

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Overview

BRSR Principle	Description
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L74900KA2015PLC082263
2	Name of the Listed Entity	Meesho Limited (formerly Meesho Private Limited & Fashnear Technologies Private Limited)
3	Year of incorporation	2015
4	Registered office address	3 rd Floor, Wing-E, Helios Business Park, Kadubeesanahalli Village, Varthur Hobli, Outer Ring Road, Bellandur, Bengaluru, Karnataka, India, 560103
5	Corporate address	Same as above
6	E-mail	cs@meesho.com
7	Telephone	(91) 9108021923
8	Website	https://investor.meesho.com/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. Bombay Stock Exchange Limited (BSE)
11	Paid-up Capital	₹ 4,564.05 Millions
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Prachi Bhuchar, Head - Public Policy & Government Affairs E-mail ID: prachi.bhuchar@meesho.com Telephone: (91) 9899299328
13	Reporting boundary: Are the disclosures under this report 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 which form a part of its consolidated financial statements, taken together).	The reporting boundary for this report is Meesho Limited (hereafter referred as Meesho or Company), the holding/ listed company, on a standalone basis. Accordingly, the disclosures presented in this report relate only to Meesho Limited and do not extend to its subsidiaries or other entities forming part of its consolidated financial statements. Meesho was listed in December 10, 2025, making FY 2025–26 the Company's first year of BRSR reporting. Accordingly, this report discloses data only for FY 2025–26, and comparative figures for previous years are not available.

Sr. No.	Particulars	Details
14	Name of assessment or assurance provider	BDO India Services Private Limited
15	Type of assessment assurance obtained	Reasonable Assurance for BRSR Core indicators

Note: Previous year figures have not been reported in this BRSR disclosure. This is the Company's first BRSR report, filed for the financial year 2025-26. Given that the Company was listed on December 10, 2025, prior year data does not serve as a comparable baseline. Additionally, as this is an inaugural reporting exercise, the current financial year has been established as the baseline year in line with standard governance practice. Year-on-year comparisons will be incorporated in subsequent reporting cycles.

Therefore, throughout the entire report it has been mentioned as 'Not Applicable' for all the datapoints concerning FY 2023-24 and FY 2024-25.

II. Products/Services

16. 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	Freight transport by road	The Company operates a zero-commission, logistics driven marketplace business model, generating its revenue primarily through its logistics network which includes order fulfilment for deliveries and return pick-ups.	96.76

17. Products/Services Sold by the Entity (accounting for 90% of the turnover)

Sr. No.	Product/Services	NIC Code	% of Turnover Contributed by the Product
1	Freight transport by road	4923	96.76

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Locations	No. of Plants*	No. of Offices	Total
National	Not Applicable	1	1
International		0	0

*Meesho does not manufacture any products and therefore does not own or operate any manufacturing plants or production facilities.

19. Markets Served by the Entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India (28 States and 8 Union Territories)
International (No. of Countries)	0

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Not applicable, given that Meesho's operations are entirely confined to India.

c. A brief on types of customers

Meesho operates a logistics-driven marketplace catering to a diverse customer base comprising product sellers and end-users. Product sellers comprise of entrepreneurs who use Meesho app for selling their products while the end-users include buyers across regions, particularly from Tier 2, Tier 3, and Tier 4 cities, who seek affordable and accessible products across categories such as fashion, home, and lifestyle.

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	544	397	72.98	147	27.02
2	Other than Permanent (E)	1,058	966	91.30	92	8.70
3	Total employees (D + E)	1,602	1,363	85.08	239	14.92
WORKERS						
4	Permanent (F)	Not Applicable				
5	Other than Permanent (G)	56	54	96.43	2	3.57
6	Total Workers (F + G)	56	54	96.43	2	3.57

Permanent employees refer to full-time employees engaged directly by the Company. Other than permanent employees include individuals engaged on a temporary basis, such as interns, trainees, and employees receiving stipends. Other than permanent workers include individuals providing support services such as housekeeping and facility management that are onboarded through third-party vendors, with the individuals concerned remaining on the payrolls of the respective vendors.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	Not Applicable				
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	8	1	12.5
Key Management Personnel#	2	0	0

*Includes Independent Directors, Nominee Directors and KMPs- Mr. Vidit Aatrey and Mr. Sanjeev Kumar

KMP (other than members of the Board) – includes Company Secretary & Compliance Officer and Chief Financial Officer

22. Turnover rate for permanent employees and workers

	F.Y. 2025-26			F.Y. 2024-25*			F.Y. 2023-24*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.90%	28.70%	29.60%	Not Applicable			Not Applicable		
Permanent Workers	Not Applicable								

The turnover rate has been calculated considering the organisational restructuring undertaken in June 2025. Accordingly, the employee count for Meesho Limited reflects the revised organisational structure and employee movement effective from June 2025 onwards.

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. Names of holding / subsidiary / associate companies / joint ventures as on March 31, 2026:**

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 at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1	Meesho Grocery Private Limited	Subsidiary	100%	No
2	Meesho Technologies Private Limited	Subsidiary	100%	
3	Meesho Payments Private Limited	Subsidiary	99.99%	
4	Valmo Transportation Private Limited	Subsidiary (w.e.f. January 28, 2026)	100%	
5	Meesho Networks LLC	Subsidiary	100%	

*For subsidiaries liquidated during FY26, please refer to Note 31 of the annual financial statement of the Annual Report FY26.

VI. CSR Details

- 24.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 ('Act'): (Yes/No) – The provisions relating to Section 135 of the Act relating to mandatory CSR spending is not applicable to the Company during the FY 2025-26. However, the Company has constituted a CSR Committee in accordance with the relevant provisions of the Act.
- (ii) Turnover (in ₹) – 63,809.23 Millions
- (iii) Net worth (in ₹) – 15,165.53 Millions

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	F.Y. 2025-26			F.Y. 2024-25		
		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. Stakeholders with queries or grievance may contact us through cs@meesho.com . They may also reach out to us through whistleblower@meesho.com . The policy can be accessed at https://investor.meesho.com/governance?tab=policies-and-codes	0	0	-	Not Applicable		
Investors (Other than Shareholder)	Yes. The company has a dedicated email address investorrelations@meesho.com for Investors to raise queries. They may also reach out to cs@meesho.com for additional queries.	0	0	The company has not received any complaints from the investors			
Shareholders	Yes, they may reach out to whistleblower@meesho.com The policy can be accessed at https://investor.meesho.com/governance?tab=policies-and-codes	47	1	All the complaints received during the FY were duly addressed. The one shareholder complaint that remained pending as at March 31, 2026, has been resolved as of the date of this Report.			
Employees	Yes. For reporting grievances and unethical practices, employees may reach out to whistleblower@meesho.com The policy can be accessed at https://investor.meesho.com/governance?tab=policies-and-codes	0	0	-			
Customers	Yes, the company has a dedicated in-app website for Customer related grievances - https://www.meesho.com/help The policy can be accessed at https://investor.meesho.com/governance?tab=policies-and-codes	0	0	-			
Suppliers	Yes. The company has a dedicated email address cs@meesho.com for Investors to raise queries.	0	0	The Company hasn't received any complaints from the suppliers.			

Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	F.Y. 2025-26			F.Y. 2024-25		
		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
Logistics Partners	Yes, they may reach out to whistleblower@meesho.com The policy can be accessed at https://investor.meesho.com/governance?tab=policies-and-codes	0	0	-	Not Applicable		
Sellers	Yes, sellers on Meesho can file complaints or raise grievances through the Supplier Panel's support ticket system. Sellers need to log in to the Supplier Panel, navigate to the 'Support' section, select the relevant issue category, and submit a support ticket with details such as order ID, issue description, and supporting documents/screenshots. The platform also allows sellers to track and respond to tickets until resolution. If the support ticket is not resolved, sellers may also contact Meesho through: help@meesho.com , escalations@meesho.com . Additionally, Meesho has established over 100 Standard Operating Procedures (SOPs) across key areas such as Ad Campaign Management, Product Pricing, Supplier Training, Cataloguing, Wrong Returns/RTO Claims, Exchange Management, and Account Management, among others. These SOPs provide a structured framework for addressing seller queries and grievances in a consistent, timely, and effective manner, while supporting a seamless seller experience on the platform.	27,645	210	-			

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. 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	Corporate Governance	Risk & Opportunity	As a Risk- Rapid scaling in a dynamic e-commerce environment requires rigorous oversight. Weak governance or compliance failures can lead to severe regulatory penalties, strategic misalignments, and a crippling loss of confidence among sellers, consumers, and regulators. As an Opportunity- Establishing a best-in-class governance structures creates a distinct competitive advantage over peers. It is fundamental in building long-term stakeholder trust, enhancing investor confidence, and ensuring accountability across the organisation. Robust governance practices support sustained value creation, improve organisational resilience, and reinforce the Company's reputation in the market.	Risk Mitigation: Establishing independent board committees (Audit, Risk Management, ESG), implementing strict whistleblower policies, and conducting rigorous internal and statutory audits. To leverage Opportunity: Proactively adopting global best practices in transparency and reporting, and maintaining open, transparent communication channels with all stakeholders.	Positive: Strong governance lowers the overall cost of capital, attracts long term capital, prevents costly penalties, and drives higher long-term shareholder value. Negative: Short-term administrative and operational costs increase to maintain comprehensive audit functions, and a robust compliance software.
2	Business Ethics	Risk & Opportunity	As a Risk- Operating a marketplace with independent suppliers and 3PL (Third-Party Logistics) partners creates exposure to ethical misconduct such as fraud, corruption, unfair trade practices or anti-competitive behaviour which can result in legal penalties, financial losses, operational disruptions, and reputational damage. As an Opportunity- The Company's strong ethical standards and transparent marketplace practices serve as a differentiator in attracting quality seller partnerships, institutional investors, and regulatory goodwill.	The Company has established a comprehensive Code of Conduct, including a dedicated Code for the Board members, supported by regular employee training and a whistle-blower framework with a zero-tolerance approach to unethical behaviour. Dedicated policies on Anti-Bribery and Anti-Corruption, Conflict of Interest, Anti-Money Laundering, and Related-Party Transactions further strengthen its governance framework.	Negative: Unethical business practices can erode stakeholder trust, result in legal penalties, increase regulatory scrutiny, and negatively affect employee morale. Collectively, these impacts can disrupt business operations and adversely affect the Company's financial performance. Positive: An ethical marketplace attracts premium seller and brand partnerships, reduces regulatory friction.

