

Executive Summary

Shazia is a CFA Charterholder, MMS (Finance), and Computer Engineer, is a finance and sustainability professional with experience spanning traditional investment research and sustainability research, ratings and product development. Her experience in investment research dates back to 2007 and in ESG and sustainability to 2014. She has worked with global leaders and pioneers such as MSCI, Sustainalytics, CRISIL Ltd. (an S&P Global company), and Independent Research Pvt. Ltd. (formerly a subsidiary of an AIM-listed company).

Shazia is passionate about integrating sustainability into investment decision-making. She has worked across India and North America. Her experience includes lead equity and sector research roles, ESG research and ratings, and sustainability product strategy and development. The products she has worked on are used by retail and institutional investors across equity and fixed-income markets for investment decision-making. Throughout her career she has engaged with senior leaders and global institutional clients and global asset managers, successfully bringing in key potential clients, including a \$trillion AUM asset manager and a \$40bn CAD sustainability mutual fund. She also played a key role in the CRISIL-Platts collaboration for her sector. Shazia has also worked closely with leading financial data providers and media outlets, including Thomson Reuters and Bloomberg.

She is passionate about Sustainable investing and hence, despite a career break for medical reasons, she kept track of ESG developments across the globe and remained engaged in ESG advocacy and gave inputs for standard development consultations. Shazia was an active contributor to ESG advocacy group of CFA society India and presented ESG insights to Indian fund managers, C-suite executives, and has contributed insights to various meetings including the National Stock Exchange (NSE) of India & CFA society meeting. She has contributed to Securities and Exchange Board of India (SEBI), CFA Institute and RIA Toronto Working group consultations. A committed volunteer, Shazia has volunteered with CFA Society Toronto (since 2018) and CFA Society India (2021-2024). She has judged multiple CFA Research Challenges (2025, 2024, 2021), including the Americas Semifinals and CFA Ethics Competitions (2022, 2021, 2019). Besides this she has also been a research challenge grader (2018-2023) and a mentor (IIM Tiruchirappalli). Her recommendations from her erst-while bosses and senior industry leaders, including Satish Betadpur (Senior Managing Director, Head of Investments - India, State Street Investment Management.) and Ajay Srinivasan (Executive Director, PwC India), are available on her LinkedIn.

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Summary

- Over 17+ years experience in equity research and analysis coupled with ESG domain experience
- Proven expertise in Equity research, Sector research (commodities), ESG Rating and Product Development
- Experience in stakeholder engagement, financial models, analysis, presentations & leadership roles
- Employers include global leaders such as MSCI Inc., Sustainalytics and CRISIL (an S&P Global company)
- Worked in North America and India with multicultural and global teams, clients and institutional investors
- Author of variety of published reports including ESG reports, equity reports, thematic and sector reports
- Computer skills include MS Office (Powerpoint, Word, Excel), Bloomberg, Factset

Work Experience

Career Break (Health-related) | Sept 2020 – Present

- Built networks and remained actively engaged with the investment and ESG ecosystem through CFA Institute initiatives, ESG advocacy groups, and industry consultations
- Mentored student teams, contributed to sustainability and investment-related policy consultations

Achievements:

- Judge 2025 & 2024 CFA Society Toronto local preliminary research challenge presentation round
- Judge 2022, 2021, 2019 CFA Society Toronto Ethics competition
- Judge 2021 Annual CFA Institute research challenge – Americas semifinals
- Grader for reports for Annual CFA Institute research challenge 2018- 2023 (local level/ regional)
- Part of Canadian RI working group and ESG advocacy CFA society India (till 2023)
- My Comment letter for ESG standards development and GRI O&G standards is publicly available
- Submitted consultation responses for Securities and Exchange Board of India (SEBI) consultations

Sustainalytics, Toronto, Canada | March 2018 – Sept 2020 | Senior Associate Product Strategy & Development

- Worked as co-product manager (PM) for Country Risk rating and primary PM for Compliance product
- Worked on day-to day management of existing products and enhancing existing deliverables
- Researched market requirements/metrics for new product development, worked on methodology development, co-developed product prototypes and worked on building final product
- Wrote methodology documents, updated product brochures and built documents for technological implementation
- Collaborated and communicated with various internal teams and stakeholders for existing products and new product development
- Generated prospects, answered client queries and participated in client calls

Achievements:

- Co-developed 3 models/prototypes (country risk ratings, compliance, muni ratings) in a relatively short period. 2 of these models/prototypes were used for new versions of these products.
- Brought in potential clients incl. \$trillion AUM asset management company & a \$40bn CAD AUM MF

MSCI, Mumbai, India | 2014-2016 | Associate ESG Ratings

- Responsible for performing ESG research and ratings of global stocks (multiple sectors, geographies)
- Profile included research, analysis, rating, newsflow tracking for controversies, writing reports, updating analysis/ratings when needed, answering client queries, peer review and training new joiners & local esg analysts (for sectors in which I was a local lead), updating guidance documents & working on projects

Achievements:

- Repeatedly selected for projects aimed at improving product quality because of knowledge developed on risks faced by and on ESG parameters of different industries/sectors and geographies.
- Co-developed quality check models/system which were used to check quality of all MSCI ESG company reports at time of publication. These checks were also built with the aim to help automate systems.
- Identified issues in atleast 150 company data/ratings being published during the period I was in MSCI
- Local lead for 3 sectors

Crisil Ltd.(an S&P Global company), Mumbai, India| 2010- 2012 | Lead Research Analyst

- Worked as the Lead Research Analyst for Petrochemicals & Commodity chemicals (20+ chemicals)
- Gathered information on companies through contacting company personnel, using company reports and financial statements and through reputed third-party information providers
- Prepared outlook for industry and company level demand-supply, commodity prices & profitability
- Assessed business and financial performance of companies and prepared models and forecasts
- Built new and maintained excel databases and appropriate forecasting models
- Built industry contacts, made client presentations, represented CRISIL at industry events and contributed towards collaborative efforts of CRISIL with other companies
- Trained and supervised the work of dedicated and shared resources in team
- Wrote industry reports and thematic articles

Achievements:

- Strengthened source/industry network
- Generated a client mandate for CRISIL as a direct result of my published work, reflecting quality of work
- Received positive feedback from domestic and international clients and industry sources for excellent performance
- Built new databases for developing insights on industry & for enabling quicker turnaround of reports

Independent Research Pvt. Ltd. , Mumbai, India | 2007-2010 | Senior Equity Research Analyst (a subsidiary of a formerly AIM listed company)

- Lead equity research analyst for NASDAQ listed and global stocks; team lead for a team of 4 people
- Collected company and industry information from company management and secondary sources
- Analyzed company financial statements
- Built and updated financial models and conducted valuation using DCF and comparative methodologies
- Initiated coverage and tracked stocks under coverage –investment recommendation reports written include initiation reports, update reports, special alerts, preIPO notes and company profiles
- Presenting research conclusions to internal teams, clients and allied industry contacts
- Direct and indirect coverage of Semiconductor stocks and Solar display panel makers.

Achievements:

- Bagged an award at IRPL in appreciation of my initiation report on O2Micro International Ltd, based on strong positive feedback from the company (O2Micro)
- Was made a team lead in relatively short time and was one of the 2 female team leads in the company

Education

Chartered Financial Analyst (CFA)	2017
Master of Management Studies - Finance , Mumbai University, India	2007
Bachelor of Engineering - Computers , Mumbai University, India	2004

References & further details can be viewed on my LinkedIn profile at: <http://www.linkedin.com/in/shazianaik>