to financial statements criteria established by the Company considering the essential components of internal control stated in the Guidance Note issued by the ICAI.

For Walker Chandiok & Co LLP

Chartered Accountants

Firm's Registration No.: 001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

UDIN:23042423BGWILU2198

Place: Mumbai

Date: February 17, 2023

Standalone Balance Sheet

as at December 31, 2022

(₹ lakh)

Particulars	Notes	As at	
		December 31, 2022	December 31, 2021 Restated (refer to note 47)
Assets			
1. Non-current assets			
(a) Property, plant and equipment	3	3,513	2,895
(b) Right of use assets	4	7,646	10,635
(c) Goodwill	5	3,621	3,621
(d) Other Intangible assets	6	470	1,380
(e) Intangible assets under development	7	938	530
(f) Financial assets			
i. Investments	8	33,663	34,124
ii. Other financial assets	9	1,283	2,986
(g) Deferred tax assets (net)	10	5,454	3,760
(h) Tax assets (net)	11	10,489	9,178
(i) Other non-current assets	12	175	166
2. Current assets			
(a) Financial assets			
i. Investments	8	32,929	30,298
ii. Trade receivables	13	36,551	25,517
iii. Cash and cash equivalents	14	7,227	11,284
iv. Bank balances other than (iii) above	15	218	434
v. Loans	16	281	186
vi. Other financial assets	17	3,128	1,835
(b) Other current assets	18	13,629	11,010
Total assets		161,215	149,839
Equity and liabilities			
1. Equity			
(a) Equity share capital	19	731	729
(b) Other equity		106,307	102,250
2. Non-current liabilities			
(a) Financial liabilities			
i. Lease liabilities	40	2,389	6,225
ii. Other financial liabilities	21	1,688	1,070
(b) Provisions	22	2,492	1,885
(c) Other non-current liabilities	23	9	41
3. Current liabilities			
(a) Financial liabilities			
i. Lease liabilities	40	4,775	4,665
ii. Trade payables	24		
- Total outstanding dues of micro enterprises and small enterprises		711	427
- Total outstanding dues of creditors other than micro enterprises and small enterprises		10,552	10,224
iii. Other financial liabilities	25	15,893	7,920
(b) Other current liabilities	26	8,990	8,020
(c) Provisions	27	6,678	6,383
Total equity and liabilities		161,215	149,839
Summary of significant accounting policies	2		

The accompanying notes are an integral part of the standalone financial statements.

This is the balance sheet referred to in our audit report of even date.

For Walker Chandio & Co LLP
 Chartered Accountants
 Firm Registration No.:001076N/N500013

Khushroo B. Panthaky
 Partner
 Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited

John L Berisford
 Chairman
 [DIN: 07554902]

Amish Mehta
 Managing Director & Chief Executive Officer
 [DIN: 00046254]

Sanjay Chakravarti
 Chief Financial Officer

Minal Bhosale
 Company Secretary

Place: Mumbai
 Date: February 17, 2023

Place: Jaipur
 Date: February 17, 2023

Standalone Statement of Profit and Loss

for the year ended December 31, 2022

(₹ lakh)

Particulars	Notes	Year ended December 31, 2022	Year ended December 31, 2021 Restated (refer to note 47)
Income			
Revenue from operations	28	144,412	120,438
Other income	29	27,283	33,995
Total income		171,695	154,433
Expenses			
Employee benefits expense	30	71,339	56,919
Finance costs	31	561	762
Depreciation and amortisation expense	32	6,785	6,969
Other expenses	33	48,824	38,247
Total expenses		127,509	102,897
Profit before exceptional items and tax		44,186	51,536
Exceptional item	49	-	4,582
Profit before tax		44,186	56,118
Tax expense/ (credit)	10		
Current tax		8,106	8,835
Deferred tax		(971)	(988)
Total tax expense		7,135	7,847
Profit after tax for the year		37,051	48,271
Other comprehensive (income) / expense (OCI)			
A. Items that will be reclassified to profit or loss:			
Exchange differences in translating the financial statements of a foreign branch		(255)	(46)
The effective portion of gain and loss on hedging instruments in a cash flow hedge		2,997	(632)
Tax effect on above		(754)	159
B. Items that will not be reclassified to profit or loss:			
Remeasurements of the defined benefit plans		(250)	(81)
Equity instruments through other comprehensive income		462	(2,510)
Tax effect on above		31	35
Total other comprehensive (income)/ loss net of tax for the year		2,231	(3,075)
Total comprehensive income for the year comprising profit/ (loss) and other comprehensive (income)/ loss for the year		34,820	51,346
Earnings per share: Nominal value of ₹ 1 per share	43		
Basic		50.75	66.35
Diluted		50.72	66.28
Weighted average number of equity shares used in computing earnings per share			
Basic		73,006,144	72,750,531
Diluted		73,051,258	72,827,971
Summary of significant accounting policies	2		

The accompanying notes are an integral part of the standalone financial statements.

This is the statement of profit and loss referred to in our audit report of even date.

For Walker Chandio & Co LLP

Chartered Accountants
Firm Registration No.:001076N/N500013

Khushroo B. Panthaky

Partner
Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited

John L Berisford

Chairman
[DIN: 07554902]

Amish Mehta

Managing Director & Chief Executive Officer
[DIN: 00046254]

Sanjay Chakravarti

Chief Financial Officer

Minal Bhosale

Company Secretary

Place: Mumbai
Date: February 17, 2023

Place: Jaipur
Date: February 17, 2023

Standalone Statement of Cash Flow

for the year ended December 31, 2022

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021 Restated (refer to note 47)
A. Cash flow from operating activities:		
Profit before tax	44,186	56,118
Adjustments for :		
Depreciation/ amortisation	6,785	6,969
Interest income on financial assets carried at amortised cost	(230)	(199)
Waiver of lease liability	(63)	(198)
Unrealised foreign exchange (gain)/ loss	(688)	328
Profit on sale of property, plant and equipment	(107)	(4,648)
Gain on fair valuation of current investments	(244)	(205)
Profit on sale of current investments	(786)	(574)
Interest on lease liability	561	762
Provision for doubtful trade receivables	391	446
Provision for other financial assets	41	19
Excess provision written back	(70)	(364)
Interest on bank deposits	(67)	(146)
Interest on loan from related parties	-*	(41)
Dividend on investments	(16,704)	(25,588)
Exchange loss on translation of assets and liabilities	255	46
Share based payment to employees	27	119
Operating profit before working capital changes	33,287	32,844
Movements in working capital		
(Increase)/decrease in trade receivables	(10,617)	(6,655)
(Increase)/decrease in loans	(95)	42
(Increase)/decrease in other non-current assets	88	160
(Increase)/decrease in other current financial assets	(1,256)	193
(Increase)/decrease in other current assets	(2,617)	(5,630)
Increase/(decrease) in trade payables	597	5,051
Increase/(decrease) in provisions	1,152	216
Increase/(decrease) in other current financial liabilities	6,265	(27,238)
Increase/(decrease) in other current liabilities	909	966
Increase/(decrease) in other non-current financial liabilities	618	509
Increase/(decrease) in other non-current liabilities	(32)	41
Cash generated from operations	28,299	499
Taxes paid	(9,417)	(10,814)
Net cash generated from/ (used in) from operating activities - (A)	18,882	(10,315)

Standalone Statement of Cash Flow

for the year ended December 31, 2022

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021 Restated (refer to note 47)
B. Cash flow from investing activities :		
Purchase of property, plant and equipment and intangible assets (including movement of intangible assets under development and capital advances)	(3,009)	(2,065)
Proceeds from sale of property, plant and equipment, intangible assets and assets held for sale	199	5,115
Interest on loan given to related parties	-*	182
Loan repaid by related parties (net)	-	4,589
Proceeds received from transfer of Business Unit (Ratings)	-	5,170
Investment in mutual funds (net)	(1,601)	(221)
Fixed deposit with maturity more than three months placed	113	2
Interest on bank deposits	68	142
Dividend on investments	16,704	25,588
Net cash generated from investing activities - (B)	12,474	38,502
C. Cash flow from financing activities :		
Proceeds on account of share application money pending allotment	4	223
Receipts from / (Payment to) subsidiaries for employee stock option scheme (ESOS)	(25)	38
Receipts from issuance of share capital on account of exercise of ESOS	3,547	4,146
Dividend paid	(34,314)	(27,649)
Payment of lease liability	(4,668)	(4,359)
Net cash used in financing activities - (C)	(35,456)	(27,601)
Net (decrease)/ increase in cash and cash equivalents (A+B+C)	(4,100)	586
Cash and cash equivalents - Opening balance	11,284	10,698
Add : Exchange difference on translation of foreign currency cash and cash equivalents	43	-
Cash and cash equivalents - Closing balance	7,227	11,284
Net (decrease)/ increase in cash and cash equivalents	(4,100)	586
Components of cash and cash equivalents (refer to note 14)		
Cash on hand and balances with banks on current account	7,122	11,057
Deposits with original maturity of less than three months	105	227
Total	7,227	11,284

*- * in amount column denote amount less than ₹ 50,000

The accompanying notes are an integral part of the standalone financial statements.

This is the statement of cash flow referred to in our audit report of even date.

For Walker Chandiok & Co LLP

Chartered Accountants

Firm Registration No.:001076N/N500013

Khushroo B. Panthaky

Partner

Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited**John L Berisford**

Chairman

[DIN: 07554902]

Amish Mehta

Managing Director & Chief Executive Officer

[DIN: 00046254]

Sanjay Chakravarti

Chief Financial Officer

Minal Bhosale

Company Secretary

Place: Mumbai

Date: February 17, 2023

Place: Jaipur

Date: February 17, 2023

Standalone Statement of Changes in Equity

for the year ended December 31, 2022

A. Equity share capital (refer to note 19)		(₹ Lakh)								
Changes in equity share capital during the year		Balance as at December 31, 2022								
Balance as at January 1, 2022	2	731								
729										
B. Other equity (refer to note 20)		(₹ Lakh)								
Changes in equity share capital during the year		Balance as at December 31, 2021								
Balance as at January 1, 2021	3	729								
726										
Particulars	Reserves & Surplus						Items of OCI			Total
	Share application money pending allotment	Capital redemption reserve	Securities premium reserve	General reserve	Share-based payment reserve	Retained earnings	Equity instruments through OCI	Currency fluctuation reserve	Hedge reserve	
Balance as at January 1, 2022 - restated (refer to note 47)	223	27	30,529	14,115	4,312	77,072	(25,049)	56	965	102,250
Profit for the year	-	-	-	-	-	37,051	-	-	-	37,051
Allotment of shares	(223)	-	3,768	-	-	-	-	-	-	3,545
Additions during the year	4	-	-	-	-	-	-	-	-	4
Share-based payment to employees	-	-	-	-	2	-	-	-	-	2
Other comprehensive income	-	-	-	-	-	187	(430)	255	(2,243)	(2,231)
Final dividend (refer to note 44)	-	-	-	-	-	(16,052)	-	-	-	(16,052)
Interim dividend (refer to note 44)	-	-	-	-	-	(18,262)	-	-	-	(18,262)
Exercise of stock option	-	-	1,031	-	(1,031)	-	-	-	-	-
Balance as at December 31, 2022	4	27	35,328	14,115	3,283	79,996	(25,479)	311	(1,278)	106,307

Standalone Statement of Changes in Equity

for the year ended December 31, 2022

(₹ Lakh)

Particulars	Reserves & Surplus							Items of OCI			Total - Restated (refer to note 47)
	Share application money pending allotment	Capital redemption reserve	Securities premium reserve	General reserve	Share-based payment reserve	Retained earnings	Equity instruments through OCI	Currency fluctuation reserve	Hedge reserve		
Balance as at January 1, 2021	-	27	25,058	14,115	5,483	56,390	(27,545)	10	492	74,030	
Profit for the year	-	-	-	-	-	48,271	-	-	-	48,271	
Additions during the year	223	-	4,143	-	-	-	-	-	-	4,366	
Share-based payment to employees	-	-	-	-	157	-	-	-	-	157	
Other comprehensive income	-	-	-	-	-	60	2,496	46	473	3,075	
Final dividend (refer to note 44)	-	-	-	-	-	(10,175)	-	-	-	(10,175)	
Interim dividend (refer to note 44)	-	-	-	-	-	(17,474)	-	-	-	(17,474)	
Exercise of stock option	-	-	1,328	-	(1,328)	-	-	-	-	-	
Balance at on December 31, 2021	223	27	30,529	14,115	4,312	77,072	(25,049)	56	965	102,250	

The accompanying notes are an integral part of the standalone financial statements.

This is the statement of changes in equity referred to in our audit report of even date.

For Walker Chandiook & Co LLP

Chartered Accountants
Firm Registration No.:001076N/N5000013

Khushroo B. Panthaky
Partner
Membership No.: 042423

For and on behalf of the Board of Directors of CRISIL Limited

John L Berisford
Chairman
[DIN: 07554902]

Amish Mehta
Managing Director & Chief Executive Officer
[DIN: 00046254]

Sanjay Chakravarti
Chief Financial Officer

Minal Bhosale
Company Secretary

Place: Mumbai
Date: February 17, 2023

Place: Jaipur
Date: February 17, 2023

Summary of significant accounting policies and other explanatory information to standalone financial statements as at and for the year ended December 31, 2022

1. Corporate information

CRISIL Limited (the Company or CRISIL) [CIN : L67120MH1987PLC042363] is a globally-diversified analytical Company providing ratings services, research, analytics and solutions. CRISIL is the foremost provider of high-end research to the world's largest banks and leading corporations. CRISIL delivers analysis, opinions, and solutions that make markets function better.

CRISIL Limited is a public limited Company, domiciled in India. The registered office of the Company is located at CRISIL House, Central Avenue, Hiranandani Business Park, Powai, Mumbai - 400076. The equity shares of the Company are listed on recognised stock exchanges in India- the Bombay Stock Exchange and the National Stock Exchange.

These standalone financial statements for the year ended December 31, 2022 were approved by the Board of Directors on February 17, 2023.

S&P Global Inc. the ultimate holding Company, through its subsidiaries, owned 66.70% of the Company's equity share capital as at December 31, 2022 (refer to note 19).

2. Summary of significant accounting policies

2.1 Statement of compliance

These standalone financial statements have been prepared in accordance with Indian Accounting Standards (Ind AS) notified under the Companies (Indian Accounting Standards) Rules, 2015 read with Section 133 of the Companies Act, 2013, (the 'Act') and other relevant provisions of the Act.

Functional and presentation currency

These standalone financial statements are presented in Indian Rupees, which is the functional currency of the Company. All financial information is presented in Indian Rupees.

2.2 Basis of preparation

These standalone financial statements have been prepared under the historical cost convention on an accrual basis, except for certain financial instruments which are measured at fair value at the end of each reporting period. Historical cost is generally based on the fair value of the consideration given in exchange for goods and services on the transaction date. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

All the assets and liabilities have been classified as current or non-current as per the Company's normal operating cycle and other criteria set out in Schedule III to the Companies Act, 2013. Based on the nature of products and time between the acquisition of assets

for processing and their realisation in cash or cash equivalents, the Company has ascertained its operating cycle as twelve months for the purpose of current/non-current classification of assets and liabilities.

2.3 Use of estimates and judgments

The preparation of the standalone financial statements in conformity with Ind AS requires the management to make estimates, judgments and assumptions that affect the reported balances of assets and liabilities (including contingent liabilities) as at the date of the financial statements and the reported income and expenses for the years presented. Application of accounting policies that require critical accounting estimates involving complex and subjective judgments and the use of assumptions in these standalone financial statements have been disclosed below. Accounting estimates could change from period to period. Actual results could differ from those estimates. Appropriate changes in estimates are made as management becomes aware of changes in circumstances surrounding the estimates. Changes in estimates are reflected in the standalone financial statements in the period in which changes are made and, if material, their effects are disclosed in the notes to the standalone financial statements.

Estimates and assumptions are required in particular for:

- Useful life and residual value of property, plant and equipment (PPE) and intangible assets**
 Useful lives of PPE and intangible assets are based on the life prescribed in Schedule II of the Companies Act, 2013. In cases where the useful lives are different from that prescribed in Schedule II, they are based on technical advice, taking into account the nature of the asset, the estimated usage of the asset, the operating conditions of the asset, past history of replacement, anticipated technological changes, manufacturers' warranties and maintenance support. Assumptions also need to be made, when it is assessed, whether an asset may be capitalised and which components of the cost of the asset may be capitalised.
- Goodwill impairment**
 The Group estimates the value in use of the cash generating unit (CGU) based on the future cash flows after considering current economic conditions and trends, estimated future operating results and anticipated future economic and regulatory conditions.

Goodwill is tested for impairment, relying on a number of factors including operating results, business plans and future cash flows. Calculating the future net cash flows expected to be generated to determine if impairment exists and to calculate

the impairment involves significant assumptions, estimation and judgment. The estimated cash flows are prepared using internal forecasts.

- **Leases**

Ind AS 116 requires lessees to determine the lease term as the non-cancellable period of a lease adjusted with any option to extend or terminate the lease, if the use of such option is reasonably certain. The Company makes an assessment on the expected lease term on a lease-by-lease basis and thereby assesses whether it is reasonably certain that any options to extend or terminate the contract will be exercised. In evaluating the lease term, the Company considers factors such as any significant leasehold improvements undertaken over the lease term, costs relating to the termination of the lease and the importance of the underlying asset to the Company's operations taking into account the location of the underlying asset and the availability of suitable alternatives. The lease term in future periods is reassessed to ensure that the lease term reflects the current economic circumstances.

- **Revenue recognition**

Revenue from rendering of services is recognised when the obligation to render services based on agreements/arrangements with the customers are satisfied and when there are no longer any unfulfilled obligations. The performance obligations in our contracts are fulfilled at the time of delivery or upon formal customer acceptance depending on customer terms. Revenue is recognised only to the extent that it is highly probable a significant reversal will not occur.

The Company exercises judgement in determining whether the performance obligation is satisfied at a point in time or over a period of time. The Company considers indicators such as how a customer consumes benefits as services are rendered or who controls the asset as it is being created or the existence of enforceable right to payment for performance to date and alternate use of such product or service, transfer of significant risks and rewards to the customer, acceptance of delivery by the customer, etc.

Revenue for fixed-price contracts is recognised using percentage-of-completion method. The Company uses judgement to estimate the future cost-to-completion of the contracts, which is used to determine the degree of completion of the performance obligation.

Contract fulfilment costs are generally expensed as incurred except for certain software licence costs which meet the criteria for capitalisation. Such costs are amortised over the contractual period or useful life of licence whichever is less. The assessment of this criteria requires the application of judgement, in particular when considering if costs generate or enhance resources to be used to satisfy future performance obligations and whether costs are expected to be recovered.

- **Recognition and measurement of defined benefit obligations**

The obligation arising from defined benefit plan is determined on the basis of actuarial assumptions. As actuarial valuation involves making various assumptions that may be different from the actual development in the future, key actuarial assumptions include discount rate, trends in salary escalation, attrition and mortality rate. The discount rate is determined by reference to market yields at the end of the reporting period on government bonds. The period to maturity of the underlying bonds corresponds to the probable maturity of the post-employment benefit obligations.

- **Valuation of taxes on income**

Significant judgments are involved in determining the provision for income taxes, including the amount expected to be paid or recovered in connection with uncertain tax positions. Uncertain tax position is with regards to items of expense or transaction that may be challenged by tax authorities. The Company reviews the carrying amount of deferred tax assets at the end of each reporting period. The policy for the same has been explained under Note 2.17.

- **Provisions**

Provision is recognised when the Company has a present obligation as a result of past event and it is probable that an outflow of resources will be required to settle the obligation, in respect of which a reliable estimate can be made. Provisions (excluding retirement obligations and compensated absences) are not discounted to their present value and are determined based on best estimate required to settle the obligation as at the Balance Sheet date. These are reviewed at each balance sheet date adjusted to reflect the current best estimates.

- **Business combinations and intangible assets**

Business combinations are accounted for using Ind AS 103, Business Combinations. Ind AS 103 requires the identifiable intangible assets and contingent consideration to be fair valued in order to ascertain the net fair value of identifiable assets, liabilities and contingent liabilities of the acquiree. Significant estimates are required to be made in determining the value of contingent consideration and intangible assets. These valuations are conducted by valuation experts.

- **Share-based payments**

The grant date fair value of options granted to employees is recognised as an employee expense, with a corresponding increase in equity, over the period that the employees become unconditionally entitled to the options. The expense is recorded for each separately vesting portion of the award as if the award was, in substance, multiple awards. The increase in equity recognised in connection with share-based payment transaction is presented as a separate component in equity under "share-based payment reserve". The amount recognised

as an expense is adjusted to reflect the impact of the revision of original estimates based on number of options that are expected to vest, in the statement of profit and loss with a corresponding adjustment to equity.

- **Impairment of financial assets**

The impairment provision for financial assets disclosed are based on assumptions about risk of default and expected loss rates. The Company uses judgement in making these assumptions and selecting the inputs to the impairment calculation, based on the Company's past history, existing market conditions as well as forward looking estimates at the end of each reporting period.

2.4 Property, plant and equipment (PPE)

Property, plant and equipment are measured at cost less accumulated depreciation and impairment losses, if any. Amount capitalised under property, plant and equipment includes purchase price, duties and taxes, other incidental expenses incurred during the construction/installation stage. If significant parts of an item of property, plant and equipment have different useful lives, then they are accounted for as separate items (major components) of property, plant and equipment.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss on disposal of an item of property, plant and equipment is recognised in the statement of profit and loss.

Capital work-in-progress in respect of assets which are not ready for their intended use are carried at cost, comprising of direct costs, related incidental expenses and attributable interest.

2.5 Intangibles

Intangible assets are carried at cost less accumulated amortisation and impairment losses, if any. The cost of an intangible asset comprises its purchase price, including any import duties and other taxes (other than those subsequently recoverable from the taxing authorities), and any directly attributable expenditure on making the asset ready for its intended use. Subsequent expenditure is capitalised only if it is probable that the future economic benefits associated with the expenditure will flow to the Company. Expenditures on development eligible for capitalisation are carried as intangible assets under development where such assets are not yet ready for their intended use.

2.6 Depreciation/amortisation

Based on internal assessment and independent technical evaluation carried out by external valuers, the management believes that the useful lives as given below best represent the period over which management expects to use these assets. Hence, in certain class of assets, the useful lives is different from the useful lives prescribed under Part C of Schedule II

of the Companies Act, 2013. Depreciation/amortisation is provided on the straight line method (SLM) over useful life.

Type of asset	Estimated useful life
Buildings	20 Years
Furniture and fixtures	10 Years
Office equipment	3 to 10 Years
Computers	3 Years
Vehicles	3 Years
Software	1 to 3 Years

The estimated useful lives of PPE and intangible assets as well as the depreciation and amortisation period are reviewed at the end of each financial year and the depreciation and amortisation method is revised to reflect the changed pattern, if any.

Leasehold improvements are amortised over the lease term or useful life of the asset, whichever is lower.

2.7 Impairment

a) Impairment of non-financial assets

The carrying amounts of assets are reviewed at each balance sheet date if there is any indication of impairment based on internal/external factors. An impairment loss is recognised wherever the carrying amount of an asset exceeds its recoverable amount in the statement of profit and loss. An impairment loss is reversed in the statement of profit and loss if there has been a change in the estimates used to determine the recoverable amount. The carrying amount of the asset is increased to its revised recoverable amount, provided that this amount does not exceed the carrying amount that would have been determined (net of any accumulated amortisation or depreciation) had no impairment loss been recognised for the asset in the prior years. An asset's recoverable amount is the higher of an asset's or cash generating unit's (CGU) net selling price and its value in use.

The recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. Value in use is the present value of an asset calculated by estimating its net future value including the disposal value. In determining net selling price, recent market transactions are taken into account, if available. If no such transactions can be identified, an appropriate valuation model is used.

After impairment, depreciation is provided on the revised carrying amount of the asset over its remaining useful life.

b) Impairment of financial assets

In accordance with Ind-AS 109, the Company applies Expected Credit Loss (ECL) model for measurement and recognition of impairment loss on the following financial assets and credit risk exposure:

- i) Financial assets that are measured at amortised cost e.g., loans, deposits, and bank balances.

ii) Trade receivables.

The Company follows 'simplified approach' for recognition of impairment loss allowance on trade receivables which do not contain a significant financing component. The application of simplified approach does not require the Company to track changes in credit risk. Rather, it recognises impairment loss allowance based on lifetime ECLs at each reporting date.

For all other financial assets, ECL is measured at an amount equal to the twelve month ECL unless there has been a significant increase in credit risk from the initial recognition in which case those are measured at lifetime ECL.

2.8 Leases

Leases where the lessor effectively retains substantially all the risks and benefits of ownership of the leased item, are classified as operating leases. Operating lease payments are recognised as an expense in the statement of profit and loss on a straight-line basis over the lease term. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

The Company's lease assets consist of office premises. The Company assesses whether a contract contains a lease, at inception of a contract. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

To assess whether a contract conveys the right to control the use of an identified asset, the Company assesses whether:

- (i) the contract involves the use of an identified asset
- (ii) the Company has substantially all of the economic benefits from use of the asset through the period of the lease and
- (iii) the Company has the right to direct the use of the asset

Where the Company is a lessee

The Company determines the lease term as the non-cancellable period of a lease, together with periods covered by an option to extend the lease, where the Company is reasonably certain to exercise that option.

At the date of commencement of the lease, the Company recognises a right of use asset and a corresponding lease liability for all lease arrangements in which it is a lessee, except for leases with a term of twelve months or less (short-term leases) and leases of low value assets. For these short-term leases and leases of low value assets, the Company recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

The cost of the right-of-use asset measured at inception shall comprise the amount of the initial measurement of the lease liability adjusted for any lease payments made at or before the commencement date less any lease incentives received, plus any initial direct costs incurred and an estimate of costs to be incurred by

the lessee in dismantling and removing the underlying asset or restoring the underlying asset or site on which it is located.

The right of use assets is subsequently measured at cost less any accumulated depreciation, accumulated impairment losses, if any and adjusted for any remeasurement of the lease liability. The right of use assets is depreciated using the straight-line method from the commencement date over the shorter of lease term or useful life of right of use asset. The estimated useful lives of right-of-use assets are determined on the same basis as those of property, plant and equipment.

Right of use assets are tested for impairment whenever there is any indication that their carrying amounts may not be recoverable. Impairment loss, if any, is recognised in the statement of profit and loss.

The Company measures the lease liability at the present value of the lease payments that are not paid at the commencement date of the lease. The lease payments are discounted using the interest rate implicit in the lease, if that rate can be readily determined. If that rate cannot be readily determined, the Company uses incremental borrowing rate.

The lease payments shall include fixed payments, variable lease payments based on an index or rate, residual value guarantees, exercise price of a purchase option where the Company is reasonably certain to exercise that option and payments of penalties for terminating the lease, if the lease term reflects the lessee exercising an option to terminate the lease.

The lease liability is subsequently remeasured by increasing the carrying amount to reflect interest on the lease liability, reducing the carrying amount to reflect the lease payments made and remeasuring the carrying amount to reflect any reassessment or lease modifications or to reflect revised in-substance fixed lease payments.

Lease liability and right of use assets have been presented separately in the Balance Sheet and lease payments are classified as cash used in financing activities in the statement of cash flows.

Company as a lessor

Leases under which the Company is a lessor are classified as finance or operating leases. Lease contracts where all the risks and rewards are substantially transferred to the lessee, the lease contracts are classified as finance leases. All other leases are classified as operating leases.

2.9 Share capital

Ordinary shares are classified as equity, incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from proceeds.

2.10 Fair value of financial instruments

In determining the fair value of the financial instruments the Company uses a variety of methods and assumptions that are based on market conditions and risk existing at each reporting date. The method

used to determine the fair value includes discounted cash flow analysis, available quoted market prices and dealer quotes. All methods of assessing fair value result in a general approximation of value, and such value may never actually be realised. For all other financial instruments the carrying amounts approximate fair value due to short-term maturity of those instruments.

2.11 Financial instruments

Initial recognition

The Company recognises financial assets and financial liabilities when it becomes party to the contractual provisions of the instrument. All financial assets and liabilities are recognised at fair value on initial recognition, except for trade receivables which are initially measured at transaction price. Transaction costs that are directly attributable to the acquisition or issue of financial assets and liabilities, which are not at fair value through profit or loss, are added to the fair value on initial recognition. Regular way purchase and sale of financial assets are accounted for at trade date.

Subsequent measurement

a) Non-derivative financial instruments

(i) Financial assets carried at amortised cost

A financial asset is subsequently measured at amortised cost if it is held within a business model whose objective is to hold the asset in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. For financial assets maturing within one year from the balance sheet date, the carrying amounts approximate the fair value due to the short maturity of these instruments

(ii) Financial assets at fair value through other comprehensive income (FVTOCI)

A financial asset is subsequently measured at fair value through other comprehensive income if it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Further, in cases where the Company has made an irrevocable election based on its business model, for its investments which are classified as equity instruments, the subsequent changes in fair value are recognised in other comprehensive income.

(iii) Financial assets at fair value through profit or loss (FVTPL)

A financial asset which is not classified in any of the above categories is subsequently fair valued through profit or loss.

(iv) Financial liabilities

Financial liabilities are subsequently carried at amortised cost using the effective interest

method, except for contingent consideration recognised in a business combination which is subsequently measured at fair value through profit and loss. For trade and other payables maturing within one year from the balance sheet date, the carrying amounts approximate the fair value due to the short maturity of these instruments.

b) Derivative financial instruments

The Company uses derivative financial instruments i.e. foreign exchange forward and options contracts to manage its exposure to foreign exchange risks. Such derivative financial instruments are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently re-measured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

The Company uses hedging instruments that are governed by the policies of the Company.

(i) Cash flow hedges

Changes in the fair value of the derivative hedging instrument designated as a cash flow hedge are recognised in other comprehensive income and presented within equity in the cash flow hedging reserve to the extent that the hedge is effective. To the extent that the hedge is ineffective, changes in fair value are recognised in the statement of profit and loss. If the hedging instrument no longer meets the criteria for hedge accounting, expires or is sold, terminated or exercised, then hedge accounting is discontinued prospectively. The cumulative gain or loss previously recognised in the cash flow hedging reserve is transferred to the statement of profit and loss upon the occurrence of the related forecasted transaction.

(ii) Receivable hedge

Changes in fair value of foreign currency derivative instruments not designated as cash flow hedges and the ineffective portion of cash flow hedges are recognised in the statement of profit and loss and reported within foreign exchange gains/(losses).

Derecognition of financial instruments

The Company derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire or it transfers the financial asset and the transfer qualifies for derecognition under Ind AS 109. The changes in fair value of equity investments designated at FVTOCI are accumulated within 'Equity instruments at OCI' reserve within equity. The Company transfers amounts from this reserve to retained earnings if these equity instruments are derecognised. A financial liability (or a part of a financial liability) is derecognised from the balance sheet when the obligation specified in the contract is discharged or cancelled or expires.

2.12 Provision, contingent liabilities and contingent assets:

A provision is recognised when the Company has a present obligation as a result of past event and it is probable that an outflow of resources will be required to settle the obligation, in respect of which a reliable estimate can be made. If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance costs.

Contingent liabilities are disclosed for:

- (i) possible obligations which will be confirmed only by future events not wholly within the control of the Company or
- (ii) present obligations arising from past events where it is not probable that an outflow of resources will be required to settle the obligation or a reliable estimate of the amount of the obligation cannot be made.

Contingent assets are disclosed wherein an inflow of economic benefits is probable.

2.13 Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term investments with an original maturity of three months or less.

2.14 Revenue recognition

Income from operations

Income from operations comprises income from global research and risk solutions, customised research, special assignments and subscriptions to information products and services, IPO grading services, independent equity research (IER) services, infrastructure advisory and risk management services.

- Subscription to information products and services and revenue from IER are accounted on a time proportion basis and revenue is straight lined over the period of performance.
- Revenue from customised research and IPO grading are recognised in the period in which such assignments are carried out in a time proportion basis.
- Global research and risk solutions revenue consists of time and material contracts which is recognised on output basis measured by number of hours/days/weeks worked at the rates specified in the agreements.
- Revenue from infrastructure advisory services, risk management services and customer projects and experience management programme services are recognised in accordance with percentage completion method.
- Percentage of completion for infrastructure advisory is determined based on the project cost incurred to date as a percentage of total

estimated project cost required to complete the project.

- Revenue from risk management services comprises revenue from sale of software and annual maintenance contracts. Revenue from sale of software licences is recognised upon delivery of these licences which constitute transfer of all risks and rewards. Revenue from consultancy services and sale of software which involves customisation is recognised over the execution period. Revenue from annual maintenance contracts is recognised on a time proportion basis.

Provision for estimated losses, if any, on uncompleted contracts are recorded in the year in which such losses become certain based on the current estimates.

Revenue from group companies is recognised based on transaction price which is at arm's length.

Unbilled receivables (only where act of invoicing is pending) when there is unconditional right to receive cash, and only passage of time is required, as per contractual terms is classified under 'Trade Receivables'.

Accrued revenue where the right to consideration is conditional upon factors other than the passage of time are contract assets which are classified as non-financial asset as the contractual right to consideration is dependent on completion of contractual milestones.

Unearned and deferred revenue ("contract liability") is recognised when there are billings in excess of revenues.

The billing schedules agreed with customers include periodic performance-based payments and/or milestone-based progress payments. Invoices are payable within a contractually agreed credit period. Contracts are subject to modification to account for changes in contract specification and requirements. The Company reviews modification to a contract in conjunction with the original contract, basis which the transaction price could be allocated to a new performance obligation or transaction price of an existing obligation could undergo a change. In the event that the transaction price is revised for an existing obligation, a cumulative adjustment is accounted for.

Grant income

Export benefits from government authorities are received in the form of saleable scrips and are recognised at fair value in the statement of profit and loss under 'other income', where all attaching conditions will be complied with and to the extent there is no significant uncertainty as to the ultimate realisation on transfer of scrips in the year of the sale. The related costs are recognised under 'other expense'.

Interest income

Interest income from a financial asset is recognised when it is probable that the economic benefits will flow to the Company and the amount of income can be measured reliably. Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate

that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

Dividend income

Dividend income is recognised when the Company's right to receive payment is established by the balance sheet date.

Profit/(loss) on sale of current investment

Profit/(loss) on sale of current investment is accounted when the sale is executed. On disposal of such investments, the difference between the carrying amount and the disposal proceeds, net of expenses, is recognised in the statement of profit and loss.

2.15 Retirement and other employee benefits

Short-term employee benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Defined benefit plans

The Company's net obligation in respect of defined benefit plans is calculated separately for each plan by estimating the amount of future benefit that employees have earned in the current and prior periods, discounting that amount and deducting the fair value of any plan assets.

The calculation of defined benefit obligations is performed annually by a qualified actuary using the projected unit credit method. When the calculation results in a potential asset for the Company, the recognised asset is limited to the present value of economic benefits available in the form of any future refunds from the plan or reductions in future contributions to the plan. To calculate the present value of economic benefits, consideration is given to any applicable minimum funding requirements.

Remeasurement of the net defined benefit liability, which comprises actuarial gains and losses and the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognised immediately in other comprehensive income (OCI). Net interest expense (income) on the net defined liability (assets) is computed by applying the discount rate, used to measure the net defined liability (asset). Net interest expense and other expenses related to defined benefit plans are recognised in the statement of profit and loss.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in the statement of profit and loss. The Company recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

Short-term compensated absences are provided for based on estimates. Long-term compensated absences are provided for based on actuarial valuation.

The actuarial valuation is done as per projected unit credit method. The Company presents the leave as a current liability in the balance sheet, to the extent it does not have an unconditional right to defer its settlement for 12 months after the reporting date. Where the Company has the unconditional legal and contractual right to defer the settlement for a period beyond 12 months, the same is presented as non-current liability.

Defined contribution plans

Retirement benefits in the form of provident fund is a defined contribution plan and is charge to the statement of profit and loss for each period of service rendered by the employees. Excess or short of contribution is recognised as an asset or liability in the financial statement. There are no other obligations other than the contribution payable to the respective authorities.

Employee stock compensation cost

The Company recognises expense relating to share based payment in net profit using fair value in accordance with Ind AS 102-Share Based Payment.

The grant date fair value of options granted to employees is recognised as an employee expense, with a corresponding increase in equity, over the period that the employees become unconditionally entitled to the options. The expense is recorded for each separately vesting portion of the award as if the award was, in substance, multiple awards. The increase in equity recognised in connection with share based payment transaction is presented as a separate component in equity under "share-based payment reserve". The amount recognised as an expense is adjusted to reflect the actual number of stock options that vest.

2.16 Foreign currency transactions

Foreign currency transactions are recorded at exchange rates prevailing on the date of transaction. Foreign currency denominated monetary assets and liabilities are restated into the functional currency using exchange rate prevailing at the balance sheet date. Gains and losses arising on settlement and restatement of foreign currency denominated monetary assets and liabilities are recognised in the statement of profit and loss. Non-monetary assets and liabilities that are measured in terms of historical cost in foreign currencies are not translated.

2.17 Taxes on income

Income tax expense comprises current and deferred tax. It is recognised in the statement of profit and loss except to the extent that it relates items recognised directly in equity or in OCI.

Current tax

Current tax comprises the expected tax payable or receivable on the taxable income or loss for the year and any adjustment to the tax payable or receivable in respect of previous years. It is measured using tax rates enacted or substantively enacted at the reporting date.

Current tax assets and liabilities are offset only if, the Company:

- a) has a legally enforceable right to set off the recognised amounts; and
- b) intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Deferred tax

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes.

Deferred tax assets are recognised for unused tax losses, unused tax credits and deductible temporary differences to the extent that it is probable that future taxable profits will be available against which they can be used. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised; such reductions are reversed when the probability of future taxable profits improves.

Unrecognised deferred tax assets are reassessed at each reporting date and recognised to the extent that it has become probable that future taxable profits will be available against which they can be used. Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, using tax rates enacted or substantively enacted at the reporting date. The measurement of deferred tax reflects the tax consequences that would follow from the manner in which the Company expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset only if:

- a) The Company has a legally enforceable right to set off current tax assets against current tax liabilities; and
- b) The deferred tax assets and the deferred tax liabilities relate to income taxes levied by the same taxation authority on the same taxable entity.

Deferred tax assets includes Minimum Alternate Tax (MAT) paid in accordance with the tax laws which is likely to give future economic benefits in the form of availability of set off against future income tax liability. Accordingly, MAT is recognised as deferred tax asset in the balance sheet when the asset can be measured reliably and it is probable that the future economic benefit associated with the asset will be realised.

2.18 Earnings per share

Basic earnings per share are calculated by dividing the net profit or loss for the period attributable to equity shareholders by the weighted average number of equity

shares outstanding during the year. The weighted average number of equity shares outstanding during the period is adjusted for events such as buy back, Employee Stock Option Scheme (ESOS), etc. that have changed the number of equity shares outstanding, without a corresponding change in resources.

For the purpose of calculating diluted earnings per share, the Company has adopted treasury stock method to compute the new shares that can possibly be created by un-exercised stock options. The net profit or loss for the period attributable to equity shareholders and the weighted average number of shares outstanding during the period are adjusted for the effects of all dilutive potential equity shares.

2.19 Dividend

The final dividend on shares is recorded as a liability on the date of approval by the shareholders. Interim dividend is recognised as a liability on the date of declaration by the Company's Board of Directors.

2.20 Cash flow statement

Cash flows are reported using the indirect method, whereby profit before tax is adjusted for the effects of transactions of non-cash nature and any deferrals or accruals of past or future cash receipts or payments and item of income or expenses associated with investing or financing cash flows. Cash flow from operating, investing and financing activities are segregated.

2.21 Exceptional Items

When items of income or expense are of such nature, size and incidence that their disclosure is necessary to explain the performance of the Company for the year, the Company makes a disclosure of the nature and amount of such items separately under the head "exceptional items".

2.22 Recent accounting pronouncement

Ministry of Corporate Affairs (MCA), vide notification dated March 23, 2022, has made the following amendments to Ind AS which are effective April 1, 2022:

- a. Ind AS 109: Annual Improvements to Ind AS (2021)
- b. Ind AS 103: Reference to Conceptual Framework
- c. Ind AS 37: Onerous Contracts - Costs of Fulfilling a Contract
- d. Ind AS 16: Proceeds before intended use

Based on preliminary assessment, the Company does not expect these amendments to have any significant impact on its standalone financial statements.

3. Property, plant and equipment

For the year ended December 31, 2022

Particulars	Carrying value				Accumulated depreciation			Net block	
	As at January 1, 2022	Additions	Deductions	As at December 31, 2022	Up to January 1, 2022	For the year	Deductions	Up to December 31, 2022	As at December 31, 2022
Buildings	10	-	-	10	10	-	-	10	-
Furniture and fixtures	719	3	122	600	552	31	90	493	107
Office equipment	1,464	50	149	1,365	1,153	66	124	1,095	270
Computers	7,546	1,995	1,257	8,284	5,461	1,444	1,252	5,653	2,631
Vehicles	405	399	142	662	254	114	113	255	407
Leasehold improvements	3,141	-	280	2,861	2,960	82	279	2,763	98
Total	13,285	2,447	1,950	13,782	10,390	1,737	1,858	10,269	3,513

(₹ lakh)

For the year ended December 31, 2021

Particulars	Carrying value				Accumulated depreciation			Net block	
	As at January 1, 2021	Additions	Deductions	As at December 31, 2021	Up to January 1, 2021	For the year	Deductions	Up to December 31, 2021	As at December 31, 2021
Buildings	10	-	-	10	10	-	-	10	-
Furniture and fixtures	834	67	182	719	636	62	146	552	167
Office equipment	1,690	17	243	1,464	1,255	109	211	1,153	311
Computers	7,100	1,163	717	7,546	5,006	1,169	714	5,461	2,085
Vehicles	375	146	116	405	294	76	116	254	151
Leasehold improvements	3,352	-	211	3,141	2,949	145	134	2,960	181
Total	13,361	1,393	1,469	13,285	10,150	1,561	1,321	10,390	2,895

(₹ lakh)

3.1 The title deeds of all immovable properties (other than properties where the Company is the lessee and lease arrangement is duly exercised in favour of the lessee) are held in the name of the Company.

4. Right-of-use assets

For the year ended December 31, 2022

(₹ lakh)

Particulars	Carrying value			Accumulated depreciation			Net block	
	As at January 1, 2022	Additions	Lease modification	As at December 31, 2022	Up to January 1, 2022	For the year	Up to December 31, 2022	As at December 31, 2022
Building	18,250	1,195	(144)	19,301	7,615	4,081	11,655	7,646
Total	18,250	1,195	(144)	19,301	7,615	4,081	11,655	7,646

For the year ended December 31, 2021

(₹ lakh)

Particulars	Carrying value			Accumulated depreciation			Net block	
	As at January 1, 2021	Additions	Lease modification	As at December 31, 2021	Up to January 1, 2021	For the year	Up to December 31, 2021	As at December 31, 2021
Building	16,320	5,596	(3,666)	18,250	4,087	4,179	7,615	10,635
Total	16,320	5,596	(3,666)	18,250	4,087	4,179	7,615	10,635

5. Goodwill

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Carrying value at the beginning of the year	3,621	3,621
Carrying value at the end of the year	3,621	3,621
Goodwill has been allocated in the following CGUs:	3,621	3,621
Business Intelligence & Risk Solutions (BIRS)		
Total	3,621	3,621

For the purpose of impairment testing, goodwill acquired in a business combination is allocated to the Cash Generating Unit (CGU), which benefit from the synergies of the acquisition. The chief operating decision maker reviews the goodwill for any impairment at the CGU level.

The recoverable amount of a CGU is the higher of its fair value less cost to sell and its value-in-use, both of which are calculated by the Group using a discounted cash flow analysis. These calculations use pre-tax cash flow projections over a period of four years, based on financial budgets approved by the management. For calculation of the recoverable amount, the Group has used the following rates:

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Growth rate	5.00%	5.00%
Discount rate	16.60%	21.70%

The above discount rate is based on the weighted average cost of capital of the Company. These estimates are likely to differ from future actual results of operations and cash flows.

An analysis of sensitivity of the computation to a change in key parameters (operating margins and discount rate) based on reasonably probable assumptions, did not identify any probable scenario in which recoverable amount of the CGU would decrease below its carrying amount.

As at December 31, 2022 and December 31, 2021, the estimated recoverable amount of the CGU exceeded its carrying amount, hence impairment is not triggered.

7. Intangible assets under development

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Software	938	530
Total	938	530

7.1 Ageing for intangible assets under development

Ageing as at December 31, 2022:

(₹ lakh)

Particulars	Amount in intangible assets under development for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Projects in progress	409	134	261	134	938
Projects temporarily suspended	-	-	-	-	-

Ageing as at December 31, 2021:

(₹ lakh)

Particulars	Amount in intangible assets under development for a period of				Total
	Less than 1 year	1-2 years	2-3 years	More than 3 years	
Project in progress	135	261	134	-	530
Projects temporarily suspended	-	-	-	-	-

7.2 Personnel expenses to the extent of ₹ 230 lakh (previous year : Nil) is considered for capitalisation as intangible assets.

7.3 As at December 31, 2022 and December 31, 2021 there was no project the completion of which was overdue or exceeded cost compared to original plan.