S. 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)
3	Compliance with IT laws	Risk	As a digital-first marketplace, the platform processes immense volumes of personal, behavioural, and financial data. Non-compliance with IT laws or a failure to protect this data exposes the company to severe regulatory fines, operational injunctions, and massive reputational damage.	Being a platform-driven ISO 27001-certified Company, it implements robust data protection frameworks, cybersecurity controls, and conducts regular employee training on data privacy and information security practices. Further, the Company has a dedicated legal team that continuously monitors the evolving legal and regulatory landscape and ensures compliance with all applicable laws, regulations, and guidelines.	Negative: Sustaining high-level IT compliance requires significant and ongoing operational expenditure for advanced cybersecurity software, specialized legal counsel, cyber-liability insurance, and server infrastructure upgrades.
4	Human Capital Development	Opportunity	Sustaining market leadership and technological innovation requires retaining top-tier engineering, product, and operational talent. A highly skilled and engaged workforce directly drives competitive advantage.	NA	Positive: Investments in continuous learning and development yield a high return on investment (ROI) through accelerated innovation cycles, increased productivity, reduced attrition costs, and the development of proprietary technology that reduces reliance on expensive external vendors.
5	Health, Safety, & Wellness	Risk & Opportunity	As a Risk- The physical and mental well-being of the workforce is essential for maintaining operational continuity. Safety incidents, occupational hazards, or inadequate well-being measures can adversely affect employee health, potentially leading to reduced productivity, thereby hampering business operations. As an Opportunity- A proactive wellness culture strengthens employer brand, reduces attrition, and drives long-term workforce productivity.	Workplace Safety & Incident Management: Conducting regular hazard identification, risk assessments, and safety training. Managing emergencies through strict fire safety protocols, first aid access, and evacuation procedures, supported by MeeBot, a structured, automated incident reporting system. Holistic Wellness (MeeCare): Prioritizing employee health through the MeeCare program, which provides accessible mental health support, ergonomic workstation setups, comprehensive medical insurance, and periodic health check-ups.	Negative: Failure to ensure the health, safety, and well-being of employees can lead to increased absenteeism, and compensation claims. These can reduce productivity, disrupt operations, increase recruitment and training costs, and damage the Company's reputation. Positive: In the long term, as these investments drastically reduce costly legal/ compensation liabilities from workplace accidents, lower employee absenteeism, and boost overall workforce productivity and retention.

S. 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)
6	Sustainable Logistics Management	Opportunity	Transitioning to sustainable logistics is a massive lever for cost reduction and operational excellence. Partnering with 3PLs that utilize Electric Vehicle (EV) fleets insulates the company from fuel price shocks and lowers the cost per delivery on suited routes. Furthermore, leveraging AI and machine learning for dynamic route optimization directly increases delivery density and speed, improving the customer experience while simultaneously slashing emissions.	NA	Positive: Improved unit economics (lower cost per delivery via EV routes and higher delivery density), protection against fossil fuel volatility, and stronger appeal to ESG-focused institutional investors as the company approaches public markets. Reduced logistics and delivery costs improved operational efficiency, and increased revenue potential through expanded reach and enhanced service capabilities.
7	Sustainable Packaging	Opportunity	The increasing demand for eco-conscious e-commerce presents a significant opportunity for the Company to accelerate its environmental objectives while strengthening its seller ecosystem. As an aggregator for millions of independent MSME sellers, the Company is uniquely positioned to leverage its scale to address a key challenge faced by small businesses– the high cost and limited availability of certified sustainable packaging.	NA	Positive: Adoption of sustainable packaging solutions can generate cost savings through improved material efficiency, reduce regulatory compliance risks, and enhance brand perception.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements:

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Please refer 'Note'								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	No	No	Yes	No	Yes	No	Yes
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/IEC 27001:2022 certification for Information Security Management System (ISMS)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is currently in the process of developing and formalising its ESG goals and targets as part of its broader sustainability strategy. The proposed goals will cover key environmental, social, and governance priorities, including climate and energy management, employee wellbeing and diversity, responsible business practices, and governance effectiveness. The ESG goals are currently under review and pending approval from the Board. Upon receiving the necessary approval, the Company intends to formally disclose the approved goals, targets, and timelines in the next reporting period. In the interim, the Company continues to actively monitor a range of key performance indicators across the ESG spectrum, including energy consumption and carbon emissions intensity, employee health and safety performance, workforce diversity metrics, Board composition, and policy compliance indicators, to track progress and support informed decision making.								
6	Performance of the entity against the specific commitments, goals and targets along- with reasons in case the same are not met.	The Company already tracks several business-aligned KPIs across the Social and Governance pillars including employment generation, seller participation from Tier 2 and Tier 3 markets, diversity of Meesho content creators, and training and workplace safety metrics monitored by the HR function. Formal ESG goals across all three pillars (environmental, social and governance) are currently pending finalisation and Board approval, upon which structured performance tracking will be instituted. The Company is committed to actively monitoring and reporting progress against each goal as its sustainability framework matures.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight									
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Meesho, our journey is defined by our commitment to democratize internet commerce for every Indian. As the largest e-commerce player in India by annual placed orders for Fiscal 2026, we recognize that our scale comes with profound responsibility. As the Director responsible for our Business Responsibility reporting, I am pleased to share our progress in embedding Environmental, Social, and Governance (ESG) principles into our core operations to build a resilient, future-ready marketplace. Our Strategic Impact In Fiscal 2026, Meesho's proprietary logistics network, Valmo, delivered over 1,337 million orders through a robust ecosystem of 17,999 logistics partners and 1,19,860 delivery agents, forming the backbone of the Company's marketplace operations. This logistics scale underpinned unprecedented commercial reach, with 264.29 million annual transacting users and 960,069 annual transacting sellers on the platform. The Company further expanded its creative economy footprint, having onboarded 63,213 content creators as of March 2026. Through its 0% commission model, Meesho ensures that sellers, many of whom are first-time entrepreneurs, retain 100% of their earnings, driving community-level economic growth. Addressing Our Challenges and Risks Operating at this magnitude presents distinct challenges that we are committed to mitigating. We recognize that any actual or perceived cybersecurity or data privacy breach could interrupt our operations and adversely affect our reputation and financial condition. Consequently, we remain vigilant in aligning with evolving regulatory and legislative developments regarding data security. Furthermore, we are focused on managing product returns; any significant increase in returns could reduce seller engagement and negatively impact our results of operations. We are tackling this through AI-driven quality checks and seller education to ensure platform integrity. Commitment to a Sustainable Future Going forward, we will continue to invest heavily in marketing and technology to support consumer growth and retention. Our sustainability roadmap remains ambitious, with a commitment to transition to electric vehicles for deliveries, generate more livelihoods and achieve a gender-balanced workforce. Our ESG framework is not merely a compliance requirement but a strategic driver to ensure Meesho remains a trusted partner for millions of households across Bharat.							
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Company is currently in the process of developing a Business Responsibility Policy, which will be placed before the Board for review and approval. Upon formalisation, the policy will further strengthen the Company's approach towards responsible business practices and governance.							
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.	ESG oversight at Meesho is currently embedded within existing governance structures, with relevant responsibilities distributed across senior leadership and functional teams to drive implementation, monitor progress, and support the integration of sustainability considerations into business operations and decision-making. The Company is in the process of strengthening its ESG governance framework, with plans to institute a dedicated Board-level ESG Committee to provide formal oversight as its sustainability strategy matures.							

