Ref. No.: Ethos/Secretarial/2026-27/46

Dated: August 20, 2026

Corporate Service Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400001

Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra,
Mumbai - 400051

Scrip Code: 543532
ISIN: INE04TZ01018

Trading Symbol: ETHOSLTD

Subject: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2025-26 which forms part of the Annual Report FY 2025-26.

The BRSR is also available on the website of the Company at www.ethoswatches.com

This is for your information and records.

For Ethos Limited

PRIYA GROVER
Digitally signed by PRIYA GROVER
Date: 2026.08.20 11:36:32 +05'30'

Priya Grover
Company Secretary & Compliance Officer
Encl: as below

Business Responsibility And Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L52300HP2007PLC030800
2.	Name of the Listed Entity	Ethos Limited
3.	Year of incorporation	November 5, 2007
4.	Registered office address	Plot no. 3, Sector III, Parwanoo, Himachal Pradesh - 173 220, India
5.	Corporate office address	S.C.O. 88-89, Sector 8-C, Madhya Marg, Chandigarh 160 009, India
6.	E-mail	investor.communication@ethoswatches.com
7.	Telephone	0172-2548223/24
8.	Website	www.ethoswatches.com
9.	Financial year for which reporting is being done	April 01, 2025 – March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 26.76 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Yashovardhan Saboo Chairman and Whole Time Director Email address - investor.communication@ethoswatches.com Contact details - 0124-6932100
13.	Reporting boundary	On Standalone basis pertaining to Ethos Limited
14.	Name of Assurance provider	No third party has been appointed to carry out an assessment/ evaluation/assurance on the BRSR indicators reported by the Company
15.	Type of Assurance obtained	Not applicable

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Trade	Retail Trading	100

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Watch and Watch accessories	47732	100

III. Operations

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

Location	Number of plants	Number of establishments	Total
National	Not applicable	121*	121
International	Not applicable	2	2

* includes 94 retail stores, 8 back end offices, 8 service centres and 11 warehouses.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of Cities)	30
International (No. of Countries)	1

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

Nil. The Company does not export any of its goods.

c. A brief on types of customers

Our customers constitute of retail consumers who have passion for premium and high-end luxury watches. Our customer base includes passionate collectors and fashion-conscious buyers with an eye for quality time pieces. Ethos being India's leading luxury and premium watch retail player, caters to customers who wish to undergo a content-led luxury experience via a strong online platform of the Company's website and social media channels, which is anchored by pan-India physical stores across more than 100 locations in the country.

IV. Employees

20. Details at the end of March 31, 2026

a. Employees and workers (including differently abled)

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
			EMPLOYEES			
1.	Permanent (D)	1069	844	78.95%	225	21.05%
2.	Other than Permanent (E)	40	36	90.00%	4	10.00%
3.	**Total employees (D+E)**	**1109**	**880**	**79.35%**	**229**	**20.65%**
			WORKERS			
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total workers (F+G)**	**0**	**0**	**0**	**0**	**0**

b. Differently abled Employees and workers:

S.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)	0	0	0	0	0
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

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	5	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Category	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.80%	8.10%	24.90%	20.90%	6.70%	27.60%	20.50%	9.20%	29.70%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

V. Holding, Subsidiary and Associate Companies (including Joint Ventures as on March 31, 2026)

23. (a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint venture	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	KDDL Limited	Holding	43.07% (directly) and 7.52% (indirectly)	Yes
2	Cognition Digital LLP	Wholly Owned Subsidiary	100.00%	No
3	Ficus Trading LLC	Wholly Owned Subsidiary	100.00%	No
4	Ethos Lifestyle Private Limited (formerly known as RF Brands Private Limited)	Subsidiary	75.05%	No
5	Micron Watch Service Private Limited	Joint Venture (Subsidiary)	50.10%	No
6	Pasadena Retail Private Limited	Joint Venture	50.00%	No
7	Silvercity Brands AG	Associate	33.88%	No

VI. CSR Details

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
(ii)	Turnover (in Rs.) For the year ended March 31, 2026:	1,61,259.61 Lacs
(iii)	Net worth (in Rs.) As at March 31, 2026:	1,48,146.81 Lacs