8. Investments

A. Non-current investments	As at December 31, 2022		As at December 31, 2021	
	Number of shares	₹ lakh	Number of shares	₹ lakh
Investments in subsidiaries (companies under same management)				
<i>Unquoted equity investments carried at cost</i>				
Equity shares of CRISIL Irevna UK Limited, of £ 1 each, fully paid up (refer to note 8.1)	5,514,100	11,585	5,514,100	11,585
Equity shares of CRISIL Irevna Argentina S.A. of ARS 1 each, fully paid up (refer to note 8.1)	704,018	147	704,018	147
100% Investment in the capital of CRISIL Irevna Information & Technology (Hangzhou) Co., Limited (refer to note 8.1)	-	244	-	244
Equity shares of CRISIL Ratings Limited of ₹ 1 each, fully paid up	261,000,000	2,610	261,000,000	2,610
Sub - total (a)		14,586		14,586
Other investments				
<i>Unquoted equity investments carried at fair value through OCI (refer to notes 8.2 and 35)</i>				
Equity Shares of Caribbean Information and Credit Rating Agency of US \$1 each, fully paid up	300,000	382	300,000	256
Equity shares of National Commodity and Derivative Exchange Limited of ₹ 10 each, fully paid up	1,875,000	2,779	1,875,000	3,043
Sub - total (b)		3,161		3,299
<i>Quoted equity investments carried at fair value through OCI (refer to notes 8.2 and 35)</i>				
Equity Share of CARE Ratings Limited of ₹ 10 each, fully paid up	2,622,431	15,916	2,622,431	16,239
Equity Share of ICRA Limited of ₹ 10 each, fully paid up (refer to note 8.3)	1	-*	1	-*
Sub - total (c)		15,916		16,239
Total non-current investments (A) - (a + b + c)		33,663		34,124

B. Current investments	As at December 31, 2022		As at December 31, 2021	
	Number of units	₹ lakh	Number of units	₹ lakh
Investments in mutual funds				
<i>(Unquoted investments carried at fair value through profit and loss) (refer to note 35)</i>				
Sundaram Corporate Bond Fund - Direct - Growth	14,319,458	4,928	-	-
ICICI Prudential Savings Fund - Direct Plan- Growth	993,976	4,515	-	-
ICICI Prudential Corporate Bond Fund - Direct Plan - Growth	19,075,485	4,878	-	-
DSP Banking & PSU Debt Fund - Dir - Growth	21,245,656	4,353	-	-
Canara Robeco Savings Fund - Direct Growth	13,659,417	4,919	-	-
DSP Low Duration Fund - Direct Plan - Growth	25,576,745	4,353	-	-
TATA Ultra Short Term Fund - Direct Plan - Growth	40,322,875	4,983	-	-
Nippon India Low Duration Fund - Direct - Growth	-	-	159,277	4,987
Nippon India Ultra Short Duration Fund - Direct - Growth	-	-	142,757	4,976
UTI Treasury Advantage Fund - Direct - Growth	-	-	172,141	4,926
UTI Short Term Income Fund - Direct - Growth	-	-	18,291,399	4,845
ICICI Prudential Savings Fund - Direct - Growth	-	-	1,147,227	4,981
Sundaram Short Duration Fund - Direct - Growth	-	-	8,565,805	3,231
Kotak Low Duration Fund - Direct - Growth	-	-	81,920	2,352
Total current investments (B)		32,929		30,298
Total investments (A + B)		66,592		64,422

(₹ lakh)

C. Summary of investments (non-current+current)	As at December 31, 2022	As at December 31, 2021
Aggregate amount of quoted investments	15,916	16,239
Aggregate market value of quoted investments	15,916	16,239
Aggregate amount of unquoted investments	50,676	48,183
Aggregate amount of impairment in value of investments	-	-

- 8.1** Includes deemed investment on account of share-based payment recharge to employees of subsidiary companies.
- 8.2** The total dividend recognised pertaining to FVTOCI instruments for the year ended December 31, 2022 was ₹ 272 lakh and for the year ended December 31, 2021 was ₹ 429 lakh. Dividend from equity investments designated at FVTOCI relates to investments held at the end of the reporting period. For all the equity instruments that are classified by the Company as FVTOCI, fair value changes on the instrument, excluding dividends, are recognised in the OCI. The Company recognises dividend in statement of profit and loss under the head "other income".
- 8.3** '-*' in amounts' columns denote amounts less than ₹ 50,000.

9. Other financial assets (non-current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Unsecured, considered good, unless otherwise stated		
Security deposits	1,137	2,946
Interest accrued on fixed deposits	6	3
Other bank balances		
Bank deposits with more than 12 months maturity {Deposit includes fixed deposits with banks ₹ 40 lakh (previous year: ₹ 37 lakh) marked as lien for guarantees issued by banks on behalf of the Company (refer to note36A[1])}	140	37
Total	1,283	2,986

10. Income tax

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Current tax	8,106	8,835
Deferred tax	(971)	(988)
Total income tax expense recognised in current year	7,135	7,847

The tax year for the Company being the year ending March 31, 2023, the tax expense for the year is the aggregate of the provision made for the three-month period ended March 31, 2022 and the provision for the nine month period ended December 31, 2022. The tax provision for the nine-month period has been arrived at using effective tax rate for the period April 1, 2022 to March 31, 2023.

The reconciliation between the provision of income tax of the Company and amounts computed by applying the Indian statutory income tax rate to profit before taxes is as follows:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Profit before tax	44,186	56,118
Enacted income tax rate in India for fiscal year ended March 31, 2023 and March 31, 2022. (%)	25.168%	25.168%
Computed expected tax expense	11,122	14,124
Effect of:		
Income not chargeable to tax	(4,204)	(6,440)
Expenses that are not deductible in determining taxable profit	194	156
Tax expense/(reversal) of prior years	(74)	(89)
Income subject to different tax rates	36	27
Others	61	69
Total income tax expense recognised in the statement of profit and loss	7,135	7,847

Disclosure in relation to Undisclosed Income

The Company does not have any such transactions that are not recorded in the books of accounts that has been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (such as, search or survey or any other relevant provisions of the Income Tax Act, 1961).

Deferred tax

The tax effect of significant temporary differences that resulted in deferred income tax assets and liabilities are as follows:

As at December 31, 2022

(₹ lakh)

Particulars	Opening balance	Recognised in profit and loss	Recognised in OCI	Closing balance
Deferred tax liability on :				
Gains from other investments	637	-	(32)	605
Gains from mutual funds	51	61	-	112
Business combination	102	(97)	-	5
Gross deferred tax liability	790	(36)	(32)	722
Deferred tax asset on :				
Discounting on security deposits	9	5	-	14
Gains / losses on forward contracts	(326)	-	754	428
Provision for compensated absences	1,459	75	-	1,534
Provision for bonus and commission	791	718	-	1,509
Provision for gratuity	630	206	(63)	773
Provision for doubtful trade receivables	457	(55)	-	402
40A(ia) of the Income Tax Act, 1961 and other items	48	(16)	-	32
Property, plant and equipment and intangibles	899	330	-	1,229
On lease liability and right to use	583	(328)	-	255
Gross deferred tax asset	4,550	935	691	6,176
Net deferred tax asset	3,760	971	723	5,454

As at December 31, 2021

(₹ lakh)

Particulars	Opening balance	Recognised in profit and loss	Recognised in OCI	Closing balance
Deferred tax liability on :				
Gains from other investments	622	-	15	637
Gains from mutual funds	63	(12)	-	51
Gains / losses on forward contracts	167	-	159	326
Business combination	176	(74)	-	102
Gross deferred tax liability	1,028	(86)	174	1,116
Deferred tax asset on :				
Discounting on security deposits	165	(156)	-	9
Provision for compensated absences	1,419	40	-	1,459
Provision for bonus and commission	(151)	942	-	791
Provision for gratuity	646	4	(20)	630
Provision for doubtful trade receivables	412	45	-	457
40A(ia) of the Income Tax Act, 1961 and other items	89	(41)	-	48
Property, plant and equipment and intangibles	1,049	(150)	-	899
On lease liability and right to use	365	218	-	583
Gross deferred tax asset	3,994	902	(20)	4,876
Net deferred tax asset	2,966	988	(194)	3,760

11. Tax assets (non-current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Advance income-tax (net of provision for taxation)	10,489	9,178
Total	10,489	9,178

12. Other non-current assets

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Capital advances	97	-
Prepaid expenses	78	166
Total	175	166

13. Trade receivables (current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Trade receivables considered good- secured	-	-
Trade receivables considered good- unsecured (refer to note 39)	36,551	25,517
Trade receivables which have significant increase in credit risk	-	-
Trade receivables - credit impaired	1,693	1,828
Less: Allowance for doubtful trade receivables	(1,693)	(1,828)
Total	36,551	25,517

13.1 The balance lying in unbilled receivables as at December 31, 2021 is significantly billed during the current year.

13.2 The Company uses a provision matrix to determine impairment loss allowance on the portfolio trade receivables. The provision matrix is based on its historically observed default rates over the expected life of the trade receivables and is adjusted for forward looking estimates. At period end, the historical observed default rates are updated and changes in the forward looking estimates are analysed.

Specific allowance for loss is also been provided by the management based on expected recovery on individual customers.

13.3 Reconciliation of loss allowance

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Opening balance	1,828	1,680
Add: Provided during the year	391	446
Less: Utilisation	(526)	(298)
Closing balance	1,693	1,828

13.4 Ageing for trade receivables for each of the category

As at December 31, 2022

(₹ lakh)

Particulars	Unbilled	Outstanding for following periods from due date of payment						Total
		Not due	Less than 6 months	6 months- 1 year	1-2 years	2-3 years	More than 3 years	
(i) Undisputed trade receivables - considered good	6,990	12,923	15,693	945	-	-	-	36,551
(ii) Undisputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(iii) Undisputed trade receivables - credit impaired	-	-	319	192	383	23	776	1,693
(iv) Disputed trade receivables - considered good	-	-	-	-	-	-	-	-
(v) Disputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(vi) Disputed trade receivables - credit impaired	-	-	-	-	-	-	-	-
Total	6,990	12,923	16,012	1,137	383	23	776	38,244
Less: Allowance for doubtful trade receivables								(1,693)
Total								36,551

As at December 31, 2021

(₹ lakh)

Particulars	Outstanding for following periods from due date of payment							Total
	Unbilled	Not due	Less than 6 months	6 months-1 year	1-2 years	2-3 years	More than 3 years	
(i) Undisputed trade receivables - considered good	4,555	5,531	14,373	1,058	-	-	-	25,517
(ii) Undisputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(iii) Undisputed trade receivables - credit impaired	-	-	292	245	515	-	776	1,828
(iv) Disputed trade receivables - considered good	-	-	-	-	-	-	-	-
(v) Disputed trade receivables - which have significant increase in credit risk	-	-	-	-	-	-	-	-
(vi) Disputed trade receivables - credit impaired	-	-	-	-	-	-	-	-
Total	4,555	5,531	14,665	1,303	515	-	776	27,345
Less: Allowance for doubtful trade receivables								(1,828)
Total								25,517

14. Cash and cash equivalents (current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Balances with banks:		
On current accounts	7,122	11,057
Deposits with original maturity of less than 3 months	105	227
Total	7,227	11,284

15. Other bank balances (current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
On unpaid dividend accounts (refer to note 15.1)	73	78
Deposits with original maturity for more than 3 months but less than 12 months {(Deposits include fixed deposits with banks ₹ 94 lakh (previous year: ₹ 194 lakh) marked as lien for guarantees issued by banks on behalf of the Company. (refer to note 36A[1])}	145	356
Total	218	434

15.1 The Company has complied with the applicable regulations for maintenance of unpaid dividend accounts as per Section 129 of the Companies Act, 2013.

16. Loans (current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
<i>Unsecured, considered good, unless otherwise stated</i>		
Loans to employees (refer to note 16.1)	281	186
Total	281	186
Sub-classification of loans:		
Loan receivables considered good- secured	-	-
Loan receivables considered good- unsecured	281	186
Loan receivables which have significant increase in credit risk	-	-
Loan receivables - credit impaired	-	-
Less: Allowance for impairment loss	-	-
Total	281	186

16.1 There are no loans given to promoters, directors, Key Managerial Persons and related parties.

17. Other financial assets (current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
<i>Unsecured, considered good, unless otherwise stated</i>		
Amount recoverable (refer to note 39)		
- Considered good	496	239
- Considered doubtful	11	-
Accrued interest on fixed deposit	14	18
Fair value of foreign currency forward contract (refer to note 35.2)	-	1,290
Security deposits		
- Considered good	2,618	288
- Considered doubtful	139	109
Less: Allowance for impairment loss	(150)	(109)
Total	3,128	1,835

18. Other current assets

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Prepaid expense	1,964	1,806
Balances with government authorities	6,846	3,531
Accrued revenue	2,531	3,971
Advances to suppliers and employees	2,288	1,702
Total	13,629	11,010

19. Equity share capital

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Authorised capital: (refer to note 47)		
195,000,000 equity shares of ₹ 1 each (previous year 100,000,000 equity shares of ₹ 1 each)	1,950	1,000
Issued, subscribed and paid up:		
73,064,044 equity shares of ₹ 1 each fully paid up (previous year 72,868,446 equity shares of ₹ 1 each)	731	729
Total	731	729

(a) Reconciliation of shares outstanding at the beginning and at the end of the year

Equity shares

Particulars	As at December 31, 2022	
	₹ lakh	Nos.
At the beginning of the year (face value of ₹ 1 per share)	729	72,868,446
Add : Issued during the year - Under employee stock option scheme (ESOS) (refer to note 46)	2	195,598
Outstanding at the end of the year	731	73,064,044

Particulars	As at December 31, 2021	
	₹ lakh	Nos.
At the beginning of the year (face value of ₹ 1 per share)	726	72,593,290
Add : Issued during the year - Under employee stock option scheme (ESOS) (refer to note 46)	3	275,156
Outstanding at the end of the year	729	72,868,446

(b) Terms/rights attached to equity shares

The Company has only one class of equity shares having par value of ₹ 1 per share. Each holder of equity shares is entitled to one vote per share. The Company declares and pays dividends in Indian rupees. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting.

In the event of liquidation of the Company, the holders of equity shares will be entitled to receive remaining assets of the Company, after distribution of all preferential amounts. The distribution will be in proportion to the number of equity shares held by the shareholders.

(c) Shares held by holding/ultimate holding Company and/ or their subsidiaries

Out of equity shares issued by the Company, shares held by its holding Company, ultimate holding Company and their subsidiaries/ associates are as below:

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Group Holding of the S&P Global Inc.		
31,209,480 equity shares of ₹ 1 each fully paid held by S&P India, LLC, fellow subsidiary (Previous year 31,209,480 equity shares of ₹ 1 each)	312	312
11,523,106 equity shares of ₹ 1 each fully paid held by S&P Global Asian Holdings Pte. Limited, fellow subsidiary (Previous year 11,523,106 equity shares of ₹ 1 each)	115	115
6,000,000 equity shares of ₹ 1 are held by Standard & Poor's International LLC, fellow subsidiary (Previous year 6,000,000 equity shares of ₹ 1 each)	60	60
Total	487	487

(d) The Company has neither issued shares for consideration other than cash or bonus shares, nor there has been, any buy back of shares during the five years immediately preceding December 31, 2022

(e) Details of shareholders holding more than 5% shares in the Company

Name of the shareholder	As at December 31, 2022	
	% holding in the class	Nos.
Equity shares of ₹ 1 each fully paid		
1. Group Holding of the S&P Global Inc.		
a) S&P India, LLC	42.72%	31,209,480
b) S&P Global Asian Holdings Pte. Limited	15.77%	11,523,106
c) Standard & Poor's International LLC	8.21%	6,000,000
2. Jhunjunwala Rekha Rakesh	5.47%	4,000,000

Name of the shareholder	As at December 31, 2021	
	% holding in the class	Nos.
Equity shares of ₹ 1 each fully paid		
1. Group Holding of the S&P Global Inc.		
a) S&P India, LLC	42.83%	31,209,480
b) S&P Global Asian Holdings Pte. Limited	15.81%	11,523,106
c) Standard & Poor's International LLC	8.23%	6,000,000
2. Jhunjunwala Rekha and Rakesh	5.49%	4,000,000

As per records of the Company, including its register of shareholders/ members and other declarations received from shareholders regarding beneficial interest, the above shareholding represents both legal and beneficial ownerships of shares.

(f) Disclosure of shareholding of promoters

As at December 31, 2022

Promoter name	Shares held by promoters				% change during the year
	As at December 31, 2022		As at December 31, 2021		
	No. of shares	% of total shares	No. of shares	% of total shares	
S&P India, LLC	31,209,480	42.72%	31,209,480	42.83%	-0.11%
S&P Global Asian Holdings Pte. Limited	11,523,106	15.77%	11,523,106	15.81%	-0.04%
Standard & Poor's International LLC	6,000,000	8.21%	6,000,000	8.23%	-0.02%

As at December 31, 2021

Promoter name	Shares held by promoters				% change during the year
	As at December 31, 2022		As at December 31, 2021		
	No. of shares	% of total shares	No. of shares	% of total shares	
S&P India, LLC	31,209,480	42.83%	31,209,480	42.99%	-0.16%
S&P Global Asian Holdings Pte. Limited	11,523,106	15.81%	11,523,106	15.87%	-0.06%
Standard & Poor's International LLC	6,000,000	8.23%	6,000,000	8.27%	-0.04%

(g) Shares reserved for issue under options

For details of shares reserved for issue under the employee stock option scheme (ESOS) of the Company (refer to note 46).

(h) Capital management

The Company is predominantly equity financed and continues to maintain adequate amount of liquidity to meet strategic and growth objectives. The Company manages its capital to ensure that it will be able to continue as going concerns while maximising the return to its stakeholders. The Company has ensured a balance between earning adequate returns on treasury asset and need to cover financial and business risk. The Company actively monitors its portfolio and has a policy in place for investing surplus funds. Appropriate limits and controls are in place to ensure that investments are made as per policy. The Company has an overdraft and other loan facilities sanctioned from banks to support any temporary funding requirements, as and when required.

20. Explanation of reserves
a) General reserve

The general reserve is used from time to time to transfer profits from retained earnings for appropriation purposes. As the general reserve is created by a transfer from one component of equity to another and is not an item of other comprehensive income, items included in the general reserve will not be reclassified subsequently to the retained earnings.

b) Securities premium

The amount received in excess of face value of the equity shares is recognised in securities premium.

c) Retained earnings

Retained earnings represent the cumulative profits of the Company and the effects of measurements of defined benefit obligation.

d) Share-based payment reserve

The share-based payment reserve account is used to record the value of equity-settled share-based payment transactions with employees. The amounts recorded in this account are transferred to share premium upon exercise of stock options by employees.

e) Other comprehensive income (OCI)

Other comprehensive income includes fair value changes in equity instruments and hedge reserve through OCI.

f) Hedge reserve

Forward contracts are stated at fair value at each reporting date. Changes in the fair value of the forward contracts that are designated and effective as hedges of future cash flows are recognised directly in OCI and accumulated under the hedging cash flow hedge reserve, net of applicable deferred income taxes.

g) Capital redemption reserve

The Company has recognised Capital Redemption Reserve on buyback of equity shares from its retained earnings. The amount in capital redemption reserve is equal to nominal amount of the equity shares bought back.

h) Share application money pending allotment

It represents the amount received on the application on which allotment is not yet made (pending allotment).

21. Other financial liabilities (non-current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Employee-related payables	1,688	1,070
Total	1,688	1,070

22. Provisions (non-current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Gratuity (refer to note 41)	2,492	1,885
Total	2,492	1,885

23. Other non-current liabilities

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Unearned revenue (refer to note 26.1)	9	41
Total	9	41

24. Trade payables (current)

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
Total outstanding dues of micro enterprises and small enterprises (as per intimation received from suppliers)	711	427
Total outstanding dues of creditors other than micro enterprises and small enterprises	10,552	10,224
Total	11,263	10,651

24.1 Disclosure under the Micro, Small and Medium Enterprises Development Act, 2006 is provided as under

(₹ lakh)

Particulars	As at	As at
	December 31, 2022	December 31, 2021
- Principal amount remaining unpaid, but not due	711	427
- Interest due thereon as at year end	-	-
- Interest paid by the Company in terms of Section 16 of Micro, Small and Medium Enterprises Development Act, 2006 along with the amount of the payment made to the supplier beyond the appointed day during the year	-	-
- Interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under Micro, Small and Medium Enterprises Development Act, 2006	-	-
- Interest accrued and remaining unpaid as at year end	-	-
- Further interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprise	-	-

The above information has been determined to the extent such parties could be identified on the basis of the information available with the Company regarding the status its suppliers.

24.2 Ageing for trade payables for each of the category:**As at December 31, 2022**

(₹ lakh)

Particulars	Unbilled	Outstanding for following periods from due date of payment				Total
		Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
		(i) MSME	682	29	-	
(ii) Others	6,069	4,461	19	3	10,552	
(iii) Disputed dues - MSME	-	-	-	-	-	
(iii) Disputed dues - Others	-	-	-	-	-	
Total	6,751	4,490	19	3	11,263	

As at December 31, 2021

(₹ lakh)

Particulars	Unbilled	Outstanding for following periods from due date of payment				Total
		Less than 1 year	1 - 2 years	2 - 3 years	More than 3 years	
		(i) MSME	414	13	-	
(ii) Others	5,492	4,728	3	1	10,224	
(iii) Disputed dues - MSME	-	-	-	-	-	
(iii) Disputed dues - Others	-	-	-	-	-	
Total	5,906	4,741	3	1	10,651	

25. Other financial liabilities (current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Employee-related payables	14,112	7,831
Fair value of foreign currency forward contract (refer to note 35.2)	1,708	-
Unpaid dividend (Investor education and protection fund will be credited as and when due)	73	78
Others	-	11
Total	15,893	7,920

26. Other current liabilities

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Statutory liabilities	3,076	3,315
Advance received from customer (refer to note 26.1)	-	147
Unearned revenue (refer to note 26.1)	5,803	4,558
Others	111	-
Total	8,990	8,020

26.1 The balance lying in 'Unearned revenue' and 'Advance received from customer' as at December 31, 2021 is fully recognised as revenue during the current year.

27. Provisions (current)

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Compensated absences (refer to note 41)	6,097	5,743
Gratuity (refer to note 41)	581	640
Total	6,678	6,383

28. Income from operations

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Ratings services	24,242	22,018
Research, Analytics and Solutions	120,170	98,420
Total	144,412	120,438

28.1 The Company disaggregates revenue from contracts with customers by nature of services which has been described above. Further, disaggregation of revenue by geographical region is as under :

(₹ lakh)

Geographical region	Year ended December 31, 2022	Year ended December 31, 2021
India	30,720	29,817
Europe	32,897	25,065
North America	69,852	53,583
Rest of the world	10,943	11,973
Total	144,412	120,438

28.2 The Company has applied practical expedient and has not disclosed information about remaining performance obligations in contracts where the original contract duration is one year or less or where the entity has right to consideration that corresponds directly with the value of entity's performance completed to date.

29. Other income

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Interest on :		
- Bank deposits	67	146
- Loan to related parties (refer to note 39)	-*	41
- Financial assets carried at amortised cost	230	199
Profit on sale of property, plant and equipment	107	66
Dividend on investments (refer to note 39)	16,704	25,588
Foreign exchange gain (net)	2,337	668
Profit on sale of current investments	786	574
Gain on fair valuation of current investments	244	205
Excess provision written back	70	364
Support and management fees (refer to note 39)	6,626	5,323
Miscellaneous income	112	821
Total	27,283	33,995

* in amounts column denote amount less than ₹ 50,000

30. Employee benefits expenses

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Salaries, wages and bonus (refer to note 39)	68,104	54,999
Share based payment to employees (refer to note 46)	27	119
Contribution to provident and other funds	1,991	1,666
Contribution to gratuity fund (refer to note 41)	884	797
Staff training and welfare expenses	2,305	1,249
Less: Recoveries from subsidiaries towards overhead allocated	(1,972)	(1,911)
Total	71,339	56,919

31. Finance cost

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Interest on lease liability (refer to note 40)	561	762
Total	561	762

32. Depreciation and amortisation

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Depreciation and amortisation on tangible, intangible and right of use assets (refer to notes 3, 4 and 6)	6,785	6,969
Total	6,785	6,969

33. Other expenses

(₹ lakh)

Particulars	Year ended	Year ended
	December 31, 2022	December 31, 2021
Repairs and maintenance - buildings	1,013	917
Repairs and maintenance - others	1,992	590
Electricity	426	298
Communication expenses	712	1,038
Insurance	146	123
Rent (refer to note 40)	22	631
Rates and taxes	4	176
Printing and stationery	64	69
Conveyance and travelling	1,572	327
Books and periodicals	1,061	921
Remuneration to non-whole time directors (refer to note 39)	213	195
Business promotion and advertisement	50	19
Professional fees (refer to note 39)	33,372	26,880
Associate service fee	3,262	2,796
Software purchase and maintenance expenses	3,328	2,352
Provision on other financial assets	41	19
Provision for doubtful trade receivables	391	446
Corporate social responsibility (CSR) expenses (refer to notes 39 and 45)	584	641
Donation (refer to note 39)	120	6
Auditors' remuneration (refer to note 37)	86	87
Recruitment expenses	994	294
Miscellaneous expenses	443	299
Less : Recoveries from subsidiaries towards overhead allocated	(1,072)	(877)
Total	48,824	38,247

34. Financial risk management

The Company is exposed to various risks in relation to financial instruments. The Company's financial assets and liabilities by category are summarised in note 35. The main types of risks are market risk (foreign currency exchange rate risk and price risk), business and credit risks and liquidity risk. The Company has in place a robust risk management policy with overall governance and oversight from the Audit Committee and Board of Directors. Risk assessment is conducted periodically and the Company has a mechanism to identify, assess, mitigate and monitor various risks to key business objectives.

The policies for managing specific risk are summarised below:

34.1 Market risk

Market risk is the risk that the fair value or future cash flow of a financial instrument will fluctuate because of changes in market price. Such changes may result from changes in foreign currency exchange rates, interest rate, price and other market changes. The Company's exposure to market risk is mainly due to foreign exchange rates and price risk.

Foreign currency exchange rate risk

The Company's exposure to market risk includes changes in foreign exchange rates. Most of the Company's transactions are carried out in INR. Exposures to currency exchange rates arise from the Company's overseas operations, which are primarily denominated in US dollars (USD), EURO, Pounds Sterling (GBP) and Emirati Dirhams (AED). As at December 31, 2022 and December 31, 2021, the Company has entered into foreign exchange forward contracts to hedge the effect of adverse fluctuations in foreign currency exchange rates. The details in respect of the outstanding foreign exchange forward contracts are given (refer to note 35.2).

Following is the currency profile of non-derivative financial assets and financial liabilities:

Particulars	As at December 31, 2022			
	(Foreign currency in '000)		(₹ lakh)	
	Financial assets	Financial liabilities	Financial assets	Financial liabilities
USD	36,999	4,917	30,660	4,075
GBP	1,923	106	1,915	105
EURO	1,530	21	1,345	19
AED	895	1,800	202	406
Others	1,074	3,670	103	639

Particulars	As at December 31, 2021			
	(Foreign currency in '000)		(₹ lakh)	
	Financial assets	Financial liabilities	Financial assets	Financial liabilities
USD	27,456	5,096	20,499	3,805
GBP	6,030	68	6,048	68
EURO	1,396	37	1,179	31
AED	844	982	171	200
Others	269	2,676	33	500

For the year ended December 31, 2022, every 5% increase/decrease of the respective foreign currencies compared to functional currency of the Company would impact operating margins by ₹ 1,449 lakh (+/-5.98 %). For the year ended December 31, 2021, operating margins would increase/decrease by ₹ 1,166 lakh (+/-4.62 %). Exposure to foreign currency exchange rate vary during the year depending upon the volume of overseas transactions. Nonetheless, the analysis above is considered to be representative of the Company's exposure to currency risk.

Price risk

The risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Company has adopted disciplined practices including position sizing, diversification, valuation, loss prevention, due diligence, and exit strategies in order to mitigate losses.

The Company is exposed to price risk arising mainly from investments in mutual funds recognised at FVTPL. The details of such investment are given under note 8. If the prices had been higher/lower by 5% from the market prices existing as at the reporting date, profit would increase/decrease by ₹ 1,646 lakh and ₹ 1,515 lakh for the year ended December 31, 2022 and for the year ended December 31, 2021 respectively.

The Company is also exposed to price risk arising mainly from investments in equity instruments recognised at FVTOCI. The details of such investment are given under note 8. If the equity prices had been higher/lower by 5% from the market prices existing as at the reporting date, OCI for the year ended December 31, 2022 would increase/decrease by ₹ 796 lakh and ₹ 812 lakh for the year ended December 31, 2021.

34.2 Liquidity risk

Liquidity risk is the risk that the Company will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. For the Company, liquidity risk arises from obligations on account of financial liabilities - trade payables and other financial liabilities.

Liquidity risk management

The Company continues to maintain adequate amount of liquidity/treasury to meet strategic and growth objectives. The Company has ensured a balance between earning adequate returns on liquidity/treasury assets and the need to cover financial and business risks. The Company's treasury department is responsible for liquidity and funding as well as settlement management. In addition, processes and policies related to such risks are overseen by senior management. Management monitors the Company's net liquidity position through rolling forecasts on the basis of expected cash flows.

The treasury position of the Company is given below:

Financial assets maturing within and after one year:

(₹ lakh)

Particulars	As at December 31, 2022		As at December 31, 2021	
	Within one year	After one year	Within one year	After one year
Trade receivables	36,551	-	25,517	-
Cash and cash equivalents	7,227	-	11,284	-
Other bank balances	218	-	434	-
Loans	281	-	186	-
Investments	32,929	33,663	30,298	34,124
Other financial assets	3,128	1,283	1,835	2,986
Total	80,334	34,946	69,554	37,110

Financial liabilities maturing within and after one year:

(₹ lakh)

Particulars	As at December 31, 2022		As at December 31, 2021	
	Within one year	After one year	Within one year	After one year
Lease liability	4,775	2,389	4,665	6,225
Trade payables	11,263	-	10,651	-
Other financial liabilities	15,893	1,688	7,920	1,070
Total	31,931	4,077	23,236	7,295

34.3 Business and credit risks

To mitigate the risk arising from high dependence on any one business for revenues, the Company has adopted a strategy of diversifying in new products/services and into different business segments. To address the risk of dependence on a few large clients and a few sectors in the business segments, the Company has also actively sought to diversify its client base and industry segments.

Credit risk refers to risk that a counter party will default on its contractual obligations resulting in financial loss to the Company. The Company is exposed to this risk for receivables from customers.

To manage credit risk, the Company periodically assesses the financial reliability of customers and other counterparties, taking into account the financial condition, current economic trends, analysis of historical bad debts and ageing of accounts receivable. Individual risk limits are set accordingly. The Company uses a provision margin to compute the expected credit loss allowance for trade receivables. Trade receivables are monitored on periodic basis for any non-recoverability of the dues. Bank balances are held with only high rated banks. Refer to note 13.4 for trade receivables ageing.

35. Financial instruments

The carrying value and fair value of financial instruments by categories as at December 31, 2022, are as follows:

(₹ lakh)

Particulars	Amortised cost	Financial assets/liabilities at FVTPL		Financial assets/liabilities at FVTOCI		Derivative instruments in hedging relationship	Total carrying value	Total fair value
		Designated upon initial recognition	Mandatory	Equity instrument designated upon initial recognition	Mandatory			
Assets								
Investments								
Quoted equity investments	-	-	-	15,916	-	-	15,916	15,916
Unquoted equity investments	-	-	-	3,161	-	-	3,161	3,161
Mutual funds	-	-	32,929	-	-	-	32,929	32,929
Cash and cash equivalents	7,227	-	-	-	-	-	7,227	7,227
Other bank balances	218	-	-	-	-	-	218	218
Trade receivables	36,551	-	-	-	-	-	36,551	36,551
Loans	281	-	-	-	-	-	281	281
Other financial assets	4,411	-	-	-	-	-	4,411	4,411
Total	48,688	-	32,929	19,077	-	-	100,694	100,694
Liabilities								
Lease liability	7,164	-	-	-	-	-	7,164	7,164
Trade payables	11,263	-	-	-	-	-	11,263	11,263
Other financial liabilities	15,873	-	-	-	-	1,708	17,581	17,581
Total	34,300	-	-	-	-	1,708	36,008	36,008

The carrying value and fair value of financial instruments by categories as at December 31, 2021 are as follows:

(₹ lakh)

Particulars	Amortised cost	Financial assets/liabilities at FVTPL		Financial assets/liabilities at FVTOCI		Derivative instruments in hedging relationship	Total carrying value	Total fair value
		Designated upon initial recognition	Mandatory	Equity instrument designated upon initial recognition	Mandatory			
Assets								
Investments								
Quoted equity investments	-	-	-	16,239	-	-	16,239	16,239
Unquoted equity investments	-	-	-	3,299	-	-	3,299	3,299
Mutual funds	-	-	30,298	-	-	-	30,298	30,298
Cash and cash equivalents	11,284	-	-	-	-	-	11,284	11,284
Other bank balances	434	-	-	-	-	-	434	434
Trade receivables	25,517	-	-	-	-	-	25,517	25,517
Loans	186	-	-	-	-	-	186	186
Other financial assets	3,531	-	-	-	-	1,290	4,821	4,821
Total	40,952	-	30,298	19,538	-	1,290	92,078	92,078
Liabilities								
Lease liability	10,890	-	-	-	-	-	10,890	10,890
Trade payables	10,651	-	-	-	-	-	10,651	10,651
Other financial liabilities	8,990	-	-	-	-	-	8,990	8,990
Total	30,531	-	-	-	-	-	30,531	30,531

35.1 Fair value hierarchy

For financial reporting purpose, fair value measurements are categorised into Level 1, 2, or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).
- Level 3 – Inputs for the assets or liabilities that are not based on observable market data (unobservable inputs).

The following table presents the fair value measurement hierarchy of financial assets and liabilities measured at fair value as at December 31, 2022 and December 31, 2021.

(₹ lakh)

Particulars	As at December 31, 2022			As at December 31, 2021		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Financial assets measured at fair value:						
A Investments at FVTPL						
1. Mutual funds	32,929	-	-	30,298	-	-
B Investments at FVTOCI						
1. Quoted equity shares	15,916	-	-	16,239	-	-
2. Unquoted equity shares	-	-	3,161	-	-	3,299
C Forward contracts receivable	-	-	-	-	1,290	-
Financial liabilities measured at fair value:						
A Forward contracts payable	-	1,708	-	-	-	-

Reconciliation of Level 3 fair value measurements of financial assets and financial liabilities is given below :

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Opening balance	3,299	3,237
Gain recognised in profit and loss	-	-
Gain/ (loss) recognised in other comprehensive income	(138)	62
Closing balance	3,161	3,299

35.2 Derivative financial instruments and hedging activity

The Company's risk management policy is to hedge substantial amount of forecast transactions for each of the major currencies presently US\$, GBP £ and Euro €. The hedge limits are governed by the risk management policy. The Company uses forward foreign exchange contracts to mitigate exchange rate exposure arising from forecast sales in foreign currencies. All forward exchange contracts have been designated as hedging instruments in cash flow hedges in accordance with Ind AS 109. Details of currency hedge and forward contract value are as under :

As at December 31, 2022

Type of hedge	Currency	Number of contracts	Nominal value (Foreign currency in '000)	Carrying amount of hedging instrument (₹ lakh)	Maturity date	Weighted average strike price/rate	Changes in fair value of hedging instrument (₹ lakh)	Change in the hedging item used as the basis for recognising hedge effectiveness (₹ lakh)
Cash flow hedge								
i) Foreign exchange forward contracts	USD	38	64,611	52,567	Jan to Dec'23	81.36	(1,469)	1,469
	GBP	11	7,777	7,788	Jan to Dec'23	100.14	(67)	67
	EUR	12	6,315	5,511	Jan to Dec'23	87.27	(172)	172

As at December 31, 2021

Type of hedge	Currency	Number of contracts	Nominal value (Foreign currency in '000)	Carrying amount of hedging instrument (₹ lakh)	Maturity date	Weighted average strike price/rate	Changes in fair value of hedging instrument (₹ lakh)	Change in the hedging item used as the basis for recognising hedge effectiveness (₹ lakh)
Cash flow hedge								
i) Foreign exchange forward contracts	USD	59	58,787	45,503	Jan to Dec'22	77.40	701	(701)
	GBP	21	7,288	7,699	Jan to Dec'22	105.64	201	(201)
	EUR	12	6,846	6,317	Jan to Dec'22	92.27	388	(388)

Movement in cash flow hedging reserve

(₹ lakh)

Particulars	Foreign exchange forward contract
As at January 1, 2021	492
Add: Changes in fair value of effective portion of outstanding forecasted cash flow hedge	333
Add: Amounts reclassified to profit or loss	299
Less: Tax relating to above (net)	(159)
As at January 1, 2022	965
Add: Changes in fair value of effective portion of outstanding forecasted cash flow hedge	(2,874)
Less: Amounts reclassified to profit or loss	(123)
Less: Tax relating to above (net)	754
As at December 31, 2022	(1,278)

The Company uses foreign exchange forward contracts to hedge its exposure in foreign currency risk. Hedge is broadly classified as revenue hedge and receivable hedge.

Revenue hedge

For forecasted revenue transaction, the Company will adopt cash flow hedge and record mark to market through OCI. Effective hedge is routed through OCI in the balance sheet and the ineffective portion is immediately routed through the statement of profit and loss.

Details of unhedged foreign exposure

Currency	As at December 31, 2022			
	(Foreign currency in '000)		(₹ lakh)	
	Assets	Liabilities	Assets	Liabilities
Monetary				
USD	36,999	4,917	30,660	4,075
GBP	1,923	106	1,915	105
EUR	1,530	21	1,345	19
AED	895	1,800	202	406
Others	1,074	3,670	103	639
Investment				
USD	430	-	225	-
GBP	14,240	-	11,390	-
Others	796	-	105	-

Currency	As at December 31, 2021			
	(Foreign currency in '000)		(₹ lakh)	
	Assets	Liabilities	Assets	Liabilities
Monetary				
USD	27,456	5,096	20,499	3,805
GBP	6,030	68	6,048	68
EUR	1,396	37	1,179	31
AED	844	982	171	200
Others	269	2,676	33	500
Investment				
USD	430	-	225	-
GBP	14,240	-	11,390	-
Others	796	-	105	-

36. Details of contingent liabilities and capital commitments are as under:

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
A. Contingent liabilities		
1. Bank guarantee in the normal course of business	1,229	1,455
2. Disputed income tax, sales tax, service tax and GST demand:		
(i). Pending before appellate authorities in respect of which the Company is in appeal	37,651	23,306
(ii). Decided in the Company's favour by appellate authorities and department is in further appeal	1,022	1,215
3. Provident fund		
Based on the judgement by the Honorable Supreme Court dated 28 February 2019, past provident fund liability, is not determinable at present, in view of uncertainty on the applicability of the judgement to the Company with respect to timing and the components of its compensation structure. In absence of further clarification, the Company has been legally advised to await further developments in this matter to reasonably assess the implications on its financial statements, if any.		
The Company periodically receives notices and inquiries from income tax authorities related to the Company's operations in various jurisdictions. The Company evaluates these notices and inquiries and has concluded that any consequent income tax claims or demands by income tax authorities will not succeed on ultimate resolution other than what has been provided or disclosed herein.		
	39,902	25,976
B. Capital commitment		
Estimated amount of contracts (net of advances) remaining to be executed on capital account and not provided for.	135	708
Total	40,037	26,684

37. Auditors' remuneration includes:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Audit fees (including limited review fees)	75	75
In any other matter:		
Certification work	6	8
Out of pocket expenses	5	4
Total	86	87

38. Segment reporting

In accordance with Paragraph 4 of Indian Accounting Standard (Ind AS) 108 - "Operating Segments", segment information has been given in the consolidated financial statements of the Company, and therefore, no separate disclosure on segment information is given in these standalone financial statements.

Entity wide disclosures

None of the customers for the year ended December 31, 2022 and December 31, 2021 constituted 10% or more of the total revenue of the Company.

39. List of related parties

Parties	Relationship
Related parties where control exists	
S&P Global Inc.	Ultimate holding Company
CRISIL Irevna UK Limited	Subsidiary
CRISIL Irevna US LLC	Subsidiary of CRISIL Irevna UK Limited
CRISIL Irevna Poland Sp.zo.o	Subsidiary of CRISIL Irevna UK Limited
CRISIL Irevna Argentina S.A.	Subsidiary
CRISIL Irevna Information & Technology (Hangzhou) Co. Limited	Subsidiary
Coalition Development Limited	Subsidiary of CRISIL Irevna UK Limited
Coalition Development Singapore Pte Limited	Subsidiary of Coalition Development Limited
CRISIL Ratings Limited	Subsidiary
CRISIL Irevna Australia Pty Ltd	Subsidiary of CRISIL Irevna UK Limited
Greenwich Associates LLC	Subsidiary of CRISIL Irevna US LLC
Greenwich Associates UK (Holdings) Limited	Subsidiary of Greenwich Associates LLC (with effect from February 26, 2020 and till October 13, 2021)
Greenwich Associates Singapore PTE. LTD.	Subsidiary of Greenwich Associates LLC
Greenwich Associates Japan K.K.	Subsidiary of Greenwich Associates LLC
Greenwich Associates Canada ULC	Subsidiary of Greenwich Associates LLC
Greenwich Associates UK Limited	Subsidiary of Greenwich Associates LLC
CRISIL Foundation	Controlled Trust
Other related parties (to the extent where transaction have taken place)	
S&P India, LLC	Fellow subsidiary
Standard & Poor's International LLC	Fellow subsidiary
Standard & Poor's South Asia Services Private Limited	Fellow subsidiary
S&P Global Asian Holdings Pte. Limited	Fellow subsidiary
S&P Global Canada Corp.	Fellow subsidiary
S&P Global UK Limited	Fellow subsidiary
S&P Global Ratings Europe Limited	Fellow subsidiary
S&P Global Ratings UK Limited	Fellow subsidiary
Standard & Poor's Financial Services, LLC	Fellow subsidiary
S&P Global Ratings Singapore Pte Ltd	Fellow subsidiary
S&P Global Ratings Hong Kong Limited	Fellow subsidiary
S&P Global Ratings Australia Pty Ltd	Fellow subsidiary
S&P Global Ratings Japan Inc.	Fellow subsidiary
S&P Global Market Intelligence LLC	Fellow subsidiary
S&P Trucost Limited	Fellow subsidiary
IHS Global FZ LLC	Fellow subsidiary
Markit North America, Inc	Fellow subsidiary
Asia Index Private Limited	Fellow subsidiary
Nreach Online Services Private Limited	Private Company in which a Director is interested (with effect from October 1, 2021 till April 8, 2022)
Key Management Personnel	
Girish Paranjpe	Independent Director
Vinita Bali	Independent Director
Shyamala Gopinath	Independent Director
Amar Raj Bindra	Independent Director (with effect from December 1, 2021)
M. Damodaran	Independent Director (up to October 1, 2021)
Ewout Steenbergen	Director
Elizabeth Mann	Director (with effect from November 29, 2021 till July 22, 2022)
Yann Le Pallec	Director (with effect from October 3, 2022)
Martin Fraenkel	Director (up to November 29, 2021)
John L Berisford	Chairman
Ashu Suyash *	Managing Director and Chief Executive Officer (up to September 30, 2021)
Amish Mehta *	Managing Director and Chief Executive Officer (with effect from October 1, 2021)
Sanjay Chakravarti *	Chief Financial Officer
Minal Bhosale *	Company Secretary

* Related parties as per Companies Act, 2013

Transactions with related parties

(₹ lakh)

Name of the related party	Nature of transaction / outstanding balances	As at and for the year ended December 31, 2022	As at and for the year ended December 31, 2021
S&P Global UK Limited	Professional services rendered	675	733
	Amount receivable	231	92
S&P Global Canada Corp.	Professional services rendered	272	195
	Amount receivable	10	17
S&P Global Ratings Europe Limited	Professional services rendered	3,174	2,773
	Amount receivable	601	-
S&P Global Ratings UK Limited	Professional services rendered	2,299	2,054
	Amount receivable	436	2
Standard & Poor's Financial Services, LLC	Professional services rendered	15,400	13,922
	Amount receivable	2,631	17
S&P Global Ratings Singapore Pte Ltd	Professional services rendered	537	522
	Amount receivable	30	50
S&P Global Ratings Hong Kong Limited	Professional services rendered	1,520	1,616
	Amount receivable	308	377
S&P Global Ratings Australia Pty Ltd	Professional services rendered	635	643
	Amount receivable	53	-*
S&P Global Ratings Japan Inc.	Professional services rendered	358	292
	Amount receivable	72	-
IHS Global FZ LLC	Professional services rendered	46	-
	Amount receivable	8	-
Standard & Poor's South Asia Services Private Limited	Reimbursement of expenses received	1,240	1,169
	Amount receivable	257	52
S&P Global Market Intelligence LLC	Subscription fees paid	94	103
	Professional fees paid	80	-
	Professional services rendered	612	112
	Amount receivable	317	-
Markit North America, Inc	Professional services rendered	355	-
	Amount receivable	318	-
S&P Trucost Limited	Professional services rendered	352	174
	Amount receivable	130	23
S&P India, LLC	Dividend paid	14,668	11,860
	Share capital outstanding	312	312
Standard & Poor's International LLC	Dividend paid	2,820	2,280
	Share capital outstanding	60	60
	Amount receivable	-	-*
S&P Global Asian Holdings Pte. Limited	Dividend paid	5,416	4,379
	Share capital outstanding	115	115
S&P Global Inc.	Professional services rendered	-*	2
	Reimbursement of expenses received	-	-*
Asia Index Private Limited	Reimbursement of expenses paid	2	2
	Amount payable	2	-
Nreach Online Services Private Limited	Purchase of stationery	8	3
CRISIL Irevna UK Limited	Professional services rendered	13,890	17,377
	Support and management fee	505	595
	Billing done on behalf of Company	111	-
	Reimbursement of expenses received	88	-
	Reimbursement of expense received (ESOS)	1	4
	Reimbursement of expenses paid	-	19
	Sale of property, plant and equipment	2	-
	Transfer of employee related liabilities	102	-
	Loan repaid	-	4,589
	Interest income	-	41
	Investment outstanding	11,585	11,585
Amount receivable	707	5,144	

(₹ lakh)

Name of the related party	Nature of transaction / outstanding balances	As at and for the year ended December 31, 2022	As at and for the year ended December 31, 2021
CRISIL Irevna Australia Pty Ltd	Professional services paid	752	817
	Amount payable	142	119
CRISIL Irevna US LLC	Professional services rendered	1,151	571
	Billing done on behalf of Company	770	1,053
	Professional fees paid	13,243	7,182
	Support and management fee	736	335
	Reimbursement of expenses received	365	270
	Reimbursement of expenses paid	622	595
	Sale of property, plant and equipment	1	-
	Reimbursement of expense received (ESOS)	-*	3
	Amount payable (net)	2,133	2,832
CRISIL Irevna Poland Sp.zo.o	Professional fees paid	1,779	2,268
	Amount payable	131	183
CRISIL Irevna Argentina, S.A.	Professional fees paid	4,255	4,504
	Investment outstanding	147	147
	Reimbursement of expenses paid	-	6
	Amount payable	976	795
CRISIL Irevna Information & Technology (Hangzhou) Co. Limited	Dividend income	232	459
	Professional fees paid	2,935	2,414
	Investment outstanding	244	244
	Amount payable	335	241
Coalition Development Limited	Professional services rendered	8,505	2,828
	Support and management fee	1,453	1,103
	Reimbursement of expense received (ESOS)	(26)	30
	Reimbursement of expense received	3	90
	Sale of property, plant and equipment	1	-
	Amount receivable	850	-
	Amount payable	-	147
Coalition Development Singapore Pte Limited	Professional services rendered	-	3,701
	Reimbursement of expense received (ESOS)	(6)	8
	Professional fees paid	478	366
	Amount receivable	-	1
	Amount payable	63	66
CRISIL Foundation	Donation	703	637
	Donation collected from employees and paid to foundation	-	39
	Loan given	110	-
	Loan repaid	110	-
	Interest income	-*	-
	Reimbursement of expense received	67	-
	Amount receivable	80	-
CRISIL Ratings Limited	Investment outstanding	2,610	2,610
	Professional fees rendered	118	118
	Professional fees paid	188	190
	Transfer of funds received from customer on behalf of the CRISIL Ratings	2,916	9,918
	Transfer of employee related liabilities	78	166
	Dividend income	16,200	24,700
	Sale of property, plant and equipment	-	5
	Purchase of property, plant and equipment	-	-*
	Reimbursement of expense received (ESOS)	4	(8)
	Share of overhead expenses received	3,569	3,197
	Expenses recovered	1,712	2,437
	Amount receivable	355	131
Greenwich Associates LLC	Professional services rendered	1,150	575
	Professional fees paid	-	17
	Support and management fee	1,747	965
	Amount receivable	538	356

(₹ lakh)

Name of the related party	Nature of transaction / outstanding balances	As at and for the year ended December 31, 2022	As at and for the year ended December 31, 2021
Greenwich Associates Singapore Pte Ltd	Reimbursement of expense received	4	-
	Amount receivable	4	-
Girish Paranjpe	Sitting fees and commission	55	52
Shyamala Gopinath	Sitting fees and commission	52	46
Vinita Bali	Sitting fees and commission	54	53
M. Damodaran	Sitting fees and commission	-	39
Amar Raj Bindra	Sitting fees and commission	52	5
Ashu Suyash**	Remuneration	-	1,073
	Transfer of assets	-	43
Amish Mehta**	Remuneration	969	620
Sanjay Chakravarti**	Remuneration	263	257
Minal Bhosale**	Remuneration	146	118

'-*' In amounts column denote amount less than ₹ 50,000

**Note: Employee benefits that requires actuarial valuation or are linked to events or fulfilment of conditions are disclosed in Managerial Remuneration as and when paid.