Note: Principle-wise Policies

S. No	BRSR Principle	Policies
1	Principle 1	1. Code of Conduct 2. Risk Management 3. Code of Conduct for Board Members and Senior Management 4. Conflict of Interest Policy 5. Whistleblower Policy 6. Anti-Bribery and Anti-Corruption Policy 7. Policy for Determining Material Subsidiaries 8. Terms and Conditions of Appointment as an Independent Director 9. Policy on Familiarization Programme for Independent Directors 10. Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions 11. Nomination and Remuneration Policy 12. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information 13. Anti-Money Laundering Policy 14. Archival Policy 15. Policy on Disclosure of Material Events and Information 16. Information Security Policy 17. Dividend Distribution Policy 18. Business Continuity Procedure
2	Principle 2	-
3	Principle 3	1. Attendance and Leave Policy 2. Compensation and Benefits Policy 3. Daycare Policy 4. Equal Opportunity Policy 5. Hybrid Work Model Relocation Policy 6. Transportation Policy 7. POSH Policy 8. Parental Policy 9. Employee Leave 10. Attendance and Leave – Third Party Employees
4	Principle 4	1. CSR Policy 2. Dividend Distribution Policy 3. Whistleblower Policy 4. Returns, Exchange and Refunds Policy 5. Cancellation Policy
5	Principle 5	1. POSH Policy 2. Equal Opportunity Policy
6	Principle 6	-
7	Principle 7	1. Whistleblower Policy
8	Principle 8	1. CSR Policy
9	Principle 9	1. Privacy Policy 2. Information Security Policy 3. Business Continuity Procedure 4. Whistleblower Policy 5. Returns, Exchange and Refunds Policy 6. Cancellation Policy

10. Details of Review of NGRBCs by the Company:

10. Details of Review of Non-BCs by the Company.																		
Subject for Review	Indicate whether review was undertaken by 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	Yes, the Board of Directors, along with its Board-level Committees, regularly monitors and oversees progress against the Company’s policies and related governance objectives.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all relevant statutory requirements.																	
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	Policies are evaluated internally on a periodic basis.																	

12. If answer to question (1) above is 'No' i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	Yes. The Company is in the process of finalising its Business Responsibility Policy, which will encompass commitments and practices aligned with Principle 2 of the BRSR framework upon its adoption.			-	-	-	Yes. The Company is in the process of finalising its Business Responsibility Policy, which will encompass commitments and practices aligned with Principle 6 of the BRSR framework upon its adoption.	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

ESSENTIAL INDICATOR

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	As part of the familiarisation programme, the Directors receive continuous access to pertinent information and are regularly briefed at Board and Committee meetings. Briefings cover business performance, strategy, financial results, risk management, regulatory compliance, market environment, human resources, technology, and governance frameworks.		
Key Managerial Personnel	6	Topics covered under employee trainings include:	100%
Employees other than BoD and KMPs	6	- Information Security Awareness Training - Whistleblower Policy Training - Prevention of Sexual Harassment - Code of Conduct and all other Policies - Uncovering Unconscious Bias - Mastering Listen or Die (LODs) - Unpublished Price Sensitive Information (UPSI) Guidelines - Employee rewards & benefits' this is a common content for both 'KMP' and 'employees other than BOD and KMP'	100%

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, in the following format: (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory / enforcement/ agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary

	NGRBC Principle	Name of the regulatory / enforcement/ agencies / judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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.

Case Details	Name of the regulatory/ enforcement/ agencies/ judicial institutions
	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.

Yes, the Company has a formal Anti-Bribery & Anti-Corruption (ABAC) Policy which articulates a zero-tolerance stance towards bribery and corruption in all its business dealings. The Policy applies to all directors, employees (includes any workmen), permanent or ad-hoc employees, trainees, interns, employees on contract, volunteers, non-payroll staff, secondees, etc and requires them to comply with applicable anti-corruption laws (including the FCPA, UK Bribery Act, Benami Transactions (Prohibition) Act, 1988, Central Vigilance Commission Act, 2003, Companies Act, 2013, Foreign Contribution (Regulation) Act, 2010, Indian Penal Code, 1860 and Prevention of Money Laundering Act, 2002).

The Policy prohibits company personnel and third party(ies) from giving, offering, promising to offer or authorizing the offer, directly or indirectly, of anything of value or any undue advantage to Public Officials, customers or any other person to influence acts or decisions or obtain/securing an improper advantage, and expressly prohibits facilitation payments and kickbacks. It lays down detailed requirements on Gifts and business courtesies, political and charitable contributions, discounts, rebates and trade arrangements, government interactions, use of third party(ies), bookkeeping and audit, and provides for ABAC due diligence, regular training and communication, monitoring and review. The Policy also establishes processes for reporting of violations and protection from retaliations, including reporting to the Whistleblower Committee (e.g. via whistleblower@meesho.com), and treats violations as a serious breach that may result in disciplinary action, including termination of employment/contract, and appropriate legal proceedings.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	F.Y. 2025-26	F.Y. 2024-25
Directors	0	Not Applicable
KMPs	0	
Employees	0	
Workers	0	

6. Details of complaints with regard to conflict of interest:

	F.Y. 2025-26		F.Y. 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	Not Applicable	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-		

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

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	F.Y. 2025-26	F.Y. 2024-25
Number of days of accounts payables	36	Not Applicable

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	F.Y. 2025-26	F.Y. 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Not Applicable
	b. Number of trading houses where purchases are made from	NA	
	c. Purchases from top 10 trading houses as % of total purchases	NA	
	from trading houses	NA	
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	
	b. Number of dealers / distributors to whom sales are made	NA	
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	
	b. Sales (Sales to related parties / Total Sales)	73.35%	
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	
	d. Investments (Investments in related parties / Total Investments made)	99.86%	

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

During FY25–26, Valmo conducted a series of awareness, onboarding, and capability-building initiatives for its logistics partners to strengthen operational excellence, and responsible business practices across the logistics value chain.

Key programs delivered during the year included training and awareness sessions on Transportation Management System (TMS) onboarding and usage, new vendor onboarding and orientation to Valmo's internal systems and processes, operational SOP adherence and process compliance, invoice submission and documentation requirements, contractual compliance and No Dues Certificate (NDC) processes, GPS adoption and shipment visibility standards, service quality, performance management, and SLA adherence, peak season readiness and capacity planning, fuel escalation and de-escalation mechanisms, and procurement, RFQ, and bidding processes.

These initiatives were delivered through structured vendor onboarding sessions, process awareness workshops, and periodic review meetings conducted throughout the year. Together, these engagements covered approximately 350 active logistics partners, representing substantially all Valmo's active transportation vendor base during FY25–26.

Beyond logistics partners, Meesho Limited is committed to strengthening awareness and capacity-building of all its value-chain partners. Over the coming years, it aims to conduct structured engagement programmes for suppliers, distributors, and other business partners on key ESG principles, promoting responsible business practices, and building a resilient and accountable value chain ecosystem.

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. The Company has clear processes in place to identify and manage conflicts of interest involving Board members. Directors are required to disclose any potential or actual conflicts on a periodic basis and refrain from participating in discussions or decisions where such conflicts arise, ensuring transparency and unbiased decision-making.

In addition, the Directors provide regular disclosures of their interests in other entities in accordance with the Companies Act, 2013 and submit an annual confirmation of compliance with the Company's Code of Conduct.

Further details regarding the Code of Conduct applicable to the Board members can be accessed at <https://investor.meesho.com/governance?tab=policies-and-codes>

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

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.

	F.Y. 2025-26	F.Y. 2024-25	Details of improvements in environmental and social impacts
R&D	Nil	Not Applicable	Not Applicable
Capex			

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No

b. If yes, what percentage of inputs were sourced sustainably?

Not Applicable.

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.

As a logistics-driven marketplace platform, Meesho does not directly manufacture products or packaging materials. The Company has obtained an EPR certificate and works with packaging solution providers who adhere to applicable EPR requirements. Meesho does not independently generate e-waste, hazardous waste, or other regulated waste streams in material quantities given the nature of its asset-light, technology-driven operations. Waste generated at the Company's offices comprises predominantly dry waste and electronic waste which is managed through empanelled waste management vendors in compliance with applicable rules.

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 Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. Meesho ensures that its packaging solution providers comply with all applicable Extended Producer Responsibility (EPR) requirements and relevant regulatory obligations.

LEADERSHIP INDICATORS

- 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 in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

The Company's core business is focused on logistics driven marketplace business model and does not involve direct manufacturing activities. Accordingly, no Life Cycle Assessment (LCA) has been conducted.

- 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 Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

- 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).**

Indicate Input Material	Recycled or re-used input material to total material	
	F.Y. 2025-26	F.Y. 2024-25
Not Applicable		

- 4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

Particular	F.Y. 2025-26			F.Y. 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Meesho ensures that its packaging solution providers comply with all applicable Extended Producer Responsibility (EPR) requirements and relevant regulatory obligations.					
E-waste						
Hazardous waste						
Other waste						

- 5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Meesho ensures that its packaging solution providers comply with all applicable Extended Producer Responsibility (EPR) requirements and relevant regulatory obligations.	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	397	397	100%	397	100%	Not Applicable		397	100%	397	100%
Female	147	147	100%	147	100%	147	100%	Not Applicable		147	100%
Total	544	544	100%	544	100%	147	100%	397	100%	544	100%
Other than Permanent Employees											
Male	966	966	100%	966	100%	Not applicable		966	100%	966	100%
Female	92	92	100%	92	100%	92	100%	Not Applicable		92	100%
Total	1058	1058	100%	1058	100%	92	100%	966	100%	1058	100%

b. Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male						Not Applicable					
Female											
Total											
Other than Permanent Workers											
Male		Not Applicable. Meesho does not directly engage other-than-permanent workers on its payrolls, and accordingly, the well-being measures and benefits described above are not extended to this category.									
Female											
Total											

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	F.Y. 2025-26	F.Y. 2024-25
Cost incurred on well-being measures as a % of total revenue of the company*	0.06	Not Applicable

* Includes only employees.