VII. Transparency and Disclosure 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)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	https://www.ethoswatches.com/investors-information/investor-contacts	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders		2	Nil	Nil	Nil	Nil	Nil
Employees and workers		Nil	Nil	Nil	Nil	Nil	Nil
Customers		453	18	Nil	356	18	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil

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	Customer satisfaction	Opportunity	Customer satisfaction represents a valuable opportunity for a retail company, as it enables the Company to build deeper connections with its customers, strengthen differentiating the brand in a competitive retail landscape and ultimately drive sales. By focusing on various customer engagement practices, we can boost sales and strengthen its market position.	With changes in the dynamic environment, we are profusely engaging ourselves with our customers through loyalty programs, events, friends and family sale etc. and ensuring strengthening our market position.	Positive:- The Company strongly promulgates customer engagement programs for active participation of our customers.

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)
2	Empowering Workforce: Engaging and Developing Talent	Opportunity	Prioritizing employee engagement and talent management opens doors for the company and builds a diverse workforce that boosts talent attraction and productivity. A positive work culture can lead to a knowledgeable and motivated workforce, improved customer satisfaction, innovation and increased sales and market share. Training programs and talent succession planning empower employees and enhance performance.	We build a strong employer brand, attract and retain top talent who align with our values, ethics, vision and mission. Our performance management system recognizes and rewards the exceptional contributions of our high performing employees.	Positive:- By investing in enhancing employee experience , we can drive outcomes that directly impact the satisfaction of our team members and customers. A positive and engaging work environment will foster higher productivity, collaboration, and overall job satisfaction, leading to improved customer experiences and loyalty
3	Health, Safety and Well-being of Employees	Risk	Health, Safety and Well-being risks to employees is significant. Employees face hazards from high foot traffic, potential exposure to infectious diseases and operational accidents. Any health and safety issues can lead to operational disruptions, loss of trust and legal consequences.	Implementation of robust health and safety programme, which can improve employee morale, reduce absenteeism and enhance the store's reputation as a responsible employer, potentially attracting more customers and talent in a longer run.	Negative:- Insurance schemes shall contain parameters to combat such risks and mitigate harms owing out of such instances.
4	Environment and Corporate Social Responsibility	Opportunity	Ethos actively engages in various environmental activities driven by a commitment to positively impact environment through enduring and impactful initiatives. Our 'Million Tree Project' aims to plant one million trees over the years. Starting 2021, one tree will be planted for every watch sold at Ethos. Furthermore, Ethos plans to engage in other CSR activities as well to foster inclusive sustainable growth.	With larger emphasis on higher returns that too coupled with environmental sustainability, we believe in propagating and executing reasonable & substantial initiatives for safeguarding environment and ensure sustainable development in the years to come.	Positive:- We strongly emphasize the responsibility towards sustainable development and the need to protect and safeguard environment.
5	Business Ethics, Integrity, Transparency and Compliance	Opportunity and Risk	At Ethos, ethics and integrity have always been the key values that have enabled the organisation to gain stakeholder's trust and build reputation. This ensures that the organisation conducts the business in ethical and transparent manner to remain successful over the long run. Inconsistent ethical practices can also lead to internal conflicts and misalignment with corporate values.	We have established clear policies, standard operating procedures and guidelines, provide training and implement internal controls. Encourage reporting of concerns and maintain a culture that supports whistleblowing, conduct regular audits and seek guidance from external experts. Internal controls enhance efficiency and enable effective resource allocation.	Positive:- It can lead to increased consumer loyalty, positive brand perception and improved business opportunities. Negative:- Unethical behaviour can tarnish the company's reputation, leading to decreased consumer trust and difficulty attracting and retaining top talent.