40. Leases

The Company had adopted Ind AS 116 using the modified retrospective method and has applied the standard to its leases with the cumulative impact. The Company has elected not to recognise right-to-use assets and lease liabilities for short term leases (lease term of 12 months or less) and leases of low-value and has recognised the lease payments for such leases as an expense over the lease term.

40.1 The following is the movement in lease liabilities :

(₹ lakh)

Particulars	As at December 31, 2022	As at December 31, 2021
Balance as at January 1, 2022	10,890	12,723
Additions during the year	526	3,322
Add: Interest recognised during the year	561	762
Less: Impact of lease modification	(145)	(120)
Payment made	(4,668)	(4,359)
Less: Deductions	-	(1,438)
Balance as at December 31, 2022	7,164	10,890
Bifurcation of lease liability:		
Non-current	2,389	6,225
Current	4,775	4,665
Total	7,164	10,890

40.2 The table below provides details regarding the contractual maturities of lease liabilities as at December 31, 2022 on an undiscounted basis:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
<u>Future minimum lease payments :</u>		
Not later than one year	4,779	4,573
Later than one year and not later than five years	2,867	7,030
Later than five years	53	128
Total	7,699	11,731

The Company does not face a significant liquidity risk with regard to its lease liabilities as the current assets are sufficient to meet the obligations related to lease liabilities as and when they fall due.

Rental expense recorded for short-term leases as per Ind AS 16 was ₹ 22 lakh (previous year: ₹ 631 lakh) for the year.

The Company has recognised interest on lease liability of ₹ 561 lakh (previous year: ₹ 762 lakh) under finance costs. The aggregate depreciation on ROU assets has been included under depreciation expense in the statement of profit and loss (refer to note 32).

41. Gratuity and other post employment benefits plans

In accordance with the Payment of Gratuity Act, 1972, CRISIL provides for gratuity, a defined benefit retirement plan covering eligible employees (completed continuous services of five years or more) of the Company. The Gratuity Plan provides a lump-sum payment to vested employees at retirement, death, incapacitation or termination of employment at fifteen days salary of an amount based on the respective employee's salary and tenure of employment with the Company.

The following tables summarise the components of net benefit expense recognised in the statement of profit and loss and the funded status and amounts recognised in the balance sheet for the respective plans.

Net employee benefit expense recognised in statement of Profit and Loss and OCI:

(₹ lakh)

Particulars	Year ended	
	December 31, 2022	December 31, 2021
Employee benefit expense:		
Current service cost	737	691
Interest cost on defined benefit obligation	150	120
Adjustment	(3)	(14)
Net impact on profit (before tax)	884	797
Remeasurement of the net defined benefit plans:		
Re-measurement - actuarial (gain)/loss	(73)	(75)
Expected return on plan assets	(208)	(6)
Adjustment	31	-
Net impact on OCI (before tax)	(250)	(81)

Balance Sheet:

Details of provision for gratuity benefit:

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Present value of funded obligations	5,399	5,282
Fair value of plan assets	(2,326)	(2,757)
Net liability	3,073	2,525

Changes in the present value of the defined benefit obligation are as follows:

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Opening defined benefit obligation	5,282	5,119
Current service cost	737	691
Interest cost	331	289
Acquisitions/ transfer (credit)/ cost	(16)	(83)
Actuarial (gain)/loss	326	-
Actuarial (gain)/loss (financial assumptions)	(399)	(75)
Exchange gain	15	1
Benefits paid directly by Company	(19)	(19)
Benefits paid from plan assets	(858)	(641)
Closing defined benefit obligation	5,399	5,282

Changes in the fair value of plan assets are as follows:

(₹ lakh)

Particulars	As at	
	December 31, 2022	December 31, 2021
Opening fair value of plan assets	2,757	2,568
Interest (income) / expense on plan assets	182	169
Contribution by employer	37	655
Return on plan assets greater / (lesser) than discount rate	208	6
Benefits paid	(858)	(641)
Closing fair value of plan assets	2,326	2,757

Maturity profile of defined benefit obligation:

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Weighted average duration of defined benefit obligation	4 - 7.1 years	4 - 7.2 years

The defined benefit obligation shall mature after December 31, 2022 as follows:

Particulars	₹ lakh
December 31, 2023	582
December 31, 2024	635
December 31, 2025	700
December 31, 2026	780
December 31, 2027	953
December 31, 2028 to December 31, 2032	5,205

The major categories of plan assets as a percentage of the fair value of total plan assets are as follows:

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Investment with insurer	100%	100%

The overall expected rate of return on assets is determined based on the market prices prevailing on that date, applicable to the period over which the obligation is to be settled.

The principal assumptions used in determining gratuity for the Company's plans is as below:

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Discount rate	7.20%	6.20%
Rate of return on plan assets	7.00%	7.00%
Expected employee turnover		
Service years	Rates	Rates
Service < 5	20.00%	20.00%
Service => 5	10.00%	10.00%
Increment	10% for First 4 years starting 2023 and 7% thereafter	10% for First 4 years starting 2022 and 7% thereafter
Expected employer's contribution next year (₹ lakh)	548	655

Broad category of plan assets as per percentage of total plan assets of the gratuity:

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Government securities	87%	87%
Fixed deposit, debentures and bonds	9%	9%
Others	4%	4%
Total	100%	100%

The actuarial assumptions for the determination of defined benefit obligations are discount rate and salary escalation rate. The sensitivity analysis below have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period, holding all other assumptions constant.

Discount rate	₹ lakh
Effect on DBO due to 0.5% increase in discount rate	(183)
Effect on DBO due to 0.5% decrease in discount rate	195
Salary escalation rate	₹ lakh
Effect on DBO due to 0.5% increase in salary escalation rate	155
Effect on DBO due to 0.5% decrease in salary escalation rate	(153)

Other benefits

The Company has recognised the following amounts in the statement of profit and loss:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
i. Contribution to provident fund	1,731	1,475
ii. Contribution to other funds	260	191
Total	1,991	1,666

The expenses for compensated absences have been recognised in the same manner as gratuity and a provision of ₹ 6,097 lakh has been made as at December 31, 2022 (₹ 5,743 lakh as at December 31, 2021).

42. Ratios

The ratios for the year ended December 31, 2022 and December 31, 2021 are as follows:

Particulars	Numerator	Denominator	As at December 31, 2022	As at December 31, 2021	Variance (in %)
Current ratio (in times)	Current assets	Current liabilities	1.97	2.14	7.8%
Debt-Equity ratio (in times) *	Total debt	Total equity	0.07	0.11	36.7%
Debt Service coverage ratio (in times)	Earnings available for debt service	Debt service	9.49	11.78	19.5%
Return on Equity (ROE - in %) **	Profit after taxes	Average total equity	35.3%	49.2%	28.2%
Inventory Turnover ratio			Not Applicable	Not Applicable	
Trade receivables turnover ratio (in times)	Revenue	Average trade receivables	4.65	5.40	13.8%
Trade payable turnover ratio (in times)	Purchase of services	Average trade payables	4.42	4.54	2.8%
Net capital turnover ratio (in times)	Revenue	Average working capital	3.23	3.89	16.9%
Net profit ratio (in %) **	Profits after taxes	Revenue	25.7%	36.3%	29.3%
Return on capital employed (ROCE - in %)	Earning before interest and taxes	Average capital employed	40.5%	53.9%	24.8%
Return on investment (ROI - in %) ***	Income generated from invested funds	Weighted average investment	2.0%	11.1%	81.7%

Definitions

- i) Total debt represents lease liabilities.
- ii) Earnings available for debt service = Net profit after taxes + Non-cash operating expenses like depreciation and other amortisation + Interest - profit on sale of Fixed assets etc.
- iii) Debt service = Interest & Lease Payments
- iv) Capital employed = Tangible Net Worth + Total Debt
- v) Investments include quoted investment, unquoted investment and mutual funds.

* Increase in net worth has led to improved debt equity ratio.

** Declined because of higher dividend income and exceptional item in the previous year.

*** impact of market dynamics

43. Earnings per share

The following reflects the profit and share data used in the basic and diluted earnings per share (EPS) computations:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Net profit for calculation of basic/diluted EPS	37,051	48,271
Particulars	Year ended December 31, 2022 (Nos.)	Year ended December 31, 2021 (Nos.)
Weighted average number of equity shares in calculating basic EPS	73,006,144	72,750,531
Effect of dilution:		
Add: Weighted average stock options granted under ESOS	45,114	77,440
Weighted average number of equity shares in calculating diluted EPS	73,051,258	72,827,971
Earnings per share : Nominal value of ₹ 1	Year ended December 31, 2022 (₹)	Year ended December 31, 2021 (₹)
Basic	50.75	66.35
Diluted (on account of ESOS, refer to note 46)	50.72	66.28

44. Dividend

Details of dividend paid on equity shares are as under:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
Final dividend for the year 2021 (previous year 2020) ₹ 22 per equity share (previous year ₹ 14 per share) of ₹ 1 each	16,052	10,175
Interim dividend for the year 2022 (previous year 2021) ₹ 25 per equity share (previous year ₹ 24 per share) of ₹ 1 each	18,262	17,474
Total	34,314	27,649

Proposed dividend

The Board of Directors at its meeting held on February 17, 2023 have recommended a payment of final dividend of ₹ 23 per equity share of face value of ₹ 1 each for the financial year ended December 31, 2022. The above is subject to approval at the ensuing Annual General Meeting of the Company and hence is not recognised as a liability.

45. Corporate Social Responsibility

The details of Corporate Social Responsibility as prescribed under Section 135 of the Companies Act, 2013 is as follows:

(₹ lakh)

Particulars	Year ended December 31, 2022	Year ended December 31, 2021
1. Amount required to be spent by the Company during the year	552	637
2. Amount spent during the year on:		
i) Construction/ acquisition of any asset	-	-
ii) For purposes other than (i) above	584	641
3. Shortfall at the end of the year	-	-
4. Total of previous year shortfall	-	-
5. Reason for shortfall	NA	NA

Nature of CSR activities include “education and women empowerment – financial capability building” and “conservation of environment”. Refer to note 39 for related party transactions.

46. Employee Stock Option Scheme (ESOS)

The Company has formulated an ESOS based on which employees are granted options to acquire the equity shares of the Company that vests in a graded manner. The options are granted at the closing market price prevailing on the stock exchange, immediately prior to the date of grant. Details of the ESOS granted are as under :

Details	Date of grant	No. of options granted	Exercise price (₹)	Graded vesting period			Weighted average price (₹)**
				1st year	2nd Year	3rd Year	
ESOS 2014 (1)	17-Apr-14 *	2,860,300	1,217.20	953,433	953,433	953,434	469.48
ESOS 2014 (2)	01-Jun-15 *	71,507	2,101.10	23,835	23,835	23,837	708.36
ESOS 2012 (1)	16-Apr-12	903,150	1,060.00	180,630	361,260	361,260	320.59
ESOS 2012 (2)	16-Apr-12	5,125	1,060.00	5,125	-	-	230.97
ESOS 2012 (3)	14-Feb-14	123,000	1,119.85	24,600	49,200	49,200	334.20
ESOS 2011 (1)	14-Feb-11	1,161,000	579.88	232,200	464,400	464,400	185.21
ESOS 2011 (2)	14-Feb-11	23,750	579.88	23,750	-	-	149.41
ESOS 2011 (3)	03-Oct-14	33,000	1,985.95	6,600	13,200	13,200	583.69
ESOS 2011 (4)	25-Feb-15	22,000	2,025.20	4,400	8,800	8,800	515.78
ESOS 2011 (5)	16-Dec-16	194,200	2,180.85	38,840	77,680	77,680	621.74
ESOS 2012 (4)	16-Dec-16	47,800	2,180.85	9,560	19,120	19,120	621.74
ESOS 2014 (3)	16-Dec-16*	82,100	2,180.85	27,093	27,093	27,914	734.46
ESOS 2014 (4)	09-Mar-17*	13,400	1,997.35	4,422	4,422	4,556	680.28
ESOS 2014 (5)	17-Jul-17*	25,000	1,956.55	8,250	8,250	8,500	626.51
ESOS 2014 (6)	08-Jan-18*	8,000	1,919.25	2,666	2,666	2,667	623.48
ESOS 2014 (7)	24-Jan-18*	238,970	1,969.45	79,656	79,656	79,658	651.23
ESOS 2014 (8)	04-Apr-18	164,457	1,841.35	54,818	54,818	54,820	410.12
ESOS 2014 (9)	16-Apr-19	226,155	1,568.85	75,384	75,384	75,387	332.35

* At the end of 3rd, 4th & 5th year in equal tranches

**Weighted average price of options as per Black -Scholes Option Pricing model at the grant date..

The Company had three schemes under which options have been granted in the past. Under ESOS 2011, ESOS 2012, ESOS 2014 (8) and ESOS 2014 (9) option vest over three years at each of the anniversaries. ESOS 2011 and ESOS 2012 are exercisable within three years from the date of vesting and are settled in equity on exercise. ESOS 2014 (8) and ESOS 2014 (9) are exercisable within two years from the date of vesting and are settled in equity on exercise.

Under ESOS 2014 (1-7) options vest over five years starting from third anniversary of the grant. Options are exercisable within two years from the date of vesting and are settled in equity on exercise.

The summary for each scheme as at December 31, 2022

Particulars	ESOS - 2011		ESOS - 2012		ESOS - 2014	
	Number of options	Wtd. avg. exercise price (₹)	Number of options	Wtd. avg. exercise price (₹)	Number of options	Wtd. avg. exercise price (₹)
Outstanding at the beginning of the year	132,075	2,180.85	5,000	2,180.85	242,489	1,784.14
Granted during the year	-	N.A.	-	N.A.	-	N.A.
Forfeited during the year	15,120	2,180.85	-	N.A.	17,419	1,763.01
Exercised during the year	70,555	2,180.85	-	N.A.	125,043	1,784.60
Expired during the year	42,120	2,180.85	-	N.A.	2,855	2,079.18
Outstanding at the end of the year	4,280	2,180.85	5,000	2,180.85	97,172	1,791.26
Exercisable at the end of the year	4,280	2,180.85	5,000	2,180.85	90,167	1,778.91

The summary for each scheme as at December 31, 2021

Particulars	ESOS - 2011		ESOS - 2012		ESOS - 2014	
	Number of options	Wtd. avg. exercise price (₹)	Number of options	Wtd. avg. exercise price (₹)	Number of options	Wtd. avg. exercise price (₹)
Outstanding at the beginning of the year	155,360	2,180.85	31,840	2,180.85	641,465	1,678.36
Granted during the year	-	N.A.	-	N.A.	-	N.A.
Forfeited during the year	-	N.A.	21,840	2,180.85	113,044	1,918.31
Exercised during the year	23,285	2,180.85	-	N.A.	251,871	1,444.53
Expired during the year	-	-	5,000	2,180.85	34,061	1,857.97
Outstanding at the end of the year	132,075	2,180.85	5,000	2,180.85	242,489	1,784.14
Exercisable at the end of the year	132,075	2,180.85	5,000	2,180.85	157,646	1,833.47

Particulars	Date	Wtd. avg. exercise price (₹)
Weighted average share price at the date of exercise.	February 15, 2022	2,998.72
	April 21, 2022	2,941.46
	July 21, 2022	3,274.10
	October 21, 2022	3,206.04

Particulars	Range of exercise prices ₹	Wtd. avg. remaining contractual life
Range of exercise prices and weighted average remaining contractual life.	1568.85 to 1,997.35	489 days
	2,101.10 to 2,180.85	160 days

Cash inflow on exercise of options at the weighted average share price at the date of exercise.

Particulars	Year ended December 31, 2022		Year ended December 31, 2021	
	Numbers	₹ lakh	Numbers	₹ lakh
Exercised during the year*	195,598	3,547	275,156	4,146
Total	195,598	3,547	275,156	4,146

There are no cash settled plans implemented by the Company and hence there is no further liability booked in the books.

* Excludes share application money pending allotment.

The estimates of future cash inflow that may be received upon exercise of options.

Particulars	Year ended December 31, 2022		Year ended December 31, 2021	
	Numbers	₹ lakh	Numbers	₹ lakh
Not later than two years	106,452	1,943	379,564	7,316
Total	106,452	1,943	379,564	7,316

47. Merger of CRISIL Risk and Infrastructure Solutions Limited (CRIS) and Pragmatix Services Private Limited (PSPL)

- i) The Board of Directors of the Company has approved arrangement for amalgamation of two wholly owned subsidiaries (CRISIL Risk and Infrastructure Solutions Limited and Pragmatix Services Private Limited - Transferor Company) with the Company in its Board meeting held on December 13, 2021. The Company has filed necessary applications to the National Company Law Tribunal (NCLT) on December 27, 2021. The Scheme has been sanctioned by the National Company Law Tribunal (NCLT) with appointed date as April 1, 2022 and the Scheme became effective on September 1, 2022. Transferor Company is engaged in providing infrastructure advisory and risk solutions services.
- ii) The arrangement and amalgamation have been accounted in the books of account of the Company in accordance with Appendix C to Ind AS 103 'Business Combination' as specified under Section 133 of The Companies Act, 2013, read with the Companies (Accounting Standards) Amendment Rules, 2016. Accordingly, the accounting treatment has been given as follows:
 - The assets, liabilities and reserves of CRIS and PSPL have been incorporated in the financial statements at the carrying values as appearing in the consolidated financial statements.
 - Inter-Company balances and transactions have been eliminated.
 - 49,999,970 equity share of ₹ 1 each fully paid in CRIS and 3,140,000 equity share of ₹ 10 each fully paid in PSPL, held as investment by the Company stands cancelled.
 - The financial information in the standalone financial statements in respect of prior period have been restated as if business combination had occurred from the beginning of the preceding period.
- iii) The authorised equity share capital of the Company has been increased by the authorised equity share capital of the former CRIS and PSPL in accordance with the Scheme of Merger vide Board resolution dated December 13, 2022.
- iv) The impact of the merger on the financial statements is as under:

Details of assets and liabilities restated because of merger:

(₹ lakh)

Particulars	As at December 31, 2021		As at January 1, 2021	
	Reported	Restated	Reported	Restated
Total assets	138,856	149,839	133,929	144,371
Total liabilities	41,715	46,860	64,397	69,614
Total equity	97,141	102,979	69,532	74,757

Details of revenue and profit restated because of merger:

(₹ lakh)

Particulars	Year ended	
	December 31, 2021	December 31, 2021
	Reported	Restated
Revenue from operations	105,291	120,438
Profit before tax	55,917	56,118
Profit after tax	47,702	48,271

Details of cash flow restated because of merger:

(₹ lakh)

Particulars	Year ended	
	December 31, 2021	December 31, 2021
	Reported	Restated
Net cash (used) in operating activities	(11,801)	(10,315)
Net cash generated from investing activities	39,606	38,502
Net cash (used) from financing activities	(27,308)	(27,601)

48. Additional regulatory information required by Schedule III:

- i) The Company does not have any benami property held in its name. No proceedings have been initiated on or are pending against the Company for holding benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) and Rules made thereunder.
- ii) The Company has not been declared wilful defaulter by any bank or financial institution or other lender or government or any government authority.
- iii) The Company has complied with the requirement with respect to number of layers as prescribed under section 2(87) of the Companies Act, 2013 read with the Companies (Restriction on number of layers) Rules, 2017.
- iv) The Company has not traded or invested in crypto currency or virtual currency during the year.
- v) The Company did not have any transactions with companies struck off under Section 248 of the Companies Act, 2013 or Section 560 of Companies Act, 1956 during the year.
- vi) The Company does not have any charges or satisfaction which is yet to be registered with ROC beyond the statutory period.
- vii) The Company has not been sanctioned working capital limits by banks or financial institutions on the basis of security of current assets at any point of time during the year.
- viii) No funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person(s) or entity(ies), including foreign entities ("Intermediaries") with the understanding, whether recorded in writing or otherwise, that the Intermediary shall lend or invest in party identified by or on behalf of the Company (Ultimate Beneficiaries). The Company has not received any fund from any parties with understanding that the Company shall whether, directly or indirectly lend or invest in other persons or entities identified by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.

49. During the previous year, the Company had sold the building for ₹ 4,900 lakh, which has resulted in profit of ₹ 4,582 lakh, disclosed under exceptional items.
50. The figures for the previous year have been regrouped/ rearranged wherever necessary to conform to the current year's classification in order to comply with the requirements of the amended schedule III to the Companies Act, 2013 effective April 1, 2021.

This is the summary of significant accounting policies and other explanatory information referred to in our report of even date

For Walker Chandiok & Co LLP

Chartered Accountants
Firm Registration No.:001076N/N500013

Khushroo B. Panthaky

Partner
Membership No.: 042423

Place: Mumbai
Date: February 17, 2023

For and on behalf of the Board of Directors of CRISIL Limited**John L Berisford**

Chairman
[DIN: 07554902]

Sanjay Chakravarti

Chief Financial Officer

Place: Jaipur
Date: February 17, 2023

Amish Mehta

Managing Director & Chief Executive Officer
[DIN: 00046254]

Minal Bhosale

Company Secretary

Notice

NOTICE is hereby given that the Thirty-Sixth Annual General Meeting (AGM) of the members of CRISIL Limited (the Company) will be held on Tuesday, April 18, 2023, at 3.30 pm IST through video conferencing (VC) and/or other audio-visual means (OAVM), without in-person presence of shareholders.

In view of the circulars issued by the Ministry of Corporate Affairs (MCA), dated April 8, 2020, May 5, 2020, May 5, 2022 and December 28, 2022 (hereinafter referred to as circulars), companies are permitted to conduct the AGM through VC/OAVM, subject to compliance of various conditions mentioned therein. In keeping with the circulars and prevailing circumstances at the time of adopting this Notice, the Board of Directors has approved holding of the 36th AGM through VC and/or OAVM.

Notice is hereby given that the following business will be transacted at the AGM:

ORDINARY BUSINESS

1. Adoption of Financial Statements

To receive, consider and adopt:

- a. the Audited Financial Statements of the Company for the year ended December 31, 2022, together with the Reports of the Board of Directors and the Auditors thereon; and
- b. the Audited Consolidated Financial Statements of the Company for the year ended December 31, 2022, together with the Report of the Auditors thereon.

2. Declaration of dividend

To declare final dividend on equity shares of ₹ 23, per equity share and to approve and confirm the declaration and payment of three interim dividends aggregating ₹ 25 per equity share for the year ended December 31, 2022.

SPECIAL BUSINESS

3. Retirement by rotation of Mr John Berisford

To consider, and if thought fit, to pass the following resolution as an Ordinary Resolution:

“RESOLVED THAT it be noted that Mr John Berisford (DIN 07554902), Non-Executive Director of the Company, retires by rotation at the conclusion of this meeting and does not seek re-appointment.

RESOLVED FURTHER THAT the vacancy caused by Mr Berisford's retirement, be not filled for the present.”

By order of the Board

For CRISIL Limited

Minal Bhosale

Company Secretary
ACS 12999

Jaipur, February 17, 2023

NOTES

FOR JOINING THE AGM THROUGH VC/OAVM

1. The instructions for participating in the AGM through VC/OAVM are as under:
 - i. Members will be provided with a facility to attend the AGM through the National Securities Depository Limited (NSDL) integrated e-voting and AGM attendance system (hereinafter referred to as NSDL e-Voting system).
 - ii. Members have alternative ways to access the NSDL e-Voting system. For the detailed procedure to access the NSDL e-Voting system, see note No. 6, Step 1: Access to NSDL e-Voting system.
 - iii. After successful login, you can see the link of VC/OAVM in the Join General Meeting menu against the company name. Click on VC/OAVM link under the Join General Meeting menu.
 - iv. Members who do not have the user ID and password for e-Voting through the NSDL e-Voting system, or have forgotten them, may retrieve the same by following the procedure stated in the instructions related to e-voting, mentioned in the Notice.
 - v. Members can participate in the AGM through smartphone/laptop. However, for better experience and smooth participation, members are advised to join through a laptop connected through broadband. Please note that members connecting from mobile devices or tablets or through laptops, etc, connected via mobile hotspot may experience audio/video loss due to fluctuation in their network. It is, therefore, recommended to use a stable Wi-Fi or LAN connection to mitigate any kind of aforesaid glitches.
 - vi. For the convenience of the members and proper conduct of AGM, members can login and join the AGM 15 minutes before the scheduled time for the AGM. Access will be open throughout the proceedings of the AGM as well.
 - vii. Members attending the AGM through VC/OAVM will be counted for the purpose of reckoning the quorum under Section 103 of the Companies Act, 2013.
 - viii. Members who would like to express their views/pose questions/register as speaker shareholders at the AGM, may send their questions in advance, at least 48 hours before the start of the AGM, i.e., by 3:30 pm IST Sunday, April 16, 2023, from their registered email address mentioning their name, demat account number/ folio number and mobile number, to the Company's email address investors@crisil.com. Only those questions/queries received by the Company until 3:30 pm Sunday, April 16, 2023, shall be considered and responded to at the AGM. The Company reserves the right to restrict the number of speakers as appropriate for the smooth conduct of the AGM. To give all speakers an opportunity to participate and complete the AGM's proceedings within the specified 2 hours, members are requested to keep their queries brief, and restrict their speaking time to 3 minutes.
 - ix. Members, who need assistance before or during the AGM with use of technology, can:
 - Send a request at e-voting@nsdl.co.in or use toll free no: 1800-1020-990; or
 - Specifically for assistance with the VC/OAVM facility, contact Mr Sanjeev Yadav, Assistant Manager, NSDL, at the designated email ID: evoting@nsdl.co.in or SanjeevY@nsdl.co.in or on telephone number +91- 9324006225; or
 - Specifically for escalation/ assistance with e-voting, contact Ms Pallavi Mhatre, Manager, NSDL, at the designated email ID: evoting@nsdl.co.in or pallavid@nsdl.co.in or on telephone number +022 24994545.
2. Corporate members are requested to send a scanned copy of a duly certified copy of the Board Resolution authorising their representative(s) with the attested specimen signature of the authorised representative to the Company at investors@crisil.com for participating in the AGM.
3. As physical attendance of the members is dispensed with by law for VC/OAVM-facilitated AGMs, the facility of appointment of proxies by members will not be available for the meeting.

INSTRUCTIONS RELATED TO E-VOTING

4. The Company will be providing an e-voting facility to the Members so as to facilitate them to cast their vote on all resolutions set forth in this Notice electronically, through e-voting services provided by NSDL.
5. The remote e-voting period shall commence at 10:00 am IST on Friday, April 14, 2023, and end at 5:00 pm IST on Monday, April 17, 2023. The remote e-voting module shall be disabled at 5.00 pm IST on April 17, 2023. Once the vote on a resolution is cast by a member, the member shall not be allowed to change it subsequently or cast the vote again.
6. The procedure and instructions for e-voting are as follows:

Voting electronically on the NSDL e-voting system involves two steps as follows:

Step 1: Access to the NSDL e-voting system

A. Login method for e-voting and joining virtual meeting for individual shareholders holding securities in demat mode

In terms of the SEBI circular dated December 9, 2020, on the e-voting facility provided by listed companies, individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email addresses in their demat accounts in order to access the e-voting facility.

Login method for individual shareholders holding securities in demat mode is as follows:

Type of shareholders	Login method
Individual shareholders holding securities in demat mode with NSDL.	<p>A. NSDL IDeAS facility</p> <p>If you are already registered for NSDL's IDeAS facility, please visit the e-services website of NSDL. Open the web browser by typing the following URL: https://eservices.nsdl.com either on a personal computer or a mobile. Once the home page of e-services is launched, click on the 'Beneficial Owner' icon under 'Login', which is available under the 'IDeAS' section. A new screen will open. Enter your user ID and password. After successful authentication, you will see e-voting services displayed on the screen. Click on 'Access to e-Voting' under 'E-voting Services' and you will be able to see the e-voting page. Click on options available against the Company name or e-voting service provider, NSDL, and you will be re-directed to the NSDL e-voting website where you can cast your vote during the remote e-voting period.</p> <p>If you are not registered for IDeAS e-services, the option to register is available at https://eservices.nsdl.com. Select the 'Register Online for IDeAS' portal or click on: https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp</p>
	<p>B. E-voting website of NSDL</p> <p>Visit the e-voting website of NSDL, open the web browser by typing the following URL: https://www.evoting.nsdl.com/, either on a personal computer or on a mobile. Once the home page of the e-voting system is launched, click on the icon 'Login' which is available under 'Shareholder/Member' section. A new screen will open. Enter your User ID (i.e., your 16-digit demat account number with NSDL), password/OTP and a verification code as prompted. After successful authentication, you will be redirected to NSDL's depository site where you can see the e-voting page. Click on options available against company name or e-voting service provider, NSDL, and you will be redirected to the e-voting website of NSDL where you can cast your vote during the remote e-voting period or join the virtual meeting and e-vote during the meeting.</p>
Individual shareholders holding securities in demat mode with CDSL	<ol style="list-style-type: none"> <li data-bbox="459 1115 1477 1234">Existing users who have opted for Easi/ Easiest, can log in through their user ID and password. An option will be made available to reach the e-voting page without any further authentication. Users can login to Easi/ Easiest on https://web.cdslindia.com/myeasi/home/login or www.cdslindia.com. Once, the page opens, click on New System Myeasi. <li data-bbox="459 1249 1477 1335">After successful login to Easi/Easiest, the user will be also able to see the e-voting menu. The menu will have links to the website of the e-voting service provider, i.e., NSDL. Click on NSDL to cast your vote <li data-bbox="459 1350 1477 1413">If the user is not registered for Easi/Easiest, the option to register is available at https://web.cdslindia.com/myeasi/Registration/EasiRegistration. <li data-bbox="459 1429 1477 1570">Alternatively, the user can directly access the e-voting page by providing their demat account number and PAN on the CDSL homepage at www.cdslindia.com. The system will authenticate the user by sending OTP on their registered mobile number and email as recorded in the demat account. After successful authentication, the user will be provided links for the respective ESP i.e., NSDL where the e-voting is in progress.
Individual shareholders (holding securities in demat mode) login through their depository participants	<p>You can also log in using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-voting facility. Once logged in, you will see the e-voting option. Once you click on the e-voting option, you will be redirected to the NSDL/ CDSL depository site after successful authentication, wherein you can see the e-voting feature. Click on options available against the company name or e-voting service provider i.e., NSDL and you will be redirected to the e-voting website of NSDL where you can cast your vote during the remote e-voting period or join the virtual meeting and e-vote during the meeting.</p>

Important note: Members who are unable to retrieve their user ID/password are advised to use the Forgot User ID and Forgot Password option available at the above-mentioned website.

Helpdesk for individual shareholders holding securities in demat mode for any technical issues related to login through Depository i.e., NSDL and CDSL:

Login type	Helpdesk details
Individual shareholders holding securities in demat mode with NSDL	Members facing any technical issue with login can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call on toll free no.: 1800 1020 990 and 1800 22 44 30
Individual shareholders holding securities in demat mode with CDSL	Members facing any technical issue with login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at 022- 23058738 or 022-23058542-43

B. Login method for e-voting and joining the virtual meeting for shareholders other than individual shareholders holding securities in demat mode and shareholders holding securities in a physical mode

How to login to NSDL e-voting website?

- Visit the e-voting website of NSDL. Open the web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a personal computer or on a mobile.
- Once the home page of the e-voting system is launched, click on the icon 'Login' which is available under the 'Shareholder/Member' section.
- A new screen will open. Enter your user ID, password/OTP and the verification code as shown on the screen.

Alternatively, if you are registered for NSDL e-services i.e., IDeAS, you can log in to <https://eservices.nsdl.com/> with your existing IDeAS login. Once you log in, to NSDL e-services after using login credentials, click on e-voting and proceed to step 2 — i.e., cast your vote electronically.

- Your user ID details are given below:

Manner of holding shares, i.e., Demat (NSDL or CDSL) or Physical	Your User ID is:
i) For members who hold shares in demat account with NSDL	8-character DP ID followed by 8-digit client ID For example, if your DP ID is IN300*** and Client ID is 12*****, then your User ID is IN300***12*****.
ii) For members who hold shares in demat account with CDSL	16-digit beneficiary ID For example, if your beneficiary ID is 12*****, then your User ID is 12*****.
iii) For members holding shares in physical form	EVEN number followed by the folio number registered with the Company For example, if the folio number is 001*** and EVEN is 101456, then User ID is 101456001***

- Password details for shareholders other than individual shareholders are given below:
 - If the member is already registered for e-voting, you can use your existing password to log in and cast your vote.
 - If the member is using NSDL's e-voting system for the first time, the member will need to retrieve the 'initial password' which was communicated to the member. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will ask the member to change the password.
 - How to retrieve the 'initial password'?
 - If your email ID is registered with your demat account or with the Company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the PDF attachment. The password to open the file is the 8-digit client ID for NSDL account, last 8 digits of client ID for CDSL account, or folio number for shares held in physical form. The PDF attachment contains your 'User ID' and 'initial password'.
 - If your email ID is not registered, please refer to point No. 26 below.
- If the member is unable to retrieve or has not received the 'initial password' or has forgotten the password, follow the steps given below:

- 1) Click on 'Forgot user details/password?' (If you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com)
- 2) 'Physical user reset password?' (if you hold shares in physical mode) option available on www.evoting.nsdl.com .
- 3) If you are still unable to get the password by the aforesaid two options, you can send a request at evoting@nsdl.co.in mentioning the demat account number/ folio number, your PAN, your name and your registered address, etc.
- 4) Members can also use the OTP based login to cast the votes on the e-Voting system of NSDL.
- g) After entering the password, agree to 'Terms and Conditions' by selecting the check box.
- h) Next, click the Login button.
- i) After you click on the Login button, the home page of e-voting will open.
8. Members who are participating in the AGM through VC/OAVM on April 18, 2023, can cast their vote during the meeting electronically through e-voting services provided by NSDL.
9. The e-voting at the AGM will begin once the Chairman or Company Secretary announces the commencement of the e-voting during the AGM.
10. The e-voting module shall be disabled by NSDL for voting after the conclusion of the meeting.
11. Once the vote on a resolution is cast by a member, the member shall not be allowed to change it subsequently.
12. The procedure for e-voting at the AGM is the same as mentioned above for remote e-voting, and the same e-voting credentials need to be entered while e-voting at the AGM.
13. The members who have cast their vote by remote e-voting prior to the AGM may also attend the AGM through VC/OAVM but shall not be entitled to cast their vote again.
14. Members can reach out for assistance in this respect to NSDL personnel at phone numbers and email IDs mentioned at 1(ix) above.

Step 2: Cast your vote electronically and join the general meeting on NSDL's e-voting system.

How to cast your vote electronically and join the general meeting on the NSDL e-voting system?

- a. After successfully logging in at Step 1, you will be able to see all the companies 'EVEN' in which you are holding shares and whose voting cycle and general meeting are active.
- b. Select 'EVEN' of the Company for which you wish to cast your vote during the remote e-voting period and to cast your vote during the general meeting. To join the virtual meeting, you need to click VC/OAVM link under the 'Join General Meeting' section.
- c. The e-voting page opens.
- d. Cast your vote by selecting appropriate options i.e., assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click the 'Submit' button and then the 'Confirm' button, when prompted.
- e. Once confirmed, 'Vote cast successfully' will be displayed on the screen.
- f. You can also take the printout of votes cast by you by clicking on the print option on the confirmation page.
- g. Once you confirm the vote on the resolution, you will not be allowed to modify the vote.

INSTRUCTIONS FOR MEMBERS FOR E-VOTING ON THE DAY OF THE AGM ARE AS UNDER

7. In terms of the provisions of Section 107 of the Companies Act, 2013, since the resolutions as set out in this notice are being conducted through e-voting, the said resolutions will not be decided on a show of hands at the AGM.

INSTRUCTIONS COMMONLY APPLICABLE TO E-VOTING PRIOR TO, OR AT, THE AGM

15. A person whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositories as at the cut-off date (i.e., April 11, 2023) shall only be entitled to attend the AGM through VC/OAVM on April 18, 2023, and avail the aforesaid facility of remote e-voting as well as e-voting at the AGM.
16. Any person who acquires shares of the Company after dispatch of this Notice and holds shares as at the cut-off date (i.e., April 11, 2023) may obtain login ID and password by sending a request to evoting@nsdl.co.in, with a copy to investors@crisil.com, by mentioning her/his folio number or DP ID and client ID. However, if you are already registered with NSDL for e-voting, you can use your existing User ID and password for casting your vote and attending the AGM.
17. In case of joint shareholders, only such joint holder who is higher in the order of names will be entitled to vote.
18. A member entitled to attend and vote at the AGM is entitled to appoint a proxy to attend and vote instead of himself and a proxy need not be a member of the Company. Since this AGM is being held through VC/OAVM, as per the framework provided in MCA Circulars, the facility for appointment of proxies by the members will not be available for this AGM.
19. Corporate/Institutional members (corporate/ FIs / FII's / trusts / mutual funds / banks, etc) are required to send a scan (PDF format) of the relevant Board resolution to the Scrutiniser through e-mail to scrutinisers@mmjc.in, with a copy to evoting@nsdl.co.in.

20. It is strongly recommended not to share the e-voting password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the 'Forgot user details/Password?' or 'Physical user reset password?' option available on www.evoting.nsdl.com to reset the password.
21. In case of any queries, you may refer to the frequently asked questions (FAQs) and e-voting user manual for shareholders available in the Download section of www.evoting.nsdl.com; or contact the NSDL helpdesk by sending a request at evoting@nsdl.co.in or call on the toll free numbers 1800 1020 990 or 1800 22 44 30; or contact the CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or call on 022-23058738 or 022-23058542-43.
22. The e-voting credentials sent along with the notice will be considered for the purpose of remote e-voting, attending and e-voting at the AGM.
23. Mr Omkar Dindorkar, Practicing Company Secretary, has been appointed as Scrutiniser for scrutinising the e-voting process in a fair and transparent manner. The Scrutiniser shall, within a period not exceeding three working days from the conclusion of the e-voting period, unblock the votes in the presence of at least two witnesses not in the employment of the Company and make a Scrutiniser's Report of the votes cast in favour or against, forthwith to the Chairman of the Company.
24. The results of remote e-voting and e-voting at the AGM on resolutions shall be aggregated and declared on or after the AGM, and the resolutions will be deemed to be passed on the AGM date subject to the receipt of the requisite number of votes in favour of the resolutions.
25. The results declared, along with the Scrutiniser's Report, shall be made available on the Company's website www.crisil.com and on the website of NSDL within 48 hours of the conclusion of the AGM and be communicated to the stock exchanges where the shares of the Company are listed, viz. BSE Ltd and National Stock Exchange of India Ltd.
- copy of the Annual Report to their registered address on a voluntary basis. The same is also available on the Company's website www.crisil.com, on the website of the stock exchanges i.e., BSE Limited and National Stock Exchange of India Limited and on NSDL's website at www.evoting.nsdl.com. Members whose email IDs are not registered with the depositories can, in order to procure user ID and password and to register e-mail IDs for e-voting for the resolutions set out in this notice, follow the below-mentioned process
- In case shares are held in physical mode, please provide the folio number, name of the shareholder, scanned copy of the share certificate (front and back), PAN (self-scanned copy of PAN card), and Aadhaar (self-attested scanned copy of Aadhaar card) by email to einward.ris@kfintech.com.
 - In case shares are held in demat mode, please provide the DPID-CLID (16-digit DPID + CLID or 16-digit beneficiary ID), name, client master or copy of the Consolidated Account statement, PAN (self-attested scanned copy of PAN card), and Aadhaar (self-attested scanned copy of Aadhaar card) to evoting@nsdl.co.in. If you are an individual shareholder holding securities in demat mode, you are requested to refer to the login method explained in step 1 (A), i.e., login method for e-voting for individual shareholders holding securities in demat mode.
 - Alternatively, shareholders/members may send a request to evoting@nsdl.co.in for procuring user ID and password for e-voting by providing the above mentioned documents.
 - As per the SEBI circular dated December 9, 2020, on e-voting facility provided by listed companies, individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are required to update their mobile number and email ID correctly in their demat account in order to access the e-voting facility.