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	F.Y. 2025-26			F.Y. 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Y	Not Applicable		
Gratuity	100%		Y			
ESI*	Not Applicable		Not Applicable			
Others	-		-			

*All Meesho employees have gross monthly salaries more than the threshold specified by Employees' State Insurance (ESI) Act, 1948.

3. Accessibility of workplaces

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.

Yes, the Company's office is fully accessible to differently abled visitors/employees in compliance with the Rights of Persons with Disabilities (RPwD) Act, 2016.

To ensure accessibility and inclusivity, the following measures have been implemented:

- Designated disabled parking spaces close to the lift entrance.
- Wide doorways and corridors to accommodate wheelchairs and mobility aids.
- Lifts with auditory signals for multi-floor access.
- Accessible washrooms with grab bars, low-level fixtures.
- Separate gate designed for wheelchair access.
- Additional wheelchairs in every floor which can be used if required.
- Well-trained staff to provide guidance and support, ensuring safe and comfortable navigation across the premises.

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.

Yes. Meesho Limited is committed to providing equal employment opportunities and promoting an inclusive workplace. The Company seeks to ensure fair and non-discriminatory employment practices across all stages of the employee lifecycle, including recruitment, hiring, development, and career progression. Employment decisions are based on merit, qualifications, and the ability to perform the requirements of the role, without discrimination on any protected grounds.

While the Policy is not currently available in the public domain, Meesho intends to make it publicly accessible in the future. The Company's commitment to equal opportunity employment is reflected in its job descriptions, which emphasise fair and inclusive hiring practices.

Example: Meesho Careers: <https://www.meesho.io/jobs>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Gender				
Male	100%	Not Available*	Not Applicable	
Female	83.33%			
Total	97.6%			

*The retention rate could not be calculated due to the organisational restructuring undertaken in June 2025, which resulted in employee movement across the Company. Accordingly, employee data is available only from June 2025 onwards.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	Yes. Meesho has established a comprehensive multi-channel grievance redressal mechanism to ensure timely, fair, and confidential resolution of concerns across categories.
Permanent Employees	Coverage: The mechanism extends to permanent employees, temporary staff and trainees, consultants and advisers, ad-hoc and contract workforce (whether engaged directly or through an agency), as well as third parties such as visitors, clients, customers, and service providers.
Other than Permanent Employees	Grievance redressal mechanisms include: 1. Sexual Harassment (POSH): Sexual harassment complaints are handled by a dedicated Internal Committee (ICC) constituted under POSH, which can be reached at posh@meesho.com , preferably within three months of the incident. The IC conducts inquiries within 60 days and submits its findings and recommendations, with the process maintained in strict confidentiality. Legal representation is not permitted during IC proceedings, and both parties retain the right to appeal within 90 days to the appropriate Tribunal or Court. 2. Workplace Grievances: For general workplace grievances, employees are encouraged to first approach their HR Business Partner (HRBP). If the matter remains unresolved, it may be escalated to skip-level managers or the Head of HR Operations. Serious concerns such as harassment, discrimination, bullying, retaliation, or ethical misconduct are to be escalated through official HR grievance procedures or ethics hotlines. 3. Whistleblower Mechanism: Human rights grievances can be reported through the Whistleblower channel or escalated to HRBPs, with Meesho ensuring fair investigation and protection from retaliation for all reporters. The Whistleblower mechanism allows employees to report unethical practices, corruption, data breaches, human rights violations, or any other misconduct via email at whistleblower@meesho.com , or in writing to The General Counsel, Meesho Limited, 3 rd Floor, Wing-E, Helios Business Park, Kadubeesanahalli Village, Varthur Hobli, Outer Ring Road, Bengaluru, Karnataka- 560103 4. Complainants are required to include their name, designation, location, email ID, contact number, and address to facilitate a proper investigation. The Company ensure that the confidentiality of the complainant's identity is maintained unless legally required to disclose, and all complaints are investigated fairly without fear of retaliation.

	Yes/No (If Yes, then give details of the mechanism in brief)
	5. Exit-related and Employee Support Grievances: Exit-related grievances must be raised within 30 calendar days of separation and can be submitted via email at employee-exit@meesho.com. 6. Specialised Grievance Channels: Employees with day-care related concerns may submit grievances through the ProEves portal under the 'Submit Grievances' tab, with ProEves experts responding within 24 to 48 hours. Unresolved issues may be further escalated to Meesho HR through HRBPs. Equal opportunity and disability-related grievances are overseen by a dedicated committee, and concerns around discrimination or accessibility may be reported to this committee or to HRBPs directly.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	F.Y. 2025-26			F.Y. 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union	% Covered (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union	% Covered (D / C)
Total Permanent Employees						
• Male						
• Female						
						Nil
Total Permanent Employees						
• Male						
• Female						

8. Details of training given to employees and workers:

Category	F.Y. 2025-26					F.Y. 2024-25				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (A) % (B/A)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	No. (B)		No. (C)	% (C/A)		
Employees						Not applicable				
Male	1,363	1,363	100%	1,363	100%					
Female	239	239	100%	239	100%					
Total	1,602	1,602	100%	1,602	100%					
Workers	Not applicable									
Male										
Female										
Total										

Not applicable

Not applicable

9. Details of performance and career development reviews of employees and worker:

Category	F.Y. 2025-26			F.Y. 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	1,363	1,363	100%	Not applicable		
Female	239	239	100%			
Total	1,602	1,602	100%			
Workers						
Male				Not applicable		
Female						
Total						

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).
If yes, the coverage such system?

Yes, the Company has established a comprehensive health and safety system to ensure the well-being of all the employees. This includes robust Emergency Response & Evacuation Procedures to enable swift and coordinated action during critical situations, alongside a structured Incident Reporting System (MeeBot) that facilitates timely documentation and resolution of workplace incidents.

To proactively address potential risks, the Company undertakes regular Workplace Hazard Identification & Risk Assessments, complemented by a dedicated Fire Safety Management System to prevent and manage fire-related emergencies. In the event of medical situations, a well-defined First Aid & Medical Emergency Management protocol ensures immediate and effective care.

Beyond physical safety, the Company is equally committed to building a safety-conscious culture through Training & Awareness Programs that equip employees with the knowledge and skills to navigate workplace risks. Employee well-being is further supported through a Mental Health Program, where a visiting psychologist provides a safe and confidential space for employees to share concerns and seek guidance. Additionally, the Company regularly organizes Blood Donation Camps and Health Camps, reinforcing the Company commitment to the holistic health of its workforce.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Meesho has the following approaches to identify hazards and assess risks both on a routine and non-routine basis:

Routine Hazard Identification:

- Periodic Workplace Inspections: Scheduled inspections of office premises, equipment, and workstations to identify potential hazards.
- Incident Reporting System (MeeBot) & Slack Channel ('Admin - Helpdesk') for the employees to report hazards in real-time for immediate action.

Non-Routine Hazard Identification:

- Risk Assessment for New Activities/Projects: Risk assessments prior to introducing new processes, equipment, or layouts.
- Incident/Accident Investigations: Review of incidents to identify underlying hazards and prevent recurrence.
- External Factors Monitoring: Consideration of environmental, legal, or regulatory changes that could introduce new hazards.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company has the following processes in place for all employees to report work-related hazards and remove themselves from unsafe condition without any fear of retaliation.

- Incident Reporting System (MeeBot) & Slack Channel ('Admin - Helpdesk') for the employees to report hazards in real-time for immediate action.
- All reported hazards are logged, investigated, and corrective/preventive actions are tracked to closure.
- Regular safety audits and awareness sessions to promote hazard identification and reporting culture.
- Emergency CREWS contact numbers are prominently displayed across all floors to support timely response and safe fire evacuation procedures.
- Dedicated security personnel (PTR) are deployed across all shifts to monitor workplace conditions and promptly report any work-related hazards.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the Company provides the following medical and healthcare services to the employees to promote their well-being beyond workplace.

- Employees are covered under group medical insurance policies, which include hospitalization and outpatient benefits.
- Employees are provided access to general physician consultations, health check-ups, and wellness programs either on-site or through empanelled healthcare providers.
- Employee Assistance Programs (EAP) offering Health Mela, mental health support and professional counselling services.
- Periodic health camps, and wellness initiatives to promote preventive healthcare.
- Contract workers are supported through vendor compliance requirements, ensuring access to basic healthcare facilities as per statutory norms.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	F.Y. 2025-26	F.Y. 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	Not Applicable
	Workers	0	
Total recordable work-related injuries	Employees	0	
	Workers	0	
No. of fatalities	Employees	0	
	Workers	0	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	
	Workers	0	

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Meesho is committed to promoting a safe and healthy workplace through a comprehensive set of measures spanning infrastructure, training, systems, and continuous improvement.

- **Emergency Preparedness:** Robust fire safety systems and clearly defined evacuation plans are maintained across all facilities. Periodic emergency drills are conducted to ensure that employees and contract staff remain prepared to respond effectively to unforeseen situations.
- **Safety Training and Awareness:** All employees and contract staff undergo structured safety training, beginning with induction programs and extending to specialized modules covering Automated External Defibrillator (AED) usage, fire safety, first aid, ergonomics, and safe work practices.