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	Innovation and Digitalisation	Opportunity	The rapid emergence of digital technologies offers exciting opportunities for transformative change for a business model like that of Ethos. By building digital capabilities in our systems, workforce, and business models, we can ensure the future readiness of our operations and adapt swiftly to evolving stakeholders demand. Embracing digital transformation empowers us to innovate, foster agility and effectively meet the ever-changing needs of our stakeholders.	Our management is focussed on exciting opportunities in digital world and keen to develop its team to ensure aligning its goals with the transformative change which digitisation can bring to the organisation.	Positive:- By embracing digital transformation and leveraging emerging technologies, we enhance our ability to adapt, optimize processes, and improve efficiency. This proactive approach enables us to stay agile in a rapidly evolving business landscape while building capabilities to meet future challenges.
7	Corporate Governance and Compliances	Opportunity and Risk	Compliance is the foundation to build the reputation of the Company. It is important to continue to ensure regulatory compliances to build trust among stakeholder groups while also ensuring operations are in line with relevant and applicable laws to avoid legal violations.	Ethos has adopted a digitally enabled comprehensive Compliance Management tool which is robust to track non compliances and engage teams in all time involvement in the Company's endeavour for zero tolerance on non-compliance. Effective control and efficient oversight of senior management is ensured by cascading their responsibility till the last performer of the activity.	Positive:- It ensures adherence to laws and regulations, bolstering the company's reputation as a responsible and trustworthy organization. This, in turn, can lead to increased customer loyalty, positive brand perception and improved business opportunities Negative: Non-compliance with regulations and compliances may result to legal penalties, fines and litigation, causing financial strain and reputational damage.
8	Data privacy and data security	Opportunity and Risk	The business is susceptible to data breaches, leading to the loss of sensitive customer information, legal penalties and damage to the goodwill. Non implementation of robust policies on data security may result in routine lapses and non-compliance with privacy laws as applicable, incurring heavy fines and eroding customer trust.	Develop robust privacy solutions to avoid potential frauds, regularly conduct audits to improve security lapses. Further, education to employees, establishment of database management systems and policies to stay compliant with data security standards.	Negative :- Non-compliance with regulations and compliances may result to legal penalties, fines and litigation, causing financial strain and reputational damage.

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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. *Web Link of the Policies, if available	https://www.ethoswatches.com/investors-information/corporate								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	No	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to the Million Tree Project (planting one million trees), continuous employee development through reviews and training, enhanced customer engagement via loyalty programs and omnichannel expansion, and maintaining workplace health and safety. It upholds zero-tolerance for non-compliance through a digital compliance tool, promotes diversity and inclusion with equal opportunity policies, supports CSR in agroforestry and rural livelihoods, and ensures robust data privacy and cybersecurity practices.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In FY 2025–26, the Company progressed well on its commitments. The tree plantation initiative continued with plantation of total 99558 plants during 2025-26, 100% employees underwent career reviews and training, and CSR funds were fully deployed for vulnerable groups. Omnichannel platforms were strengthened, workplace safety was maintained with zero incidents, and compliance standards were fully met. Customer engagement grew, though 453 complaints were received with 18 pending. Diversity improved modestly, and no data breaches were reported under the privacy framework.								
Governance, Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Please refer to "Management Discussion and Analysis" forming an integral part of the Annual Report								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Yashovardhan Saboo Chairman and Whole Time Director Email id- investor.communication@ethoswatches.com Contact details – 0124 6932100								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The Directors and Senior Leadership Team of the Company monitors various aspects of Social, Environmental & Governance responsibilities of the Company on a continuous basis. The Business Responsibility and Sustainability performance of the Company is assessed annually by the Board of Directors of the Company.								

10. Details of Review of NGRBCs 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	The Committees of the Board review progress with respect to set action plans covered under many of the above principles									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Committees of the Board review progress with respect to set action plans covered under many of the above principles.									Annually								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No, the assessment was carried out internally at regular intervals of time and as per requirements.

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)	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
It is planned to be done in the next financial year (Yes/No)	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Any other reason (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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 Indicators

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/ Key Managerial Personnel	5	1. Corporate Social Responsibility 2. Prohibition of Insider Trading and sharing of UPSI 3. ESG and NGRBCs Principles 4. Familiarization programmes for Independent Directors 5. POSH Awareness Training	100 %
Employees other than BOD and KMPs	5	1. Prohibition of Insider Trading and sharing of UPSI 2. Business Responsibility and Sustainability Reporting 3. ESG and NGRBCs Principles 4. Town Hall Meetings 5. POSH Awareness Training	100 %
Workers	-	-	-

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 INR)	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.