UPDATION OF EMAIL ADDRESS TO RECEIVE E-COPY OF THE ANNUAL REPORT, AND ATTENDANCE AND E-VOTING CREDENTIALS

26. In accordance with Section 101 of the Companies Act, 2013, read with Rule 18 of the Companies (Management and Administration) Rules, 2014, and the aforesaid circulars, the Annual Report of the Company for financial year 2022, including the Notice convening the AGM, is being sent by email to the members whose email addresses are available with the depositories for communication purposes or are obtained directly from the members, as per Section 136 of the Companies Act, 2013, and Rule 11 of the Companies (Accounts) Rules, 2014. For other members, who have not registered their email addresses, the Company has sent a hard

INSTRUCTIONS RELATED TO THE PAYMENT OF FINAL DIVIDEND FOR THE YEAR ENDED DECEMBER 31, 2022

27. The register of members and share transfer books of the Company will remain closed from Saturday, April 1, 2023, to Sunday, April 2, 2023 (both days inclusive), for determining the names of members eligible for dividend on equity shares, if declared at the AGM.
28. Dividend as recommended by the Board of Directors, if declared at the AGM, shall be paid on Monday, April 24, 2023:
- to those members whose names appear on the Register of Members of the Company after giving effect to all valid transfers in physical form lodged with the Company and its Registrar and Transfer Agents before Friday, March 31, 2023; and,

- (ii) in respect of shares held in electronic form, on the basis of beneficial ownership as per the details furnished by the National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL) at the close of business hours on Friday, March 31, 2023.

Pursuant to SEBI circulars dated November 3, 2021, and December 15, 2021, with regard to common and simplified norms for processing investors' service request by Registrars and norms for furnishing PAN, KYC details and nomination by the holders of physical securities, SEBI has made it mandatory for holders of physical securities to furnish PAN, KYC and nomination details by March 31, 2023, and link their PAN with Aadhaar by March 31, 2022. However, the Central Board of Direct Taxes vide notification dated March 29, 2022 extended the deadline to link PAN with Aadhaar to March 31, 2023. Members are requested to submit their PAN, KYC and nomination details to the Company's Registrar through the forms available at <https://www.crisil.com/content/crisil/en/home/investors/shareholder-services.html>

In case a holder of physical securities fails to furnish these details or link their PAN with Aadhaar before the due date, the Company's Registrar is obligated to freeze such folios. The securities in the frozen folios shall be eligible to receive payments (including dividend) and lodge grievances only after furnishing the complete documents. In case the securities continue to be frozen as at December 31, 2025, such securities shall be referred by the Registrar/Company to the administering authority under the Benami Transactions (Prohibitions) Act, 1988, and/or Prevention of Money Laundering Act, 2002.

29. Members are requested to note that the Company's shares are under compulsory electronic trading for all investors. Members are, therefore, requested to dematerialise their shareholding to avoid inconvenience. Members whose shares are in electronic mode are requested to inform about the change of address and updates of bank account(s) to their respective Depository Participants. Members holding shares in physical form are requested to advise such changes to the Company's Registrar and Transfer Agent, KFin Technologies Limited. Members are encouraged to use the Electronic Clearing Services (ECS) for receiving dividends. Members desirous of availing ECS facility for payment of dividend may download the required ECS mandate form from the website of the Company, www.crisil.com.
30. The Company has transferred the unclaimed or un-encashed dividends for financial years up to 2015 to the Investor Education and Protection Fund (IEPF) established by the Central Government. The Company transfers the unclaimed or un-encashed dividend to IEPF after the expiry of seven years from the date of transfer to unpaid dividend account.

Members who have a valid claim to any unclaimed dividends which are not yet transferred may claim the same from the Company immediately. The detailed dividend history, due dates for transfer to IEPF, and the details of unclaimed amounts lying with the Company in respect of dividends declared since 2016 are available on the website of the Company, www.crisil.com.

Also, pursuant to Section 124(2) of the Companies Act, 2013, the Company has uploaded details of unpaid and unclaimed amounts lying with the Company in respect of dividends declared in financial year 2022, on the website of the Company, www.crisil.com.

GENERAL INSTRUCTIONS

31. All the documents referred to in the Notice will be available for inspection in electronic mode by the members between 11.00 a.m. and 1.00 p.m. on all working days, except Saturdays, from the date hereof up to the date of the meeting by sending an email to investors@crisil.com.
32. The certificate from the Secretarial Auditors of the Company certifying that the Company's Employee Stock Option Scheme – 2011, Employee Stock Option Scheme – 2012 and Employee Stock Option Scheme – 2014 are being implemented in accordance with SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, and in accordance with the resolutions passed by the members of the Company will be available for inspection by the members during the AGM in electronic mode upon login at NSDL e-voting system at www.evoting.nsd.com. Members can also inspect the same by sending an email to investors@crisil.com up to the date of this AGM (i.e., April 18, 2023).
33. The Annual Report of the Company along with the Notice of the 36th Annual General Meeting is also available on the website of the Company, www.crisil.com, and on the websites of BSE Ltd and National Stock Exchange of India Ltd. As per Section 136(1), the copies of the aforesaid documents will also be available for inspection in electronic mode between 11.00 a.m. and 1.00 p.m. on all working days, excluding Saturdays, by sending an email to investors@crisil.com.
34. The Register of Directors and Key Managerial Personnel and their shareholding maintained under Section 170 of Companies Act, 2013 and the Register of Contracts or Arrangements in which Directors are interested maintained under Section 189 of the Companies Act, 2013, will be available for inspection by the members during the AGM in electronic mode upon logging in at NSDL e-voting system at www.evoting.nsd.com. Members can also inspect the same by sending an email to investors@crisil.com up to the date of this AGM (i.e., April 18, 2023).
35. SEBI has mandated the submission of PAN by every participant in the securities market. Members holding shares in electronic form are, therefore, requested to submit their PAN to the Depository Participants with

whom they are maintaining their demat accounts. Members holding shares in physical form can submit their PAN details to the Company or to the Registrar and Share Transfer Agent.

36. Since the AGM will be held through VC/OAVM means, the route map is not annexed in this Notice. The Registered Office of the Company will be deemed to be the venue of the AGM.

By order of the Board

For CRISIL Limited

Minal Bhosale

Company Secretary
ACS 12999

Jaipur, February 17, 2023

EXPLANATORY STATEMENT UNDER SECTION 102 OF THE COMPANIES ACT, 2013:

Item No. 3:

Mr John Berisford was appointed as a Director of the Company w.e.f. July 19, 2016. He is also member of the Nomination & Remuneration Committee.

In terms of Section 152 of the Companies Act, 2013, and the Articles of Association of the Company, Mr Berisford is due to retire by rotation at this meeting. Although eligible for re-appointment, Mr Berisford has conveyed his desire not to seek reappointment. Your Directors place on record their sincere appreciation for Mr Berisford's astute stewardship, constructive input and thoughtful guidance, as Chairman of the Board.

The Directors have proposed that the vacancy caused on the Board not be filled for the time being, subject to approval of shareholders. The Board has identified a candidate to broad-base the Board and the candidate is in the process of obtaining a Director Identification Number (DIN). The Board will formalise the appointment post receipt of the DIN and completion of appointment formalities.

None of the Directors and Key Managerial Personnel of the Company and their respective relatives are concerned or interested, financially or otherwise, in passing of the proposed Resolution.

The Board of Directors recommends the Resolution at Item No. 3 as an Ordinary Resolution for the approval by the Members.

By order of the Board

For CRISIL Limited

Minal Bhosale

Company Secretary
ACS 12999

Jaipur, February 17, 2023

Office locations

Registered office:

CRISIL House, Central Avenue
Hiranandani Business Park
Powai, Mumbai 400 076
Maharashtra, India

Argentina

CRISIL Irevna Argentina S.A.
Avenida del Libertador General San
Martin 174
1st, 5th and 10th floor, Vicente López
Buenos Aires, Argentina

Australia

CRISIL Irevna Australia Pty Ltd
Ground Floor, 123 Walker Street
North Sydney NSW 2060

China

CRISIL Irevna Information Technology
(Hangzhou) Co Ltd
Hangzhou
1603 and 1606,
Hengxin Mansion, #588,
JiangNan Road, Binjiang
Hangzhou 310052

India

Ahmedabad

D-709/710, The First
Near Keshavbaug
Off 132' Ring Road, Vastrapur
Ahmedabad 380 015

Bengaluru

W-101, 1st Floor, Sunrise Chambers
22, Ulsoor Road
Bengaluru 560 042

Chennai

9th Floor, A Wing
Prestige Polygon IT park
Anna Salai, Teynampet
Chennai 600 018

Gurugram

Plot No 46, Sector 44
Opp PF Office
Gurugram 122 003

Hyderabad

Uma Chambers
3rd Floor
Plot No 9 and 10
Nagarjuna Hills
Near Punjagutta Cross Road
Hyderabad 500 082

Smartworks - Aurobindo Galaxy,
7th Floor, Plot No 1
Forming Part of Sy No 83/1,
Hyderabad Knowledge City, Raidurg
Hyderabad 500 081

Kolkata

BioWonder, Unit No 1002
10th Floor, 789, Anandpur Main Road
EM Bypass
Kolkata 700 107

Pune

11187/17, Ghole Road
Shivaji Nagar
Pune 411 0055

IT-3, 1st Floor
Qubix Business Park Private Limited
Neopro SEZ
Plot No 2, Blue Ridge Township
Rajiv Gandhi Infotech Park, Phase 1
Hinjewadi,
Pune 411 057

Japan

Greenwich Associates
Partir Akasaka, Room 414, Minato-Ku
Tokyo, Japan

Poland

CRISIL Irevna Poland Sp. Z.oo.
Renaissance Business Centre
Sw. Mikołaja 7, 50-125
6th floor Wroctaw

Singapore

Greenwich Associates Singapore
Pte Ltd
The Great Room, 1 George Street
#10-01 Singapore 049 145

Switzerland

CRISIL Irevna UK Ltd
Zweigniederlassung Schweiz
Mühlebachstrasse 32

United Kingdom

London

CRISIL Irevna UK Limited & Coalition
Development Ltd
Ropemaker Place
25 Ropemaker Street
London EC2Y 9LY

CRISIL IREVNA UK Limited
Farringdon
1 Giltspur Street
London EC1A 9DD

United States of America

New York

CRISIL Irevna US LLC
39th Floor, 55 Water Street
NY 10041

Stamford

Greenwich Associates LLC
Six High Ridge Park
Stamford
Connecticut 06905

United Arab Emirates

Dubai
Pragmatix Services Pvt Ltd
(merged with CRISIL Limited)
Office No 201
Office Court Building, Unit No RP004
PO Box No 121 086

CRISIL respects your privacy. We may use your contact informations such as your name, address and email id to fulfill your request and service your account and to provide you with additional information from CRISIL. For further information on CRISIL's privacy policy please visit www.crisil.com. The Annual Report contains forward looking statements based on our current expectations, assumptions, estimates and projections regarding the Company's businesses. These forward-looking information and statements can generally be identified by the fact that they do not relate only to historical or current facts. Forward-looking statements sometimes use terminology such as "targets", "believes", "expects", "aims", "assumes", "intends", "plans", "seeks", "will", "may", "anticipates", "would", "could", "continues", "estimate", "milestone" or other words of similar meaning and similar expressions or the negatives thereof. By their nature, forward-looking information and statements involve known and unknown risks, uncertainties and other important factors that could cause the actual results, performance or achievements of the Company to differ materially from those expressed or implied by the forward-looking statements. Given the aforementioned uncertainties, prospective or present shareholders / investors and users of this Report are cautioned not to place undue reliance on any of these forward-looking statements. The Company does not undertake to update the forward-looking statements in the future, unless legally required.

CRISIL

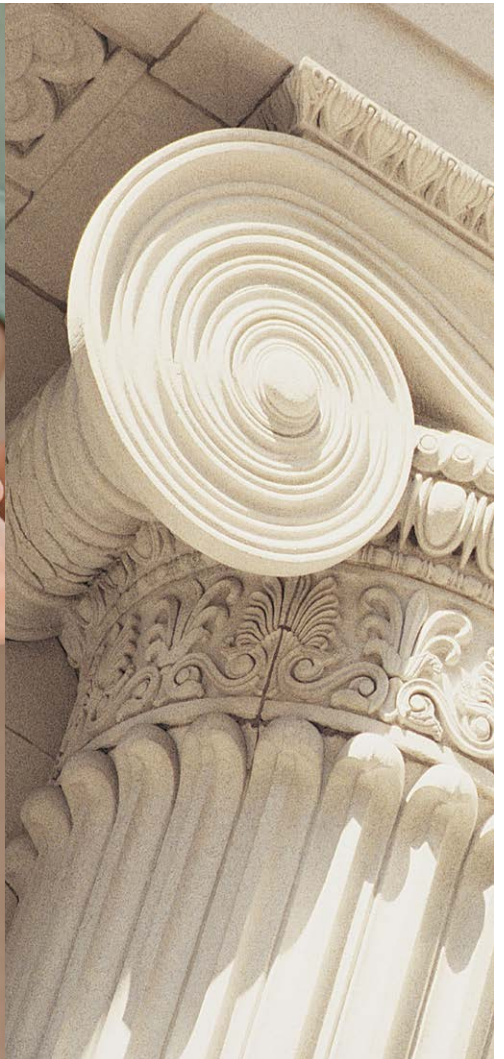
An S&P Global Company

CRISIL Limited, CRISIL House, Central Avenue, Hiranandani Business Park, Powai,
Mumbai - 400076. India. Phone: +91 22 3342 3000 | www.crisil.com | www.spglobal.com

CRISIL

An S&P Global Company

CRISIL ESG Report 2022



Contents

Note: This ESG Report should be read along with the ESG Databook, Business Responsibility and Sustainability Report (BRSR) and GRI content index appearing in the report. These form the consolidated reporting on CRISIL's ESG performance.

10

Introduction

- ESG highlights
- Message from MD & CEO
- CRISIL at a glance
- Approach to reporting
- Our ESG ambitions
- Aligning with UN SDGs
- Materiality and strategy

18

Operating responsibly

- Excellence with accountability
- Corporate governance
- Risk management
- Responsible public engagement
- Grievance redressal

27

Our people, our capital

- Diversity, equity and inclusion
- Global workforce and culture
- Promoting women leaders
- LGBTIQ+ initiatives
- Initiatives for differently abled colleagues
- Equal opportunities and treatment
- Talent management, learning and development
- Promoting health and wellness
- Respect for human rights

35

Fostering close partnerships

- Sustainable supply chain
- Stakeholder engagement

38

Our commitment to environment

- Positive environmental impact
- Expanding the green footprint
- Energy conservation
- Reduced GHG emissions
- Water conservation
- Waste management

42

Our ESG products and services

- CRISIL's ESG offerings
- Thought leadership on ESG

45

Driving social change

- Creating a culture of pride and ownership
- Mein Pragati
- Livelihoods in Assam
- GramShakti Certification Programme
- The RBI's MoneyWise Centres for Financial Literacy
- Assam flood relief response
- Employee engagement and volunteering response

50

ESG Databook

64

GRI Content Index

74

Business Responsibility and Substitutability Report (BRSR)



As a responsible corporate citizen, since inception, CRISIL remains committed to the mission of making markets function better. Additionally, the increasing focus on developing businesses and communities as sustainable, equitable and inclusive ecosystems drives us to offer a comprehensive range of ESG research, data, insights, assessments, and solutions so that our customers and stakeholders make informed decisions with conviction and contribute to sustainable progress on a global scale.

CRISIL consciously strives for sustainability that benefits both the society and the economy. For us, ESG is a priority, rather than an obligation. Equipped with our optimal environmental footprint, people-centric culture, diverse partnerships, robust governance practices and collective intelligence, we focus on creating possibilities that elevate impact.

Our Global Research and Risk Solutions (GR&RS) division helps sell-side houses, asset managers, and financial institutions address their sustainability needs and challenges. For the second consecutive year, we have released the CRISIL Sustainability Yearbook, 2022 covering ESG scores across 586 companies operating in 53 sectors in India. Consultancy for ESG strategy, gap assessments, policy frameworks and disclosures is another major area where we have commenced support during 2022, for corporates and banks.

Our environment conservation projects have had a significant impact, as

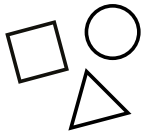
evidenced by an increase in green cover with trees planted across Indian cities, 4.5 trillion litres of water conserved in three villages, and 85% of all solid waste generated in India.

CRISIL also made a significant contribution to financial inclusion, strengthening financial capabilities in rural communities and improving the quality of life for over 505,000 beneficiaries through our flagship programme, Mein Pragati. In addition, we operate 429 MoneyWise Centres for Financial Literacy, established under a Reserve Bank of India-sponsored programme.

Diversity and inclusion are paramount at CRISIL, and our workforce comprises 40+ diverse nationalities. Our efforts towards gender equality include a focus on women-centric initiatives, as women employees constitute 38.7% of our workforce. Towards expanding our boundaries beyond business, we engage with suppliers from diverse backgrounds, and have also expanded trainings to our supply chain partners on ESG principles.

ESG is a crucial component of profitable growth for the Company. We have come a long way, and are excited to create and explore opportunities that shape, enhance and redefine business and communities as thriving, self-sustainable, equal and inclusive ecosystems. The report that follows, details our commitment to and investments in ESG.

ESG highlights, 2022



Diversity

Over **40** diverse nationalities
in our workforce

9 diversity themed events
and trainings

**Diversity, Equity and
Inclusion (DE&I)** category in
the Rewards & Recognition programme

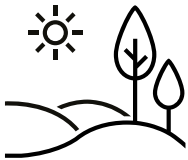
Self-identification opportunities
for employees



Supporting small businesses

19.80% procurement[^]
through MSME suppliers

3,000+ small businesses
rated or assessed[#] by CRISIL



Focus on environment

Direct emission (Scope 1 and Scope 2) lower by **31%**
over 2019 (baseline)

44,700 trees planted across Indian cities

Water conservation efforts
positively impacted three villages, **conserving**

4.5 trillion litres of water

85% of waste recycled

Monitoring emissions from business travel



Thought leadership

Over **50** webinars

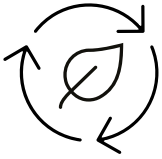
175+ leading media
publications carried
our views globally with over

6,900+ quotes

57,000+
stakeholder outreach

[^]In computing the percentage, total procurement spend (from January 2022 to November 2022) has been considered, excluding employee and associate costs, rental, utilities, bank charges, and expenses of similar nature.

[#]Having turnover of less than ₹ 5 crore



Enhancing ESG consciousness in our supply chain

Vendors representing **62%** of annual procurement spend[^] trained in ESG

Focused drive for **collecting emissions-related information** from supply-chain partners

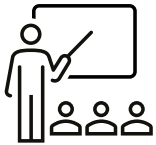


Women-centric initiatives

Women hires — **39.5%**

Women in the workforce — **38.7%**

262 beneficiaries of the **women leadership** development programme



Capacity building and awareness through training

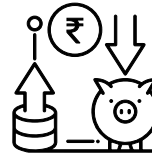
4,721 employees underwent ESG training

Launch of **sustainability scholarships**

17.5 hours of training per employee

50,000+ hours of training imparted on skill upgradation

4,572 employees trained on human rights



Impacting lives

5,05,000 beneficiaries of CSR Mein Pragati programme

3,600+ CRISIL Sakhis drive our CSR initiatives

Over **1,900** new Sakhis added during the year

Operating **429** Centres for **Financial Literacy**, established under a RBI-sponsored programme

CRISIL Foundation **won the National CSR Award 2020** for financial capability building and environment conservation



Amish Mehta

Managing Director & Chief Executive Officer, CRISIL Limited

Dear stakeholder,

I am happy to share that CRISIL continued to make significant strides to elevate the sustainability of our operations. During 2022, we partnered with a number of firms to enhance their ESG coverage, overcome data gaps, improve disclosures, and evolve policy frameworks for them. We released 12 thought papers on ESG, including the second edition of the CRISIL Sustainability Yearbook. We prioritise capacity building and awareness on ESG, as evidenced in 4,721 employees completing training modules that raise awareness about best practices in ESG and the launch of sustainability scholarships.

It is a matter of immense honour that CRISIL's efforts in financial capability building and

environmental conservation have been recognised at the national level. CRISIL Foundation won the National CSR Award 2020 in the category 'Corporate Awards for Excellence in CSR' (announced in 2022). This is our second win at the awards. The first was in 2018 for 'CSR in Challenging Circumstances, North-East'.

We raised the bar through our environmental initiatives, reducing our greenhouse gas (GHG) emissions since 2019, along with enhanced solid waste recycling and reuse. We are also reducing paper usage, monitoring emissions through business travel, and increasing the green cover by planting trees.

We enhanced the impact of our social initiatives by empowering women through

focused hiring measures, increasing gender diversity, improving inclusivity and belonging for employees across diverse cultures, genders and capabilities.

We are also improving supplier diversity and driving ESG consciousness in the supply chain with social assessments, training and coverage for emissions data.

Our commitment to sustainable operations has earned the trust of our stakeholders and contributed to our success. It has also helped us build a more resilient, sustainable and profitable business.

I thank our employees, customers and partners for their continued support and dedication to our commitment to sustainable business practices, as we remain focused on driving long-term value for our shareholders, customers, employees and the communities in which we operate.

With best wishes,

Amish . P. Mehta

Amish Mehta

CRISIL at a glance

Who we are

CRISIL (CRISIL Limited and its subsidiaries) is a leading, agile and innovative global analytics company driven by its mission of making markets function better.

We are India's foremost provider of ratings, data, research, analytics and solutions. A strong track record of growth, culture of innovation, and global footprint set us apart. We have delivered independent opinions, actionable insights and efficient solutions to over 100,000 customers.

Our businesses operate from India, the United States (US), the United Kingdom (UK), Argentina, Poland, China, Hong Kong, Singapore, Australia, Switzerland, Japan and the United Arab Emirates (UAE).

We are majority owned by S&P Global Inc, the world's foremost provider of credit ratings, benchmarks and analytics in the global capital and commodity markets, offering ESG solutions, deep data, and insights on critical economic, market and business factors.

Who we serve

Our clients range from micro, small and medium enterprises (MSMEs) to large corporates, investors, and top global financial institutions. We work with commercial and investment banks, insurance companies, private equity players, and asset management companies globally.

We also work with governments and policy makers in India and other emerging markets.

How we add value

Our market-leading ratings, benchmarks, analytics and solutions empower lenders, borrowers, issuers, investors, regulators and intermediaries to make decisions with conviction.

We help clients manage and mitigate risks, drive sustainability, make pricing and valuation decisions, reduce time to market, generate more revenue and drive sustainable growth. By helping shape public policy on infrastructure in emerging markets, CRISIL helps catalyse economic growth and development in these geographies.

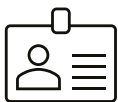
Global presence

Switzerland
Zurich

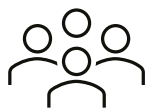
United Kingdom
London

United States of
America
New York, Stamford

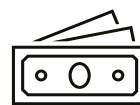
Argentina
Buenos Aires



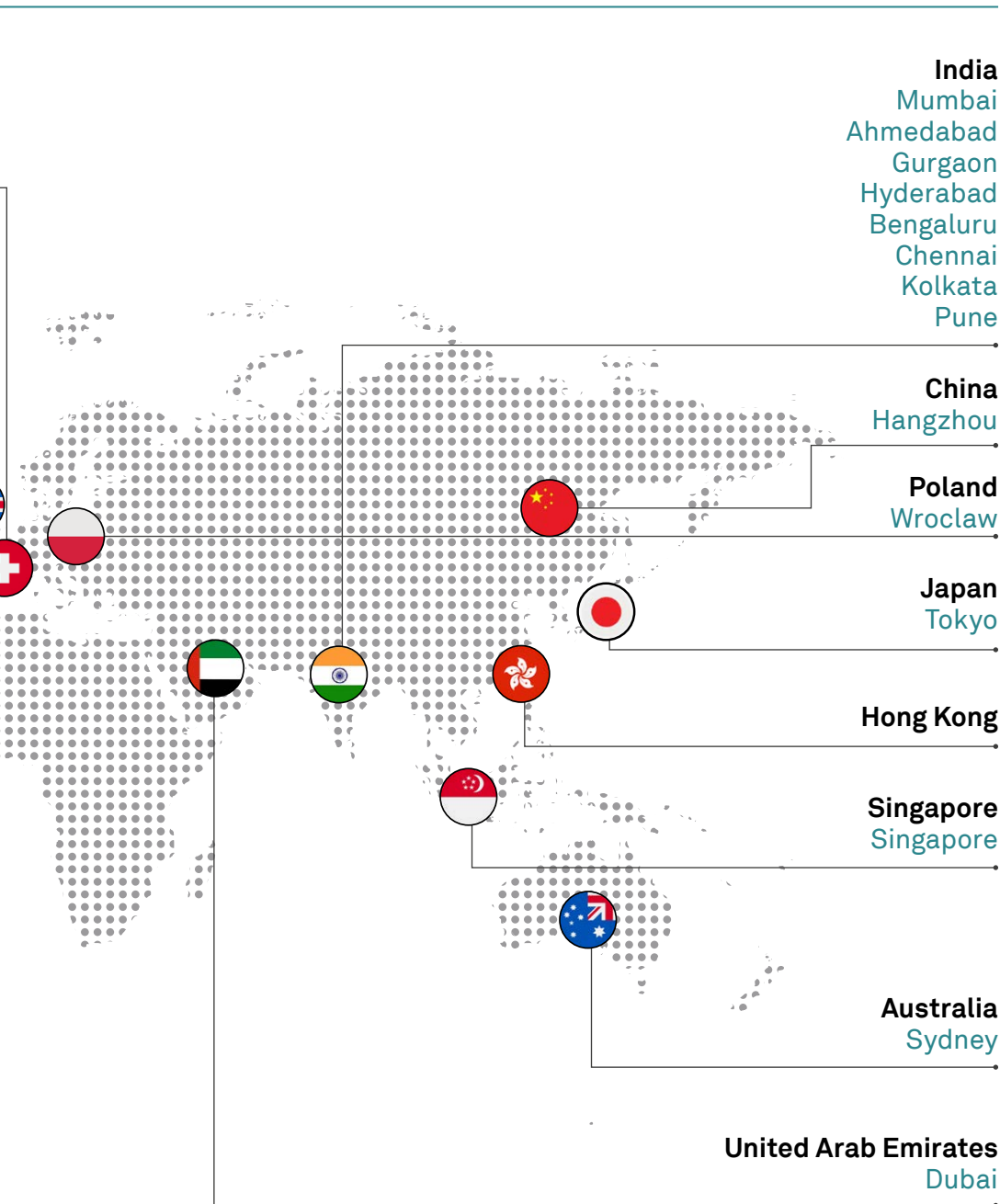
4,603
employees



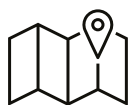
13,000+
clients



₹ 2,768.72
crore revenue in 2022



Awards bagged by CRISIL in 2022



Presence in
12 countries;
23 offices



505,000
cumulative CSR beneficiaries



Market outreach over
50 countries

Approach to reporting

CRISIL's ESG reporting framework

Our ESG reporting consists of a comprehensive suite of publications across economic, social and environmental parameters. It reflects our initiatives and outcomes towards building a sustainable organisation, and comprises:

ESG Report

Highlights CRISIL's performance in sustainability areas

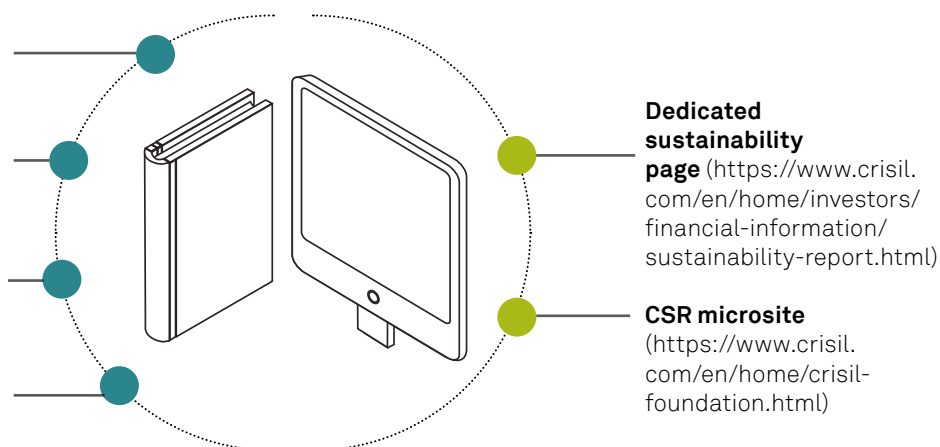
Business Responsibility and Sustainability Report

Prepared in accordance with SEBI circular dated May 10, 2021

GRI Report

Prepared in accordance with Global Reporting Initiative (GRI) Standards 2021

ESG Databook



About the report

This ESG report is built on our inaugural ESG report of 2021 and is designed to consolidate and summarise progress made by CRISIL across E (environment), S (social) and G (governance) during 2022. All the metrics stated in this report pertain to 2022, unless stated otherwise.

As we are in the services business, specialising in research and analytics. Our solutions and services rely more on intellectual, rather than physical assets. We do not have any manufacturing facilities. Thus, among the ESG themes, the governance and social factors and their respective impacts are more relevant to us.

Reporting boundaries for CRISIL

Unless otherwise indicated at appropriate places in the report:

- The financial data pertains to CRISIL's consolidated global operations
- The energy use and emissions data covers CRISIL's consolidated global operations, except serviced offices, offices where CRISIL does not have operational control, and offices with occupancy of less than or equal to 10 employees. Excluded offices are Singapore (one), Japan (one), the UAE (one), Australia (one), Switzerland (one), the UK (one) and India (three) offices

- The waste management data relates to India offices, excluding two serviced offices (Hyderabad and Chennai) and one Mumbai office with occupancy of less than or equal to 10 employees
- Water data covers three India offices of Mumbai, Gurgaon and Pune
- For the purpose of Scope 3 emissions from business travel, we have excluded offices with occupancy of less than or equal to 10 employees. Excluded offices are Australia (one), Mumbai (one) and Switzerland (one)
- The social data pertains to CRISIL's consolidated global operations
- The governance data in terms of policies, training, stakeholder engagement efforts, and other reported metrics covers consolidated operations, including subsidiaries, while the Board-related data/ metrics relate to CRISIL on a standalone basis
- The data reported on communities covers India operations of CRISIL

Our ESG ambitions

CRISIL's ESG statement

"At CRISIL, we endeavour to make sustainability foundational to everything we do. We minimise our carbon footprint and contribute to protecting the ecosphere of the communities we work in. Diversity, equity and inclusion, and employee well-being are essential for our long-term, sustainable growth. We are committed to upholding the highest standards of corporate governance. We integrate environmental, social and governance (ESG) factors in our offerings. Our ESG research, data, insights, assessments and solutions empower customers and stakeholders to make decisions with conviction and contribute to sustainable progress globally."

CRISIL's ESG statement is a testament of its continued efforts towards creating a sustainable business environment. The statement is also available on CRISIL's website at <https://www.crisil.com/en/home/investors/financial-information/sustainability-report.html>

ESG governance at CRISIL

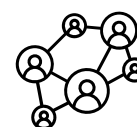
CRISIL has a management-level steering committee, comprising senior leaders and other team members. The committee held nine meetings during the year and actively evaluated and strengthened CRISIL's existing ESG practices to best-in-class global standards. CRISIL's Board reviews the Company's ESG goals, practices and policies. The ESG goals are then cascaded to CRISIL's business leaders, and the progress is tracked and reviewed by the management-level steering committee.

Our ESG goalposts



Environmental

- Reducing GHG emissions over the 2019 baseline, through green energy substitution
- Progressively enhancing solid waste recycling and reuse
- Switching to recycled paper
- Monitoring emissions from business travel
- Increasing green cover through plantation



Social

- Focusing on learning quotient by increasing learning hours per employee
- Empowering women through focused hiring measures, and increasing gender diversity
- Improving inclusivity and belonging of employees across diverse cultures, genders, capabilities, and ages
- Increasing outreach of CSR programmes, thereby impacting lives of communities positively
- Increasing employee volunteering



Governance

- Improving employee training and awareness on ESG
- Improving supplier diversity
- Driving ESG consciousness in supply chain by increasing social assessments, training, and coverage for emissions data
- Setting highest standards of corporate governance







Sustainable products

- New ESG offerings

Aligning with UN SDGs

The United Nations Sustainable Development Goals (UN SDGs) set forth an ambitious plan for achieving sustainable economic, social and environmental development by 2030. We support the UN SDGs and continue to undertake efforts and initiatives directed at creating value for all our stakeholders. Given the nature of our business, we are aligning our efforts with the below-mentioned seven SDGs, where we can create an impact.

The table below provides an insight on the progress CRISIL has made in achieving these goals.

	SDG	Description
 5 Gender equality	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> • End all forms of discrimination • Ensure women's full and effective participation, and equal leadership opportunities • Adopt sound policies for promotion of gender equality
 7 Affordable and clean energy	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> • Increase the share of renewable energy • Improve energy efficiency
 8 Decent work and economic growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all	<ul style="list-style-type: none"> • Ensure decent work for all, including persons with disabilities, and equal pay • Eradicate forced labour and end modern slavery and child labour • Strengthen capacity and access to banking, insurance and financial services for all • Promote and support MSMEs, including through access to financial services
 9 Industry, innovation, and infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation	<ul style="list-style-type: none"> • Increase integration of small-scale industrial and other enterprises into value chains
 10 Reduce inequalities	Reduce inequality within and among countries	<ul style="list-style-type: none"> • Empower and promote social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status • Ensure equal opportunity and reduce inequalities by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
 13 Climate action	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> • Integrate climate change measures into policies, strategies and planning
 15 Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss	<ul style="list-style-type: none"> • Halt deforestation, restore degraded forests, and substantially increase afforestation • Restore degraded land and soil, including land affected by desertification, drought and floods

Metrics and achievements

Initiatives that drive the goal

- Women hires: 39.5%
- Women in the workforce: 38.7%
- Women at leadership levels: 18%
- Total hours of training imparted to women: 37880 hours
- Average number of training hours of women employees at 21.2 hours exceed the company average of 17.5 hours

We strive to promote gender equality by setting targets for hiring of women and increasing the ratio of women in the workforce and managerial/leadership positions.

To read more about our initiatives and progress in these areas, refer to 'Promoting women leaders' on page 28 of this report.

- Energy intensity 4.59 GJ per employee, which is lower than 8.53 GJ per employee in 2019 (Baseline)

We are committed to reducing our energy footprint by implementing energy-efficient solutions in our operations.

To read more about our endeavours in these areas, refer to 'Energy conservation' on page 40 of this report.

- Differently abled employees: 11
- All India offices, as well as major offices in the UK and the US, assessed for child labour and forced labour
- No complaints on child labour and forced labour
- Managing 429 RBI Centres for Financial Literacy
- Beneficiaries of Mein Pragati programme: 505,000

We promote a work culture of inclusivity and safety, where all employees are treated equally and where their rights are safeguarded.

CRISIL, through its CSR arm CRISIL Foundation, enables and strengthens access to banking and financial services through its Mein Pragati programme and RBI Centres for Financial Literacy.

To read more about our endeavours in these areas, refer to 'Our People, our capital' on page 27, 'Mein Pragati (in Assam and Rajasthan)' on page 45, and 'RBI's MoneyWise Centres for Financial Literacy' on page 47 of this report.

- 3,000+ small businesses[#] rated/assessed by CRISIL
- Number of MSME vendors: 260
- Percentage spend on MSME suppliers[^] (in value terms): 19.80%

CRISIL supports a wide array of MSMEs and small-scale enterprises by helping them gain access to credit. In line with our supplier diversity policy, our universe of suppliers includes those belonging to the marginalised communities.

To read more about our endeavours in these areas, refer to 'Sustainable supply chain' on page 35 of this report.

- Gender diversity: 38.7%
- Differently abled employees: 11
- Employee diversity: Employees belonging to over 40 nationalities
- VIBE score for DE&I: 89%*
- Policy on equal opportunity

We promote a work culture of inclusivity and safety, where all employees are treated equally.

To read more about our efforts in these areas, refer to 'Our people, our capital' from page 27 to 33 of this report.

- Total GHG emissions (scope 1, 2 and 3): 10773 MtCO_{2e}
- GHG emissions (per ₹ crore turnover) have reduced by 56% over 2019
- Water conservation efforts positively impacted three villages, conserving 4.5 trillion litres of water

Being in the financial services sector, our environment footprint is relatively limited. However, we are making dedicated efforts towards reducing our GHG emissions.

For more details, refer to 'Expanding the green footprint' on page 38 and 39 and 'Reduced GHG emissions' on page 40 & 41 of this report.

- Trees planted: 44,700
- Trees maintained: 70,500
- Employee tree ratio: 1:31
- Recycled 85% of solid waste generated in India

CRISIL Re, the flagship programme of CRISIL Foundation, undertakes dedicated efforts for increasing afforestation through plantation and maintenance of trees.

For more details, refer to 'Expanding the green footprint' on page 38 & 39 and 'Waste management' on page 41 of this report.

[#]Having turnover of less than ₹ 5 crore

[^]In computing the aforesaid percentage, total procurement spend (from Jan 2022 to Nov 2022) has been considered excluding employee and associate costs, rental, utilities, bank charges and expenses of similar nature.

*VIBE Score for DE&I (Diversity, Equity and, Inclusion): Average % favourable response in employee engagement survey for DE&I-specific questions.

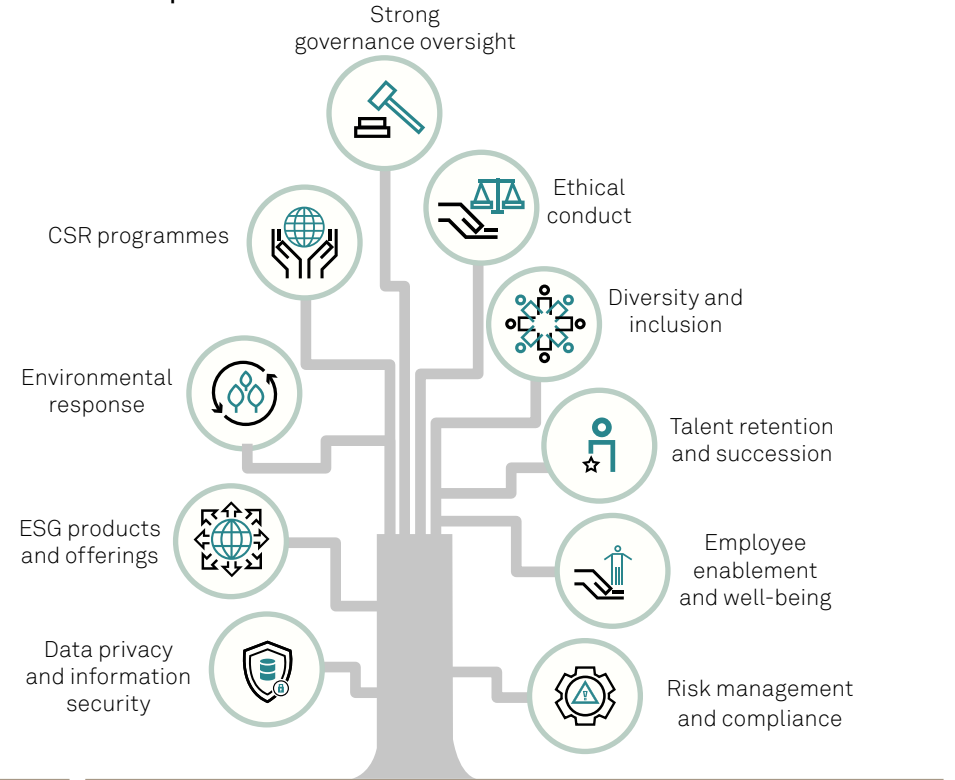
Materiality and strategy

Materiality

We have identified 10 of our most relevant (or 'material') reporting topics from an ESG perspective. The material topics have been derived through a consultative exercise, with inputs leveraged from stakeholder engagements, surveys, strategic processes, peer benchmarking and industry standards to sharpen management insights on the material topics. The universe of our priorities within the domains of E, S and G remains unchanged for this year. In deciding on these priorities for the Company, we have been guided by the 'Global Reporting Initiative (GRI) Standards' principles of materiality, stakeholder inclusiveness, sustainability context and completeness.

We organise and present this report around these carefully identified material topics.

Material ESG topics for CRISIL



Strategy

Our strategy focuses on evolving and growing our core business, which includes ratings, research and analytics, and risk solutions. Further, by leveraging our domain and intellectual property, we aim to pursue growth in attractive adjacencies and new markets. Our strategy is underpinned by technology and talent as key enablers. In addition, with strong focus on innovation, we are constantly investing in new products and solutions in emerging areas.

We have adopted sustainability as a strategic approach, with an aim to minimise our carbon footprint and protect the ecosphere of communities we work in. Further, we strive to provide a comprehensive and best-in-class suite of sustainability offerings across evaluation, scores, analytics and services.

Evolve and grow the core business



Ratings



Research & analytics



Risk solutions

Pursue growth via adjacencies



Sustainability



Risk transformation



Data analytics

Develop foundational capabilities



Global



Customer at the core



People first



Operational excellence



Innovation



Technology agility




Operating responsibly

Excellence with accountability

Ethics and transparency

CRISIL holds its employees accountable to the highest standards of ethical conduct and transparency in business practices. CRISIL's Code of Ethics outlines a set of expectations and standards in terms of ethical conduct, which we expect each of our employees to adhere to. These standards are comprehensive and cover areas such as conflict of interest, gift, favours, personal trading, equal opportunity, confidentiality, and information security. Annual affirmation of the code, along with periodic training

sessions on topical issues such as personal trading, confidentiality and privacy, reinforces expected employee behaviours. This is supplemented by regular communication on regulatory developments and business norms, and learnings from internal disciplinary actions. We conduct special drives throughout the year for raising awareness on compliance policies through mailers, online interactions, and Q&A sessions with employees.

 [Read our Code of Ethics](#)
[Read our Gift Policy](#)

CRISIL values



Integrity



Excellence



Accountability



Teamwork

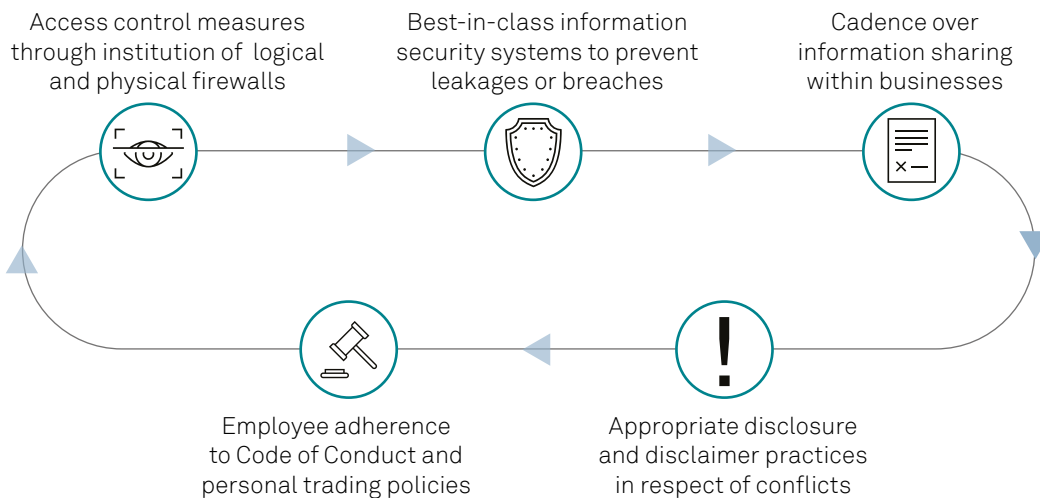


Respect

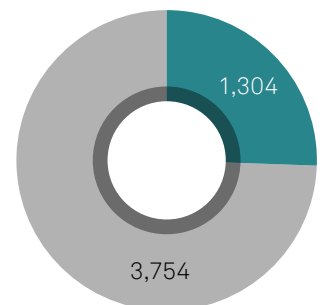
The tone is set at the top as CRISIL Board members participate in the annual e-learning session on the Code of Conduct and affirm the same annually. Apart from our employees, we expect other members associated with us, such as suppliers and contract staff, to act in a manner that is consistent with our code.

Conflict-free environment

Confidentiality of client information is of utmost importance at CRISIL. Our systematic and multi-layered approach to prevent misuse of client information comprises:



Training on Code of Ethics*



● Contract staff
 ● Employees

* The above data depicts the total number of employees as well as contract staff trained on Ethics during the year.

 [Read our Confidentiality Policy](#)

Directors and senior management are obligated to regularly disclose conflict of interest arising from ownership or directorship positions held in other entities.

Strong governance of related party transactions

CRISIL has adopted Related-Party Transactions Policy to set forth the procedures under which transactions with related parties will be identified and reviewed for approvals.

Transactions with related parties are disclosed on an annual basis in the Annual Report, available at <https://www.crisil.com/en/home/investors/financial-information/annual-report.html>. They are disclosed to the stock exchanges on a half-yearly basis, and the information is also available on our website at <https://www.crisil.com/en/home/investors/corporate-announcements.html>.

CRISIL is majority owned by S&P Global Inc. We have been S&P's trusted partner and have been providing support services to S&P entities since 2003 (i.e., prior to becoming a subsidiary of S&P). Shareholder approval for the analytical support provided by CRISIL's Global Analytical Centre was sought through in December 2014. This contract was approved by the minority shareholders, without participation of S&P. Services provided by CRISIL are at arm's length pricing and in the ordinary course of business.