- Incident Reporting and Learning: A structured mechanism is in place for reporting, investigating, and drawing lessons from incidents, near-misses, and unsafe conditions. This system ensures that safety learnings are systematically captured and translated into preventive action.
- Ergonomics and Employee Wellness: Workstations are ergonomically designed to minimize physical strain, and wellness programs are organized to support both the physical and mental well-being of employees.
- Performance Monitoring and Continuous Improvement: Safety performance indicators are tracked on a regular basis, and corrective actions are implemented in a timely manner to address gaps and drive sustained improvements in safety outcomes.

13. Number of Complaints on the following made by employees and workers:

	F.Y. 2025-26			F.Y. 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	Not Applicable		
Health & Safety	0	0	-			

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (All facilities are periodically audited by internal teams to ensure compliance and statutory norms)
Working Conditions	100% (Regular workplace inspections are conducted across all floors)

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No significant safety-related incidents were reported during the reporting period that required corrective action.

To promote a safe workplace, the Company has established an internal team, CREWS, responsible for conducting periodic assessments of health and safety practices and workplace conditions through regular audits and inspections. Based on the findings, appropriate corrective and preventive actions are implemented to address identified gaps, mitigate risks, and strengthen workplace safety measures.

These actions may include:

- Immediate corrective measures such as equipment repairs, hazard elimination, and process modifications to prevent recurrence of safety incidents.
- Employee training and awareness sessions on safe work practices, emergency response procedures, and the appropriate use of personal protective equipment (PPE).
- Infrastructure enhancements, including ergonomic improvements, improved ventilation systems, and installation of safety signage and emergency response equipment.
- Ongoing monitoring and follow-up audits to ensure timely closure of non-conformities and drive continuous improvement in occupational health and safety performance.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, Meesho has a Group Personal Accident (GPA) and Group Term Life (GTL) for the employees.

Meesho provides comprehensive insurance and compensatory benefits to all permanent employees, ensuring financial protection beyond statutory benefits such as Provident Fund and Gratuity. Under the Group Term Life Insurance policy, employees are covered for death due to any cause with a payout equivalent to 2x the annual CTC, ranging from a minimum of ₹40 lakh to a maximum of ₹5 crore, including a free cover limit of up to ₹4 crore. In addition, the Group Personal Accident Insurance policy provides coverage of 3x the annual CTC, capped between ₹10 lakh and ₹5 crore, including 100% of the sum insured in the event of accidental death.

Workers – Not Applicable

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Meesho ensures statutory compliance across the value chain. Partners are required to adhere to applicable laws, regulations, and platform policies as part of their onboarding and ongoing engagement.

To further strengthen compliance, the Company has implemented robust controls across key statutory areas.

GST Compliance: Input Tax Credit (ITC) is availed only upon reflection of the relevant invoices in GSTR-2B. In instances where vendors have not reported invoices, the corresponding tax amount is withheld until such compliance is fulfilled.

TDS Compliance: The nature of services received from vendors is assessed to determine the applicable Tax Deducted at Source (TDS) rate, which is then deducted on invoiced amounts in accordance with statutory requirements. All such deductions are remitted to the government within prescribed timelines, ensuring consistent adherence to regulatory obligations.

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:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	F.Y. 2025-26	F.Y. 2024-25	F.Y. 2025-26	F.Y. 2024-25
Employees	0	Not Applicable	0	Not Applicable
Workers	Not Applicable	Not Applicable	Not Applicable	Not Applicable

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, while there have been no retirements to date, Meesho has established a support framework to facilitate continued employability and smooth career transitions. Additionally, the Company conducts periodic financial wellbeing sessions and retirement planning workshops to prepare employees for future transitions.

In cases of employment separation, the Company also provides outplacement support wherein the individuals are assisted securing new opportunities. Additionally, the Company's talent strategy places strong emphasis on continuous upskilling across digital and non-digital domains, enabling employees to enhance their employability and long-term career prospects.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company requires all value chain partners to comply with applicable laws, including working conditions and health and safety requirements, as specified in procurement contracts.
Working Conditions	

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.

Not applicable since no significant risks or concerns were identified.

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.**

Meesho has identified its key stakeholder groups through a structured stakeholder mapping and materiality assessment process. The Company assesses its business context and value chain to identify stakeholder categories that are central to its operations and long-term value creation, including investors, customers, sellers, logistics and delivery partners, MSMEs, employees, government and regulatory bodies, and the wider community and society.

Stakeholder expectations and concerns are captured through defined engagement mechanisms, such as trainings, meetings, workshops, interviews, conferences, and media events. Insights gathered through these engagements inform the Company's materiality assessment process, which evaluates actual and potential impacts to prioritise significant issues and validate key stakeholder groups on an ongoing basis.

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 & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	SMS, newspaper, pamphlets, different modes of advertisements, website etc.	Regularly	Focus on product quality and safety, platform personalization, and enhancing 'discovery-led' shopping experiences.
Sellers	Yes	Website, seller portal, YouTube videos and online training tutorials	Regularly	Supporting MSMEs in accessing a nationwide customer base; providing basic e-commerce training and guidance on Meesho's unique features and ad campaigns.
Logistics Partners	No	Website, email, SMS	Regularly	Optimization of delivery routes and using technology tools to access the Valmo (Value Movement) logistics network.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Content Creators	No	Website, advertisement	Regularly	Collaboration on engaging content via live commerce and short-form video browsing to drive platform stickiness.
Employees	No	Email, intranet, internal Meetings	Weekly	Discussions on employee wellbeing measures, work-life balance, leave policies, workplace ethics, and HR policy updates.
Investors and Shareholders	No	Email, Investor Relations webpage, periodic reports, website, shareholder letters and earnings' call, newspaper advertisements, stock exchange filings, investor conference	Regularly	Updates on financial performance, ESG roadmap progress, and long-term business strategy.

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 is feedback from such consultations provided to the Board.

The Company has duly constituted a CSR Committee in accordance with the provisions under Section 135 of the Companies Act, 2013. Based on the Committee's recommendations, the Board has approved the Company's CSR Policy, which outlines the Company's philosophy, key focus areas and mechanisms for program implementation, monitoring and reporting.

While the Company is not legally required to undertake CSR activities, it continues to pursue them on a voluntary basis, reflecting the broader commitment to community welfare. CSR is also a part of the Board agenda, with programmes and initiatives subject to periodic review, ensuring continued alignment with Company's strategic priorities and community needs.

The company drives ongoing, transparent stakeholder engagement while ensuring robust protection of confidential business data. Meesho channels stakeholder feedback directly to relevant management and governance forums, integrating their inputs into continuous operational and policy improvements.

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.

Yes. As a key input to its ESG materiality assessment, Meesho consulted internal and external stakeholders through a structured survey, the results of which helped the Company identify and prioritise material issues, informing its policies and procedures. The Company is committed to strengthening this process by regularly engaging with relevant stakeholders and integrating their inputs into how it addresses material topics.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company's CSR Policy provides a structured framework for undertaking initiatives that contribute to societal development, environmental sustainability, and inclusive growth.

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, in the following format:

Category	F.Y. 2025-26			F.Y. 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	544	544	100%	Not applicable		
Other than permanent	1,058	1,058	100%			
Total	1,602	1,602	100%			
Workers						
Permanent	Not applicable			Not applicable		
Other than permanent*	56	56	100%			
Total	56	56	100%			

* Human rights training is provided by the respective vendor partners.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	F.Y. 2025-26					F.Y. 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	544	0	0	544	100%	Not applicable				
Male	397	0	0	397	100%					
Female	147	0	0	147	100%					
Other than permanent	1,058	0	0	1,058	100%					
Male	966	0	0	966	100%					
Female	92	0	0	92	100%					

Category	F.Y. 2025-26					F.Y. 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	Not applicable					Not applicable				
Male										
Female										
Other than permanent	56	0	0	56	100%					
Male	54	0	0	54	100%					
Female	2	0	0	2	100%					

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	14,250,000	1	7,750,000
Key Managerial Personnel	2	16,975,566	0	0
Employees other than BoD and KMP	393	2,054,346	147	2,202,444

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	F.Y. 2025-26	F.Y. 2024-25
Gross wages paid to females as % of total wages*	21.37%	Not Applicable

* Excludes the two female workers who are not on the Company's payroll.

Assurance note: An independent reasonable assurance has been carried out by BDO India Services Private Limited on the FY 2025-26 indicators in the table above.

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. Meesho has established a committee led by a senior-level Presiding Officer, comprising members with expertise in company policies and governance. It functions as an independent body, ensuring fairness, objectivity, and confidentiality in all proceedings. For cases related to sexual harassment, a separate Internal Committee (ICC) is constituted in line with regulatory requirements, including a female Presiding Officer and an external member to ensure impartiality.

Investigation Process:

Grievances and complaints are reported through secure channels, including the whistleblower mechanism. The Committee follows a due process to ensure timely investigation, providing all parties an opportunity to be heard. All findings are documented and communicated with the concerned parties. Disciplinary actions are proportionate to the severity of the misconduct, ranging from corrective measures to employment termination in cases of serious violations.