   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 robust Anti-Corruption and Anti Bribery policy which can be accessed at https://www.ethoswatches.com/investors-information/download/policies/Annexure_15_a_Anti-%20Corruption_and_Anti%20Bribery_policy.pdf

   The Company believes in strict adherence to principles of good corporate governance and managing its affairs in a fair, honest, ethical and transparent manner as an integral part of its philosophy. The Company has formulated this policy to ensure that no employee of the Company indulges in and associates with any act of bribery, extortion or corruption with any government officials or any person or on behalf of the Company.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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.

   Since there were no complaints received in relation to conflict of interest, the Company was not necessitated to take any corrective action.

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

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	40.74	31.49

9 Open-ness of business

Provide details of concentration of purchase and sales with trading houses, dealers and related parties along with loans and advances and investments, with related parties in the following format:-

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as percentage of total purchases	N.A.	N.A.
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as percentage of total purchases from trading houses	N.A.	N.A.

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers/distributors as percentage of total sales	N.A.	N.A.
	b. Number of dealers/distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers/distributors as percentage of total sales to dealers/distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with relates parties/Total Purchases)	1.71%	0.92%
	b. Sales (Sales to related parties/Total Sales)	1.83%	0.29%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	Nil	Nil
	d. Investments (Investments in related parties/Total investments made)	100%^	100%^

^Investments in Subsidiaries and Associate Companies.

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	• Induction Programs • Leadership review • Performance Assessments	100%

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, as part of the corporate governance practices, the Company receives Annual Disclosures/Declaration (as amended from time to time) from its Board members and Key Managerial Personnels on the entities they are interested in. In addition to this all members of the Board along with KMPs and SMPs affirm to the Code of Conduct formulated by the Company whereby they affirm to disclose potential conflicts of interest that they may have regarding any matter, if any, at the Board Meetings and any Director having such conflict of interest will abstain himself/herself from discussions and voting on the concerned matter.

   Further, all related party transactions and engagements are reviewed by the Audit Committee, Board and the Auditors of the Company on a quarterly basis. Moreover, all the related party transactions and engagements in the last financial year and the preceding years were done on an arm's length basis and the Company did not engage in any transactions that could be considered as material in accordance with the Company's Policy on Materiality of and Dealing with Related Party Transactions.

   Company's Code of Conduct for Board Directors and Senior Management and Policy on Materiality of the related party transactions are available on the website of the Company and can be accessed at https://www.ethoswatches.com/investors-information/corporate

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.

Segment	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D		Not applicable	
Capex		Not applicable	

2. a. Does the entity have procedures in place for sustainable sourcing?

   Yes

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

   The Company believes that sustainable growth and ethical business conduct are strengthened through partnerships with suppliers who align with its values and principles. Accordingly, the Company encourages responsible environmental, social, and governance practices across its supply chain and works with suppliers to promote higher sustainability standards and long-term value creation.

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.

Product	Process to safely reclaim the product
a. Plastics (including packaging	The recyclable or reusable wastes are limited to corrugated boxes, bubble wraps and papers. Corrugated boxes find their further uses in the warehouses of the Company for the further storage purposes. The rest is sold as commodity to recyclers. Wherever possible the Company asks the vendors to reduce bulky packaging on the products and also encourages the use of packaging material which is recyclable or reusable
b. E-Waste	Our Company responsibly disposes e-waste by entrusting it to authorised e-waste collectors for scientific disposal. This ensures that e-waste is managed in an environmentally sound manner, minimising its impact on the environment and human health
c. Hazardous Waste	Due to nature of our retail operations, our Company generates no hazardous waste.
d. Other Waste	Nil

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.

   No, Extended Producer Responsibility (EPR) is not applicable as the Company is in Retail sector. Centralised waste is collected by various agencies at various locations and is utilised as per the mitigation plans of such agencies.

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 as the Company is in retail sector.					

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 as the Company is in retail sector.		

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	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Not Applicable as the Company is in retail sector.		

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:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	The Company operates in Luxury Retail Segment and therefore, the recyclable or reusable wastes are limited to corrugated boxes, bubble wraps and papers. The percentage of recycled or reused input material to total material (by value) is negligible.					
E-waste						
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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
Not Applicable as the Company is in retail sector.	