 [Read our Related Party Transactions Policy](#)

Personal trading policy

Personal trading in securities is governed by a number of control measures, including a restricted list of securities for each business, requirement for pre-clearance of trades, trading through permitted brokers, reporting of trades, and a stringent disciplinary mechanism for transgressions. Our policies cover not only CRISIL's but also clients' securities depending on the restricted list maintained for each business. In 2022, we continued to strengthen this approach by empanelling more brokers, mandating all new joinees to migrate to designated brokers, and focusing on rigorous messaging through seven education sessions (attended by 750 employees), a compliance townhall (attended by 1,160 employees), and the mandatory annual training on personal trading (for all employees). This has resulted in effective monitoring and surveillance of security trades and holdings disclosed by employees, as well as augmented our conflict management framework.

CRISIL's ratings business is housed in the subsidiary CRISIL Ratings Limited, with a separate independent Board embracing highest governance standards and transparency norms. Visit CRISIL Ratings' new website <https://www.crisilratings.com/en/home/our-business/ratings.html> to understand the policy framework around maintaining confidentiality and managing conflicts.



Data protection and data security

CRISIL is an ISO 27001 certified company. We place utmost importance on ensuring secure practices are followed when dealing with people, processes and technology. Ensuring data protection and safeguarding the privacy of our stakeholders have always been our top priorities. As technology is core to our operation, all our technology services are well governed through comprehensive policies and processes. To improve mobility and efficiency, all our desktops were replaced with laptops in 2022. Further, we rolled out SharePoint and Microsoft Teams during the year for improved collaboration. Migrating applications and processes to the cloud has improved speed and efficiency for users with better tools and self-service capabilities.

As the majority of data is maintained on the cloud in a digitalised world, 'security via cloud' was the key theme at CRISIL in 2022. To strengthen our cybersecurity framework, we added cloud security to our cybersecurity landscape. The initiatives undertaken during the year are mentioned on the next page.



Cloud security

- **Automated cloud security policies** to enable secure cloud infrastructure for new cloud resources
- Introduced additional **mitigation controls** for vulnerability remediation
- Onboarded **additional tool** for remediating cloud-related vulnerabilities
- **Deployed** better patch management tool
- **Partnered with three of the Big 4** for managed services, cybersecurity risk framework, governance, and SIEM SOC services
- **Constituted an Exception Board**
- **Improved vulnerability assessment scanning framework**
- **Initiated documentation revamp** and in progress for cloud security

Reframing the Data Leak Prevention Policy, implementing better data leak protection controls, deploying an ethical hacking team to safeguard against cyberattacks, and redesigning proxy policies for internet access were among the notable measures in 2022. Audits are conducted periodically to identify areas of vulnerabilities, and mitigation actions are taken to mitigate operational risks. Further, the information security team regularly updates the Risk Committee on information security, status of remediation plans implemented to mitigate risks (if any), and strategy for information technology and information security.

Data privacy

Being in the business-to-business (B2B) domain, CRISIL does not have access to a wide range of personal data of clients. CRISIL is fully committed to following the highest standards of data privacy in accessing and managing personal data of stakeholders. CRISIL's Corporate Privacy Policy describes the manner in which data is collected, used and disclosed, and the security and retention procedures. Stakeholders' rights, including for erasure and storage, are guaranteed under the policy. We adapt the privacy policy and processes, as needed, in line with new technologies, changing client needs and emerging regulations.

 [Read our Corporate Privacy Policy](#)

Business continuity

CRISIL's business processes are automated through bespoke business applications that capture and maintain information about business processes, client agreements, reports generated, and assignments delivered, thus creating an adequate database for our knowledge. The technology that the Company uses at all locations provides for redundancy and disaster recovery.

For critical business processes, the business teams have defined a business continuity plan (BCP) and have tested it with the help of the IT team. The BCP outlines critical processes, downtime tolerances, and planned recovery methodologies, and ensures requisite alternative infrastructure is readily available. At the same time, it ensures safety of teams during emergencies. Crisis communication is embedded in the BCP.

The technology department keeps abreast of the changes and suitably undertakes projects for technology upgradation to keep the infrastructure current and provide for redundancy.

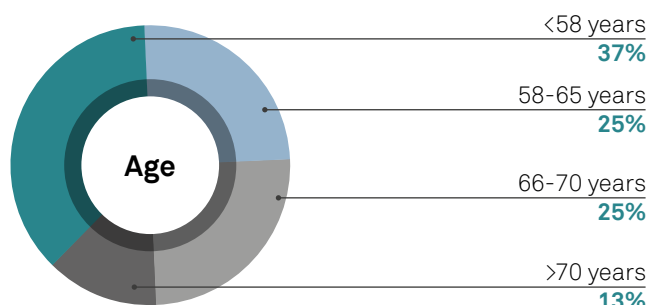
Corporate governance

The Board plays a key role in stewarding CRISIL's journey of excellence with accountability. The Board comprises individuals with high competence and wide-ranging experience to address business ambitions, and at the same time offer diversity of opinions and perspectives to guide strategy.

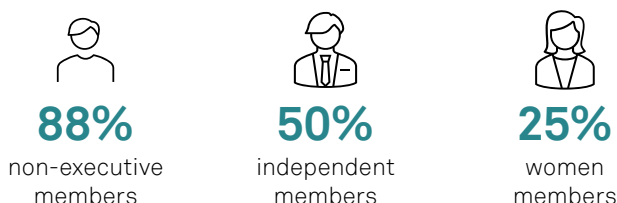
Board members are highly involved in Company matters, reviewing long-term strategic planning, budgets, policies, risk mitigation, and operations. The Board has established dedicated committees for giving focussed attention to matters

of risk and control, succession and talent, and stakeholder engagement. The Company has an executive committee comprising the Managing Director and a team of senior leaders with proper demarcation of responsibilities and authority. The Board and Senior Management are committed to continuous improvement through annual evaluations, succession planning, review of past decisions, and regular training.

CRISIL Board highlights



Non-executive chairperson

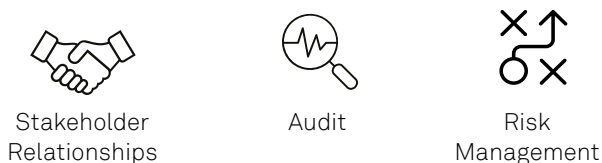


Blend of **global experience**

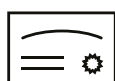
4

nationalities

5 dedicated committees



Corporate Social Responsibility



Nomination & Remuneration

Remuneration policies

The Nomination and Remuneration Policy of CRISIL lays down detailed guidelines for the remuneration of the Board, Managing Director, Senior Management, and employees, and covers fixed and variable components. Long-term incentives are envisaged for management and key talent to bind management's performance to the Company's long-term sustainability. These are in the form of Employee Stock Option Scheme (ESOS) with staggered vesting or performance-linked deferred cash with payouts in multiple tranches linked to the Company's performance. The annual variable pay approach links to business, financial and non-financial sustainability goals through balance score-card model by linking individual performance to Company's achievements on the balance score-card particularly with respect to environmental measures, inclusion and diversity matters and overall human capital governance.

For more detailed disclosures on the remuneration of the Board and CEO compensation, please refer to the 'Remuneration Policy' section of the Corporate Governance Report forming a part of our Annual Report available at <https://www.crisil.com/en/home/investors/financial-information/annual-report.html>

CRISIL's Taxation Policy

CRISIL's Taxation Policy aims to outline the Company's approach to matters relating to tax compliance and management and commitment to maintaining full transparency with tax authorities, both in letter and spirit.

 [Read our Taxation Policy](#)

More details on CRISIL's Corporate Governance framework are available in the Corporate Governance Report section of the Annual Report.

Risk management

Cybersecurity and data security, talent management, macroeconomic and geopolitical uncertainty, and digital disruption are among the biggest themes shaping businesses and organisations the world over. We at CRISIL identify risks that are posing a threat to our business, evaluate them, deploy mitigation plans, and implement them. The diagram below illustrates the Risk Management framework that we have in place at CRISIL.

Please refer to CRISIL's Report on Management & Discussion Analysis in the CRISIL Annual Report 2022 for a

detailed discussion on key risks impacting CRISIL business available at <https://www.crisil.com/en/home/investors/financial-information/annual-report.html>. Evaluation of environmental, sustainability and governance related risks is embedded in the overall risk assessment process. Achievement of related goals is evaluated. Key scenarios of supporting processes and activities that enable achievement of these goals is assessed. Appropriate mitigation and monitoring plans are put in place to mitigate ESG-related risks.

Oversight

Risk Management Committee of the Board

Internal Risk Management Committee

Risk Assessment

Combination of bottom-up and strategic view of key risks

Approach

Balanced approach to risk management by mitigating risks to an acceptable level

Process

Risks are identified and assigned probability of occurrence and potential impact

Mitigation Plans

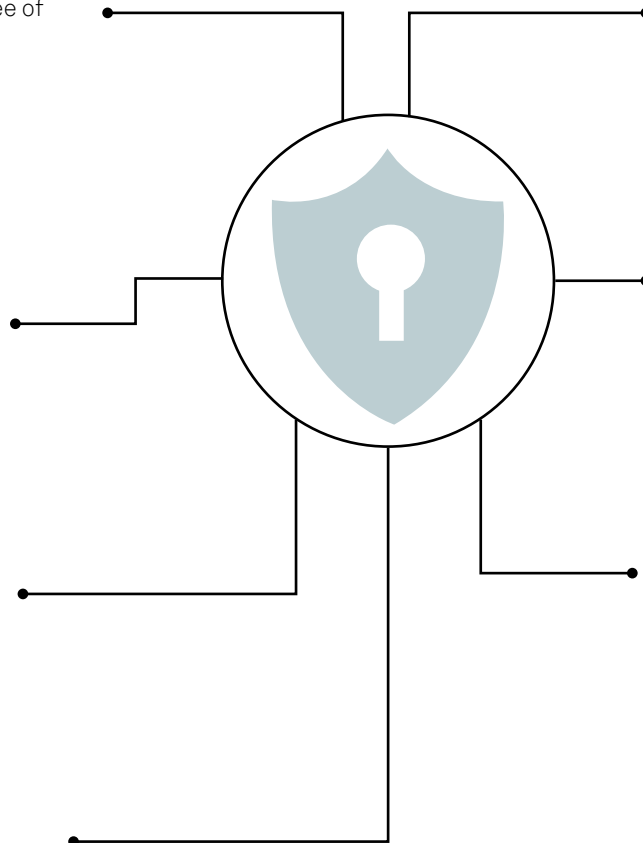
Designed, implemented, and monitored on a periodic basis

Key Risk Themes

Identified and assessed using a combination of qualitative and quantitative parameters

Reporting

Key risk themes and mitigation plans presented to the internal and Board Committees



Employee awareness

With a combination of expertise and technological innovation we outpace emerging threats. Every individual at CRISIL is accountable for protecting and securing the data of our stakeholders. We sensitise our employees on information and cyber security by providing various trainings including mandatory annual General Data Protection Regulation (GDPR) and cybersecurity trainings to all our employees.

Apart from trainings, CRISIL's online conversation portal Yammer has a dedicated community with the name 'InfoSec Awareness and Communication', wherein communications are sent out directly from the Chief Information Security Officer's desk on infosec awareness and advisory to all the employees. During 2022, under 'InfoSec Tidbits', various awareness alerts were sent to the employees through the year covering topics such as tips for avoiding phishing attacks, protecting phones from cyber-attacks, and non-sharing of information while on public wi-fi.




CRISIL conducted a Global Employee Town Hall on 'Risk Awareness & End User Impact of Tech Transformation' during 2022, pursuant to which employees were encouraged to pledge to 'Be Risk Aware'.



Responsible public engagement

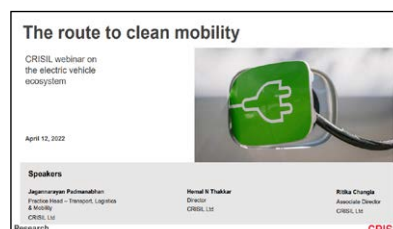
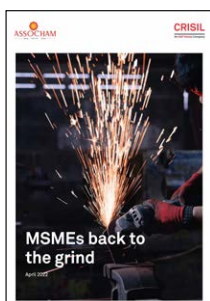
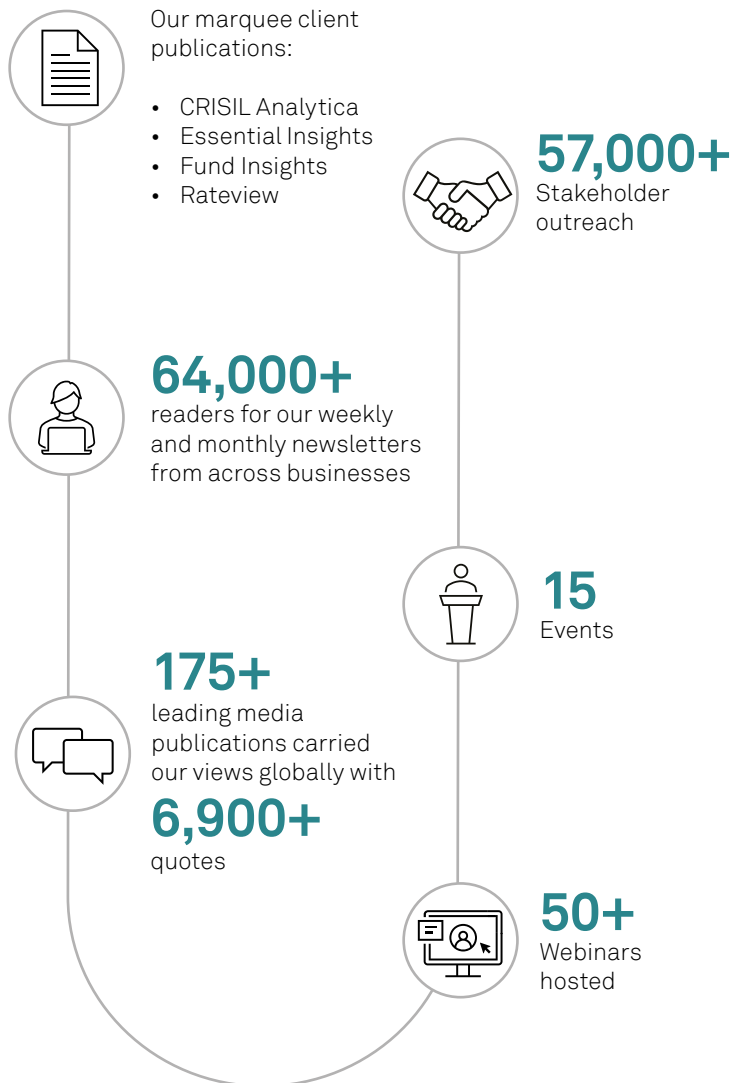
External stakeholders look up to CRISIL as a domain expert and a credible, independent voice. Our engagements may also influence policy and outcomes. In order to ensure that our engagement on public policy matters is responsible, CRISIL has adopted a Framework for Responsible Public Engagement.

It demonstrates what guides us while engaging on public policy matters, the manner of engagement, and sets out the responsible behaviour expected of employees while engaging with regulators, industry or other forums.

 [Read our Framework for Responsible Public Engagement](#)

Thought leadership

As part of our thought leadership and outreach initiative, we have authored several opinion pieces and articles on important industry and regulatory developments, in premier dailies and online platforms. We also contributed as knowledge partners, speakers or panellists at various summits organised by industry associations. During the year, we reached out to over 57,000 stakeholders, including government officials, policymakers, regulators, corporates, banks, investment banks, MSMEs, industry associations, and financial intermediaries in Indian and global markets, through 15 events and 50+ webinars hosted by CRISIL and 130+ events at which CRISIL experts participated as speakers or panellists.

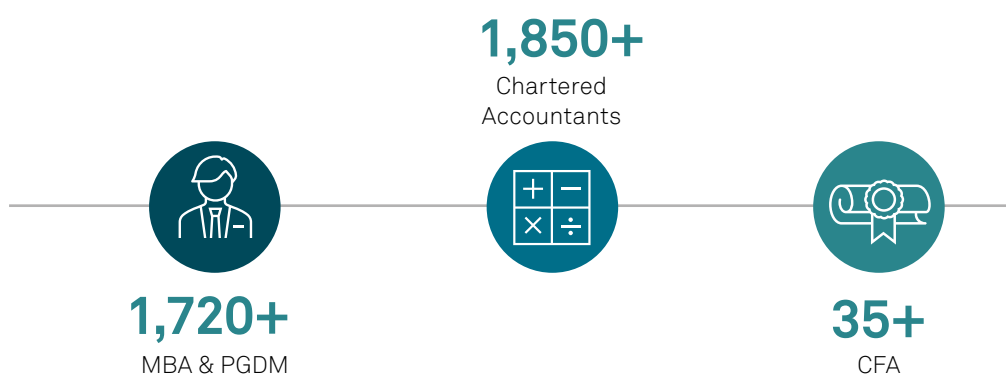


Membership of industry associations

We are members of industry associations such as the Confederation of Indian Industry and Federation of Indian Chambers of Commerce and Industry. Several employees participate in national and sub-committees set up for facilitating and enabling a conducive policy and regulatory framework for sectors.

Association	Committee
CII	National banking committee
CII	National banking sub-committees
CII	National economic committee
CII	National MSME committee
CII	Sustainability committee
CII	National committee on roads and highways
FICCI	NBFC committee
FICCI	Stressed assets committee
FICCI	Civil aviation committee
ASSOCHAM	National council
BCCI	Banking and finance committee
IMC	Banking, NBFC and finance committee

Our employees come from diverse backgrounds spanning knowledge areas, age, gender, skills, and experience. As at December 31, 2022, CRISIL's India employees include:



Grievance redressal



We recognise the right of our employees to raise concerns about values, ethics, and professional conduct without fear of retribution. Towards this end, employees may raise concerns, seek advice and report violations, if any, in respect of the Code of Ethics with either their manager, the Human Resources department representative, or the Legal or Compliance departments. The Code of Ethics also elaborates the process of raising concerns, reporting violations, and seeking advice. For details refer to Chapter 7 of CRISIL's Code of Ethics.

Additionally, CRISIL's Whistle-Blower Policy encourages and supports reporting of concerns about issues such as unethical behaviour, grave misconduct, leaking of unpublished price-sensitive information (UPS), and actual

or suspected fraud or violation of the Code of Ethics. Complaint redressal is tracked rigorously at various levels of management. We also have an ethics hotline number and email address as an additional channel to report any concerns under the policy.

At the highest level, the Stakeholders' Relationship Committee of the Board regularly dedicates exclusive time to review policy violations and stakeholder complaints.

Heightened sensitivity towards policy violations, taking a rigid stance on transgressions and review of such matters at the highest levels by a Board-level committee reinforces the compliance culture at CRISIL.

 [Read our Code of Ethics](#)
 [Read our Whistle-Blower Policy](#)



8
Decent work and economic growth

10
Reduce inequalities

Our people, our capital

Diversity, equity and inclusion

CRISIL's diversity statement

We all thrive when each of us brings our true, whole, human self to work. Diversity unlocks opportunity, inclusion drives growth, and together they spark innovation, unleashing potential in each of us, for all of us.

CRISIL respects individuality and believes that unique experiences, cultures and mindsets shape our creative forces. We are committed to building an enabling environment which values the contributions of our colleagues and provides opportunities to grow. We take our diversity, equity and inclusion (DE&I) goals seriously and metrics for DE&I score and gender diversity form part of the balance score card of the Company.

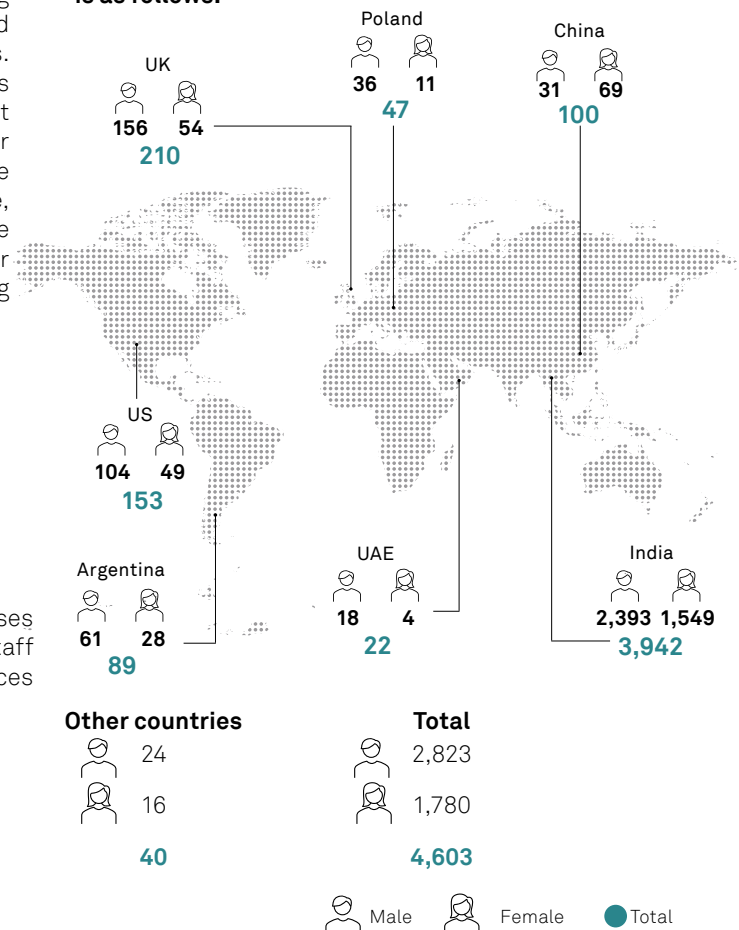
To give impetus to this agenda, in 2022, CRISIL MD & CEO constituted a DE&I Task Force, with eight members and two Execom members as sponsors. The DE&I Task Force revisited the DE&I strategy and recommended varied action items across three dominant themes:

1. DE&I commitment, awareness and communication
2. Gender diversity
3. Globalisation of workforce and strengthening intercultural competency

Global workforce and culture

We at CRISIL believe that inclusion is about acknowledging that we all are different and underlying those differences is a soul-thread that connects and binds us in our march towards equitable progress. Diversity helps broaden our perspective and enriches us with a better understanding of client requirement and markets. In the process, it enables us to equip our clients with the best solutions. We have a very diverse set of employees across the world, by gender, age, nationality, ethnicity, orientation, and preferences. We are committed to ensuring an inclusive environment for all employees, where they can look forward to bringing their true, whole self to work each day.

Our employee distribution across regions and gender is as follows:



Employees of over
40
nationalities



Employees from
12
countries

A variety of the assignments that CRISIL's businesses undertake are short-term or project-based. Contract staff allows us to have the flexibility and access to the resources with the required skills for such assignments.



874
people working on contract basis as at December 31, 2022

With an accelerated growth in proportion of global workforce, including India, the US, the UK, Argentina, Poland, China, Hong Kong, Singapore, the UAE, and others, CRISIL continues to be a melting pot of cultures, more than ever before. To make best use of its unique position in business and with a people-centric approach, cultural awareness workshops

have been initiated this year to strengthen intercultural competency.

Culture campaigns also made a mark in the calendar year. Local festivities at various offices were complemented with celebrations at India HQ, as a small step towards One CRISIL culture.



Promoting women leaders

As a diversity inclusive corporate, it has been our constant endeavour at CRISIL to launch initiatives and opportunities that not only encourage women to take up new professional challenges but also help them balance their personal goals. Our horizon of initiatives for promoting the advancement of women extends along the entire employee journey and involves everything from recruiting to onboarding and individual professional development.

Aligning with our further commitment to raise the bar, following were the 3 focus areas during the year:



1. Improve women representation across levels

Women constitute 38.7% of our workforce and 18% of our manager-and-above level. They are spread across diverse roles and hold highly visible positions, ranging from profit-and-loss responsibilities to leading critical functions, such as strategy, marketing, information security and compliance. Focused hiring efforts have resulted in over 39.5% of all hires to comprise women candidates during 2022. Hiring efforts are supplemented with tracking of promotion and retention metrics for women employees to ensure that the women representation at CRISIL remains healthy.

Hiring and retention-related initiatives for women talent

- Participation in two women-focussed career fairs
- Key sponsor for JobsForHer, Restart Her and PeopleKconnect
- Engagement with women-centric B schools
- Encouraging teams to provide 'second career' options to women once they resume work after a maternity or other break/ sabbatical
- Governance has been deployed at multiple levels in the hiring process to eliminate any bias with regards to selection or offer fitments
- Special referral amount to consider the efforts and recognise the employees contributing to CRISIL diversity agenda (women and differently abled)
- Maternity-stage benefits such as performance-rating protection for employees on maternity leave, flexible work arrangements, six-month paid maternity leave, and childcare support
- Tracking promotion rates at mid-career stages
- Tracking attrition rates by gender



2. Drive leadership and development

CRISIL continually makes significant investment in the women leadership and development agenda. These aim to develop leadership competencies and new-age skills, help focus on personal development, and provide access to senior leadership mentoring and industry experts.

Women-centric programmes

- We-Ace Evolve was a leadership lab for CXO aspirant women to self-reflect, realign and power up their leadership orientation and muscle to charge their leadership journey. The lab included micro leadership workshops, a coaching based support system, peer support network, and connect with CXO leaders
- Women's Leadership Development Programme 2.0: 'Creating Her Story' focused on career and personal effectiveness, mentoring, networking, and leadership
- 'Speed Mentoring' programme for an outside-in view on careers and professional development
- WINSPIRATION/WINS: Leadership programmes for women employees



3. Foster a culture of open communication

Creating a favourable work culture for women professionals needs more than Company policies — it demands attitudinal change. Women need an environment where they can openly voice their concerns and give suggestions on how the organisation can help them achieve their potential. Writing to 'AskMyCEO', engaging in coffee meet discussions, and posting on intranet are few of the many avenues available to help foster a culture of open communication in the organisation.

Women leadership - success story

"I am an outcome of CRISIL's mobility principles – starting with an analytically intensive role in Ratings to product development and then an entrepreneurial stint of setting up a credit division for our global business. It followed with an opportunity to lead a P&L with the GAC business unit and subsequently to also head the Corporate Strategy function including M&A. The excitement and learning with every new role and satisfaction of making an impact on CRISIL's growth journey – that has been the key driver for me. CRISIL has a culture that helps you thrive and find your calling."

– **Priti Arora**, Chief Strategy Officer & Business Head, GAC, CRISIL

38.7%

Women globally

39.5%

employees hired during the year were women candidates

37,880

hours of training to women employees

LGBTIQA+ initiatives (supporting the rainbow community)

CRISIL supports diversity and inclusion. We stand for establishing a culture that is characterised by appreciation, respect and openness. This culture is supported by our structured efforts to attract and hire candidates from the LGBTIQA+ community.

We hosted 'Celebrating Pride Day @CRISIL' at CRISIL House, Mumbai, wherein a pop-up cafe was set up in the CRISIL House Cafeteria run by the skilled members of transgender community. A panel discussion on 'Celebrating Pride: From words to action' was held with esteemed panelist including leader public speaker and advocate for LGBTIQA+. The panel delved on how workplace can be made safe spaces for the LGBTIQA+ community, how their inclusion in the workforce would lead to diversity, and aid innovation.

We also conducted webinars on inclusion and sensitisation sessions for the recruitment team and people managers.



Inclusion practices

- Pride Month celebration- June 2022
- Gender reconstructive surgery was included in the Group Medical Insurance policy in 2022
- Medical insurance covering same-sex partners
- Performance recognition and equal career development opportunities
- Self-identification opportunities
- Participation in diversity job fairs
- Promoting inclusivity through emails with preferred pronouns
- Virtual job fairs with DE&I vendors (India)

Initiatives for differently abled colleagues

In keeping with our focus on diversity and inclusion, we have taken several strides to recruit differently abled persons. Currently, CRISIL has 11 employees who have voluntarily reported their special needs. We are conscious of addressing the needs of employees and visitors with special needs.


All our major offices have infrastructure that is safe and friendly for our differently abled employees. Our recruitment questionnaire also incorporates questions to understand special needs when a differently abled employee joins CRISIL.

Equal opportunities and treatment

CRISIL has adopted a Policy on Equal Opportunity, whereby it commits to ensuring equal opportunity across the organisation in all matters of employment and a workplace free from discrimination on the basis of race, colour, religion, sex, national origin, age, disability, pregnancy, marital status, veteran status, genetic information, citizenship status, or any other basis prohibited by local laws. The policy requires that employment decisions be based only on valid job requirements. The policy extends to the Company's selection of business partners as well, which are based only on normal business considerations.

DE&I awareness and training drives during 2022

- International Women's Day on March 8
- Pride Month — June
- Global Diversity Month — October
- DE&I as a focal learning theme during November (Learning Month – November 2022)
- Trainings on diversity and inclusion for new joiners
- Launched a mandatory training course for all employees on CRISIL policies and practices on DE&I, equal opportunity, non-discrimination, health and safety, good labour practices, etc.
- Inclusion of the DE&I category in quarterly employee recognition awards
- Keynote addresses by external leaders in the realm of LGBTQIA+, neurodiversity and geography
- Cultural training for managers in international business
- All these interventions have enhanced employee awareness and encouraged reflection on racism, empathy, gender, and LGBTQIA+ needs, and nurtured cultural sensitivity

 [Read more on CRISIL DE&I](#)

Talent management, learning and development

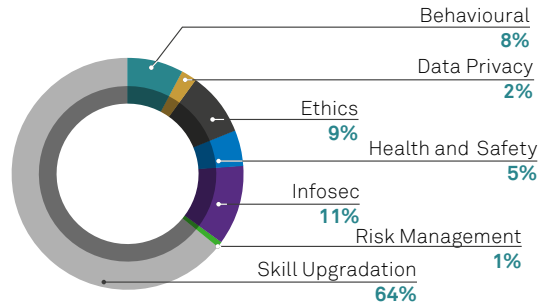
“I took the **Learning month – November 2022** challenge and have completed 89 courses. The hours I spent would be the same as that on running or walking in the garden and commuting by bus or cab. By the time I finished my run or reached the office, I had already completed a one-hour course. From DE&I to Customer Service skills to How to Become a Portrait Photographer, LinkedIn Learning provides you access to thousands of different programs and certifications.”

– **Arvind Mishra**, Associate Director, GR&RS (CEO Award winner)

As the knowledge and skills of our employees are the foundation of our Company's worldwide success, we aim to invest extensively in their training and professional development and equip them with the best and latest technology, domain expertise and competencies by imparting continuous training and upskilling programmes.

Marquee development programmes for future leaders @ CRISIL:

- The two-year LEAD programme launched in 2021, aimed at developing future-ready leaders and strengthening the succession pipeline for CXO and CXO-1 roles.
- The 'Manager of the Future 2.0' programme was aimed to develop managerial effectiveness, empowering employees to lead teams effectively in an evolving/ future work environment



CRISIL hosted November 2022 as 'Learning Month', wherein we offered LinkedIn learning to all our employees and contract staff. Other training modules that formed a part of our Learning Month included training on digital skills, leadership development, Manager of Future 2.0, and cultural sensitivity.

Note: The above pie diagrams depict training hours spent by on-roll employees by: 1) types of training and 2) gender

CRISIL
An S&P Global Company

Learning Month : November 2022
A bouquet of learning opportunities are now open for all during this period!

<p>Diversity, Equity and Inclusion (DEI) <i>Equal opportunities for all</i></p> <p><small>LinkedIn Learning</small></p>	<p>Digital Skills <i>Enhance your digital quotient</i></p> <p>Essential Tech</p>	<p>Leadership Development <i>Lead by example</i></p> <p><small>Women Leadership Development Program Creating the story.</small></p>	<p>Manager Of The Future 2.0 <i>Training future leaders</i></p> <p>MOTF 2.0</p>	<p>Cultural Sensitivity <i>Sharing empathy for all</i></p> <p><small>Hofstede Insights</small></p>	<p>Mandatory Courses <i>Complete your mandatory courses from CRISIL</i></p> <p>YOUiverse 2.0 <small>BY LEARNING</small></p>
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Access these modules in many different ways

<i>Self-paced learning modules</i>	<i>Fun quizzes</i>	<i>Instructor-led sessions (Virtual and Classroom)</i>
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4,039

employees took training on social aspects of ESG

64%

of total training hours were spent on skill upgradation

Dedicated time for various modules/ interventions are allocated to employees to emphasise the importance of continual learning on 'Learning Days'. Various other programmes for skill upgradation, covering presentation skills and business communication, among others, were launched during the year.

Permanent employees			80,614			17.51
			Training person hours			Average training person hours

Promoting health and wellness

Being in the financial services sector, our workplace and processes are inherently non-hazardous and safe in nature. However, we acknowledge the importance of providing working conditions that support safety, well-being, and health.

Health and Safety Policy and assessment

CRISIL 's Health and Safety (H&S) Policy covers the impact the nature of work environment has on health, including ergonomic health impacts, fire safety, communicable diseases, and commute/business travel safety. The policy is aimed at including employee participation to eliminate hazards and reducing occupational health and safety risks. Standard operating norms have been issued to ensure that all offices in India are compliant on working conditions and health & safety measures.

Risk assessment

Risk assessment is a key dimension of our H&S programme. Developments in the external and internal environment such as socio-political disturbances, natural disasters, climate change impacts, resource disruptions, and health issues

are evaluated regularly to strengthen the existing H&S programme. Office infrastructure is well-sanitised, periodic maintenance of electric and electronic devices is undertaken, and cafeteria services ensure healthy food; all to ensure safety and well-being of employees. Business continuity planning and disaster recovery drills are conducted as per the planned schedule. Learnings from drills, maintenance activities, regular safety stimulations are also taken into consideration for enhancing the H&S programme. During 2022, stress testing of power infrastructure was taken up as a deep-dive focus area.

As part of our efforts to enhance employee safety, CRISIL launched a mobile application during the year to alert the employees about weather. We implemented a safe return to office (RTO) initiative in 2022 offering flexibility of working (hybrid mode).

In 2021, all our offices in India were assessed for compliance with H&S, child labour, forced labour and prevention of sexual harassment norms. To further strengthen our efforts in this area, in 2022, we extended the assessment to include our larger offices in London and New York.

100% of CRISIL locations/offices in India, and major offices in the US and the UK were assessed during the year for child labour, forced labour, H&S practices and POSH



Employee health & well-being initiatives

- Competitive health and insurance benefits
- Fire drills and safety trainings
- Employee wellness programmes

71% of CRISIL employees took training on health and safety measures



H&S training

CRISIL provides H&S training to all of its employees to create awareness and promote health and safety within the organisation, including various training sessions on emergency response, firefighting, business continuity, and evacuation.

Respect for human rights

CRISIL has adopted the Modern Slavery Code, which interdicts forced labour, child labour and slavery in our operations.

Read our Modern Slavery Policy on page 100 of this report

Our Supplier Code of Conduct requires our suppliers and vendors to uphold our objective of protection of human rights by prohibiting child and forced labour and promoting health and safety.

To reinforce the understanding and the principles of human rights adopted by CRISIL, bespoke training on the social elements of ESG was launched, which had dedicated modules on understanding the modern slavery code, restriction on usage of child and forced labour, equal opportunity at CRISIL, and DE&I initiatives. Besides this, a dedicated training on prevention of sexual harassment

was rolled out to the employees as a part of the training programme.

Various reporting channels and redressal mechanisms are made available at all the levels to all the employees for reporting violations of human rights.

4,572 employees trained on human rights during the year

7,649+ hours of training on human rights during the year

Awards bagged by CRISIL in 2022



CRISIL recognised as one of the 100 Best Companies for Women in India for the seventh consecutive year by Avtar Group in 2022, which is testimony to our efforts on diversity and inclusiveness. It also entered the Hall of Fame.



CRISIL continued to be certified as a Great Workplace™ by the Great Place to Work® Institute for the third consecutive year.



VIBE score for DE&I* @ 89%

*VIBE Score for DE&I (Diversity, Equity, Inclusion): Average % favourable response in employee engagement survey for DE&I specific questions.



Fostering close partnerships

Sustainable supply chain



CRISIL works with a supply chain which has not less than 990 service providers, predominantly in the areas of IT services and support; IT software; IT equipment providers; facility management; administration and security; and consultancy and professional services providers. Our supply chain is predominantly based in India. The annual spend through our supplier chain is ₹ 331.59 crore. A significant part of our supply chain comprises business in the small and medium scale sector.

CRISIL works towards creating a supply chain which is environment-conscious, diverse and operates ethically. CRISIL guides its supply chain partners in this journey by encouraging them to adopt the principles enshrined in the CRISIL Supplier Code of Conduct. Our Supplier Code of Conduct outlines the minimum standards of conduct that CRISIL expects its suppliers to adhere in the areas of business ethics and integrity, fraud prevention, non-discrimination, diversity and inclusion, child labour, health and safety, environmental stewardship, and sustainability. The Purchase Order (PO) issued to vendors has separate clause under terms and conditions which emphasises the adherence to Supplier Code of Conduct by vendors.

On average, **71%** of our supplies are procured from local suppliers

Read our Supplier Code of Conduct

Supply chain sustainability assessment

CRISIL has enhanced its supplier assessment process to identify and mitigate potential sustainability risks in the supply chain.

During the year, 161 suppliers covering 62% of our spend (higher from 52% in 2021) participated in a self-assessment exercise to ascertain conformity to laws, norms and best practices in the areas of wages, health and safety,

environment, non-indulgence in child labour/forced labour, prevention of sexual harassment, and other human rights related issues. All the respondents confirmed adherence to norms for minimum wages, abstention from child/forced labour and compliance with Office of Foreign Assets Control (OFAC) norms in their organisations. We believe that learnings from this assessment will bring more rigour to our supplier assessment process and raise the bar on ESG practices across CRISIL's supply chain over time.

161 suppliers covering **62%** of our procurement spend* assessed for ESG practices

*In computing the aforesaid percentage, total procurement spend (from January 2022 to November 2022) has been considered excluding employee and associate costs, rental, utilities bank charges and expenses of similar nature

Supply chain capability building

With a view to strengthening our efforts in encouraging our suppliers to adopt our Suppliers' Code of Conduct, CRISIL rolled out a new training for its supply chain in 2022. The training aims to build awareness on CRISIL's key policy framework governing the supply chain namely,

the CRISIL Supplier Code of Conduct and CRISIL Supplier Diversity framework. It encourages suppliers to report on any unethical conduct or discrimination in dealing with the Company or its employees. The training emphasises the need for the supply chain to adopt responsible standards with respect to managing energy use, greenhouse gas emissions and waste.

161 suppliers covering **62%** of our procurement spend* trained on the Supplier Code of Conduct during the year

*In computing the aforesaid percentage, total procurement spend (from January 2022 to November 2022) has been considered excluding employee and associate costs, rental, utilities, bank charges and expenses of similar nature .

Creating environment conscious supply chain

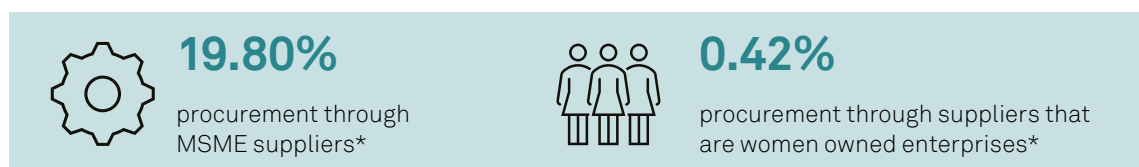
CRISIL looks at suppliers as strategic partners and, thus, endeavours to engage with partners having similar vision towards ESG. With a view to achieving our goal of reducing carbon footprint of our operations, we commenced a drive to collect emissions-related information from suppliers. We endeavoured to cover our largest suppliers contributing 80% of Scope 3 emissions from purchased goods and services, in this initiative. The engagement helped create awareness of the need for emission measurement and reporting. Read details of the initiative in the section 'Reduced GHG Emissions'.

Supplier diversity

CRISIL provides fair and equal opportunity to all suppliers. Partnering with diverse suppliers is a significant component of CRISIL's overall commitment to seeking a diverse and

inclusive workplace. CRISIL's Central Procurement Team is based in India and manages global procurement. However, for local needs for each geography, we engage with local suppliers.

CRISIL's policy of equal opportunity towards our stakeholders ensures we engage with suppliers on merit and business needs. However, CRISIL is equally conscious of the need for inclusive procurement, to deliver broader societal benefits by generating economic opportunity for disadvantaged communities. CRISIL's Supplier Diversity framework welcomes the marginalised section of suppliers classified as MSME (micro, small and medium enterprises) and businesses owned / led by women, veterans, differently abled, and LGBTIQ+ enterprises into our supply chain. The framework also provides guidance on reviewing our spend through a diverse supplier base and for defining goals for sourcing from diverse group of suppliers. During 2022, our sourcing from marginalised suppliers was as follows:



*In value terms

Stakeholder engagement

Engaging with stakeholders is pivotal for the success of the organisation as effective engagement with stakeholders helps in shaping their needs into organisational goals. Therefore, CRISIL believes it is important to engage with

them and understand their expectations, needs and concerns. Such engagements also ensure seamless and enduring collaboration.

 [Read our Stakeholder Engagement Policy](#)

In our constant endeavour to engage with our stakeholders, CRISIL hosted employee engagement and client engagement events, with CRISIL Board members participating in such events during the year. CRISIL also rolled out stakeholder surveys to gain more insights from shareholders about their expectation and needs.

The Stakeholder Relationship Committee of the Board reviews on a quarterly basis complaints from all stakeholders of the Company, including customers, employees and vendors/business partners. During the year, the Committee expanded its oversight beyond grievance management to review the overall engagement process and outcomes of surveys conducted for stakeholders.

	Employees	Clients	Shareholders
 Expectation	<ul style="list-style-type: none"> • Career advancement • Fair compensation • Meaningful learning opportunities 	<ul style="list-style-type: none"> • Actionable insights • Cutting-edge analysis • Effective solutions 	<ul style="list-style-type: none"> • Growth and returns • Timely and qualitative information • Quality of investor services
 How we engage	<ul style="list-style-type: none"> • Meetings, letters, emails, calls⁽¹⁾ • Internal HR communications⁽¹⁾ • Employee town halls⁽²⁾ • Cultural events⁽⁸⁾ • Training⁽⁸⁾ • Appraisals⁽³⁾⁽⁴⁾ • Applications and portals⁽¹⁾ • Survey⁽³⁾⁽⁴⁾ 	<ul style="list-style-type: none"> • Meetings, letters, emails, calls⁽¹⁾ • Mobile applications and portals⁽¹⁾ • Webinars, newsletters, publications⁽⁶⁾⁽⁷⁾ • Surveys⁽⁶⁾ • Feedback forms⁽⁹⁾ 	<ul style="list-style-type: none"> • Annual report⁽⁴⁾ • Stock exchange intimations⁽⁷⁾ • Press releases⁽²⁾ • Investor meetings⁽⁷⁾⁽¹⁾ • Conference calls⁽⁴⁾
 Metrics tracked	<ul style="list-style-type: none"> • Diversity • Attrition • Engagement 	<ul style="list-style-type: none"> • Net promoter score • Revenue from key clients • Contribution from new offerings 	<ul style="list-style-type: none"> • Revenue growth, profits • Sustainability
	Vendors	Communities	
 Expectation	<ul style="list-style-type: none"> • Responsiveness and timely resolution of queries • Long term and mutually beneficial relationship 	<ul style="list-style-type: none"> • Relevant awareness and access to formal financial services • Timely grievance redressal and query resolution through Sakhi cadre and grassroots workers 	
 How we engage	<ul style="list-style-type: none"> • Meetings, letters, emails, calls⁽¹⁾ • Surveys and assessments⁽⁴⁾ • Applications and portals⁽¹⁾ 	<ul style="list-style-type: none"> • Financial awareness, access to formal services and adoption of positive financial practices⁽¹⁾ • Developing cadre of community-based workers (Sakhi)⁽¹⁾ • MoneyWise Centres for Financial Literacy (CFL) for community under the RBI CFL initiative⁽¹⁾ 	
 Metrics tracked	<ul style="list-style-type: none"> • Vendor engagement score • ESG assessment of supply chain • Improved supplier diversity 	<ul style="list-style-type: none"> • Community outreach and linkages facilitated to formal banking products and services through Sakhi cadre • Acceptance and skills of Sakhi cadre • Awareness and access availed for the community 	

Note: (1) Ongoing (2) Quarterly (3) Mid-term (4) Annual (5) Weekly (6) Monthly (7) Event-based (8) Planned frequency (9) Project/service-based

Our commitment to the environment

Positive environmental impact

CRISIL's business activities are inherently non-energy-intensive, given the nature of services it renders. Nevertheless, CRISIL acknowledges the potential impact of its activities and operations on natural ecosystems through the usage of resources such as energy, water as well as through emissions, waste, and other outputs. CRISIL therefore relentlessly works towards reducing this impact for building a sustainable and environment-conscious culture across all operations.

Environment Policy, goals and training

CRISIL's commitment to sustainability is woven into its policies and practices. A testimony to this is the inclusion of environment sustainability as a metric in our Balance Score Card. CRISIL also has an Environment Policy, which underlines our commitment to be responsible by improving our environmental performance across activities and

encouraging our employees and members of the wider community to work for the environment.