Safeguards and Accountability:

The Company ensures a strict confidentiality and a zero-tolerance approach to retaliation. Individuals reporting concerns or participating in investigations are protected from any adverse action. Any instance of retaliation is treated as a serious violation. At the same time, safeguards are in place to address malicious or false complaints to maintain the integrity of the process.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Meesho has established grievance redressal mechanisms to address human rights concerns, including discrimination, harassment, and ethical misconduct. Employees can report issues through HR grievance mechanisms, ethics and compliance helplines, and whistleblower platform, with options for confidential or anonymous reporting. All complaints are investigated in a fair and time-bound manner, ensuring due process and proper documentation.

The Company enforces a strict non-retaliation policy and protects the complainant confidentiality through the Whistleblower Policy and Code of Conduct. For sexual harassment cases, a dedicated Internal Committee conducts independent inquiries in line with statutory requirements. The Company also provide support mechanisms such as awareness programmes and counselling and have safeguards in place to address misuse through action against malicious complaints.

6. Number of Complaints on the following made by employees and workers:

	F.Y. 2025-26			F.Y. 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	Not Applicable		
Discrimination at workplace	0	0	-			
Child Labour	0	0	-			
Forced Labour / Involuntary Labour	0	0	-			
Wages	0	0	-			
Other human rights related issues	0	0	-			

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	F.Y. 2025-26	F.Y. 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	Not Applicable
Complaints on POSH as a % of female employees / workers	0	
Complaints on POSH upheld	0	

Assurance note: An independent reasonable assurance has been carried out by BDO India Services Private Limited on the FY 2025-26 indicators in the table above.

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Meesho is committed to maintaining a safe and supportive workplace where employees can raise concerns without fear of retaliation or adverse consequences. The Company has also established multiple safeguards to protect complainants in cases related to discrimination, harassment, and ethical misconduct.

Protection against retaliation:

The Company follows a strict non-retaliation policy. Any form of adverse action, including threats, intimidation, suspension, termination, demotion, or denial of opportunities, against individuals raising concerns in good faith is strictly prohibited.

Confidentiality:

The identity of complainants and whistleblowers is kept confidential throughout the investigation process, except where disclosure is required by law or consented to by the individual. This ensures protection from potential backlash.

Whistleblower Protection Framework:

A robust whistleblower mechanism is in place to enable secure and anonymous reporting of unethical practices, while ensuring protection against discrimination, retaliation, or harassment for individuals raising concerns

Internal Committee for Sexual Harassment (POSH):

An Internal Committee conducts fair, independent, and time-bound investigations into sexual harassment complaints. It ensures that complainants and witnesses are protected from victimisation, and any form of retaliation is treated as a serious violation.

Grievance Redressal and Escalation Mechanisms:

Employees can raise concerns through structured channels such as HR grievance procedures, ethics and compliance hotlines, and whistleblower platform. These channels support documentation, timely resolution, and escalation where required.

Accountability and Safeguards:

While protecting genuine complainants, the Company also has provisions to address malicious or false complaints through appropriate disciplinary action, ensuring the integrity of the process.

Awareness and Support:

Regular awareness programmes are conducted, and support mechanisms are provided, including counselling services, to ensure employees are well-informed and supported in raising concerns.

Policy Integration:

The non-retaliation principle is embedded across key policies, including the Code of Business Conduct, Whistleblower Policy, Anti-Bribery and Anti-Corruption Policy, and POSH Policy.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, Meesho incorporates human rights principles into the business agreements and contracts wherever applicable.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Meesho strictly prohibits child labour, forced or involuntary labour, and all forms of discriminatory employment practices, while ensuring compliance with applicable legal requirements.
Forced / involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not applicable

LEADERSHIP INDICATORS**1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints.**

In the reporting period, there were not instances wherein businesses processes were modified or introduced to address any human rights complaints.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Not applicable since there was no human rights due-diligence conducted in the reporting period.

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?

Yes, The Company's office is fully accessible to differently-abled visitors and employees in compliance with the Rights of Persons with Disabilities (RPwD) Act, 2016.

To ensure accessibility and inclusivity, the following measures have been implemented:

- Designated disabled parking spaces close to the lift entrance.
- Wide doorways and corridors to accommodate wheelchairs and mobility aids.
- Lifts with auditory signals for multi-floor access.
- Accessible washrooms with grab bars, low-level fixtures.
- Separate gate designed for wheelchair access
- Additional wheelchairs are available on every floor for use, as and when required.
- Trained staff available to provide guidance and support, ensuring safe and comfortable navigation across the premises.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable since no significant risks or concerns were identified.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	F.Y. 2025-26	F.Y. 2024-25
From renewable sources		
Total electricity consumption (A)	0	
Total fuel consumption (B)	0	
Energy consumption through other sources (C)	0	
Total energy consumed from renewable sources (A+B+C)	0	
From non-renewable sources		
Total electricity consumption (D)	6,690.26	
Total fuel consumption (E)	156.07	
Energy consumption through other sources (F)	0	
Total energy consumed from non-renewable sources (D+E+F)	6,846.34	
Total energy consumed (A+B+C+D+E+F)	6,846.34	
Energy intensity per rupee of turnover (GJ/INR in crores)	1.07	
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ / INR in crores)	21.82	
Energy intensity in terms of physical output (GJ/total permanent employees)	12.59	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

Yes, an independent reasonable assurance has been carried out by BDO India Services Private Limited for the FY 2025-26 indicators in the table above.

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? (Y/N) 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.

Not applicable since Meesho's operations do not fall within the category of energy-intensive industries covered under the Government of India's Perform, Achieve and Trade (PAT) Scheme.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	F.Y. 2025-26	F.Y. 2024-25
(i) Surface water	0	Not Applicable
(ii) Groundwater	0	
(iii) Third party water	10,727.58	
(iv) Seawater / desalinated water	0	
(v) Others (packaged drinking water)	3.68	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,731.26	
Total volume of water consumption (in kilolitres)	10,731.26	
Water intensity per rupee of turnover (kilolitres / INR in crores)	1.68	
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kilolitres / INR in crores)	34.21	
Water intensity in terms of physical output (kilolitres / total permanent employees)	19.73	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

Yes, an independent reasonable assurance has been carried out by BDO India Services Private Limited for the FY 2025-26 indicators in the table above.

4. Provide the following details related to water discharged:

Parameter	F.Y. 2025-26	F.Y. 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not applicable since Meesho operates primarily through a single office location, where water consumption is limited to domestic and administrative purposes. As the Company does not undertake manufacturing or water-intensive operations, this indicator is not applicable. Additionally, the Tech Park from which Meesho operates is equipped with a Sewage Treatment Plant (STP), where treated water is reused for flushing and landscaping purposes.	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

Yes, an independent reasonable assurance has been carried out by BDO India Services Private Limited for the FY 2025-26 indicators in the table above.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The Company leverages the Zero Liquid Discharge (ZLD) system available at the tech park from which it operates to treat and recycle all wastewater generated through its operations. During FY 2025-26, a total of 7,703.1 KL of wastewater was treated through the Sewage Treatment Plant (STP) and subsequently reused for flushing, gardening and landscaping, and cooling tower operations, supporting efficient water resource management and circular water use practices.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify the unit	F.Y. 2025-26	F.Y. 2024-25
NOx			
SOx			
Particulate matter (PM)		Not Applicable	
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

Meesho functions from shared office premises without any manufacturing or industrial operations. Accordingly, the Company does not have any significant direct air emissions sources requiring separate tracking or reporting.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	F.Y. 2025-26	F.Y. 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	0	Not applicable
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	1,330.72	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO ₂ e/ INR Cr	0.21	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions /Revenue from operations adjusted for PPP)	MTCO ₂ e/ INR Cr	4.24	
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MTCO ₂ e / total permanent employees)	MTCO ₂ e/total permanent employees	2.45	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

Yes, an independent reasonable assurance has been carried out by BDO India Services Private Limited for the FY 2025-26 indicators in the table above.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes. Meesho has the following initiatives to reduce greenhouse gas emissions -

- LED Lighting and Motion Sensor Installation:** The Company has installed motion sensors in low occupancy zones to optimise energy usage and reduce electricity consumption, thereby lowering indirect emissions.
- Waste Segregation and Recycling Programme:** Colour coded bins have been installed for effective waste segregation, resulting in improved waste diversion and reduced emissions from landfill disposal.

9. Provide details related to waste management by the entity, in the following format:

Parameter	F.Y. 2025-26	F.Y. 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	6.10	Not Applicable
E-waste (B)*	0.13	
Bio-medical waste (C)	0	
Construction and demolition waste (D)	53.61	
Battery waste (E)^	3.23	
Radioactive waste (F)	0	
Other Hazardous waste. Please specify, if any. (G)	0	
Other Non-hazardous waste generated - paper waste and uniforms (H)	73.57	
Total (A + B + C + D + E + F + G + H)	136.64	
Waste intensity per rupee of turnover (MT / INR in crores)	0.021	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT / INR in Crore)	0.436	
Waste intensity in terms of physical output (MT / total permanent employees)	0.251	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		Not Applicable
(i) Recycled	3.36	
(ii) Re-used	0	
(iii) Other recovery operations	0	
Total	3.36	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	
(ii) Landfilling	53.61	
(iii) Other disposal operations [#]	79.67	
Total	133.28	

* All end-of-life electronic items were disposed of through authorised e-waste recycler. Prior to disposal, all data stored on the laptops was securely erased in accordance with the Company's data security and information management protocols. The material was subsequently processed and managed in an environmentally sound manner, in compliance with applicable regulatory requirements, including the E-Waste (Management) Rules, 2022, notified by the Ministry of Environment, Forest and Climate Change and administered by the Central Pollution Control Board.