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 measure for the well-being of employees:

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 employees											
Male	844	844	100%	844	100%	0	0	0	0%	0	0%
Female	225	225	100%	225	100%	225	100%	0	0%	0	0%
Other											
Total	**1069**	**1069**	**100%**	**1069**	**100%**	**225**	**21%**	**0**	**0%**	**0**	**0%**
Other than Permanent employees											
Male	36	36	100%	36	100%	0	0	0	0%	0	0%
Female	4	4	100%	4	100%	4	100%	0	0%	0	0%
Other											
Total	**40**	**40**	**100%**	**40**	**100%**	**4**	**10%**	**0**	**0%**	**0**	**0%**

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

Category	% of workers 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	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Category	Total (A)	% of workers covered by									
		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)
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a percentage of total revenue of the Company	0. 29%	0. 23%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of employees 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	99.91%	-	Y	99.87%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	3.65%	-	Y	4.98%	-	Y

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.

The Company duly recognizes the principles laid down under United Nation Convention on Rights of Persons with Disabilities and Right of Persons with disabilities. Retail stores and Backend Offices of the Company are located at various malls across the country whereby all kinds of facilities including accessible infrastructure, accessible washrooms, accessible transportation, accessible information and technology are provided to the persons with disabilities.

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, in pursuance of section 21 of Rights of Persons with Disabilities Act, 2016 read with relevant rules made thereunder, the Company has equal opportunity policy in place which is available on the website of the Company and can be accessed at https://www.ethoswatches.com/investors-information/corporate.

The Company upholds the principle of equal opportunity for all its employees, affirming its dedication to fostering an inclusive workplace culture devoid of discrimination. The Board of Directors and Senior Management adhere to principles of fairness and do not differentiate individuals based on gender, race, religion, age, disability, sexual orientation, national origin, or any other defining characteristic.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.

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

Category	Yes/No	Details of mechanism in brief
Permanent Workers	NA	Not Applicable
Other than Permanent Workers	NA	
Permanent Employees	Yes	Details of mechanism given below
Other than Permanent Employees	Yes	

- The Company is committed to maintain transparency and open communication, consistently arranging town hall meetings and individual sessions with supervisors to address any issues that may arise.
- The Company has established Vigil/Whistle Blower Mechanism to report any instance of unethical behaviour, actual or suspected fraud.
- The Company has formulated a policy to create a mechanism for prevention, prohibition and redressal of sexual harassment so that women can work with dignity and equality in a safe environment.
- Additionally, the Company ensures that new hires are educated about the Code of Conduct during their onboarding process, which is an integral part of the induction program.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employee/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employee/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1069	Nil	Nil	810	Nil	Nil
- Male	844	Nil	Nil	657	Nil	Nil
- Female	225	Nil	Nil	153	Nil	Nil
Total Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil
- Male	Nil	Nil	Nil	Nil	Nil	Nil
- Female	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	844	844	100%	511	61%	657	0	0%	155	23.59%
Female	225	225	100%	163	72%	153	0	0%	76	49.67%
Total	**1069**	**1069**	**100%**	**674**	**63%**	**810**	**0**	**0%**	**231**	**28.52%**
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	844	844	100%	657	657	100%
Female	225	225	100%	153	153	100%
Total	**1069**	**1069**	**100%**	**810**	**810**	**100%**
Workers						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

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 acknowledges the significance of ensuring employee safety. Ethos has taken measures to provide a safe working environment for all employees. The Company has equipped both stores and offices with first aid kits, and a doctor is available on call to address any medical concerns. This demonstrates the Company's commitment to maintaining a secure and healthy workplace for its staff. The Company also has a Comprehensive Group Insurance Policy to ensure employee's safety while travelling during the course of their duty.

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

An internal assessment of all risks and hazards relating to routine as well as non-routine works are carried out at regular intervals by the Administration and Human Resource Department. Such outcomes are then shared with Top Management. After which the mitigation plans are implemented in the existing processes.

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

No, as the Company does not have any workers.