CRISIL has created a dedicated training module on environment awareness with an aim to educate our employees on ESG. Continuing with our efforts for creating awareness on ESG and to stimulate sensitivity amongst the supply chain, CRISIL rolled out ESG training for our supply chain. The training sensitises suppliers to have policies and management practices that encourage environmental protection.

161

suppliers took ESG training, covering environmental awareness

2,950+

employees undertook training on environmental awareness in 2022

 [Read our Environment Policy](#)

Expanding the green footprint



Under the aegis of CRISIL's CSR Policy, CRISIL RE, CRISIL's environment conservation programme focuses on the urban afforestation by planting native trees in the vicinity of CRISIL's offices. The programme strives to constructively engage employees and their families, friends and relatives in environment conservation. This involves preserving the oceans and forests, tackling climate change and its impact – thereby positively impacting Climate Action and Life on Land – two of the key United Nations Sustainable Development Goals (UN SDGs).

Through CRISIL RE, CRISIL Foundation has delivered meaningful impact towards environment conservation. The focus has been on planting both native and fruit bearing trees and trees that provide timber (to promote forest-based

livelihoods activities for the nearby communities in Mumbai locations). In 2022, 44,700 saplings were planted – taking the cumulative number of tree plantations to over 154,280 (2015 to 2022) across 40 plantation sites.

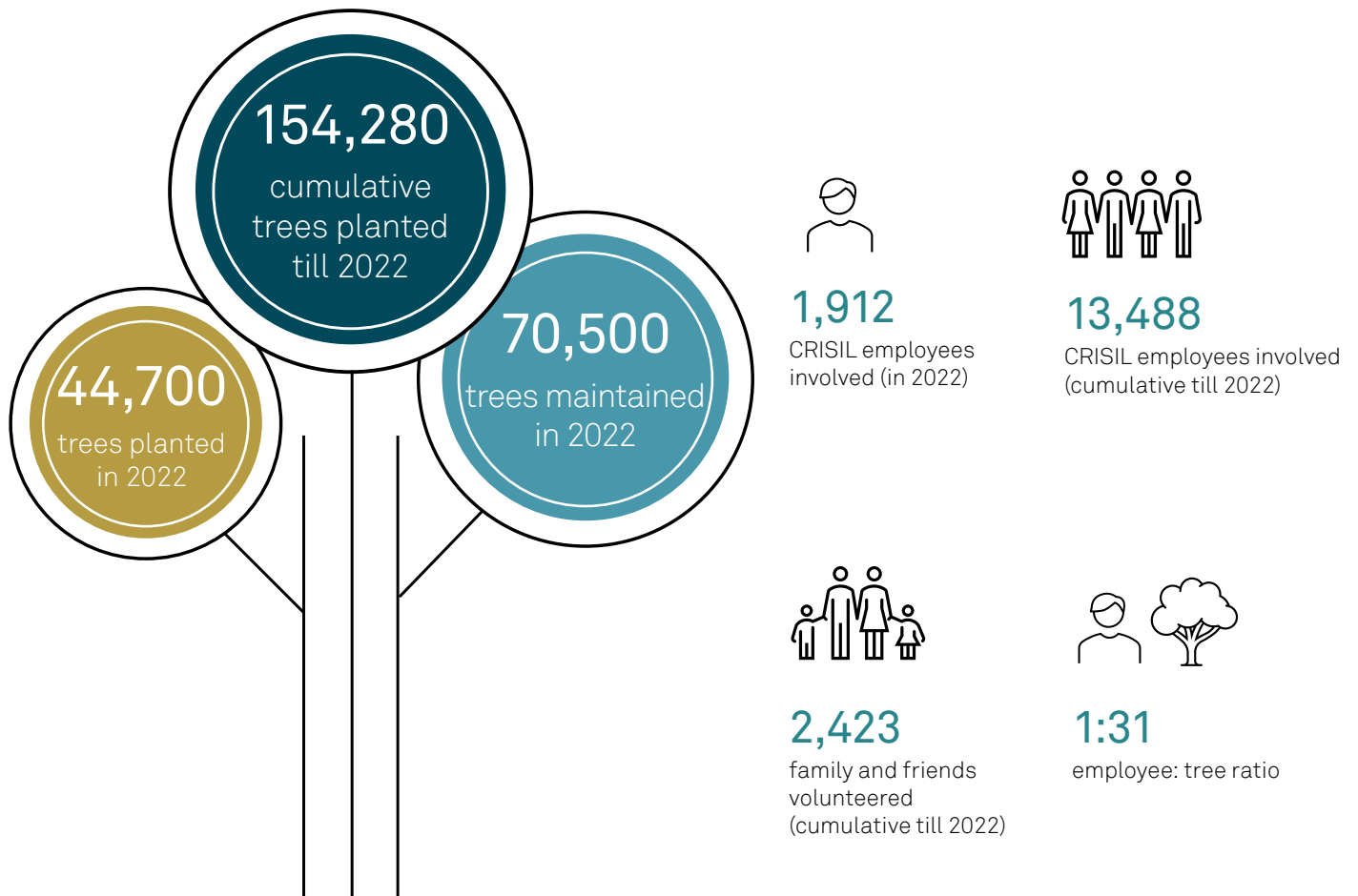
During the year, water harvesting, and conservation structures were created in new/existing plantation sites to complement the green cover to enable long-term sustenance. These initiatives included – 1) check dam rejuvenation, 2) farm pond creation, and 3) restoration of water bodies – in Maharashtra and Gurgaon (Haryana). These structures are expected to directly impact 13,000+ rural population across three villages by potentially conserving 4.5 trillion litres of water in a year.

Construction of check dams and farm ponds in Rabale eliminate the need for water tankers

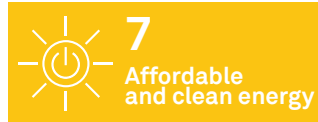
Rabale (in Mumbai) is an existing plantation site of CRISIL. The total plantation capacity is approx. 16,000 – 18,000 trees; of which over 4,000 trees have been planted by CRISIL. The area comes under the Forest Department of Maharashtra, who are working with IAHV and Hariyali, (our NGO partners).

Earlier, tree maintenance required tankers in order to water the plants. Later on, it was decided to build check dams around the area – to help store the water as well as enhance the water table of the area in the long run. Of a total of seven check dams, three have been constructed by CRISIL. In addition, farm ponds have been created which help store the water for the entire year – even during lean summer months.

The tankers have stopped coming to Rabale now!




Energy conservation



The goal of environment conservation is aligned with CRISIL's strong belief of doing business in greener ways. As a conscious step in this direction, we are progressively moving towards energy-saving LED technology for our office lighting needs and monitoring energy consumption.

Pandemic induced work-from-home (WFH) gave way to return to office in 2022 as the health risks mitigated. However, we curated a new paradigm for working by evolving a 7:30 office to WFH working model. This model eschewed excess office space no longer required, thereby resulting in lower consumption of electricity, water and other utilities, thus contributing to lower emissions. While energy consumption exceeds the 2021 quantum on absolute basis due to return to office, when benchmarked to the last operational year 2019, per capita consumption is lower on account of rationalisation of office space and other initiatives (outlined below).

Energy consumption:

	FY22	FY21	FY19
	21,848	15,679	32,914
Direct energy consumption	4.59	3.42	8.53

● Direct and indirect energy consumption (GJ)

● Consumption per employee (GJ)

CRISIL's initiatives to reduce energy consumption:

- Air-conditioning system in CRISIL House is designed to conserve energy and minimise electricity usage. Air-conditioning units are specific to areas; individual units are controlled and adjusted zone wise using an integrated building management system. The building is designed and built to minimise thermal leakage, both inward and outward
- Motion sensors are used to optimise lighting usage
- Photovoltaic panels are installed at CRISIL House to generate solar energy
- Employees are encouraged to use conferencing facilities and webinars as a means of interacting with clients and the market, wherever possible
- The Company has provided buses for employees to travel to office, which apart from enhancing employee convenience also reduces usage of vehicles due to pooling effect
- Preferred parking slots and charging points are provided for electric cars at CRISIL House

Reduced GHG emissions



Climate change is one of the challenging issues of the current times. Though our activities do not result in major emission of GHG and have sparse impact on the environment, we recognise our role in setting industry standards and demonstrating best practices. Towards this end, we monitor our emissions and are embedding best practice management and green behaviours to support our environmental goals.

Our Scope 1 direct emissions are relatively small due to limited fuel combustion on premises, which are primarily in the form of diesel generators used as emergency back-ups. We are conscious that Scope 2 emissions from purchased energy comprise significant part of direct emissions. During the year, we undertook an in-depth study to evaluate renewable options for purchased electricity at our various offices. As a result of this study, CRISIL will be migrating the largest energy consuming premise CRISIL House to 100% renewable energy commencing 2023 thereby contributing further in the reduction of our carbon footprint for 2023.

Further, monitoring our carbon footprint through business travel attracted greater scrutiny during the year as in-person business/client meetings commenced once again.

Business teams were encouraged to balance the number of trips or opt for more environment friendly travel options for business travel to reduce the carbon footprint. We intend to closely monitor this through 2023.

CRISIL follows comprehensive accounting for indirect emissions by covering emissions from purchase goods, capex as well as WFH into Scope 3. Therefore, Scope 3 covers 61% of the overall emissions. With a view to improve the accounting of GHG emissions, during the year, CRISIL started collecting actual emission data from its supply chain to migrate from an industry emission-based computation methodology. The other key objective was to sensitise and encourage the supply chain to start measuring and publishing carbon footprint of their operations. Towards this end, a survey was rolled out to our suppliers covering 80% Scope 3 emissions from purchased goods and services requiring them to report on their actual GHG emissions. The response received from the survey primarily refined our approach for data collection in relation to indirect emissions through supply chain. It provided useful insights into the challenges associated with supply chain emissions, especially in the MSME sector, and will help us evolve pathways for further engagement of supply chain in this area.

Emissions	Units	2022	2021	2019*
Scope 1 and 2 GHG emissions	MtCO2e	4,359	3,527	6,309
Scope 3 emissions	MtCO2e	6,415	6,226	6,601
Total GHG emissions (Scope 1-3)	MtCO2e	10,773	9,753	12,910
Emissions per employee (Scope 1 and 2)	MtCO2e	0.92	0.80	1.6
Emissions per ₹ crore of turnover (Scope 1 and 2)	MtCO2e/ crore	1.57	1.53	3.64

* On an absolute basis, Scope 1 and 2 emissions for 2022 were higher than 2021, due to return to office. However, 2019 was the last full year of operations and is treated as a baseline year to compare emissions. Absolute Scope 1 and 2 emissions are lower over 2019. Further, per employee emissions (Scope 1 and 2) for 2022 have also reduced by 42.50% over 2019.

Water conservation

CRISIL recognises the potential of its operations and large employee footprint to create an impact on natural ecosystems through optimal usage of resources such as energy and water. Therefore, CRISIL believes water conservation should be an important element of its business activities and strives towards minimising the environmental impact of its operation.

During the year, under our environment conservation programme named CRISIL RE, we created water harvesting and conservation structures in new/existing plantation sites. The programme was aimed at complementing the green cover and enabling long-term sustenance. It was implemented in Maharashtra and Gurgaon. The activities, undertaken with support from on-ground NGO partners, included: 1) check dam rejuvenation; 2) farm pond creation; and 3) restoration of water bodies. These structures are expected to directly impact 13,000+ rural population across three villages by potentially conserving 4.5 trillion litres of water in a year.



4.5 trillion litres of water conserved, impacting **13,000+** rural population through water conservation efforts

2,089 kilo litres of water recycled through sewage treatment plant

- CRISIL recycles 11% of water consumed*
- CRISIL House, Mumbai, has a sewage treatment plant for recycling of water which is routed to sanitary use and for watering 17,000 square feet of green area in the premises
- A number of water efficiency measures have been implemented, including low-flow fixtures, aerators and sensor-based taps

* Water data is available only for Mumbai, Pune and Gurgaon offices, which are exclusively managed and controlled by CRISIL. Other locations are managed offices for which data is not currently available.

Waste management



85%

of waste generated across pan-India CRISIL offices was recycled in 2022

We continue to work towards minimising waste going to landfills through our solid waste management practices. Towards this end, we have started tracking waste generated across our Pan India offices. Earlier, such tracking was limited to CRISIL House, Mumbai. During the year, a Standard Operating Procedure to measure dry waste and wet waste was rolled out across our offices. Dry waste is handed over to scrap vendors for recycling, while e-waste is given to certified vendors for processing. At CRISIL House, Mumbai wet waste is converted into compost on the site itself.

In our constant endeavour to reduce paper consumption, from this year onwards we have also started tracking the consumption of paper in our offices. We are exploring ways to substitute paper with recyclable paper. CRISIL's Annual Report is printed on recyclable paper each year.

Our ESG products and services

CRISIL's ESG offerings

Globally, we are witnessing stakeholders spurring ESG investing as well as voicing their views on where their money is being invested, or how their products are being sourced. Indications today are that the next few years will shape ESG in India as well on account of policy and regulatory requirements, stakeholder activism, and rising public awareness on ESG. Sustainability, therefore, must become a 360°, 24x7 imperative. Global regulatory developments are a big driver of growth, with the EU mandating Corporate Sustainability Reporting Directive during 2024-2028, the SEC guidelines impacting US firms starting 2024, and regulators in the APAC region bringing larger companies under the ESG reporting ambit. Supply chain obligations and sustainability commitments to financiers are also propelling demand for ESG scores and implementations.

CRISIL is committed and well-poised to support the sustainability demand of its clientele. Our ESG research, data, insights, assessments, and solutions empower customers and stakeholders to make decisions with conviction and contribute to sustainable progress globally.

Globally, CRISIL Global Research & Risk Solutions (GR&RS) team supports sell-side houses, asset managers and other financial institutions address their sustainability challenges. CRISIL's bespoke research solutions, which include ESG data models, custom due-diligence questionnaires, portfolio analytics and deep-dive reports, are used by investment research firms to enhance and augment their ESG research capabilities. We have partnered with firms to enhance their ESG coverage, ensure standardisation, overcome data gaps and improve data accuracy. We also deliver services including scenario analysis and stress testing for wholesale and lending portfolios and climate risk model validation. Consultancy for ESG strategy, gap assessments, policy frameworks and disclosures is another major area where we have commenced support during 2022 for corporates and banks.

CRISIL Ratings continues to consider ESG factors impacting fundamental business sustainability as a part of credit assessments. Taking cognisance of its increasing importance in investment decisions, since January 2022, CRISIL Ratings has started disclosing the impact of ESG parameters separately within the credit rating reports.

As a first offering in the ESG Research segment in India, 'ESG Compendium-ESG Gauge' was released in 2021, wherein we analysed and scored top 225 listed Indian companies. Expanding the horizon of our coverage, during 2022, we

analysed and scored 586 companies across 53 sectors in the CRISIL Sustainability Yearbook, 2022. The scores have enabled the corporates to measure and monitor inherent ESG risk across their financial exposures, both equity and debt.

As a part of the customised engagement with clients, we provide analysis of a company's ESG/sustainability practices in relation to its peers and best in class global practices. In addition to gap analysis, an assessment on the way forward and implementation roadmap, is provided. The 2022 'Delivering on ESG' research was conducted with over 300 asset owners. The research aids investment managers to understand asset owners' perceptions and plans related to ESG. Topics covered included ESG utilisation and objectives, manager selection, metrics and reporting, ESG leaders, and outlook for ESG. The findings of the research enabled the investment managers to take strategic and tactical actions to strengthen their ESG offering and communication.

Custom and annual research undertaken by our Global Benchmarking Analytics business reviews the impact of ESG on our clients. Research in this area serves dual purposes. It allows for peer to peer insight for research participants and our clients to understand related trends amongst their competitors as well as in their role as a service provider.

CRISIL Global Analytical Centre (GAC) supports S&P Global Ratings on ESG evaluations, which provides a forward-looking, long-term opinion of readiness for disruptive ESG risks and opportunities.

CRISIL's ESG offerings

- ESG scores (India): 586 companies
- ESG research for sell side and buy side
- Sustainability assessment of borrowers
- ESG benchmarks and framework assessment
- Supporting S&P Global in ESG evaluations
- ESG strategy, policy, roll-out
- SDG impact assessment
- Green and social bond assessment
- Support on TCFD implementation and reporting
- Scenario analysis and stress testing for lending portfolios
- Climate risk module validation
- ESG policies and sustainability reports

Working hand-in-hand with governments for creating sustainable infrastructure

CRISIL's India consultancy has a wide array of offerings across the infrastructure development cycle, ranging from

work in the areas of policy and regulatory advisory, public-private partnership (PPP) frameworks, infrastructure financing mechanisms, business and commercial diligence, programme management, capacity enhancement, and institutional strengthening for government and infrastructure agencies.

Thought leadership on ESG

- Let's talk sustainability: Perspectives from mid-size banks ([Click to read](#))
- ESG in fixed-income: Navigating the next phase of sustainability ([Click to read](#))
- Green Hydrogen: Hype or Gamechanger? ([Click to read](#))
- CBES hurdle crossed, it's time UK banks built climate risk modelling capacity ([Click to read](#))
- Basel Committee sets the stage for deeper scrutiny of climate-related financial risks ([Click to read](#))
- Corporate Finance Forum: ESG in corporate banking ([Click to read](#))
- High quality data needed to improve ESG integration by fixed-income investors ([Click to read](#))
- Institutional investors plan changes to asset manager line-ups based on ESG considerations ([Click to read](#))
- Delivering on ESG ([Click to read](#))
- Expanding ESG capabilities ([Click to read](#))
- The next frontier in ESG fund management ([Click to read](#))
- India ESG Leadership Summit ([Click to read](#))
- CRISIL Sustainability Yearbook 2022 ([Click to read](#))
- The A to Z of ESG series ([Click to read](#))





মই প্রকৃতি

জীবন বীমা

ব্যক্তিগত দুর্ঘটনা বীমা



স্বাস্থ্য বীমা



শস্য বীমা



পশু (ঘরচীয়া) বীমা



বাড়ি বীমা



গরু বীমা



ট্রাক্টর বীমা



দোকান বীমা



Driving social change

Creating a culture of pride and ownership

CRISIL, through its Corporate Social Responsibility (CSR) arm, CRISIL Foundation, has focused on doing impactful work by building the financial capabilities of rural women, vulnerable communities, and by conserving the environment.

Mein Pragati, the flagship CSR programme, is currently being implemented in over 3,800 villages of Assam and Rajasthan. This is facilitated through a well-trained, all-women community cadre of Sakhis. This cadre has helped address the last-mile constraints in awareness and access to financial services. As on date, these Sakhis have supported over a million rural community members, mostly women, by facilitating access to banking, other financial, and social security schemes.

CRISIL Foundation's efforts through Mein Pragati has led to a larger partnership – the **MoneyWise Centre for Financial Literacy (CFL)** project in India, an initiative of the RBI – with support from 10 public sector banks and NABARD. This scales up CRISIL Foundation's financial awareness and inclusion efforts in 60,000 villages spread across four states and four union territories. By building these into timely, relevant, and trusted centres of knowledge, CRISIL has taken a firm step towards enabling 'last-mile financial inclusion', critical to the country's long-term development.

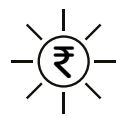
For its CSR efforts, CRISIL bagged the prestigious National CSR Award 2020 in the category 'Corporate Awards for Excellence in CSR' for financial capability building and environment conservation. This is the second time in a row that CRISIL has received the accolade, after winning the 'CSR in Challenging Circumstances, North-East' award for its flagship programme Mein Pragati in Assam, which was conferred by the Honourable President of India in 2019. The latest award once again recognises the tremendous work done by CRISIL Foundation.

Mein Pragati (in Assam and Rajasthan)



Launched in Assam in 2015 and replicated in Rajasthan in 2016, Mein Pragati aims to empower rural women through financial capability building.

Phase I of the programme empowered over 1.65 lakh women through multi-touchpoint financial literacy workshops. Phase II aimed to consolidate the programme to achieve deeper and more meaningful intervention with participants of Phase I by creating a cadre of community workers called the 'Sakhi' to support the community in building their financial awareness and access. In 2022, Mein Pragati moved into new geographies as part of Phase III.



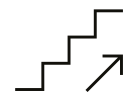
Phase I
2015-2017

Building financial awareness among rural women, perfecting the intervention by adopting agile thinking approaches to establish strong proof of concept (PoC)



Phase II
2018-2021

Having established the PoC, the impact was deepened and made sustainable – both financially and institutionally – through the Sakhi cadre



Phase III
2022-2025

Taking the programme to scale after having made the intervention impactful and sustainable

Robust expansion of Sakhi cadre into new geographies

The 2022 strategy focused on expanding into newer districts and blocks of Assam and Rajasthan, doubling the Sakhi cadre, and institutionalising existing Sakhis by sustaining the Sakhi clusters in Assam.

During the year, the programme witnessed organic expansion into new blocks, backed by a robust, self-sufficient Sakhi cadre. Over 1,900 Sakhis were on-boarded during the year, taking the total to 3,600+ Sakhis in approximately 3,800 villages, spread across 51 blocks and 31 districts in the two states.

Sakhi cadre continues to drive last-mile impact

Through regular capacity building and handholding, the Sakhi cadre is trained to drive long-term behavioural change

among rural women by easing their access to government schemes/ programmes and addressing last mile constraints in accessing financial services. The cadre proactively drives linkages and earns an income through a service fee model and guided rate card for various banking and financial services, referred to as the Basket of Services (BoS).

Institutionalising Sakhi clusters in Assam

During the year, 66 clusters, comprising 817 Sakhis in Assam were formed and made operational. All these clusters remain active, with a few of them also become formally registered. Many clusters are also linked to the State Rural Livelihood Mission programmes, while a few to NABARD for livelihood promotion.

Knowledge is power ...

I used to be a homemaker who was married off at a very young age. Occasionally, I assisted my husband, a daily wage labourer, in the paddy fields after completing my morning chores.

Before I met Rinku Deka (the Sakhi in my village), I was not much aware of the various government schemes and bank services. She taught me on the importance of having a PAN and Aadhar card, helped me with applying for them, by way of which I started applying for various government schemes. Now I have a Ration card, health insurance card and even Ayushman cards.

Thanks to Rinku, I have started travelling to the bank and post office independently to carry out my transactions. I am glad I am now able to guide my husband and the household in a lot of these financial matters.

Bandana Das | Howlighat village | Nalbari, Assam.



Assam

Impact and reach as at December 31, 2022*

No. of districts	:	27
No. of blocks	:	31
No. of villages	:	2,500+
No. of Sakhis	:	2,400+
Cumulative outreach	:	849,000+
Linkages facilitated	:	719,000+

* Cumulative data from April 1, 2018

Rajasthan

Impact and reach as at December 31, 2022*

No. of districts	:	4
No. of blocks	:	20
No. of villages	:	1,220+
No. of Sakhis	:	1,220+
Cumulative outreach	:	530,000+
Linkages facilitated	:	159,000+

* Cumulative data from September 1, 2018

Livelihoods in Assam

Financial independence and livelihood opportunities go together and hence, CRISIL Foundation, in 2018 initiated a few livelihood pilots (on a small scale) in Assam.

Starting with 75 households in 2018, they gained steady momentum through enhanced household coverage, and improved income generation for over 1,500 households by 2021.

Focused interventions in 2022 enabled a tangible expansion in outreach and impact to over 2,000+ households.

These included:

- 1. ERI rearing in Kamrup:** Creation of Eri Resource centres for collective marketing of Eri Silk and convergence of beneficiaries with ASRLM promoted Producer Groups
- 2. Handloom and loom upgradation in Kamrup:** Upskilling and sustaining the weaver entrepreneurs through loom upgradation, linkage with the State Rural Livelihood Mission and NABARD's livelihood and enterprise development programme.
- 3. Farming and Agro-Hub in Nalbari and Goalpara:** Creation of Agro-farming Hub as a community-based institution of women farmers, to promote collectivisation, market linkages and sale of produce.

GramShakti Certification Programme

Having proved the efficacy and relevance of Sakhi cadre in Assam and Rajasthan, CRISIL Foundation devised an online learning and certification programme called GramShakti incorporating all the best practices involved in training and development of Sakhis. Accessed through a tech-based learning application, customised in regional languages with interactive and engaging content, the programme comprises theory and practical assignments.

Launched in late 2018, GramShakti is CRISIL Foundation's attempt to provide a scalable model for creating a pan-India cadre of trained community leaders who can effectively

address the issue of financial exclusion and empower women.

During the year, the programme expanded to over 3,600 cumulative end users across CRISIL Foundation's intervention areas and was replicated in non-intervention locations through partnerships. There are 1,594 Sakhis/ community cadre who have been formally certified through a convocation programme and provide support to their communities through last-mile awareness and handholding.



RBI's MoneyWise Centres for Financial Literacy (CFLs)



The quality of work Mein Pragati programme showcased, led the Reserve Bank of India (RBI) to empanel CRISIL Foundation for its prestigious **MoneyWise Centres for Financial Literacy project** in 2017, starting with 25 centres in Maharashtra, Haryana and Rajasthan which today has scaled up its coverage through 429 CFLs to cover 60,000 villages across 1,200 blocks in 234 districts of 14 states and four union territories of India with support from the RBI, 10 PSU banks and NABARD.

These centres work towards raising financial awareness, promoting good financial practices, and driving sustainable change in behaviour among people in their catchments.

For planning the project, CRISIL Foundation leveraged key learnings from the flagship Mein Pragati programme by:

- Setting up a physical centre (the hub) with required infrastructure/ functionalities, where customers/ community members could walk into and seek support for documentation and counselling
- Developing highly engaging and participative training content – flipbooks, Audio-visuais, games – to drive key messages based on education through entertainment model
- Extensively training on-ground field staff, resources handpicked from the same block, who can communicate in the local dialect
- Creating a local, trained cadre at community level, who can support the on-ground field staff
- Regularly coordinating with all bank branches, financial service providers, and block/ district administration, which helped provide a supportive environment

Towards the end of 2021, at the time of scale-up to 429 CFLs, CRISIL seamlessly onboarded and trained over-1,700 grassroots workers to manage the 429 centres, at a time when the Covid-19 pandemic was at its peak. As on today, they are fully trained to manage these CFLs efficiently and confidently.

By building these into timely, relevant, and trusted centres of knowledge, CRISIL has taken a firm step towards enabling 'last-mile financial inclusion', which is critical to the country's long-term development.

RBI MoneyWise CFL Project

Impact and reach as at December 31, 2022 *

No. of states/ UTs	:	14 states and 4 union territories
No. of districts	:	234
No. of blocks	:	1,200+
No. of villages	:	20,000+
Linkage applications facilitated	:	300,000+
Community outreach	:	28.76 lakh

Assam flood relief response

Relief interventions were carried out in Assam, after the devastating floods that ravaged the state during early part of 2022. Through on-ground partners, CRISIL Foundation devised timely and relevant interventions to support affected households and communities (especially women, children, and farmers), by provision of:

- Immediate assistance kits to displaced households (comprising of dry ration, hygiene kits)
- Safe drinking water and proper transitional sanitation facilities for community members



Direct impact:

 **80** villages

 **3,044** households

 **57,000** community members

Employee engagement and volunteering

Focused, meaningful engagement through physical and virtual engagement helped in driving responsible social consciousness among the CRISILites.

Physical volunteering initiatives through tree plantations and maintenance activities were re-initiated (post pandemic) during the World Environment Day (June) in Mumbai and subsequently, in Pune, Gurgaon, and Hyderabad. Positioned as #DateWithNature, the CRISILites participate in tree plantation, post-plantation, and maintenance drives across CRISIL office locations, thereby playing a proactive role in protecting, restoring, and rebuilding our planet.

In addition, innovative employee engagement initiatives like mural paintings to beautify school walls, shoe recycling drives, World Environment Day, and Daan Utsav (the Joy of Giving week) kept the CRISILites meaningfully engaged.



ESG Databook

[This Databook should be read in conjunction with the ESG Report and Business Responsibility and Sustainability Report (BRSR)]

General information

1. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total	State/countrywide presence
National	-	11	11	7 states
International	-	12	12	11 countries (excluding India)

2. Products/services sold by the entity (accounting for 90% of the entity's turnover)

Sr. no.	Product/service	NIC code	% of turnover of the entity
1	Ratings	66190	24%
2	Research, Analytics and Solutions	66190	76%

3. Details of business activities (accounting for 90% of the turnover)

Sr. no.	Description of main activity	Description of business activity	% of turnover of the entity
1	Ratings	Includes credit ratings such as bond ratings, bank loan ratings and services pertaining to the Global Analytics Centre	24%
2	Research, Analytics and Solutions	Includes Global Research & Risk Solutions, Global Benchmarking Analytics, and Market Intelligence and Analytics solutions	76%

4. Names of holding/ subsidiary/ associate companies/ joint ventures

Sr. no.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the business responsibility initiatives of the listed entity? (yes/no)
1.	Group holding a) S&P India LLC b) S&P Global Asian Holdings Pte. Limited c) S&P International LLC	Holding Company	66.70%	No. The holding companies have an independent reporting on ESG.
2.	CRISIL Ratings Limited	Subsidiary Company	100%	Yes for all subsidiaries. Refer to 'Reporting boundaries for CRISIL' on page 12 of the ESG Report.
3.	CRISIL Irevna UK Limited	Subsidiary Company	100%	
4.	CRISIL Irevna US LLC	Subsidiary Company	100%	
5.	CRISIL Irevna Argentina S.A.	Subsidiary Company	100%	
6.	CRISIL Irevna Poland Sp. z o.o.	Subsidiary Company	100%	
7.	CRISIL Irevna Information Technology (Hangzhou) Co. Limited	Subsidiary Company	100%	
8.	Coalition Development Limited	Subsidiary Company	100%	
9.	Coalition Development Singapore Pte. Limited	Subsidiary Company	100%	
10.	Greenwich Associates LLC	Subsidiary Company	100%	
11.	Greenwich Associates Singapore Pte. Limited	Subsidiary Company	100%	
12.	Greenwich Associates Japan K.K.	Subsidiary Company	100%	
13.	Greenwich Associates Canada ULC	Subsidiary Company	100%	

Sr. no.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/subsidiary/ associate/joint venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the business responsibility initiatives of the listed entity? (Yes/no)
14.	Greenwich Associates UK Limited	Subsidiary Company	100%	
15.	CRISIL Irevna Australia Pty Limited	Subsidiary Company	100%	

Governance-related

5. Details of women's representation

	Participation/inclusion/representation of women		
	Total	No. and percentage of females	
	(A)	No. (B)	% (B/A)
Board of Directors	8	2	25.00%
KMP	3	1	33.33%

6. Percentage coverage by training and awareness programmes on any of the principles during the financial year

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	Ethics, transparency, and accountability	100%*
KMP**	6	Code of Ethics, prevention of sexual harassment, social awareness, information and cyber security awareness, data privacy, personal trading policy	100%
Employees other than BoD and KMPs	9#	Code of Ethics, prevention of sexual harassment, modern slavery, environment conservation, social awareness, risk awareness, information and cyber security, data privacy, personal trading policy and various skill upgradation trainings	94%

Notes: *Covers various trainings on principles of ethical conduct, fairness and transparency, such as CRISIL Code of Ethics, CRISIL Code of Conduct for Directors and S&P COBE. Copies of the codes and their coverage of ethical conduct principles are available at <https://investor.spglobal.com/corporate-governance/documents/code-of-business-ethics-for-employees/>; <https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-directors-sr-management.pdf> and <https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf>

** MD & CEO is included in both KMP and Board trainings.

Represents categories of various trainings undertaken by employees during the year.

7. Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	5*	5,347,500	2	5,265,000
KMP	2	84,140,350	1	14,631,349
Employees other than BoD and KMP**	2,355	1,433,340	1,525	1,142,178

Notes: *Remuneration to MD & CEO has been included in KMP

**Aggregate number of employees are not comparable with the headcount as on December 31, 2022, since the aforesaid data pertains to remuneration paid to employees on-roll during 2022. This data pertains to India employees.

7 (a). Ratio of remuneration[§]

Ratio of remuneration of MD & CEO to the median remuneration of employees	2022	2021
	69.63 [®]	40.69 [*]

*Mr Amish Mehta was appointed as MD and CEO with effect from October 1, 2021. The ratio indicated is based on annualised remuneration. The ratio on the basis of actual remuneration for the period October 1, 2021, to December 31, 2021 will be 10.71.

[®]Remuneration for 2022 covers perquisite value of ESOPs exercised during 2022. Excluding ESOP perquisite value, the ratio of remuneration to median is 51.16.

[§]This ratio is derived based on median remuneration for India-based employees only.

8. Overview of the entity's material responsible business conduct issues

Sr. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Strong governance oversight	Opportunity	ESG risks and opportunities impact and shape our operations and business activity. We conduct a materiality assessment to identify our most relevant (or 'material') reporting topics from an ESG perspective — which is a broader standard than that used in our financial disclosures. The universe of our priorities within the domains of E, S and G has been derived through a consultative exercise, wherein the priorities were evaluated in order of their importance to our business and our stakeholders. We leveraged inputs from stakeholder engagements, surveys, strategic processes, peer benchmarking and industry standards to sharpen management insight on material issues	Please refer to the Risk Management section on Page 59-61 of the Management Discussion & Analysis Report forming part of CRISIL Annual Report 2022**	Strong governance oversight ensures growth and strategic direction
2	Ethical conduct	Opportunity			Ethical conduct is central to CRISIL's value proposition and recognition as an independent and credible analytical organisation, which has led to continued trust from its clientele
3	Diversity and inclusion	Opportunity			Creates a diverse workforce with different perspectives, high engagement and fosters innovation
4	Talent retention and succession	Risk			High attrition could have negative operational implications, which are mitigated through talent retention initiatives
5	Employee enablement and well being	Opportunity			Employee empowerment, learning and development and well-being initiatives lead to a productive workforce
6	Risk management and compliance	Opportunity			Risk management ensures timely identification of risks and stability of operations
7	Data privacy and information security	Risk*			Investments in this area will have short-term financial impact, but in the long run will create positive outcomes in the form of improved security and controls
8	ESG products and offerings	Opportunity			Increased ESG focus globally presents valuable revenue potential
9	Environmental response	Risk*			Climate change can lead to physical risk to Company property due to climate disasters and cost for transition to low carbon economy
10	CSR programmes	Opportunity			CSR programme leads to equitable and sustainable development of the communities in which CRISIL operates

*May have negative financial implications

**The Management Discussion and Analysis Report forms part of CRISIL Annual Report 2022 and is available at <https://www.crisil.com/en/home/investors/financial-information/annual-report.html>

9. Details on awareness programmes conducted for value chain partners on any of the principles during the year

Total number of awareness programmes held	Topics/ principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	With a view to strengthening our efforts in encouraging our suppliers to adopt our Suppliers' Code of Conduct, CRISIL rolled out a new training for its supply chain in 2022 on Supplier Code of Conduct and Awareness on ESG	62%

10. Detail on trade and industry chambers/ associations of which the Company is a member of/are affiliated to, on the basis of number of members

Sr. no.	Name of the trade and industry chambers/ associations	Scope of entity State/National
1	The Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	BCCI	State

Employee-related

CRISIL has no workmen amongst its employee category as all employees are at the executive position and above. Hence, all the references and data points required for workmen are not applicable.

11 (a). Employees (including differently abled)

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent employees	4603	2823	61.3%	1780	38.7%
2	Other than permanent	874	519	59.4%	355	40.6%
3	Total	5477	3342	61.0%	2135	39.0%

Note: The above data is as at December 31, 2022

11 (b). Differently abled employees

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent employees	11	7	63.6%	4	36.4%
2	Other than permanent	3	2	66.7%	1	33.3%
3	Total	14	9	64.3%	5	35.7%

Note: The above data is as at December 31, 2022

12. Details of employees in terms of minimum wages paid

Category	Current FY (2022)						Previous FY (2021)					
	Total	Equal to minimum wage		More than minimum wage		Total	Equal to minimum wage		More than minimum wage		Total	
		No.	%	No.	%		No.	%	No.	%		
Male	2393	0	0%	2393	100%	2101	0	0%	2101	100%		
Female	1549	0	0%	1549	100%	1295	0	0%	1285	100%		
Total	3942	0	-	3942	-	3396	0	-	3396	-		

Note: The above data covers only Indian employees

13. Details of performance and career development reviews of employees

Category	Current FY (2022)			Previous FY (2021)		
	Total	No.	%	Total	No.	%
Male	2837	2837	100%	2174	2174	100%
Female	1785	1785	100%	1267	1267	100%
Total	4622	4622	100%	3441	3441	100%

Note: The table covers the employees who were on-roll and subject to performance reviews during the years. Hence, the employee numbers are not comparable with the headcount as at December 31

14. Details of measures for the well-being of employees (including differently abled)

Category	Total	% of employees covered by											
		Life insurance		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Permanent													
a. Male	2823	2823	100%	2823	100%	2823	100%	-	-	2823	100%	-	-
b. Female	1780	1780	100%	1780	100%	1780	100%	1780	100%	-	-	1780	100%
c. Total	4603	4603	100%	4603	100%	4603	100%	-	-	-	-	-	-
Other than permanent employees													
a. Male	519	519	100%	519	100%	519	100%	-	-	-	-	-	-
b. Female	355	355	100%	355	100%	355	100%	355	100%	-	-	-	-
c. Total	874	874	100%	874	100%	874	100%	-	-	-	-	-	-

15. Details of retirement benefits for the current and previous fiscal year

Benefits	Current FY (2022)		Previous FY (2021)	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (yes/no/NA)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (yes/no/NA)
PF	100%	Yes	100%	Yes
Gratuity	6%	Yes	5%	Yes
ESI	NA	NA	NA	NA

Note: The above data covers only India employees.

16. Return to work and retention rates of permanent employees that took parental leave

Permanent employees			Permanent employees		Off-roll employees	
Gender	Return to work rate	Retention rate	Gender	Paternity leave	Maternity leave	Maternity leave
Male	100%	100%	Male	111	-	-
Female	100%	98.6%	Female	-	69	2
			Total	111	69	2

Health and safety, and training to employees

17. Details of training to employees (% to total number of employees in the category)

Category	Current FY (2022)					Previous FY (2021)				
	Total	On health and safety measures		On skill upgradation		Total	On health and safety measures		On skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	3670	2607	71%	3284	89%	3186	144	5%	1840	58%
Female	2271	1624	72%	2045	90%	1854	110	6%	1096	59%
Total	5941	4231	71%	5329	90%	5040	254	5%	2936	58%
Contract staff										
Male	856	337	39%	435	51%	892	6	1%	254	28%
Female	675	272	40%	334	49%	624	18	3%	181	29%
Total	1531	609	40%	769	50%	1516	24	2%	435	29%

Note: Total headcount is for the entire year 2022, including exits, and hence, will not be comparable with the headcount figures as at December 31, 2022

18. Details on training on human rights issues and policy(ies) of the Company

Category	Current FY (2022)			Previous FY (2021)		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
Permanent	5941	4572	77%	5247	3801	72%
Other than permanent	1531	1298	85%	1293	532	41%
Total	7472	5870	78%	6540	4333	66%

Note: Total headcount is for the entire year 2022, including exits, and hence, will not be comparable with the headcount figures as at December 31, 2022

19. Details on assessment of value chain partners

Assessment for the year	%* of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	62%
Working conditions	62%
Health and safety	62%
Discrimination at workplace	62%
Child labour	62%
Forced labour/involuntary labour	62%
Wages	62%
Other	62%

*In computing the aforesaid percentage, total procurement spend (from January 2022 to November 2022) has been considered, excluding employee and associate costs, rental, utilities, bank charges and similar costs.

20. Details on assessment of office on human rights

Assessment for the year 2022	% of your plants and offices that were assessed
Child labour	100%
Forced/involuntary labour	100%
Health and safety practices	100%
Sexual harassment	100%
Working conditions	100%
Discrimination at workplace	100%
Wages	100%
Others- please specify	-

Note: The above assessment covers all-India operations. Additionally, the assessment was extended to main offices in UK and US.

21. Details on complaints/grievances on any aspect of the National Guidelines on Responsible Business Conduct in the financial year

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (yes/no)	Current FY (2022)			Previous FY (2021)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	32	Nil	-	36	2	-
Employees	Yes	3	Nil	-	2	Nil	-
Customers	Yes	12	Nil	-	7	1	-
Value chain partner	Yes	Nil	Nil	-	1	Nil	-
Others	Yes	5	1	-	Nil	Nil	-

Note: The above complaints pertain to CRISIL Limited on a standalone basis.

22. Details on number of complaints made by employees

	Current FY (2022)			Previous FY (2021)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	1*	-	-	Nil	-	-
Working conditions	1	-	-	2	-	-
Health and safety	Nil	-	-	Nil	-	-
Discrimination at workplace	1	-	-	Nil	-	-
Child labour	Nil	-	-	Nil	-	-
Forced labour/involuntary labour	Nil	-	-	Nil	-	-
Wages	Nil	-	-	Nil	-	-
Other human rights related issues	Nil	-	-	Nil	-	-

Note: * This complaint pertains to an off-roll employee and not an employee of CRISIL Limited. The above complainants pertain to CRISIL Limited on a standalone basis.

23 (a). Employee turnover by gender, age, region

Geography	FY 2022				FY 2021			
	Male	Turnover rate	Female	Turnover rate	Male	Turnover rate	Female	Turnover rate
<= 30 years								
America	27	45.38%	21	76.36%	31	50.41%	16	50.79%
India & APAC	236	25.54%	175	22.14%	224	27.35%	150	22.27%
EMEA	8	23.50%	2	17.40%	5	19.60%	2	16.00%
Total (A)	271	26.60%	198	23.90%	260	28.70%	168	23.40%
More than 30 years								
America	46	42.59%	34	62.96%	40	36.20%	15	25.86%
India & APAC	421	30.40%	219	31.11%	371	28.95%	151	24.75%
EMEA	44	31.43%	10	20.00%	24	24.24%	9	23.08%
Total (B)	511	31.29%	263	32.55%	435	29.18%	175	24.75%
Total (A+B)	782	29.50%	461	28.20%	695	29.00%	343	24.10%

Note: The turnover rate is calculated on the basis of the average headcount data of the respective age category in the particular region. Higher percentages in some instances are attributed to a low base in a particular category.

23 (b). Employee hiring by gender, age, region

Geography	FY 2022				FY 2021			
	Male	Hiring rate	Female	Hiring rate	Male	Hiring rate	Female	Hiring rate
<= 30 years								
America	36	60.50%	20	72.73%	40	65.04%	19	60.32%
India & APAC	586	63.42%	469	59.33%	463	56.53%	350	51.97%
EMEA	21	61.76%	3	26.09%	26	101.96%	7	56.00%
Total (A)	643	63.19%	492	59.31%	529	58.39%	376	52.40%
More than 30 years								
America	31	28.70%	26	48.15%	30	27.15%	6	10.34%
India & APAC	435	31.41%	235	33.38%	273	21.30%	114	18.69%
EMEA	79	56.43%	22	44.00%	38	38.38%	9	23.08%
Total (B)	545	33.37%	283	35.02%	341	22.87%	129	18.25%
Total (A+B)	1188	44.82%	775	47.33%	870	36.29%	505	35.45%

Note: The hiring rate is calculated on the basis of the average headcount data of the respective age category in the particular region. Higher percentages in some instances are attributed to a low base in a particular category.

23 (c). Details of turnover rate for permanent employees

	January to December 2022			January to December 2021			January to December 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	29.5%	28.2%	29.0%	29.0%	24.1%	27.2%	16.8%	15.9%	16.5%

Communities

24. Percentage of input material (by value of all inputs) to total inputs sourced from suppliers

	2022	2021
Directly sourced from MSMEs/ small producers	19.80%	19.13%
Sourced directly from within the district and neighbouring districts	NA	NA

NA: Information not available

24(a). Details of social impact assessment

Name and brief details of project	Whether conducted by independent external agency (yes/no)	Results communicated in public domain (yes/no)	Relevant web link
Mein Pragati (Assam)	Yes	Yes	https://www.crisil.com/en/home/crisil-foundation/publications.html#on-the-beat--1015754821-impact-reports-2
Mein Pragati (Rajasthan)	Yes	Yes	https://www.crisil.com/en/home/crisil-foundation/publications.html#on-the-beat--1015754821-impact-reports-2

24(b). Details of CSR projects undertaken in designated aspirational districts as identified by government bodies

Sr. no.	State	Aspirational districts*	Amount spent (₹ crore)
1	Assam	Darrang, Barpeta, Goalpara, Dhubri and Baksa	2.06

Note: *As per Government of India data - link: <https://nfdb.gov.in/PDF/List%20of%20AD.pdf>

24(c). Details of beneficiaries of CSR projects

Sr. no.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Mein Pragati (Assam and Rajasthan)	5,05,000	100%
2	RBI-CFL Pilot (Maharashtra, Haryana and Rajasthan)	28,00,000	100%

Environment

25(a). Energy consumption (gigajoule) and energy intensity

Parameter	2022	2021
Total electricity consumption (A)	20771.42	15303.70
Total fuel consumption (B)	1077	375.33
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	21848.50	15679.03
Energy intensity per crore rupee of turnover	7.89	6.81
Energy intensity (optional) per employee	4.59	3.42

25(b). Energy consumption (gigajoule) based on sources

Parameter	2022	2021
From renewable sources		
Total electricity consumption (A)	1095.77	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1095.77	0
From non-renewable sources		
Total electricity consumption (D)	19675.65	15303.70
Total fuel consumption (E)	1077.00	375.33
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	20752.73	15679.03

26(a). Details of water withdrawal

Parameter	2022	2021
Water withdrawal by source (kilolitre or KL)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third-party water	18976	7228.5
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitre) (i + ii + iii + iv + v)	18976	7228.5
Total volume of water consumption (in kilolitre)	18976	7228.5
Water intensity per crore rupee of turnover (water consumed / turnover)	6.85	3.14

Note: Data available only for Mumbai, Pune and Gurgaon offices, which are exclusively managed and controlled by CRISIL. Other locations are managed offices for which data is not currently available

26(b). Water discharge by destination and level of treatment (in kilolitre)

Parameter	2022	2021
i) To surface water	-	-
No treatment	-	-
With treatment	-	-
(ii) To groundwater	-	-
No treatment	-	-
With treatment	-	-
(iii) To seawater	-	-
No treatment	-	-
With treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	16887	7228.5
With treatment	2089	-
(v) Others	-	-
No treatment	-	-
With treatment	-	-
Total water discharged (in kilolitre)	18976	7228.5

Note: 1) We do have meters for measuring water discharge, and hence, water discharged is considered equivalent to water intake.
 2) Water consumption for the year 2021 is not comparable with year 2022, as offices were closed in year 2021.