^ Battery waste generated from operations is channelled to authorized vendors under buyback agreements, ensuring its responsible collection, recycling, and disposal.

[#] Waste generated from operations is collected and handled by the local municipal corporation. This also include construction and demolition (C&D) waste. The quantity of C&D waste generated during the reporting period was primarily attributable to the complete renovation of an entire floor within the technology park to accommodate the Company's expanded operational requirements.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

Yes, an independent reasonable assurance has been carried out by BDO India Services Private Limited for the FY 2025-26 indicators in the table above.

10. 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.

Meesho follows a structured waste management mechanism wherein the waste is segregated at source into dry and wet fractions using colour-coded bins, with dry waste handed over to authorised vendors for recycling or disposal in line with local regulations. The employees are regularly sensitised on waste segregation, reduction of single-use materials, and responsible disposal through awareness and training initiatives. As the operations are entirely office-based, the Company does not use or store hazardous chemicals on its premises; routine consumables such as stationery and cleaning supplies are the primary inputs, and the approach is to avoid the use of hazardous substances in the processes altogether.

11. If 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, please specify details in the following format:

Sr. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval clearance are being complied with? (Y/N If no, the reasons thereof and corrective action taken, if any.
No, Meesho does not have any offices located in or around ecologically sensitive areas requiring environmental clearances.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable since no EIA was conducted					

13. 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 (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
There were no non-compliances, fines, penalties, or regulatory actions.				

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area - Bengaluru

(ii) Nature of operations - Office

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	F.Y. 2025-26	F.Y. 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(ii) To Surface water - No treatment - With treatment – please specify level of treatment	Not applicable since Meesho operates primarily through a single office location, where water consumption is limited to domestic and administrative purposes. As the Company does not undertake manufacturing or water-intensive operations, this indicator is not applicable. Additionally, the Tech Park from which Meesho operates is equipped with a Sewage Treatment Plant (STP), where treated water is reused for flushing and landscaping purposes.	Not Applicable
(iii) To Groundwater - No treatment - With treatment – please specify level of treatment		
(iv) To Seawater - No treatment - With treatment – please specify level of treatment		
(v) Sent to third-parties - No treatment - With treatment – please specify level of treatment		
(vi) Others - No treatment - With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

Yes, an independent reasonable assurance has been carried out by BDO India Services Private Limited for the FY 2025-26 indicators in the table above.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	F.Y. 2025-26*	F.Y. 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	-	Not Applicable
Total Scope 3 emissions per rupee of turnover	MTCO ₂ e / INR in crores		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MTCO ₂ e / total number of full-time employees		

*Scope 3 emissions have not yet been fully accounted for. However, the Company intends to progressively assess and quantify the applicable Scope 3 emission categories as its sustainability reporting and data management processes continue to evolve.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

No, the entity does not have any significant direct or indirect impact on biodiversity in ecologically sensitive areas.

4. 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, as per the following format:

S. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	LED Lighting & Motion Sensor Installation	Installed motion sensors in low-occupancy zones to reduce energy wastage.	Reduction in electricity consumption.
2	Waste Segregation & Recycling Program	Implemented color-coded waste collection bins.	Enhanced waste segregation and proper disposal practices.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Meesho has established a Business Continuity Procedure, aligned with the Information Security Policy, to ensure that information security is maintained across all Meesho's entities during disruptions. This procedure applies to everyone who interacts with information systems owned or operated by Meesho, including employees, contractors, and third parties. Company's Security Compliance Team is responsible for developing and implementing this procedure in line with the organization's risk appetite, identifying critical business processes and resources that require continuity plans, and defining the necessary recovery plans. All concerned stakeholders are required to adhere to the provisions of this procedure, and non-compliance may result in disciplinary action.

6. 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.

While the Company currently does not have specific initiatives focused on reducing value chain emissions, it recognizes the importance of addressing indirect environmental impacts over the long term. As part of its broader environmental objectives, the Company continues to explore opportunities related to EV adoption and sustainable packaging solutions, which may contribute to reducing value chain emissions in the future. The Company remains committed to strengthening its approach towards climate and sustainability related initiatives as its environmental strategy evolves.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil. The assessment has not been undertaken by the Company during the reporting period.

8. How many green credits have been generated or procured.

S. No.	Particulars	Green Credit Generated	Green Credit Procured
		Nil	

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.

The company is affiliated to three (3) industry chambers/ associations.

- 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.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	Startup Policy Forum (SPF)	National
3	National Association of Software and Service Companies (NASSCOM)	National

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.

Name of authority	Brief of the case	Corrective action taken
No such cases observed in the reporting period.		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Anti-counterfeit	Meesho engages quarterly with FMCG brands under the Indian Beauty & Hygiene Association (IBHA) umbrella to exchange ideas and information on IP infringement and counterfeiting within the Meesho Mall segment. The Company is also strengthening its engagement with the Central Consumer Protection Authority (CCPA) to ensure consistent and equitable treatment in the handling of violations, and to avoid ad-hoc fines and notices.	The Company publishes half-yearly or annual Transparency Reports, in continuation of the Trust Assurance Report, with a focused lens on grievance redressal, an area that remains of significant concern to the Government. Meesho has released a Dark Patterns Report in conjunction with LocalCircles, which recognised Meesho as the only e-commerce platform that is entirely free of dark patterns.	None	https://www.localcircles.com/a/press/page/dark-patterns-ecommerce-survey https://ccpa.doca.gov.in/company/Meesho-new.pdf
2	Advocacy for India's small sellers for indirect tax reforms	Meesho actively engages with the Ministry of Finance to advocate for greater tax reforms for the small sellers, including the implementation of the Virtual Place of Business (VPOB) framework. The Company is also collaborating with other private sector players to present a consolidated note to the Ministry, seeking greater clarity on the Goods Transport Agency (GTA) model.	No	None	-

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
3	Content Live Commerce	Meesho is positioning itself as an industry voice on emerging policies and frameworks related to content and live commerce, engaging with the Ministry of Consumer Affairs to shape regulatory developments in a manner that supports sustainable and responsible growth in this space.	-	None	Meesho seller learning hub: https://supplier.meesho.com/learning-hub
4	National Sustainable Packaging Policy	Meesho is engaging with the Ministry of Science and Technology to help navigate evolving policies and frameworks on sustainable packaging, contributing to industry-wide dialogue on responsible and environmentally conscious practices.	-	None	-
5	Greater efficiencies in deliveries	Meesho is engaged with India Post and Railways to establish dedicated routes and concessions aimed at reducing delivery inefficiencies and associated costs.	-	None	-

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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable.					
As this is Meesho's first year of BRSR reporting following the listing in December 2025, no Social Impact Assessments (SIAs) were undertaken during the reporting period. The Company is in the process of strengthening its ESG and CSR frameworks and will evaluate the need for SIAs for relevant projects going forward, in line with regulatory requirements and emerging best practices.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable. Meesho operates as a logistics driven marketplace business model and does not undertake land acquisition, infrastructure development, or manufacturing activities requiring Rehabilitation and Resettlement (R&R) initiatives.						

3. Describe the mechanisms to receive and redress grievances of the community.

Meesho has established an accessible, multi-channel grievance and redressal mechanism integrated within the Company's platform and governance framework. Sellers and value chain partners can raise grievances through the Supplier Panel 'Support' section, with the option for immediate assistance via the 'Call Me Back' feature. Additional support is available through dedicated email channels, and unresolved concerns may be escalated to the Grievance or Nodal Officer for further review.

In line with the Company's CSR Policy and broader stakeholder engagement approach, complaints, if any, from beneficiaries of its CSR initiatives are tracked through designated communication channels. All stakeholders have access to the Company's whistleblower mechanism to report concerns in a confidential and secure manner. The Company ensures that all grievances are reviewed and addressed in a timely manner, with insights and learnings integrated into continuous process improvements.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	F.Y. 2025-26*	F.Y. 2024-25
Directly sourced from MSMEs / small producers*	1.01%	Not Applicable
Directly from within India	99.61%	

*Includes procurement related to office supplies and packaging materials only. Other procurement categories will be included in future reporting cycles.

Assurance note: An independent reasonable assurance has been carried out by BDO India Services Private Limited on the FY 2025-26 indicators in the table above

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	F.Y. 2025-26* (%)	F.Y. 2024-25
Rural	0.02	Not Applicable
Semi-urban	1.58	
Urban	7.48	
Metropolitan	90.93	

Assurance note: An independent reasonable assurance has been carried out by BDO India Services Private Limited on the FY 2025-26 indicators in the table above.

* Includes only employees.

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable since SIA was not undertaken	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable*			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable. Meesho does not derive or share benefits from intellectual properties based on traditional knowledge as part of its logistics driven marketplace business model.				

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.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
Not Applicable*			

* While the mandatory CSR spending obligation is not applicable to the Company for the financial year 2025-26, Meesho has voluntarily undertaken select CSR initiatives during the year through Sambhav Foundation and in collaboration with the Ministry of MSME, Ministry of Rural Development (MoRD), and various non-profit organisations, towards activities aligned with Schedule VII of the Companies Act, 2013.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Meesho Limited primarily operates as a logistics service provider and engages with two key consumer groups: (i) customers who order through the Meesho platform, and (ii) logistics partners, including Valmo delivery partners and third-party logistics (3PL) service providers.

For customers, Meesho Limited has established a multi-channel complaint and feedback mechanism that is available 24x7. Customers can seek assistance through the in-app Help section and assisted support channels such as chat and call back services. Self-serve FAQs act as the first layer of support, while agent assisted resolution is available for cases requiring additional intervention. Customer support is offered in multiple Indian languages, including Hindi, English, Bengali, Tamil, Telugu, Kannada, and Malayalam, making assistance accessible to a diverse user base.

When a consumer raises a concern, it is logged and routed through a structured resolution workflow based on the nature of the issue, such as order status, account related concerns, catalogue information, or fraud related matters. Where necessary, cases are escalated for further review and priority resolution. The Company has established complaint resolution SOPs covering the entire order lifecycle, including dispatch and delivery updates, tracking issues, returns and exchanges, payment related concerns, refunds, and fraud related matters, enabling consistent and effective handling of consumer complaints. Customers receive updates on their cases and can track the status of their complaints within the application through My Orders > Help Centre > Your Issues > Issue ID.

The Company monitors service quality and responsiveness through user surveys and key performance indicators such as Customer Effort Score (CES), Customer Satisfaction Score (CSAT), and average resolution time. Insights from these mechanisms are used to continuously enhance customer experience and strengthen service delivery.

For logistics partners, Valmo provides dedicated technology platforms that facilitate seamless communication and issue resolution. The Valmo Partner application enables delivery partners to manage their profiles, earnings, and operational updates while providing a channel for raising concerns and seeking support. The Valmo Pilot application supports delivery execution through real time trip visibility, scanning, and proof of delivery workflows, enabling operational issues to be identified and addressed promptly. In addition, the Valmo Operations application is used by internal operations teams to manage hubs and branches, monitor performance, and resolve escalations efficiently.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	The Company is in the process of adopting electric vehicles in its logistics network to reduce its environmental footprint.
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

3. Number of consumer complaints in respect of the following:

	F.Y. 2025-26			F.Y. 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	Not Applicable		
Advertising	0	0	-			
Cyber-security	0	0	-			
Delivery of essential services	0	0	-			
Restrictive Trade Practices	0	0	-			
Unfair Trade Practices	0	0	-			
Other	0	0	-			

4. Details of instances of product recalls on account of safety issues:

Number	Reasons for recall
Voluntary recalls	Not applicable
Forced recalls	

Not applicable since Meesho Limited is a Logistic Service Provider.

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.

Yes. Meesho has a Privacy Policy in place that governs the collection, processing, use, and sharing of personal information. The Policy outlines the categories of information collected, including personal and usage data, the purposes for which such information is processed, such as providing and improving services, fulfilling orders, personalisation, legal compliance, fraud prevention, and research, as well as the circumstances under which information may be shared with third parties.

As outlined under the 'Security Precautions' section of the Privacy Policy, Meesho maintains reasonable physical, electronic, and managerial safeguards to protect information from unauthorised access, misuse, loss, or disclosure, and to maintain data security in accordance with accepted industry standards, including the use of secure servers.

Policy link: <https://www.meesho.com/legal/privacy?srsltid=ARcRdnexo-MbdXTTWj2ZanwWBsCKjsvRtqGEVbrT-KPVzrqBq5vQco-G>

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.

No security incidents have been reported that required corrective action.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches- 0
- Percentage of data breaches involving personally identifiable information of customers- 0
- Impact, if any, of the data breaches- Not applicable

Assurance note: An independent reasonable assurance has been carried out by BDO India Services Private Limited on the FY 2025-26 indicators in the Change to section above.

LEADERSHIP INDICATORS**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information regarding the Company's services is made available through multiple digital touchpoints catering to both customers and logistics partners. Customers can access information relating to products, orders, deliveries, returns, refunds, and support services through the Meesho app, website, and official social media channels. Logistics partners, including Valmo delivery partners and third-party logistics (3PL) service providers, can access operational information, performance updates, earnings details, and support services through dedicated Valmo applications and partner platforms.

Key customer-facing channels include:

Meesho App

Meesho Website: <https://www.meesho.com/>

Instagram: <https://www.instagram.com/meeshoapp/>

Facebook: <https://www.facebook.com/meeshosupply/>

Twitter/X: https://x.com/Meesho_Official

Youtube: https://www.youtube.com/channel/UCaGHIRKYUYlaI_ZAt2hxpjw

Linkedin: <https://in.linkedin.com/company/meesho>

Key logistics partner channels include:

Valmo Partner App: [Valmo Partner – Apps on Google Play](#)

Valmo Pilot App: [Valmo Pilot – Apps on Google Play](#)

Valmo Operations App: [Valmo Operations – Apps on Google Play](#)

Through these channels, stakeholders can access relevant information, receive updates, and engage with the Company for support, feedback, and issue resolution.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not applicable, as Meesho Limited operates primarily as a logistics service provider to the e-commerce business.

It prioritises the safe and efficient handling of products throughout the delivery process. The Company has identified as defective or of inadequate quality. In addition, products listed on the Meesho platform are accompanied by relevant information and usage instructions to support their safe and appropriate use by customers.

3. Mechanisms in place to inform and educate consumers of any risk of disruption/discontinuation of essential services.

Not Applicable since Meesho Limited operates as a logistics service provider for the e-commerce business.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable). 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)

Not applicable, since Meesho Limited operates as a logistics service provider to the e-commerce business.

Yes. Meesho Limited measures consumer satisfaction and experience across major user journeys through multiple feedback mechanisms. Support channels are monitored using metrics such as Customer Effort Score (CES) and Customer Satisfaction Score (CSAT), with performance tracked continuously to enhance service quality and customer experience at scale. The Company also measures Net Promoter Score (NPS) across key customer workflows, including deliveries, exchanges, returns, and refunds, to assess consumer sentiment and identify areas for improvement.

Independent Assurance Statement

Meesho Limited

3rd Floor, Tower E, Helios Business Park,
Chandana, Kadabeesanahalli, Bengaluru,
Karnataka 560103

Independent Assurance Statement on Business Responsibility and Sustainability Report (BRSR) disclosures for the financial year 2025-26.

Introduction and objective of engagement

Meesho Limited (the 'Company') has developed its Business Responsibility and Sustainability Report FY 25-26 ('BRSR') including the BRSR Core Indicators¹, based on the BRSR reporting guidelines prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct, 2018 (NGRBC), and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard.

BDO India Sevcies Private Limited (BDO) was engaged by the Company to provide independent assurance of the BRSR (collectively, the 'Report') for the period 1st April 2025 to 31st March 2026.

The Company's responsibilities

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

BDO's responsibility

BDO's responsibility, as agreed with the Management of the Company, is to provide assurance on the BRSR Core Indicators as described in the 'Scope & boundary of assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard and criteria

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), 'Assurance Engagements Other than Audits or Reviews of Historical Financial Information', and ISAE 3410, 'Assurance Engagements on Greenhouse Gas Statement', issued by the International Auditing and Standards Board.

We applied the criteria of 'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).

Scope & boundary of assurance

We have assured the non-financial BRSR Core Indicators presented in the BRSR 25-26 pertaining to the Company's performance for the period 1st April 2025 through 31st March 2026.

The reporting scope and boundary cover the Company's India operations.

Assurance methodology

Our assurance process entailed conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. The physical & virtual verification on sample basis was carried out at the following locations:

- **Corporate Office:** 3rd Floor, Tower E, Helios Business Park, Chandana, Kadabeesanahalli, Bengaluru, Karnataka 560103

This facility represent material revenue generated by the Company. We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/ omission of relevant information/ data in the Report. We used our professional judgement as Assurance Provider for selection of sample of the Company's locations/facilities and non- financial information for the verifications.

Our review process included:

- Evaluation of appropriateness of the quantification methods used to arrive at the non-financial/sustainability information of the BRSR Core Indicators;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at both corporate and plant/facility levels who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.

Limitations & exclusions

There are inherent limitations in assurance engagement, including, for example, the use of judgment and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

The assurance scope specifically excludes:

- Data and information outside the defined reporting period (1st April 2025 to 31st March 2026);
- Review of the 'economic and/or financial performance indicators' included in the Reports, specifically, the financial information based on which such indicators are reported; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topics other than those listed in the 'Scope and boundary of assurance';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

Our observations

Based on our review of the Report, we observed that the disclosures of the Company, covered under the '**Scope and boundary of assurance**', are fairly reliable. During our assurance process, we observed few improvement opportunities for protocols and processes for collation and compilation of data. Going forward, the Company may consider adopting standardised protocols for improving accuracy.

Our above observations, however, do not affect our conclusion regarding the Report.

Our conclusions

Based on the scope of our review, we concluded that the non-financial sustainability disclosures of the BRSR Core indicators as mentioned in '**Scope and boundary of assurance**' fulfil the criteria of relevance, completeness, reliability, neutrality, and understandability as per '**Reasonable**' assurance criteria of the applied Assurance Standard.

Our assurance team and independence

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

For BDO India Services Private Limited

Dipankar Ghosh

Partner & Leader - Sustainability & ESG
Business Advisory Services
Gurugram, Haryana
23rd July 2026