27. List innovative technologies, solutions initiatives undertaken resulting in lower environment footprint adopted by the Company, if any

Sr. no.	Initiative undertaken	Details of the initiative (web link, if any, may be provided along with summary)	Outcome of the initiative
1	Water	<ul style="list-style-type: none"> i) CRISIL recycles 11% of water consumed* ii) CRISIL House, Mumbai, has a sewage treatment plant for recycling of water, which is routed to sanitary use and for watering 17,000 square feet of green area in the premises iii) A number of water efficiency measures have been implemented, including low-flow fixtures, aerators and sensor-based taps iv) During the year, under our environment conservation programme named CRISIL RE, we created water harvesting and conservation structures in new/existing plantation sites. The programme was aimed at complementing the green cover and enabling long-term sustenance. It was implemented in Maharashtra and Gurgaon. The activities, undertaken with support from on-ground NGO partners, included: 1) check dam rejuvenation, 2) farm pond creation, and 3) restoration of water bodies. These structures are expected to directly impact 13,000+ rural population across three villages by potentially conserving 4.5 trillion litre of water in a year 	Water conservation
2	Energy	<ul style="list-style-type: none"> • The air conditioning system in CRISIL House is designed to conserve energy and minimise electricity usage. Air conditioning units are specific to areas; individual units are controlled and adjusted zone-wise using an integrated building management system. The building is designed and built to minimise thermal leakage, both inward and outward • Motion sensors are used to optimise lighting usage • Photovoltaic panels are installed at CRISIL House to generate solar energy • Employees are encouraged to use conferencing facilities and webinars to interact with clients and the market, wherever possible • The Company has provided buses for employees to travel to office, which not only enhances employee convenience, but also reduces usage of vehicles due to the pooling effect • Preferred parking slots and charging points are provided for electric cars at CRISIL House 	Reduced energy consumption

* Water data is available only for Mumbai, Pune and Gurgaon offices, which are exclusively managed and controlled by CRISIL. Other locations are managed offices for which data is not currently available

28. Details related to waste management (metric tonne)

Parameter	2022	2021
Plastic waste (A)	0.12	NA
E-waste (B)	15.89	8.07
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other hazardous waste. Please specify if any (G)- lubricant oil	0.09	0
Other non-hazardous waste generated (H). Please specify if any		
i) Metal, aluminium and steel	0.62	0
ii) Dry and wet waste	46.50	2.49
Total waste generated (metric tonne) (A+B + C + D + E + F + G +H)	63.21	10.56

28(a). Details of total waste recovered through recycling, re-using or other recovery operations (metric tonne)

Category of waste	2022	2021
(i) Recycled	53.86	8.70
(ii) Reused	-	-
(iii) Other recovery operations	-	-
Total	53.86	8.70

28(b). Details of total waste disposed by nature of disposal method (metric tonne)

Category of waste	2022	2021
(i) Incineration	-	-
(ii) Landfilling	7.09	0.06
(iii) Other disposal operations	2.26	1.80
Total	9.35	1.86

29. Details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	2022	2021
Nox	Gram	7082.25	7320.18
SOx	Gram	959.78	635.60
Particulate matter (PM)	Gram	1445.60	1149.07
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	Gram	2422.00	5284.80
Hazardous air pollutants (HAP)	NA	6239.63	NA
Others – carbon dioxide (as CO ₂)	Gram	631.96	523.41
Others – carbon monoxide (as CO)	Gram	4950.09	3551.68

30. Emissions of ozone-depleting substances (ODS) - FY 2022

Refrigerant gas type	Gas refilled in kg
R410	127
R407	8
R32	0
R22	7.3

Note: R410, R407 and R 32 Gas has zero ozone depleting potential (ODP)

30(a). Carbon emitted (metric tonne of CO₂ equivalent)

Parameter	2022	2021
Scope 1 GHG emissions	352.73	249.21
Scope 2 GHG emissions	4005.91	3278.20
Total Scope 1 and 2 emissions per ₹ crore of turnover	1.57	1.53
Total Scope 1 and 2 emission intensity per employee	0.92	0.80

30(b). Carbon emitted (metric tonne of CO₂ equivalent)

Parameter	2022	2021
Total Scope 3 emissions	6414.49	6225.7
Total Scope 3 emissions per ₹ crore of turnover	2.32	2.71
Total Scope 3 emission intensity-per employee	1.20	1.29

GHG computational method

Data computational methods

An independent GHG inventory has been developed for all the locations under CRISIL Limited. A detailed discussion conducted with representatives from CRISIL to understand the operational boundary and identification of sources of GHG emissions. After the discussion, the data for these identified activities resulted in Scope 1, 2, and 3 captured for calculation.

Provided below is the general process of activity data collection and the source of respective emission factors that have been used for the calculation:

Stationary combustion - The total annual quantity of high-speed diesel (fuel) used by diesel generators (diesel used in owned DG set, which is part of Scope 1, and shared DG sets, which is part of Scope 3) was captured and used for the emissions calculation. The emissions factor for the calculation was derived from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. Similarly, The Global Warming Potentials (GWP) were sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. In certain cases where the total amount spent on the purchase of HSD is available, instead of the quantity consumed, the annual average price of HSD per litre for 2022 has been taken from the Ministry of Petroleum & Natural Gas, Government of India (ppac.gov.in) to obtain the total quantity of HSD consumed.

Σ Total diesel consumption (in litre) \times litre to kg conversion \times net calorific value \times Emission factor (CO₂, CH₄ and N₂O) = Total emissions from DG sets owned in buildings

Mobile emissions - The total annual quantity of fuel consumed in Company-owned vehicles accounting for Scope 1 as well as fuel used for employee commute and business travel via road accounting to Scope 3, were captured and used for the emission calculation. The emissions factor for diesel/petrol was sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. Similarly, The Global Warming Potentials (GWP) were sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. In certain cases where the total amount spent on the purchase of HSD and petrol is available, instead of the quantity consumed, the annual average price of HSD or petrol per litre for 2022 was taken from the Ministry of Petroleum & Natural Gas, Government of India (ppac.gov.in) to obtain the total quantity of respective fuel consumption.

If fuel consumption from mobile sources is given in amount spent
 Σ Total diesel or petrol consumption (in ₹) \times avg ₹ to litre of diesel or petrol in 2021 \times litre to kg conversion \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total mobile emissions

If fuel consumption from mobile sources is given in litre of fuel

Σ Total diesel or petrol consumption (in litre) \times litre to kg conversion \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total mobile emissions

Fugitive emissions - The quantity of refrigerants based on the monthly top-up on air conditioning equipment. The emission factors were sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

Σ Total refrigerants top – up in buildings (in kg) \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total fugitive emissions

Gaseous fuels LPG emissions - The quantity of LPG used in office locations was captured and used for the calculation of emissions. The emission factors were sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

If fuel consumption provided in kg

Σ Total LPG consumption (in kg) \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total LPG emissions

If fuel consumption provided in amount spent

Σ Total LPG consumption (in ₹) \times Average ₹ to kg conversion based on commercial LPG prices in 2021 \times net calorific value \times emission factor (CO₂, CH₄ and N₂O) = Total LPG emissions

Emissions from electricity consumed - The total electricity consumed in kWh was collected for each of the buildings in the target locations. The corresponding location wise grid emission factors were sourced from the websites and publications of base countries (India: CEA grid emission factor report, UK: 2022 Government Greenhouse Gas Conversion Factors for Company Reporting, USA: EPA database, Argentina: IGES database, China: IGES database)

Σ Total electricity used (in kWh) \times grid emission factor (CO₂e) = Total emissions

Paper emissions - Total number of reams of paper consumed was collected. The emission factor used was sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

Σ Total reams purchased \times weight per ream \times emission factor (CO₂e) = Total emissions

Emissions from business travel by air and rail - The total distance travelled by air and rail (both international and national) was captured and used for emission calculation. The emission factor used for respective travel modes was sourced from the UK Department for Environment, Food and

Rural Affairs, 2022 (DEFRA-2022) and India GHG protocol 2015.

$$\sum \text{Total distance travelled (in km)} \times \text{emission factor (CO}_2\text{e)} = \text{Total emissions}$$

Emissions from business travel by road - The total amount claimed (covering both national and international travel) was captured and used for emission calculation. The emission factor for diesel/petrol was sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. Similarly, The Global Warming Potentials (GWP) were sourced from the IPCC 5th Assessment Report for CO₂, CH₄, and N₂O. The annual average price of HSD or petrol per litre for 2022 was taken from individual country level prices from government databases.

$$\sum \text{Total diesel or petrol amount claimed (in ₹)} \times \text{avg ₹ to litre of diesel or petrol in 2021} \times \text{litre to kg conversion} \times \text{net calorific value} \times \text{emission factor (CO}_2\text{, CH}_4\text{ and N}_2\text{O)}$$

$$= \text{Total emissions}$$

Hotels stay - The number of nights stayed in the hotel for the year were captured and used to calculate the emissions due to stay in the hotel. The emission factor used for respective travel modes was sourced from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA-2022).

$$\sum \text{Total number of nights stayed (in days)} \times \text{emission factor (CO}_2\text{e)}$$

$$= \text{Total emissions}$$

Work from home emissions - To properly account for home working emissions, energy use and natural gas consumption, which would not have occurred in an office-working scenario has been accounted for. We have used a no survey approach based on the white paper by Anthesis Group¹ which uses two parameters: number of remote workers and recommended regional energy intensities (i.e., energy consumed per person per day) for estimating the amount of electricity and natural gas consumed. Further to this, the energy consumption is then multiplied by appropriate emission factors to calculate the GHG footprint of remote workers.

To obtain the energy intensity (i.e., energy consumed per person per day), we have used two relevant data categories,

- **Baseline Energy Intensity**, which refers to the energy consumption measured in a household before the pandemic when some household members might have been home during the day while others were working outside of the home. These are derived by dividing the energy consumption data from the International Energy Agency (IEA) by the corresponding country's population data.
- **Incremental Energy Intensity**, which refers to the incremental energy consumption measured in a household, in which some household members have transitioned to working from home, causing an increase in residential energy use. The incremental energy intensities are an average of select countries covered by the various studies on remote work.

The values for these two categories have been taken from

the estimates provided in the discussed white paper. These values are region-specific, and hence, the values specific to the regions under our consideration are obtained. These regions are North, Central and South America (AMER), Europe, the Middle East and Africa (EMEA), and Asia Pacific (APAC). The energy intensity is then calculated as provided in below equation which is then multiplied with the emission factor to obtain the work-from-home emission.

$$\text{Energy use per day (kWh/person/day)}$$

$$\text{baseline energy intensity (kWh)} \times \text{ratio of incremental to baseline}$$

Where,

Ratio of incremental to baseline is the ratio of incremental energy intensity and baseline energy intensity.

$$\text{Emission from work from home (tCO}_2\text{e)} = \text{Number of employees working from home} \times \text{Energy Intensity} \times \text{Emission factor}$$

Waste disposal emissions - The total waste depending on the type was captured under different categories. Depending on whether wet waste (kitchen waste) was being utilised for making compost, or the waste was disposed of to recycling agencies, the emissions were calculated under Scope 2 and Scope 3, respectively. The emission factors used for waste type and the processing done were obtained from the UK Department for Environment, Food and Rural Affairs, 2022 (DEFRA – 2022).

$$\text{Emission from waste (tCO}_2\text{e)} = \text{quantity of waste (in kg or tonnes)} \times \text{Emission Factor (CO}_2\text{ 2e)}$$

Purchased goods and services emissions - The total amount spent on purchased goods has been collected. Trucost's environmentally extended input-output (EEIO) method has been used to calculate the total emission. The emission factor combines industry-specific environmental impact data with quantitative macroeconomic data on the flow of goods and services between different sectors in the economy. The scope of calculation covers the annual spend on advertising and related services, business support services, employment services, facilities support services, insurance carriers, management, scientific, and technical consulting services, other computer related services, including facilities management, software publishers, telecom and printing. A questionnaire was sent to major vendors for collecting actual GHG emission associated with goods/services supplied by them. Hence, actual GHG emission figures are considered for vendors who have responded to the survey instead of industry-specific GHG factor.

Capital goods emissions - The total amount spent on capital goods has been collected. Trucost's environmentally extended input-output (EEIO) method has been used to calculate the total emission. The scope of capital goods emissions covers office equipment and other hardware. A questionnaire was sent to major vendors for collecting actual GHG emission associated with capital goods supplied by them. Hence, actual GHG emission figures are considered for those vendors who have responded to the survey instead of industry-specific GHG factor.

¹Whitepaper: Estimating Energy Consumption & GHG Emissions for Remote Workers: available at <<https://www.anthesisgroup.com/whitepaper-estimating-energy-consumption-ghg-emissions-for-remote-workers/>>

GRI content index

The GRI content index has cross references to contents of the CRISIL Annual Report 2022 (AR) and its constituent reports: Corporate Governance Report, Directors' Report, Management Discussions & Analysis (MD&A) Report. These reports are available at <https://www.crisil.com/en/home/investors/financial-information/annual-report.html>

GRI std & code	GRI disclosure	Reference
1	GRI content index	Page 64-73 of this Report
2	Statement of use	Page 12 ESG Report: CRISIL's ESG reporting framework
GRI 2: General disclosures		
2-1 Organisational profile		
2-1	a) Name of the organisation	CRISIL Limited
	b) Nature of ownership and legal form	Page 78 AR: Category-wise shareholding pattern
	c) Location of headquarters	Registered office address CRISIL House, Central Avenue Hiranandani Business Park, Powai Mumbai 400 076
	d) Countries of operations	Page 50: ESG Databook- Table no. 1 Page 266 AR: Office locations
2-2 Entities included in the organisation's sustainability reporting		
2-2	Entities included in sustainability reporting	Page 50 and 51: ESG Databook - Table no.4
2-3 Reporting period, frequency and contact point		
2-3	a) Reporting period	January 1, 2022 – December 31, 2022
	b) Reporting cycle	Annual
	c) Report the publication date of the report or reported information	February 2023
	d) Contact point for questions regarding the report	Mr Sanjay Chakravarti Designation: Chief Financial Officer Telephone: +91 22 3342 3000 Email Id: investors@crisil.com
2-4 Restatements of information		
2-4	Restatements of information	Not applicable
2-5 External assurance		
2-5	External assurance	We do not seek external assurance for the content of this report
2-6 Activities, value chain and other business relationships		
2-6	a) Sector(s) in which the organisation is active	Page 50 ESG Databook: Table no. 3 Page 185 AR: Segment reporting
	b) Describe the organisation's activities, products, services, markets served, supply chain, entities downstream from the organisation and their activities	Page 12 AR: Performance highlights Page 14 AR: CRISIL businesses Page 50 ESG Databook: Table no. 3 Page 185 AR: Segment reporting Page 35 ESG Report: Sustainable supply chain Pages 10 and 11 ESG Report: Refer to CRISIL at glance (Who we are and Who we serve), Our worldwide presence and number of customers.
	c) Report other relevant business relationships	Page 19 ESG Report: Strong governance of related party transactions
	d) Significant changes to the organisation and its supply chain	Nil

GRI std & code	GRI disclosure	Reference
2-7 Employees		
2-7	a) Total number of employees by gender & region	Page 27 ESG Report: Global workforce and culture Page 53 ESG Databook: Table no. 11 (a & b) Employee headcount has been reported as at year ended December 31, 2022. Any exception in the methodology adopted to compile the data has been provided in the footnote of the respective table
2-8 Workers who are not employees		
2-8	Workers who are not employees	Page 27 ESG Report: Global workforce and culture
2-9 Governance structure and composition		
2-9	Describe governance structure and composition of the highest governance body, including its committees	Page 8 AR: Board of Directors Page 69 AR: Corporate Governance Report-Board committees
2-10 Nominating and selecting the highest governance body		
2-10	Nominating and selecting the highest governance body	Page 63 & 64 AR: Corporate Governance Report - Criteria for Board membership
2-11 Chair of the highest governance body		
2-11	Chair of the highest governance body	In keeping with the principle of segregation of powers of Chairperson and Management, the CRISIL Board is chaired by a Non-Executive Director
2-12 Role of the highest governance body in overseeing the management of impacts		
2-12	Role of the highest governance body in overseeing the management of impacts	Page 66 AR: Refer to 'Responsibilities' paragraph of 'Board of Directors' portion under Corporate Governance Report Pages 76 to 79 BRSR: Section B: Management and process disclosures Pages 36 and 37 ESG Report: Stakeholder engagement
2-13 Delegation of responsibility for managing impacts		
2-13	Delegation of responsibility for managing impacts	Page 78 BRSR: Governance, leadership & oversight
2-14 Role of the highest governance body		
2-14	Role of the highest governance body	Page 78 BRSR: Governance, leadership & oversight
2-15 Conflict of interest		
2-15	Processes for prevention and mitigation of conflicts of interest and its reporting	Page 18 ESG Report: Ethics & transparency Page 18 ESG Report: Conflict free environment Page 19 ESG Report: Strong governance of related party transactions No complaints with regard to conflict of interest were received during the year
2-16 Communication of critical concerns		
2-16	Communicating critical concerns	Page 25 ESG Report: Grievance redressal
2-17 Collective knowledge of highest governance body		

GRI std & code	GRI disclosure	Reference
2-17	Measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development	Page 66 & 67 AR: Corporate Governance Report - Role of Independent Directors & familiarisation programme Page 65 AR: Corporate Governance Report - Table no. 1.1 Page 51 ESG Databook: Table no. 6
2-18 Evaluation of the performance of the highest governance body		
2-18	Evaluation of the performance of the highest governance body	Page 38 AR: Directors' Report - Annual evaluation by Board
2-19 Remuneration policies		
2-19	Describe the remuneration policies for the highest governance body and senior executives and how these relate to their objectives and performance	Page 67-68 AR: Corporate Governance Report - Remuneration policy Page 21 ESG Report: Remuneration policies Page 5 Part C 'Policy relating to the remuneration for Directors, KMPs and other employees' of the Nomination & Remuneration Policy of CRISIL at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/Nomination-and-Remuneration-Policy-of-CRISIL.pdf
2-20 Process to determine remuneration		
2-20	Process to determine remuneration and shareholder participation in the determination of remuneration	Page 5 Part C 'Policy relating to the remuneration for Directors, KMPs and other employees' of the Nomination & Remuneration Policy of CRISIL at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/Nomination-and-Remuneration-Policy-of-CRISIL.pdf Shareholders' approval for appointment and remuneration of MD & CEO is available at https://www.crisil.com/en/home/investors/shareholder-services/postal-ballot-notice-appointment-of-md-and-ceo.html Shareholders' approval for payment to Non-executive Directors is available at https://www.crisil.com/content/dam/crisil/investors/corporate-announcements/Result-of-voting-at-AGM-apr042017.pdf
2-21	Annual total compensation ratio and percentage increase in annual total compensation ratio	Page 52 of the ESG Databook: Table 7(a) The percentage increase in the annual total compensation ratio is 71.23% [However, refer to explanation provided for Table no. 7(a)]
2-22 Statement on sustainable development strategy		
2-22	Statement on sustainable development	Pages 8 and 9 of the ESG Report: Statement from MD & CEO
2- 23 Policy commitments		
2-23	Describe entity's policy commitments for responsible business conduct	Page 18 to 25 ESG Report: Operating responsibly Page 76 to 79 BRSR: Section B: Management and process policies, which comprehensively cover our business conduct principle Page 38 & 39 AR: Directors' Report - Risk management policy and internal control adequacy Page 59 to 61 AR: MD&A - Risk management Pages 22 and 23 ESG report: Risk management

GRI std & code	GRI disclosure	Reference
2-23	Describe organisation's specific policy commitment to respect human rights	Page 33 ESG Report: Respect for human rights Pages 3 and 4 'Conduct of business' of the CRISIL Code of Ethics: https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf Modern Slavery Statement at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/Modern-Slavery-Statement.pdf Pages 76 to 79 BRSR: Section B Management and process disclosures, covers policies that comprehensively cover our business conduct principle Page 35 ESG Report: Sustainable supply chain
2-24 Embedding policy commitments		
2-24	How the organisation embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	Refer page 76 of BRSR, which outlines policies that govern the responsible business conduct of CRISIL Policy implementation - These policies are applicable to all employees, and all employees are expected to adopt and implement these policies in regular business conduct Training - The reinforcement of these policies is ensured through annual training on these policies. For details on trainings, refer to: Page 33 of ESG Report: Human rights Page 18 of ESG Report: Ethics & transparency Page 23 of ESG Report: Employee awareness Page 35 of ESG Report: Supply chain capability building Grievance redressal: The policy mechanism around the grievances is covered under the Code of Conduct. For further details, refer 'Grievance redressal' on page 25 of ESG Report
2-25 Processes to remediate negative impacts		
2-25	Describe entity's commitments in the remediation of negative impacts, including approach to identify and address grievances	Page 25 ESG Report: Grievance redressal
2-26 Mechanisms for advice and concerns about ethics		
2-26	Describe the mechanisms for individuals to: i. seek advice on implementing the organisation's policies and practices for responsible business conduct; ii. raise concerns about the organisation's business conduct	Page 25 ESG Report: Grievance redressal
2-27 Compliance with laws and regulations		
2-27	Compliance with laws and regulations	Page 80 BRSR - Principle 1: Essential indicators
2-28 Membership of associations		
2-28	Membership of associations	Page 24 ESG Report: Responsible public engagement Page 53 ESG Databook- Table no. 10
2-29 Approach to stakeholder engagement		

GRI std & code	GRI disclosure	Reference
2-29	Report the list of stakeholder groups, details with respect to identifying and selecting stakeholders. Also, describe entity's approach to engage with stakeholders, including: <ul style="list-style-type: none"> i. the purpose of the stakeholder engagement. ii. how the organisation seeks to ensure meaningful engagement with stakeholders 	Refer to Stakeholder Engagement Policy available on our website at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Stakeholder-Engagement-Policy.pdf Pages 36 and 37 ESG Report: Stakeholder Engagement Page 86 BRSR - Principle 4: Essential indicators
2-30 Collective bargaining agreements		
2-30	Collective bargaining agreements	CRISIL recognises the right to freedom of association in accordance with the laws of the land. However, we do not have a recognised employee association.
GRI 3-1: Process to determine material topics		
3-1	Describe the process the organisation has followed to determine its material topics	Page 16 ESG Report: Materiality & strategy
3-2	List of material topics	Page 16 ESG Report: Materiality & strategy Page 52 ESG Databook - Table no. 8
3-2	Changes in the reporting	No change
GRI 3-3 Management of material topics		
3-3	For each material topic, describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Page 52 ESG Databook- Table no. 8
	Describe organisation's policies or commitments regarding the material topic	Pages 76 to 78 BRSR - Section B: Management and process disclosures
	Describe actions taken and their effectiveness to manage the topic & related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual & potential positive impacts 	Page 52 ESG Databook - Table no. 8
	Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Pages 36 and 37 ESG Report: Stakeholder engagement Page 52 ESG Databook: Table no. 8 Pages 59-61 AR: Risk management
GRI 200: Economic performance		
GRI 201: Economic		
201-1	Direct economic value generated and distributed	Page 149 AR: Consolidated statement of profit and loss
201-2	Financial implications and other risks and opportunities due to climate change	Pages 38 to 41 ESG Report: Our commitment to environment Page 52 ESG Databook: Table no. 8

GRI std & code	GRI disclosure	Reference
201-3	Defined benefit plan obligations and other retirement plans	Page 161 of AR: Consolidated financial statements -2.19 Retirement and other employee benefits
GRI 202: Market presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	CRISIL's remuneration framework is merit-based with linkages to individual and company performance and is guided by market practice to provide competitive levels of compensation to employees. CRISIL ensures that its human resources policies are designed and implemented incorporating principles of equity, consistency and fairness across its diverse employee base Page 53 ESG Databook- Table no. 12
GRI 203: Indirect economic impacts		
203-1	Infrastructure investments and services supported	Page 43 ESG Report: Working hand-in-hand with governments for creating sustainable infrastructure Pages 47 and 48 ESG Report: RBI's MoneyWise Centres for Financial Literacy (CFLs)
203-2	Significant indirect economic impacts	Pages 14 and 15 ESG Report: Aligning with UN SDGs Pages 45 to 49 ESG Report: Driving social change
GRI 204: Procurement practices		
204-1	Proportion of spending on local suppliers	Page 36 ESG Report: Supplier diversity
GRI 205: Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	CRISIL currently does not have anti-corruption or anti-bribery policy. However, CRISIL's Code of Ethics covers prohibition of bribery and corruption. For details, refer to 'Ethics & transparency' on page 18 of ESG Report
205-3	Confirmed incidents of corruption and actions taken	No instances of bribery/corruption took place during the year
GRI 206: Anti-competitive behaviour		
206-1	Legal actions for anticompetitive behaviour, anti-trust, and monopoly practices	There were no instances of adverse orders from regulatory authorities for anti-competitive conduct
GRI 207: Tax		
207-1	Approach to tax	Page 21 ESG Report: CRISIL's Taxation Policy
207-2	Tax governance, control, and risk management	Page 21 ESG Report: CRISIL's Taxation Policy
207-3	Stakeholder engagement and management of concerns related to tax	Page 21 ESG Report: CRISIL's Taxation Policy
207-4	Country-by-country reporting	Refer to the financial statements of each of CRISIL subsidiaries available on our website at https://www.crisil.com/en/home/investors/subsidiary-disclosures.html
GRI 300: Environment performance		
GRI 301: Materials		
301-1	Materials used by weight or volume	Not applicable. CRISIL is in the services business; it does not have manufactured products. Hence, these issues are not relevant

GRI std & code	GRI disclosure	Reference
301-2	Recycled input materials used	Being in the services sector, we do not have significant inputs material. However, efforts are made towards recycling and reuse of consumables and safe disposal as applicable For details, refer: Page 41 ESG Report: Waste management Page 60 ESG Databook: Table no. 28, 28 (a & b)
301-3	Reclaimed products and their packaging materials	Not applicable. CRISIL is in the services business; it does not have manufactured products. Hence, these issues are not relevant
GRI 302: Energy		
302-1	Energy consumption within the organisation	Page 59 ESG Databook- Table no. 25(a) & 25(b)
302-2	Energy consumption outside of the organisation	Not available
302-3	Energy intensity	Page 59 ESG Databook - Table no. 25(a)
302-4	Reduction of energy consumption	Page 40 ESG Report: Energy conservation
302-5	Reductions in energy requirements of products and services	Not applicable. CRISIL is in the services business; it does not have manufactured products. Hence, these issues are not relevant
GRI 303: Water and effluents		
Management approach		
303-1	Interactions with water as a shared resource	Page 59 ESG Databook - Table no. 26(a & b)
303-2	Management of water discharge-related impacts	Page 41 ESG Report: Water conservation
Topic specific disclosures		
303-3	Water withdrawal	Page 59 ESG Databook - Table no. 26(a)
303-4	Water discharge	Page 59 ESG Databook- Table no. 26 (b)
303-5	Water consumption	Page 59 ESG Databook: Table no. 26(a)
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Page 61 ESG Databook: Table no. 30(a)
305-2	Energy indirect (Scope 2) GHG emissions	Page 61 ESG Databook: Table no. 30(a)
305-3	Other indirect (Scope 3) GHG emissions	Page 61 ESG Databook: Table no. 30(b)
305-4	GHG emissions intensity	Page 61 ESG Databook: Table no. 30(a & b)
305-5	Reduction of GHG emissions	Pages 40 and 41 ESG Report: Reduced GHG emissions
305-6	Emissions of ozone-depleting substances (ODS)	Page 61 ESG Databook: Table no. 30
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Page 61 ESG Databook: Table no. 29
GRI 306: Waste		
Management approach		
306-1	Waste generation & significant waste-related impacts	Page 60 ESG Databook - Table no. 28, 28 (a & b)

GRI std & code	GRI disclosure	Reference
306-2	Management of significant waste-related impacts	Page 41 ESG Report: Waste management
Topic specific disclosures		
306-3	Waste generated	Page 60 ESG Databook: Table no. 28
306-4	Waste diverted from disposal	Page 60 ESG Databook: Table no. 28(a)
306-5	Waste directed to disposal	Page 60 ESG Databook: Table no. 28 (b)
GRI 307: Environmental compliance		
307-1	Non-compliance with environmental laws and regulations	None
GRI 308: Supplier environmental assessment		
308-1	New suppliers that were screened using environmental criteria	Page 35 ESG Report: Supply chain sustainability assessment Page 35 ESG Report: Supply chain capability building Page 36 ESG Report: Creating environment conscious supply chain Pages 40 and 41 ESG Report: Reduced GHG emissions
308-2	Negative environmental impacts in the supply chain and actions taken	Page 35 ESG Report: Supply chain sustainability assessment Page 35 ESG Report: Supply chain capability building Page 36 ESG Report: Creating environment conscious supply chain
GRI 400: Social dimension		
GRI 401: Employment		
401-1	New employee hires and employee turnover	Pages 56 and 57 ESG Databook: Table no. 23(a & b)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 54 ESG Databook: Table no. 14
401-3	Parental leave	Page 54 ESG Databook: Table no. 16
GRI 403: Occupational health and safety		
403-1	Occupational health and safety management system	Page 32 ESG Report: Promoting health and wellness
403-2	Hazard identification, risk assessment, and incident investigation	Being in the financial services sector, our workplace and processes are inherently non-hazardous and safe in nature For details on health and safety assessments, please refer to “Promoting health and wellness” on page 32 of ESG Report
403-3	Occupational health services	Page 32 ESG Report: Promoting health and wellness
403-4	Worker participation, consultation, & communication on occupational health & safety	Page 32 ESG Report: Promoting health and wellness Page 55 ESG Databook: Table no. 17
403-5	Worker training on occupational health and safety	Page 55 ESG Databook: Table no. 17
403-6	Promotion of worker health	Page 32 ESG Report: Promoting health and wellness
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 32 ESG Report: Promoting health and wellness
403-8	Workers covered by an occupational health and safety management system	For details on health and safety assessments, please refer to “Promoting health and wellness” on page 32 of ESG Report

GRI std & code	GRI disclosure	Reference
403-9	Work-related injuries	Page 84 BRSR: Details of safety related incidents
403-10	Work-related ill health	Page 84 BRSR: Details of safety related incidents
GRI 404: Training and education		
404-1	Average hours of training per year per employee	Pages 30 and 31 ESG Report: Talent management, learning and development
404-2	Programmes for upgrading employee skills and transition assistance programmes	Pages 30 and 31 ESG Report: Talent management, learning and development Page 55 ESG Databook: Table no. 17
404-3	Percentage of employees receiving regular performance & career development reviews	Page 54 ESG Databook: Table no. 15
GRI 405: Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	Page 21 ESG Report: CRISIL Board Highlights Page 27 ESG Report: Global workforce & culture
405-2	Ratio of basic salary and remuneration of women to men	Page 51 ESG Databook: Table no. 7
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Page 33 ESG Report: Respect for human rights Page 25 ESG Report: Grievance redressal Page 56 ESG Databook: Table no. 22
GRI 407: Freedom of association and collective bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408: Child labour		
408-1	Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour	Page 33 ESG Report: Respect for human rights Page 55 ESG Databook: Table no. 19 & 20
GRI 409: Forced or compulsory labour		
409-1	Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour	Page 33 ESG Report: Respect for human rights Page 55 ESG Databook: Table no. 19 & 20
GRI 410: Security practices		
410-1	Security personnel trained in human rights policies/ procedures	100% of security personnel in our PAN India offices are trained on human rights policies/ procedures
GRI 413: Local communities		
413-1	Operations with local community engagement, impact assessments, and development programmes	Page 58 ESG Databook: Communities
413-2	Operations with significant actual and potential negative impacts on local communities	Our operations do not have any negative impact on the local communities.

GRI std & code	GRI disclosure	Reference
GRI 414: Supplier social assessment		
414-1	New suppliers that were screened using social criteria	Page 35 ESG Report: Supply chain sustainability assessment
414-2	Negative social impacts in the supply chain and actions taken	Page 55 ESG Databook: Table no. 19 Page 35 ESG Report: Supply chain sustainability assessment No negative impacts have come to our attention. Our complaint redressal mechanisms address complaints from all stakeholders. Complaints received relevant to CRISIL supply chain are duly investigated and stringent actions are taken, if required
GRI 418: Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 19 ESG Report: Data protection and data security There were no consumer complaints in respect of data privacy, advertising, cybersecurity, unfair trade practices, etc. reported in 2022.

Business Responsibility and Sustainability Report

Prepared in accordance with SEBI circular no. CIR/2021/562 dated May 10, 2021. This report should be read together with the ESG Databook.

Section A: General disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the listed entity	L67120MH1987PLC042363
2. Name of the listed entity	CRISIL Limited
3. Year of incorporation	1987
4. Registered office address	CRISIL House, Central Avenue Hiranandani Business Park, Powai Mumbai 400 076
5. Corporate address	Same as above
6. E-mail	investors@crisil.com
7. Telephone	+91 22 33423 701 +91 22 33423 000
8. Website	https://www.crisil.com/
9. Financial year for which reporting is being done	January 1 - December 31, 2022
10. Name of the stock exchange(s) where shares are listed	Equity shares of CRISIL Limited are listed on the National Stock Exchange of India Ltd (NSE) and the Bombay Stock Exchange Ltd (BSE)
11. Paid-up capital	7,30,64,044
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Sanjay Chakravarti Designation: Chief Financial Officer Telephone: +91 22 3342 3000 Email Id: investors@crisil.com
13. Reporting boundary — whether disclosures under this report are made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities that form a part of its consolidated financial statements, taken together)	Unless otherwise indicated at appropriate places in the report: <ul style="list-style-type: none">• The financial data pertains to CRISIL's consolidated global operations• The energy use and emissions data covers CRISIL's consolidated global operations, except serviced offices, offices where CRISIL does not have operational control, and offices with occupancy of less than or equal to 10 employees. Excluded offices are Singapore (one), Japan (one), the UAE (one), Australia (one), Switzerland (one), the UK (one), and India (three) offices• The waste management data relates to India offices, excluding two serviced offices—Hyderabad and Chennai—and one Mumbai office with occupancy of less than or equal to 10 employees• Water data covers three offices in India: Mumbai, Gurgaon and Pune• For the purpose of Scope 3 emissions from business travel, we have excluded offices with occupancy of less than or equal to 10 employees. Excluded offices are Australia (one), Mumbai (one) and Switzerland (one)• The social data pertains to CRISIL's consolidated global operations, except where specifically disclosed• The governance data in terms of policies, training, stakeholder engagement efforts, and other reported metrics covers consolidated operations, including subsidiaries, while the Board-related data/metrics relate to CRISIL on a standalone basis• The data reported on communities covers India operations of CRISIL

II. Products/services

- | | |
|--|--|
| 14. Details of business activities (accounting for 90% of the turnover) | Please refer to Table No. 3 on page 50 of the ESG Databook |
| 15. Products/services sold by the entity (accounting for 90% of the entity's turnover) | Please refer to Table No. 2 on page 50 of the ESG Databook |

III. Operations

- | | |
|---|---|
| 16. Number of locations where plants and/or operations/offices of the entity are situated | Please refer to Table No. 1 on page 50 of the ESG Databook |
| 17. Markets served by the entity: | |
| a) Number of locations | 54 countries (including India) and 28 states in India |
| b) What is the contribution of exports as a % of the total turnover of the entity? | 78.73% |
| c) A brief on types of customers | Our clients range from micro, small and medium companies to large corporates, investors, and top global financial institutions. We work with commercial and investment banks, insurance companies, private equity players and asset management companies globally. We also work with governments and policy makers in India and other emerging markets. |

IV. Employees

- | | |
|--|---|
| 18. Details as at the end of financial year: | |
| a) Employees and workers (including differently abled) | Please refer to Table No. 11(a) on page 53 of the ESG Databook. |
| b) Differently abled employees | Please refer to Table No. 11(b) on page 53 of the ESG Databook. |
| 19. Participation/inclusion/representation of women | Please refer to Table No. 5 on page 51 of the ESG Databook. |
| 20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years) | Please refer to Table No. 23(c) on page 57 of the ESG Databook. |

V. Holding, subsidiary and associate companies (including joint ventures)

- | | |
|---|---|
| 21. Names of holding/subsidiary/associate companies /joint ventures | Please refer to Table No. 4 on Pages 50 and 51 of the ESG Databook. |
|---|---|

VI. CSR details

- | | |
|---|------------------|
| 22. Whether CSR is applicable as per Section 135 of Companies Act, 2013: (yes/no) | Yes |
| a) Turnover (₹)* | ₹ 1,444.12 crore |
| b) Net worth (₹)* | ₹ 1,070.38 crore |

*On standalone basis

VII. Transparency and disclosures compliances

- | | |
|---|--|
| 23. Complaints/grievances on any of the principles (1 to 9) under the National Guidelines on Responsible Business Conduct | Please refer to Table No. 21 on page 56 of the ESG Databook. |
| 24. Overview of the entity's material responsible business conduct issues | Please refer to Table No. 8 on page 52 of the ESG Databook. |

Principle Index

The nine principles are denoted using alpha-numeric term P1, P2, P3 and so on and have the following meaning:

- P1** Businesses should conduct and govern themselves with ethics, transparency and accountability
- P2** Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3** Businesses should promote the well-being of all employees
- P4** Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised
- P5** Businesses should respect and promote human rights
- P6** Businesses should respect, protect and make efforts to restore the environment
- P7** Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8** Businesses should support inclusive growth and equitable development
- P9** Businesses should engage with and provide value to their customers and consumers in a responsible manner

Section B: Management and process disclosures

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/principles cover each principle and its core elements of the NGRBCs (yes/no)	Y	Y	Y	Y	Y	Y	Y	Y	Y
• Code of Ethics		• Strategic framework on ESG offerings	• Policy on Redressal of Workplace Harassment	• Stakeholder Engagement Policy	• Policy on Modern Slavery	• Environment Policy	• Framework for Responsible Public Engagement	• Policy on Corporate Social Responsibility	• Stakeholder Engagement Policy
• Code of Conduct for Board and Senior Management		• Supplier Diversity policy	• Policy on Redressal of Sexual Harassment	• Code of Ethics	• Code of Ethics	• Supplier Code of Conduct	• Framework for Responsible Public Engagement	• Policy on Corporate Social Responsibility	• Confidentiality Policy
• Whistle-blower Policy		• Supplier Code of Conduct	• Equal Opportunity Environment Policy	• Equal Opportunity Environment Policy	• Whistle-blower Policy	• Supplier Code of Conduct	• Policy on Social Media		• Corporate Privacy Policy
• Tax Policy		• Health & Safety Policy	• Health & Safety Policy	• Supplier Diversity Policy	• Supplier Code of Conduct				
• Policy for Determining Materiality for Disclosures		• Maternity & Day Care Policy	• Maternity & Day Care Policy		• Policy on redressal of Sexual Harassment				
• Code of Practices and Procedures for Fair Disclosure of UPSI		• Internal Mobility Policy	• Internal Mobility Policy						
• Nomination & Remuneration Policy		• Corporate Framework on Rewards and Recognition	• Corporate Framework on Rewards and Recognition						
• Gift Policy		• Leave Policy	• Leave Policy						
• Confidentiality Policy		• Policy on Working Hours and Attendance	• Policy on Working Hours and Attendance						
• Supplier Code of Conduct		• Transfer and Relocation Policy	• Transfer and Relocation Policy						
• Policy on Anti-Money Laundering & Countering Terrorist Financing		• Education Assistance Policy	• Education Assistance Policy						
		• Policy on Paid Sabbatical Leave	• Policy on Paid Sabbatical Leave						
		• Short-term Loan Policy	• Short-term Loan Policy						
		• Guidelines on Flexible Work Timing	• Guidelines on Flexible Work Timing						
		• Guidelines on Mediclaim	• Guidelines on Mediclaim						

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
b. Has the policy been approved by the Board? (yes/no)	The first seven policies are Board-approved. The rest have been approved by management	Approved at various levels of management	Approved at various levels of management	The first two policies are Board-approved. The rest have been approved by management	The first three policies are Board-approved. The rest have been approved by Management	Approved by management	The first policy is Board-approved. The second has been approved by management	Approved by Board	The first policy is Board-approved. The balance two have been approved by management
c. Web link of the policies, if available	https://www.crisil.com/en/home/investors/corporate-governance.html	Available on the Company's internal network/intranet. Last one available on https://www.crisil.com/en/home/investors/corporate-governance.html	Available on the Company's internal network/intranet	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html	https://www.crisil.com/en/home/investors/corporate-governance.html
2. Whether the entity has translated the policy into procedures (yes/ no)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (yes/no)	Y. Supplier Code of Conduct extends to value chain partners	Y. Supplier Code of Conduct and Supplier Diversity Policy extend to value chain partners	No	No	Y. Modern Slavery Policy and Supplier Code of Conduct extend to value chain partners	Y. Supplier Code of Conduct extends to value chain partners	No	No	No
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 27001 for information security								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any

Environmental	Social	Governance	Sustainable products
<ul style="list-style-type: none"> Reducing GHG emissions over the 2019 baseline, through green energy substitution Progressively enhancing solid waste recycling and reuse Switching to recycled paper Monitoring emissions from business travel Increasing green cover through plantation 	<ul style="list-style-type: none"> Focusing on learning quotient by increasing learning hours per employee Empowering women through focused hiring measures, and increasing gender diversity Improving inclusivity and belonging of employees across diverse cultures, genders, capabilities, and ages Increasing outreach of CSR programmes, thereby impacting lives of communities positively Increasing employee volunteering 	<ul style="list-style-type: none"> Improving employee training and awareness on ESG Improving supplier diversity Driving ESG consciousness in supply chain by increasing social assessments, training, and coverage for emissions data Setting highest standards of corporate governance 	<ul style="list-style-type: none"> New ESG offerings

6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met

Please refer to the following KPIs and initiatives on ESG performance:

- For energy consumption and emissions: Response to Q7 of Essential Indicators under Principle 6 and Table no. 27 of ESG Databook
- For water consumption: Table no. 27 and 26(b) of the ESG Databook
- For waste management: Response to Q9 of Essential Indicators under Principle 6 and Tables 28,28(a),28(b) of the ESG Databook
- For learning quotient: Response to Q8 of Essential Indicators under Principle 3 and Table no. 17 of the ESG Databook
- For persons with disability: Response to Q3 of Essential Indicators under Principle 3
- For diversity and inclusion: Response to Q3 of Leadership Indicators under Principle 4
- For CSR outreach: Response to Q3 of Leadership Indicators under Principle 4 and Table no. 24 (c) of ESG Databook
- For training and awareness on ESG: Table no. 6 of ESG Databook
- For supplier diversity: Q3 of Leadership Indicator under Principle 8
- For supplier assessment: Q6 of Leadership Indicator under Principle 3 and Table no. 19 of ESG Databook
- For ESG offerings: Q1 of Essential Indicator under Principle 2

Governance, leadership and oversight

7. Statement by the Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements

Refer to 'Message from MD & CEO' on pages 8 and 9 of this report.

8. Details of the highest authority responsible for the implementation and oversight of the business responsibility policy/ies.

The MD & CEO of CRISIL Limited is responsible for implementation and oversight of the Business Responsibility policy/ies.

9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability-related issues?(yes/no). If yes, provide details.

Yes.

CRISIL Limited has formed a management-level Steering Committee. The MD & CEO of the Company chairs the committee. The committee meets at regular intervals to evaluate the environmental, social and economic performance of the Company and continues to strengthen the efforts on ESG. In 2022, the committee met eight times to review new ESG policies introduced during the year; monitor key metrics; review progress on key initiatives to enhance ESG performance; and report on updates. Annually, CRISIL's Board reviews the ESG report, progress on ESG initiatives and goals, and plans for the next year.

10. Details of the review of NGRBCs by the company

Subject for review	Indicate whether review was undertaken by the Director/Committee of the Board/ any other committee									Frequency (annually/ half yearly/quarterly/any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Board Committee	Board	Board/Committee	Board/Committee	Board Committee	Board/Board Committee	Board	Board Committee	Board	Quarterly	Planned frequency	Quarterly	Quarterly	Half-yearly	Half-yearly	Need basis	Half-yearly	Quarterly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed on a quarterly basis by the CRISIL Board.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/no). If yes, provide name of the agency. No

12. If answer to question (1) above is “no” i.e. not all principles are covered by a policy, reasons to be stated Not applicable

Section C: Principle-wise performance disclosure

Principle 1 **Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.**

Essential indicators

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| 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year. | Please refer to Table no. 6 on page 51 of the ESG Databook. |
| 2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/ judicial institutions, in the financial year. | No fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/ judicial institutions, in the financial year. |
| 3. Of the instances disclosed in Question 2 above, details of the appeal/revision preferred in cases where monetary or non-monetary action has been appealed. | Not applicable |
| 4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. | No, CRISIL currently does not have an anti-corruption or anti-bribery policy. However, CRISIL's Code of Ethics, inter-alia, prohibits bribery and corruption.
CRISIL's Code of Ethics is available at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf |
| 5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption. | No such instances of bribery/corruption took place during the year. |
| 6. Details of complaints with regard to conflict of interest. | No complaints with regard to conflict of interest were received during the year. |
| 7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. | Not applicable as there were no such instances. |

Leadership indicators

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| 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year. | Please refer to Table no. 9 on page 53 of the ESG Databook. |
| 2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/no). If yes, provide details of the same. | Yes.
CRISIL has in place a comprehensive 'Code of Conduct for Directors and Senior Management' available at https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-directors-sr-management.pdf . Every Board member discloses the names of the entities or arrangements in which they are interested in, which is brought to the attention of the Board. |

Principle 2 **Businesses should provide goods and services in a manner that is sustainable and safe.**

Essential indicators

<p>1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.</p>	<p>ESG is a strategic and important agenda for CRISIL, and we integrate ESG factors in our offerings.</p> <p>CRISIL's ESG offerings include:</p> <ul style="list-style-type: none"> • ESG scores (India): 586 companies • ESG research for sell side and buy side • Sustainability assessment of borrowers • ESG benchmarks and framework assessment • Supporting S&P Global in ESG evaluations • ESG strategy, policy, roll-out • SDG impact assessment • Green and social bond assessment • Support on TCFD implementation and reporting • Scenario analysis and stress testing for lending portfolios • Climate risk module validation • ESG policies and sustainability reports <p>Considering that we are in the services sector, our offerings rely on niche data, practical, deep insights and cutting edge analysis and as such are not capital intensive in nature. Capex is predominantly in the form of IT investment as we invest regularly in IT infrastructure for improving our customer interface and meeting security and data privacy needs.</p>
<p>2a. Does the entity have procedures in place for sustainable sourcing? (Yes/no).</p>	<p>Yes.</p>
<p>2b.If yes, what percentage of inputs were sourced sustainably?</p>	<p>161 suppliers covering 62% spend* were assessed for ESG practices.</p> <p>CRISIL works towards creating a supply chain which is environmentally conscious, diverse and ethical. We guide our supply chain partners by encouraging them to adopt the principles enshrined in the CRISIL Supplier Code of Conduct. Our Supplier Code of Conduct outlines the minimum standards of conduct that CRISIL expects its suppliers to adhere to in the areas of business ethics and integrity, fraud prevention, non-discrimination, diversity and inclusion, child labour, health and safety, environmental stewardship and sustainability. The purchase order (PO) issued to vendors has a separate clause under terms and conditions which emphasises the need to adhere to the Supplier Code of Conduct.</p> <p>Read our Supplier Code of Conduct https://www.crisil.com/content/dam/crisil/investors/corporate-governance/supplier-code-of-conduct.pdf</p> <p>*In computing the aforesaid percentage, total procurement spend (from January 2022 to November 2022) has been considered, excluding employee and associate costs, rental, utilities, bank charges and similar costs.</p>
<p>3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) plastics (including packaging) (b) e-waste (c) hazardous waste and (d) other waste.</p>	<p>Not applicable.</p> <p>As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p>

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| <p>4. Whether extended producer responsibility (EPR) is applicable to the entity's activities (yes/no). If yes, whether the waste collection plan is in line with the EPR plan submitted to pollution control boards? If not, provide steps taken to address the same.</p> | <p>Not applicable.
As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p> |
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Leadership indicators

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| <p>1. Has the entity conducted life cycle perspective/ assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details.</p> | <p>Not applicable.
As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p> |
| <p>2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the LCA or through any other means, briefly describe the same along-with action taken to mitigate the same.</p> | <p>Not applicable.
As CRISIL is in the services business, it does not have manufactured products. Hence, these issues are not relevant.</p> |
| <p>3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).</p> | <p>As CRISIL is in the services business we do not have large spend on input material (8% of total spend), offering opportunity for reuse or recycling. However, we have taken specific initiatives wherever possible, to optimise resources and recycle. Please refer to Table 27 pt 1 on page 60 of the ESG Databook for water recycling actions and Q9 of Essential Indicators of Principle 6 for waste management actions.</p> |
| <p>4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonne) reused, recycled, and safely disposed.</p> | <p>Not applicable. CRISIL is in the service business; it does not have manufactured products. Hence, these issues are not relevant.</p> |
| <p>5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.</p> | <p>Not applicable. CRISIL is in the service business; it does not have manufactured products. Hence, these issues are not relevant.</p> |

Principle 3 **Businesses should respect and promote the well-being of all employees, including those in their value chains.**

Essential indicators

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| <p>1. a) Details of measures for the well-being of employees.</p> | <p>Please refer to Table no. 14 on page 54 of the ESG Databook.</p> |
| <p>b) Details of measures for the well-being of workers.</p> | <p>CRISIL does not have any workers.</p> |
| <p>2. Details of retirement benefits, for current and previous financial year.</p> | <p>Please refer to Table no. 15 on page 54 of the ESG Databook.</p> |
| <p>3. Accessibility of workplaces.</p> <p>Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.</p> | <p>Initiatives for differently abled colleagues</p> <p>In keeping with our focus on diversity and inclusion, we have taken several strides to recruit differently abled persons. Currently, CRISIL has 11 employees (including three off-roll) who have voluntarily reported about their special needs. We are conscious of addressing the needs of employees and visitors with special needs. All our major offices have infrastructure that is safe and friendly for our differently abled employees. Our offices are accessible, with ramps at applicable locations. At large office locations such as Mumbai, Gurgaon and Pune, washrooms have wheelchair access. Our recruitment questionnaire also incorporates questions to understand special needs when a differently abled employee joins CRISIL.</p> |

<p>4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.</p>	<p>CRISIL has adopted a Policy on Equal Opportunity Environment Policy whereby it commits to ensuring equal opportunity across the organisation in all matters of employment and a workplace free from discrimination on the basis of race, colour, religion, sex, national origin, age, disability, pregnancy, marital status, veteran status, genetic information, citizenship status or any other basis prohibited by local laws. The policy requires that employment decisions will be based only on valid job requirements. The policy extends to the Company's selection of business partners as well, which are based only on normal business considerations.</p>
<p>5. Return to work and retention rates of permanent employees and workers who took parental leave.</p>	<p>Please refer to Table no. 16 on page 54 of the ESG Databook.</p>
<p>6. Is there a mechanism available to receive and redress grievances for employees and workers? If yes, give details of the mechanism in brief.</p>	<p>CRISIL does not have workers</p> <hr/> <p>Permanent employees Other than permanent employees</p> <p>Yes, employees can reach out to their managers and HR business partners to redress their grievances under terms of the 'Policy on Redressal of Workplace Harassment'. The mechanism is also applicable to vendors and contractual staff working on CRISIL premises.</p>
<p>7. Membership of employees and workers in association(s) or unions recognised by the listed entity.</p>	<p>CRISIL recognises the right to freedom of association in accordance with the laws of the land. However, we do not have a recognised employee association.</p>
<p>8. Details of training given to employees and workers.</p>	<p>Please refer to Table no. 17 on page 55 of the ESG Databook.</p>
<p>9. Details of performance and career development reviews of employees and worker.</p>	<p>Please refer to Table no. 13 on page 54 of the ESG Databook.</p>
<p>10.a) Health and safety (H&S) management system: Whether an occupational H&S management system has been implemented by the entity? (Yes/ no). If yes, the coverage of such system?</p>	<p>Being in the financial services sector, our workplace and processes are inherently non-hazardous and safe in nature. However, we acknowledge the importance of providing working conditions that support safety, well-being and health.</p>

H&S policy and assessment

CRISIL's H&S policy covers the impact the nature of the work environment has on health, including ergonomic health impacts, fire safety, communicable diseases and commute/ business travel safety. The policy is aimed at encouraging employee participation to eliminate hazards and reduce occupational H&S risks. Standard operating norms have been issued to ensure that all our offices in India are compliant on working conditions and H&S measures.

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Being in the financial services sector, our workplace and processes are inherently non-hazardous and safe in nature. Risk assessment is a key dimension of our H&S programme. Developments in the external and internal environment such as socio-political disturbances, natural disasters, climate change impacts, resource disruptions and health issues are evaluated regularly to strengthen the existing H&S programme. Office infrastructure is well-sanitised, periodic maintenance of electric and electronic devices is undertaken, and cafeteria services ensure healthy food; all to ensure safety and well-being of employees. Business continuity planning and disaster recovery drills are conducted as per the planned schedule. Learnings from drills, maintenance activities, and regular safety stimulations are also taken into consideration for enhancing the H&S programme. During 2022, stress testing of power infrastructure was taken up as a deep-dive focus area.

As part of our efforts to enhance employee safety, CRISIL launched a mobile application during the year to alert the employees about weather events. We implemented a safe return to office (RTO) initiative in 2022 offering flexibility of working (hybrid mode).

CRISIL provides health and safety training to all of its employees to create awareness and promote health and safety within the organisation, including various training sessions on emergency response, firefighting, business continuity, and evacuation. About 71% of CRISIL employees took training on health and safety measures.

Refer to Table no. 20 on page 55 of the ESG Databook on the assessment of CRISIL office for assessment on health and safety.

c) Whether you have processes for workers to report work-related hazards and remove themselves from such risks? (Yes/ no).

Yes

d) Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ no).

Yes. CRISIL has health and insurance benefits and employee wellness programmes.

11. Details of safety-related incidents

Safety incident/number	Category	2022	2021
Lost time injury frequency rate (LTIFR) (per one million-person hours worked)	Employee	0.42	-
Total recordable work-related injuries	Employee	1	-
No. of fatalities	Employee	-	-
High consequence work-related injury or ill health (excluding fatalities)	Employee	-	-

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

H&S training

CRISIL provides training to all of its employees to create awareness and promote H&S within the organisation, including various training sessions on emergency response, firefighting, business continuity and evacuation.

For more details, refer to Q.10 (a) and Q.10(b) above.

13. Number of complaints made by employees and workers.

Please refer to Table no. 22 on page 56 of the ESG Databook.

- 14. Assessments of plants and offices on health and safety practices, working conditions, etc. for the year.** Please refer to Table no. 20 on page 55 of the ESG Databook.
- 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and of significant risks/concerns arising from assessments of health and safety practices and working conditions.** There was one safety-related incident during the year, for which corrective action was taken immediately. There are no risks arising from assessments of health and safety practices or working conditions.

Leadership indicators

- 1. Does the entity extend any life insurance or any compensatory package in the event of death of:**
- (A) Employees (Yes/ no).** Yes. CRISIL extends life insurance/compensatory packages in the event of the death of an employee. For details of the employees and contract staff covered under life insurance, please refer to Table no. 14 on page 54 of the ESG Databook.
- (B) Workers (Yes/ no).** Not applicable as CRISIL does not have any workers.
- 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.** We contractually bind our major suppliers of IT support, staffing solutions partners, facility management and security services that employ people from the more vulnerable sections with lower literacy levels, to comply with labour standards such as minimum wages, gratuity, bonus, leave, employees' state insurance and other employment laws.
- 3. Provide the number of employees/workers having suffered high consequence work-related injury/ill health /fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.** None of the employees from CRISIL suffered high consequence work-related injury/ ill health/ fatalities during 2022. Hence, not applicable.
- 4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ no).** We provide retirement planning assistance for employees who are in the retirement stage, which includes coverage of financial planning, investment opportunities evaluation and corpus protection. For role closures, we align the employees to a well-known placement consultancy. We also launched 'ReBoot with CRISIL', a programme exclusively for women looking to return after career breaks. They were offered flexible working hours to smoothen their return to work and facilitate their career re-start.
- 5. Details on assessment of value chain partners.** Please refer to Table no. 19 on page 55 of the ESG Databook
- 6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.** CRISIL has enhanced its supplier assessment process to identify and mitigate any potential sustainability risks in our supply chain. During the year, 161 suppliers covering 62% of our spend (higher than 52% in 2021) participated in a self-assessment exercise to ascertain conformity to laws, norms and best practices in the areas of wages, discrimination, health and safety, environment, abstention from child labour/ forced labour, prevention of sexual harassment and other human rights-related issues. All the respondents confirmed adherence to norms for minimum wages, abstention from child labour/forced labour and compliance with the Office of Foreign Access Control norms in their organisations. We believe learnings from this assessment will bring more rigour to our supplier assessment process and raise the bar on ESG practices across CRISIL's supply chain over time. Based on the current year assessment, no material gaps have been identified necessitating corrective actions.

Principle 4 **Businesses should respect the interests of and be responsive to all its stakeholders.**

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

CRISIL has a Stakeholder Engagement Policy, which is accessible at <https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Stakeholder-Engagement-Policy.pdf>

Under this policy, CRISIL identifies stakeholders as individuals, groups of individuals or organisations that affect and/or could be affected by/could impact the Company's activities, products or services and associated performance.

The process of identification of stakeholders includes the basis of engagement and is guided by:

- Direct or indirect dependence on the Company's activities, products or services and associated performance
- Groups or individuals engaged with the Company with regard to financial, economic, social or environmental issues
- Groups or individuals who can have an impact on the Company's strategic or operational decision-making
- Groups or individuals with whom the Company has, or may have in the future, legal, commercial or operational responsibilities

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/no)	Channels of communication (email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website, other)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Meetings, letters, emails, calls ⁽¹⁾ • Internal HR communications ⁽¹⁾ • Employee townhalls ⁽²⁾ • Cultural events ⁽⁸⁾ • Training ⁽⁸⁾ • Appraisals ⁽³⁾⁽⁴⁾ • Applications and portals ⁽¹⁾ • Survey ⁽³⁾⁽⁴⁾ 	Expectation <ul style="list-style-type: none"> • Career advancement • Fair compensation • Meaningful learning opportunities
Clients	No	<ul style="list-style-type: none"> • Meetings, letters, emails, calls ⁽¹⁾ • Mobile applications and portals ⁽¹⁾ • Webinars, newsletters, publications ⁽⁶⁾⁽⁷⁾ • Surveys ⁽⁶⁾ • Feedback forms ⁽⁹⁾ 	Expectation <ul style="list-style-type: none"> • Actionable insights • Cutting-edge analysis • Effective solutions
Shareholders	No	<ul style="list-style-type: none"> • Annual report ⁽⁴⁾ • Stock exchange intimations ⁽⁷⁾ • Press releases ⁽²⁾ • Investor meetings ⁽⁷⁾⁽¹⁾ • Conference calls ⁽⁴⁾ 	Expectation <ul style="list-style-type: none"> • Growth and returns • Timely and qualitative information • Quality of investor services
Vendors	No	<ul style="list-style-type: none"> • Meetings, letters, emails, calls ⁽¹⁾ • Surveys and assessments ⁽⁴⁾ • Applications and portals ⁽¹⁾ 	Expectation <ul style="list-style-type: none"> • Responsiveness and timely resolution of queries • Long-term and mutually beneficial relationship
Communities	No	<ul style="list-style-type: none"> • Financial awareness, access to formal services and adoption of positive financial practices ⁽¹⁾ • Developing cadre of community-based workers (Sakhi) ⁽¹⁾ • MoneyWise Centres for Financial Literacy (CFL) for community under the RBI CFL initiative ⁽¹⁾ 	Expectation <ul style="list-style-type: none"> • Relevant awareness and access to formal financial services. • Timely grievance redressal and query resolution through Sakhi cadre and grassroot workers

Note: (1) Ongoing, (2) Quarterly, (3) Mid-term, (4) Annual, (5) Weekly, (6) Monthly, (7) Event based, (8) Planned frequency, (9) Project/service based

Leadership indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics, or if consultation is delegated, how feedback from such consultations is provided to the Board.**
- We believe proactive and continuous engagement with key stakeholders is crucial to the success of a business enterprise. At CRISIL, feedback gathered in the course of engagement with stakeholders is taken into account and, after due evaluation, is incorporated to improve business processes. Significant learnings may also help shape our strategic initiatives and growth levers. Stakeholders are encouraged to put forth any concerns relating to their engagement with us and reach out to our senior management, if necessary. The engagement scores, complaints and other feedback from stakeholders are monitored at various levels of the management. They also receive the highest attention from the Board/Board committee in its reporting processes.
- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (yes / no)? If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**
- At CRISIL, consultation with stakeholders is important for management of the ESG attributes in areas of diversity and inclusion, stakeholder engagement and ESG offerings. Such feedback is an important input while devising goals and plans in these areas. Please refer to Table no. 8 on page 52 of the ESG Databook on the process for determining material ESG issues.
- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of, vulnerable/ marginalised stakeholder groups.**
- CRISIL has adopted a Policy on Equal Opportunity whereby it commits to ensuring equal opportunity across the organisation in all matters of employment and a workplace free from discrimination. We have a very diverse set of employees across the world, by gender, age, nationality, ethnicity, and preferences. We are committed to ensuring an inclusive environment for all employees, where they can look forward to bringing their true, whole self to work each day.
- Promoting women leaders**
- As a diversity inclusive corporate, it has been our constant endeavour at CRISIL to launch initiatives and opportunities that not only encourage women to take up new professional challenges but also help them balance their personal goals. Women constitute 38.7% of our workforce and 18% of our manager-and-above level. They are spread across diverse roles and hold highly visible positions, ranging from profit-and-loss responsibilities to leading critical functions, such as strategy, marketing, information security and compliance. Focused hiring efforts have resulted in over 39.5% of all hires to comprising women candidates during 2022.
- Hiring and retention-related initiatives for women talent**
- Participation in two women-focused career fairs
 - Key sponsor for JobsForHer, Restart Her and PeopleKonnnect
 - Engagement with women-centric B schools
 - Encouraging teams to provide 'second career' options to women once they resume work after maternity leave or other break/ sabbatical
 - Governance has been deployed at multiple levels in the hiring process to eliminate any bias with regards to selection or offer fitments
 - Special referral amount to consider the efforts and recognise the employees contributing to CRISIL diversity agenda (women and differently abled)

- Maternity-stage benefits such as performance-rating protection for employees on maternity leave, flexible work arrangements, six-month paid maternity leave, and childcare support
- Tracking promotion rates at mid-career stages
- Tracking attrition rates by gender

LGBTIQA+ initiatives (supporting the rainbow community)

We made structured efforts to attract and hire candidates from the LGBTIQA+ community. Our inclusion practices cover:

- Pride Month celebration- June 2022
- Inclusion of gender reconstructive surgery in the Group Medical Insurance policy in 2022
- Medical insurance covering same-sex partners
- Performance recognition and equal career development opportunities
- Self-identification opportunities
- Participation in diversity job fairs
- Promotion of inclusivity through emails with preferred pronouns
- Virtual job fairs with DE&I vendors (India)

DE&I awareness and training drives during 2022

- International Women’s Day on March 8
- Pride Month — June
- Global Diversity month — October
- DE&I as a focal learning theme during November (learning month — November 2022)
- Trainings on diversity and inclusion for new joiners
- Launched a mandatory training course for all employees on CRISIL policies and practices on DE&I, equal opportunity, non-discrimination, health & safety, good labour practices, etc
- Inclusion of the DE&I category in quarterly employee recognition awards
- Keynote addresses by external leaders in the realm of LGBTIQA+, neurodiversity and geography
- Cultural training for managers in international business

All these interventions have enhanced employee awareness and encouraged reflection on racism, empathy, gender, and LGBTIQA+ needs, and nurtured cultural sensitivity.

Supplier diversity

Refer to response to Q3 of Leadership Indicator under Principle 8.

Driving social change

CRISIL, through its CSR arm, CRISIL Foundation, has focused on doing impactful work by building the financial capabilities of rural women, vulnerable communities, and by conserving the environment. Launched in Assam in 2015 and replicated in Rajasthan in 2016, Mein Pragati aims to empower rural women through financial capability building. The 2022 strategy focused on expanding to newer districts and blocks of Assam and Rajasthan, doubling the Sakhi cadre, and institutionalising existing Sakhis by sustaining the Sakhi clusters in Assam. Since 2018, the programmes have facilitated 719,000+ financial linkages in Assam and 159,000+ linkages in Rajasthan, with a cumulative outreach to 13,79,000 participants in the two states.

During the year, the programme witnessed organic expansion into new blocks, backed by a robust, self-sufficient Sakhi cadre. Over 1,900 Sakhis were on-boarded during the year, taking the total to 3,600+ Sakhis in approximately 3,800 villages, spread across 51 blocks and 31 districts in the two states.

Having proved the efficacy and relevance of Sakhi cadre in Assam and Rajasthan, CRISIL Foundation devised an online learning and certification programme called GramShakti incorporating all the best practices involved in training and development of Sakhis. During the year, the programme expanded to over 3,600 cumulative end-users across CRISIL Foundation's intervention areas and was replicated in non-intervention locations through partnerships.

The quality of work of Mein Pragati programme, led the RBI to empanel CRISIL Foundation for its prestigious MoneyWise CFL project. Today this has scaled up to cover over 60,000 villages across 429 blocks of 234 districts in 18 states/union territories of India – with support from the RBI, 10 PSU banks and NABARD.

Refer to the CSR Report on page 42 to 46 of the CRISIL Annual Report 2022 for further details.

Principle 5 **Businesses should respect and promote human rights.**

Essential indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity.	Please refer to Table no. 18 on page 55 of the ESG Databook.
2.Details of minimum wages paid to employees and workers.	Please refer to Table no. 12 on page 53 of the ESG Databook.
3.Details of remuneration/salary/wages.	Please refer to Table no. 7 on page 51 of the ESG Databook.
4.Do you have a focal point (individual/committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/no).	Yes.
5.Describe the internal mechanisms in place to redress grievances related to human rights issues.	<p>Various reporting channels and redressal mechanisms are made available at all levels to employees for reporting violations of human rights:</p> <ul style="list-style-type: none"> • The Code of Ethics elaborates upon the process of raising concerns, reporting violations and seeking advice. For details refer to Chapter 7 of CRISIL's Code of Ethics https://www.crisil.com/content/dam/crisil/investors/corporate-governance/code-of-ethics.pdf • CRISIL's Whistleblower Policy encourages and supports reporting of concerns about issues such as unethical behaviour, grave misconduct, leaking of unpublished price-sensitive information (UPSI) and actual or suspected fraud or violation of the Code of Ethics. Complaint redressal is tracked rigorously at various levels of the management. We also have an ethics hotline number and email address as an additional channel to report any such concerns. Read our Whistle-Blower Policy https://www.crisil.com/content/dam/crisil/investors/corporate-governance/CRISIL-Whistle-Blower-Policy.pdf • At the highest level, the Stakeholders' Relationship Committee of the Board regularly dedicates exclusive time to review policy violations and stakeholder complaints. <p>Heightened sensitivity towards policy violations, taking a rigid stance on transgressions and review of such matters at the highest levels by a Board-level committee reinforce the compliance culture at CRISIL.</p>

6. Number of complaints on sexual harassment, discrimination at workplace, child labour, forced labour/ involuntary labour, etc. made by employees and workers.	Please refer to Table no. 22 on page 56 of the ESG Databook
7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	<ul style="list-style-type: none"> • CRISIL has a 'Policy on Redressal of Workplace Harassment', which specifies the detailed procedure to report and redress harassment cases. Under the policy, retaliation, in any form, against an employee or applicant for employment who exercises his/her right to make a complaint in good faith is strictly prohibited. • The Whistleblower Policy, too, protects complainant from any form of reprisal for reporting complaints.
8. Do human rights requirements form part of your business agreements and contracts? (Yes/no).	We contractually bind our major suppliers of IT support, staffing solutions partners, facility management and security services that employ people from the more vulnerable sections with lower literacy levels, to comply with human rights requirements. Further, purchase orders issued by CRISIL contain binding conditions for adherence to human rights.
9. Assessments of office on human rights for the year.	Please refer to Table no. 20 on page 55 of the ESG Databook.
10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at question 9 above.	Based on the current year assessment, no gaps have been identified necessitating corrective actions.

Leadership indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.	CRISIL has not received any complaint of child or forced labour. We uphold the basic principles of human rights in all our dealings and are committed to acting ethically and with integrity in our business dealings. Slavery and human trafficking are severest forms of human rights abuse and to prevent and combat these, we have published a modern slavery statement. We regularly sensitise our employees on appropriate behaviours with respect to human rights through various training programmes.
2. Details of the scope and coverage of any human rights due-diligence conducted.	Please refer to Tables 19 and 20 on page 55 of the ESG Databook.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	In keeping with our focus on diversity and inclusion, we have made efforts to recruit differently abled persons. Currently, we have 11 employees (including three off-roll) who have voluntarily reported about their special needs. We are conscious of addressing the needs of employees and visitors with special needs. All our major offices have infrastructure that are safe and friendly to our differently abled employees. Our offices are accessible, with ramps at applicable locations. At large office locations like Mumbai, Gurgaon and Pune, washrooms have wheelchair access. Our recruitment questionnaire also incorporates questions to understand special needs when a differently abled employee joins CRISIL.

4. Details on assessment of value chain partners.

Please refer to Table no. 19 on page 55 of the ESG Databook.

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at question 4 above.

CRISIL has enhanced its supplier assessment process to identify and mitigate any potential sustainability risks in our supply chain. During the year, 161 suppliers covering 62% of our spend (higher than 52% in 2021) participated in a self-assessment exercise to ascertain conformity to laws, norms and best practices in the areas of wages, discrimination, health & safety, environment, abstention from child labour/forced labour, prevention of sexual harassment and other human rights-related issues. All the respondents confirmed adherence to norms for minimum wages, abstention from child/forced labour and compliance with the Office of Foreign Access Control norms in their organisations. We believe learnings from this assessment will bring more rigour to our supplier assessment process and raise the bar on ESG practices across CRISIL's supply chain over time.

Based on the current year's assessment, no material gaps have been identified necessitating corrective actions.

Principle 6 Businesses should respect and make efforts to protect and restore the environment.

Essential indicators

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| <p>1. Details of total energy consumption (in joule or multiples) and energy intensity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.</p> | <p>Please refer to Table no. 25(a) on page 59 of the ESG Databook.</p> |
| <p>2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/no). If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.</p> | <p>Not applicable as CRISIL's operations do not relate to the designated consumers specified under the PAT scheme of the Government of India.</p> |
| <p>3. Provide details related to water. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.</p> | <p>Please refer to Table no. 26(a) on page 59 of the ESG Databook.</p> |
| <p>4. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.</p> | <p>Please refer to point 1 of Table no. 27 on page 60 of the ESG Databook</p> |
| <p>5. Please provide details of air emissions (other than GHG emissions) by the entity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.</p> | <p>Please refer to Table no. 29 on page 61 of the ESG Databook.</p> |

6. Provide details of GHG (Scope 1 and Scope 2 emissions) and their intensity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.

Please refer to Table no. 30(a) on page 61 of the ESG Databook.

7. Does the entity have any project related to reducing GHG emissions? If yes, then provide details.

CRISIL includes environment sustainability as a metric in our balanced scorecard.

Pandemic-induced work-from-home (WFH) gave way to return to office in 2022 as the health risks mitigated. However, we curated a new paradigm for working, by evolving a 70:30 offices to WFH working model. This model eschewed excess office space no longer required, which resulted in lower consumption of electricity, water and other utilities, thus contributing to lower emissions. While energy consumption exceeds the 2021 quantum on absolute basis [refer to table 25(a) of the ESG Databook], due to return to office, the per capita consumption is at 4.59 GJ per employee vs a benchmark of 8.53 GJ in 2019. Similarly, per employee emissions (Scope 1 and 2) have reduced 43% over 2019. [0.9 MtCO₂ in 2022 vs 1.6 MtCO₂].

During the year, we undertook an in-depth study to evaluate renewable options for purchased electricity at our various offices. As a result of this study, CRISIL will be migrating the largest energy consuming premises, CRISIL House, to 100% renewable energy commencing 2023, thereby contributing further to the reduction of our carbon footprint for 2023.

Further, monitoring our carbon footprint through business travel attracted greater scrutiny during 2022 as in-person business/client meetings commenced once again. Business teams were encouraged to balance the number of trips or opt for more environment-friendly travel options to reduce the carbon footprint. We intend to closely monitor this through 2023.

With a view to improve the accounting of GHG emissions, during 2022, CRISIL started collecting actual emission data from its supply chain to migrate from an industry emission-based computation methodology. The other key objective was to sensitise and encourage the supply chain to start measuring and publishing carbon footprint of its operations. It has provided useful insights into the challenges associated with supply-chain emissions, especially in the MSME sector, and will help us evolve pathways for further engagement of the supply chain in this area.

161 suppliers underwent the bespoke ESG training designed for our supply chain. The training sensitises suppliers to have policies and management practices that encourage environmental protection.

Under the aegis of CRISIL Re, CRISIL Foundation planted 44,700 saplings in 2022 - taking the cumulative number of tree plantations to over 154,280 (2015 to 2022) across 40 plantation sites.

Refer to table no. 27 on page 60 of the ESG Databook for specific initiatives to lower the environment footprint.

- 8. Provide details related to waste management by the entity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.** Please refer to tables 28, 28(a) and 28(b) on page 60 of the ESG Databook.
- 9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.** Being in the financial services sector, our processes are inherently non-hazardous and safe in nature and do not involve usage of hazardous and toxic chemicals. We continue to work towards minimising waste going to landfills through our solid waste management practices. Towards this end, we have started tracking waste generated across our offices in India. During 2022, we rolled out guidelines to measure dry waste and wet waste generated across offices in the country. In 2022, 85% of waste generated at pan-India CRISIL offices, was recycled.
In our constant endeavour to reduce paper consumption, from 2022 onwards we have also started tracking the consumption of paper across offices and are exploring ways to substitute paper with recyclable paper. CRISIL's Annual Report is printed on recyclable paper each year.
- 10. Whether the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/clearances are required?** We do not have operations/offices in/around ecologically sensitive areas.
- 11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year.** Not applicable. Environmental impact assessment is applicable to companies operating in infrastructure development and not relevant to CRISIL's operations.
- 12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder? (yes/no). If not, provide details of all such non-compliances.** Yes.

Leadership indicators

- 1. Provide break-up of the total energy consumed (in joule or multiples) from renewable and non-renewable sources. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.** Please refer to Table no. 25(b) on page 59 of the ESG Databook.
- 2. Provide details related to water discharged. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.** Please refer to Table no. 26(b) on page 59 of the ESG Databook.
- 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitre)**
- 1. For each facility/plant located in areas of water stress, provide the following information:** CRISIL offices are not located in areas experiencing water stress. We do not use groundwater. CRISIL offices source water from city municipal supplies.
- (i) Name of the area
- (ii) Nature of operations

(iii) Water withdrawal, consumption and discharge.

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency.

4. Please provide details of total Scope 3 emissions and its intensity. Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/no). If yes, name of the external agency

Please refer to Table no. 30(b) on page 61 of the ESG Databook.

5. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not applicable as we do not have operations/offices in/ around ecologically sensitive areas.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions /effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives.

Please refer to Table no. 27 on page 60 of the ESG Databook.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words, or web-link.

CRISIL's business processes are automated through bespoke business applications that capture and maintain information regarding business processes, client agreements, reports generated and assignments delivered, thus creating an adequate database for our knowledge. The technology used by the Company at all locations provides for redundancy and disaster recovery.

For critical business processes, the business teams have defined a business continuity plan (BCP) and have tested it with the help of the IT team. The BCP outlines critical processes, downtime tolerances, and planned recovery methodologies. It ensures that requisite alternative infrastructure is readily available, at the same time ensuring safety of teams during emergencies. CRISIL BCP embeds crisis communication.

The technology department keeps abreast of the changes and suitably undertakes projects for technology upgradation to keep the infrastructure current and provide for redundancy.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

With a view to improve the accounting of GHG emissions, during 2022, CRISIL started collecting actual emission data from its supply chain to migrate from an industry emission-based computation methodology. The other key objective was to sensitise and encourage the supply chain to start measuring and publishing carbon footprint of their operations. Towards this end, a survey was conducted among our suppliers covering 80% Scope 3 emissions from purchased goods and services requiring them to report their actual GHG emissions. The responses received refined our approach towards data collection in relation to indirect emissions through supply chain. It has provided useful insights into the challenges associated with supply chain emissions, especially in the MSME sector, and will help us evolve pathways for further engagement of supply chain in this area.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

CRISIL has conducted an assessment of its suppliers, including the environmental impact. As many as 161 suppliers covering 62% of our spend (higher than 52% in 2021) participated in a self-assessment.

Principle 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential indicators

1.a. Number of affiliations with trade and industry chambers/ associations. 3

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Please refer to Table no. 10 on page 53 of the ESG Databook.

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

There are no instances of adverse orders from regulatory authorities for anti-competitive conduct.

Leadership indicators

Details of public policy positions advocated by the entity

Sr. no.	Public policy advocated	Method resorted to, for such advocacy	Whether information available in public domain? (Yes/no)	Frequency of review by Board (annually/half yearly/quarterly/others)	Web link, if available
1.	External stakeholders look up to CRISIL as a domain expert and a credible, independent voice. Our engagements may also influence policies and outcomes. In order to ensure that our engagement on public policy matters is responsible, CRISIL has adopted a Framework for Responsible Public Engagement. It demonstrates what guides us while engaging on public policy matters, the manner of engagement, and sets out the responsible behaviour expected of employees while engaging with regulators, industry or other forums.	Client publications, newsletters, media quotes, events, webinars, speakers	Yes	Policy is reviewed annually	Read our Framework for Responsible Public Engagement

Thought leadership

As part of our thought leadership and outreach initiative, we have authored several opinion pieces and articles on important industry and regulatory developments, in premier dailies and online platforms. We also contributed as knowledge partners, speakers or panelists at various summits organised by industry associations. During the year, we reached out to over 57,000 stakeholders, including government officials, policymakers, regulators, corporates, banks, investment banks, MSMEs, industry associations, and financial intermediaries in Indian and global markets, through 15 events and 50+ webinars hosted by CRISIL, and 130+ events at which CRISIL experts participated as speakers or panelists.

175+ leading media publications carried our views globally with **6,900+** quotes

Principle 8 **Businesses should promote inclusive growth and equitable development.**

Essential indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.	Not applicable. However, we undertake impact assessment of our CSR projects. Refer to Table no. 24 (a) on page 58 of the Databook.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.	Not applicable.
3. Describe the mechanisms to receive and redress grievances of the community.	In areas where the CRISIL Foundation is undertaking long-term CSR projects, an on-ground field team is available at the community level to address and respond to any grievances from the community. This is done either face-to-face within the office premises or over telephonic call — depending on the level of the grievance. In addition, each programme has a designated manager from the CRISIL Foundation, who periodically monitors and interacts with the teams and beneficiaries to gather feedback and address their queries/ concerns, if any.
4. Percentage of input material (inputs to total inputs by value) sourced from small/local suppliers.	Please refer to Table no. 24 on page 58 of the ESG Databook.

Leadership indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the SIA.	Not applicable.
2. Provide information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.	Please refer to Table no. 24(b) on page 58 of the ESG Databook.
3.a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/no).	<p>CRISIL's policy of equal opportunity towards our stakeholders ensures that we engage with suppliers on merit and business needs. However, CRISIL is equally conscious of the need for inclusive procurement, to deliver broader societal benefits by generating economic opportunity for disadvantaged communities. CRISIL's supplier diversity framework welcomes the marginalised section of suppliers classified as MSME (micro, small and medium enterprises) and businesses owned/led by women, veterans, differently abled and LGBTIQ+ enterprises into our supply chain. The framework also provides guidance on reviewing our spend through diverse supplier base and for defining goals for sourcing from diverse group of suppliers.</p> <p>During 2022, our sourcing from marginalised suppliers was as follows:</p> <ul style="list-style-type: none"> • 19.80% procurement through MSME suppliers* • 0.42% procurement through suppliers that are women-owned enterprises * <p>Note: *In value terms</p>
b) From which marginalised/vulnerable groups do you procure?	
c) What percentage of total procurement (by value) does it constitute?	

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| <p>4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.</p> | <p>CRISIL services do not use intellectual properties from communities based on traditional knowledge.</p> |
| <p>5. Details of corrective actions taken or underway, based on any adverse order in intellectual property-related disputes wherein usage of traditional knowledge is involved.</p> | <p>CRISIL services do not use intellectual properties from communities based on traditional knowledge.</p> |
| <p>6. Details of beneficiaries of CSR projects</p> | <p>Please refer to Table no. 24(c) on page 58 of the ESG Databook.</p> |

Principle 9 **Businesses should engage with and provide value to their consumers in a responsible manner.**

Essential indicators

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| <p>1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</p> | <p>Each business receives and addresses customer complaints regularly. Complaint redressal is tracked rigorously at various levels of the management. The Stakeholders' Relationship Committee of the Board regularly dedicates exclusive time to review stakeholder complaints, including customer complaints. Additionally refer to Q4 of leadership indicators of this Principle for information on customer surveys undertaken.</p> |
| <p>2. Turnover of products/services as a percentage of turnover from all products/service that carry information about social and environmental parameters, safe and responsible usage, recycling and safe disposal.</p> | <p>Not applicable, considering the nature of CRISIL's business.</p> |
| <p>3. Number of consumer complaints in respect of data privacy, advertising, cyber-security, unfair trade practices, etc.</p> | <p>During the year, no consumer complaints were received in respect of data privacy, advertising, cyber-security, unfair trade practices, etc.</p> |
| <p>4. Details of instances of product recalls on account of safety issues.</p> | <p>Not applicable, considering the nature of CRISIL's business.</p> |
| <p>5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/no). If available, provide a web-link of the policy.</p> | <p>Yes.
CRISIL also has adopted the CRISIL Global Corporate Privacy policy, which can be accessed at https://www.crisil.com/en/home/crisil-privacy-notice.html</p> |
| <p>6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.</p> | <p>There was no penalty/action taken by the regulatory authorities in respect of safety of products or services. Aspects such as product recalls and delivery of essential services are not applicable to CRISIL.
CRISIL is an ISO 27001 certified Company. We place utmost importance on ensuring secure practices are followed while dealing with people, processes and technology. Ensuring data protection and safeguarding the privacy of our stakeholders has always been our topmost priority. As technology is core to our operations, all our technology services are well governed through comprehensive policies and processes. To improve mobility and efficiency, all our desktops were replaced with laptops in 2022. Further, we rolled out SharePoint and Microsoft Teams during the year for improved collaboration. Migrating applications and processes to the cloud has improved speed and efficiency for users with better tools and self-service capabilities.
As majority of data is maintained on the cloud in a digitalised world, 'security via cloud' was the key theme at CRISIL in 2022. To strengthen our cybersecurity framework, cloud security was added to our cyber security landscape. The following initiatives were undertaken during the year towards cloud security:</p> |

- Automated cloud security policies to enable secure cloud infrastructure for new cloud resources
- Introduced additional mitigation controls for vulnerability remediation
- Onboarded additional tools for remediating cloud-related vulnerabilities
- Deployed better patch management tool
- Partnered with three of the Big 4 for managed services, cybersecurity risk framework, governance, and SIEM SOC services
- Constituted an Exception Board
- Improved vulnerability assessment scanning framework
- Initiated documentation revamp and in progress for cloud security

Reframing the Data Leak Prevention policy, implementing of better data leak protection controls, deploying an ethical hacking team to safeguard against cyberattack, and redesigning the proxy policies for internet access were among the notable measures in 2022. Audits are conducted periodically to identify the areas of vulnerabilities and mitigation actions are taken to mitigate operational risks. Further, the information security team regularly updates the Board on the information security, status of remediation plans implemented to mitigate risks, if any, and the information technology and infosec strategy.

Employee awareness

We sensitise our employees on information and cyber security by providing various trainings including mandatory annual General Data Protection (GDPR) and cybersecurity trainings to all our employees.

Apart from trainings, CRISIL's online conversation portal Yammer has a dedicated community with the name 'InfoSec Awareness and Communication', wherein communications are sent out directly from the Chief Information Security Officer's desk on infosec awareness and advisory to all the employees. During 2022, under 'InfoSec Tidbits', various awareness alerts were sent to the employees through the year covering topics such as tips for avoiding phishing attacks, protecting phones from cyber-attacks, and non-sharing of information while on public Wi-Fi.

CRISIL also conducted a Global Employee Town Hall on 'Risk Awareness & End User Impact of Tech Transformation' in 2022, pursuant to which employees were encouraged to pledge to 'Be Risk Aware'.

Leadership Indicators

<p>1.Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).</p>	<p>Details on products and services offered by CRISIL are available at https://www.crisil.com/en/home/our-product.html</p>
<p>2.Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</p>	<p>Not applicable, considering the nature of CRISIL's business.</p>
<p>3.Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</p>	<p>Not applicable, considering the nature of CRISIL's business.</p>

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA). If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).

CRISIL undertook the NPS survey across its client base. The NPS system creates a consistent and simplified baseline customer sentiment metric among customers and provides timely insights that are easy to act on. Additionally, our business development and senior management teams from various businesses engage with customers through periodic meetings, gather project-level feedback and conduct surveys to help us assess our clients' needs and improve our offerings and service quality. Besides, we emphasise regular one-on-one interactions with clients and undertake conscious outreach initiatives with clients and investors to understand their perspectives and address their concerns.

In our constant endeavour to engage with our stakeholders, we hosted client engagement events during the year, in which CRISIL Board members participated.

Modern Slavery Act, 2015

Statement

This statement is published by CRISIL Ltd about and to enable its subsidiaries that are subject to the Act, including in particular CRISIL Irevna UK Ltd and Coalition UK Ltd (subsidiaries). CRISIL and its subsidiaries are together referred to as CRISIL entities.

Forced, bonded or compulsory labour, human trafficking and other kinds of slavery signify some of the severest forms of human rights abuse. We are committed to improving our practices to combat slavery and human trafficking.

Organisational structure

CRISIL Ltd provides ratings, research, and risk and policy advisory services in the knowledge process and business process outsourcing sector. S&P Global Inc is the parent Company. CRISIL has its registered office in Mumbai, India. We operate in India, China, Singapore, England, Poland, Argentina, Australia, and the United States of America, and have about 4,000 employees worldwide.

Our global annual turnover is in excess of £36 million.

Our supply chains

Our supply chains include consultants, advisors, IT (hardware and software), and other office equipment suppliers, professional services from our lawyers, accountants and other advisers, security, catering, office cleaning and other office facilities services, staffing companies, etc.

We require all of our suppliers to conduct business in a lawful and ethical manner as part of our supplier on-boarding process, and accept our trading terms and conditions.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Act, 2015, policy reflects our commitment to acting ethically and with integrity in all our business relationships, and implementing and enforcing effective systems and controls, to ensure no slavery and human trafficking takes place in our supply chains.

Due-diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistleblowers
- Where possible, build long-standing relationships with local suppliers and make clear our expectations of business behaviour

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. We ensure all those in our supply chain and contractors comply with our values and ethics.

Training

We provide training to our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Our effectiveness in combating slavery and human trafficking

The Act is relatively new and very few companies, including CRISIL entities, have experience of seeking out, let alone detecting, slavery or trafficking among their own staff or among their suppliers. To date, CRISIL entities are yet to detect or suspect that any CRISIL entities or suppliers employ persons who may be enslaved or trafficked. Therefore, key performance indicators can be set only in respect of reasonable due diligence efforts once experience of the initial outputs of such exercises are collated and analysed.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act, 2015, and constitutes our slavery and human trafficking statement.

CRISIL respects your privacy. We may use your contact informations such as your name, address and email id to fulfill your request and service your account and to provide you with additional information from CRISIL. For further information on CRISIL's privacy policy please visit www.crisil.com. The report contains forward looking statements based on our current expectations, assumptions, estimates and projections regarding the Company's businesses. These forward-looking information and statements can generally be identified by the fact that they do not relate only to historical or current facts. Forward-looking statements sometimes use terminology such as "targets", "believes", "expects", "aims", "assumes", "intends", "plans", "seeks", "will", "may", "anticipates", "would", "could", "continues", "estimate", "milestone" or other words of similar meaning and similar expressions or the negatives thereof. By their nature, forward-looking information and statements involve known and unknown risks, uncertainties and other important factors that could cause the actual results, performance or achievements of the Company to differ materially from those expressed or implied by the forward-looking statements. Given the aforementioned uncertainties, prospective or present shareholders / investors and users of this Report are cautioned not to place undue reliance on any of these forward-looking statements. The Company does not undertake to update the forward-looking statements in the future, unless legally required.

CRISIL

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