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

Yes

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million – person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill – health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

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

- Ethos adheres to the Occupational Safety, Health and Working Conditions Code, 2020 to prioritize employee safety.
- Employee health and safety are further ensured through benefits such as health and accident insurance.
- Regular sanitization of high-touch areas like doorknobs and desks is carried out to maintain a hygienic workplace.
- Employees undergo regular health check-ups to ensure their well-being.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution as at the end of the year	Remarks	Filed during the year	Pending resolution as at the end of the year	Remarks
Working conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

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	Not Applicable
Working conditions	Not Applicable

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.

    For safety precautions against the hazards posed by electricity and fire, our company has instituted fire sprinklers and emergency exit sign boards

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).

    a. Employees: Yes, the Company offers Group Personal Accident Insurance and compensatory packages to its employees in case of death and supporting their families to avoid financial difficulties.

    b. 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.

    Yes, the Company undertakes measures to ensure that statutory dues are deducted and deposited by its value chain partners. The Company requires its partners to provide relevant tax documents such as TDS and GST certificates to ensure compliance with tax regulations. Additionally, the Company conducts periodic audits to ensure that all necessary deductions have been made and remitted to the appropriate authorities. These measures are put in place to ensure that the Company and its value chain partners operate in accordance with legal requirements and avoid any potential legal or financial liabilities. The Company approaches the value chain partners on a regular interval for the reconciliation of the accounts maintained at their ends for mitigating the lapses and ensuring proper reconciliation on an ongoing basis.

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	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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, the Company offers diverse programme assistance and training sessions to support ongoing employability.

5. Details on assessment of value chain partners:

Name of Product/Service	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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.

    The Company presently faces no notable risks or concerns stemming from evaluations of health and safety practices and working conditions of value chain partners.

PRINCIPLE 4

Business 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.

   The process follows a five-step process which is described as follows: -

   - Comprehensive review of all stakeholders
   - Purpose of identifying key stakeholders and set priorities
   - Impact Assessment of stakeholders on the business
   - Identification of stakeholders needs and interests
   - Prioritisation of key stakeholders based on importance of the business

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder groups.

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement
Shareholders	No	General Meetings, Notices, Emails, Website, Communication to stock exchanges, Annual Reports	Continuous
Investors	No	Investor calls ,Investor meets, Emails, Meetings, Notices, Annual Reports, Company Events, Website	Continuous
Customers	No	Direct contact, Emails ,SMS, Newspaper, Magazine, Website, Advertisements, Events	Continuous
Government/Regulatory Bodies	No	Emails, personal meetings, Video calls, Website	As per the statutory requirements
NGOs/CSR Organisation	Partially Yes	Emails, Calls, Direct contacts	As and when required
Employees	No	Direct contact/ social intranet/ Emails/employee apps/ townhall meetings	Continuous
Communities	No	Emails, SMS, Website, social media, Advertisement	Continuous
Vendors	No	Emails, Personal meetings, Website	As and when required
Media	No	Interviews, Emails, Website, Newspapers	As and when required
Value Chain Partners	No	Website, Events, Emails	As and when required

Stakeholder Group	Purpose of Engagement
Shareholders	• To inform and discuss the Company's performance, their participation and involvement in future prospects • To ensure transparency of disclosure and spread awareness about their rights • To ensure good governance and deepen the trust placed in us and our brand
Investors	• To inform and discuss the Company's performance, their participation and involvement in future prospects • To maintain strong relationships, keep abreast of market developments and inform our shareholder's targeting strategy
Customers	• To have better connect with them and to ensure proper services are being provided to them • To decide the investments and capabilities required to fulfil demand • To identify the opportunities to improve services
Government/Regulatory bodies	• To build and strengthen relationships with the government as a partner in the country's development and as a critical client • To provide input into legislative development processes that will affect the economy and our activities and operations
NGOs/CSR Organisation	• To Support CSR and ESG projects • To enhance their livelihood

Stakeholder Group	Purpose of Engagement
Employees	• To provide staff with strategic direction and keep them informed about Company's activities, Vision and Values • To ensure that we provide a safe, positive and inspiring working environment • Career management and Growth Prospects • To understand and respond to the needs and concerns of employees
Communities	• To provide appropriate advice, proactive financial solutions and value adding services • To ensure that the company maintains high service levels that they expect and deserve • To enhance their livelihood
Vendors	• For the performance of contracts and agreements • To obtain feedback for the improvisation of their services which leads to company's growth • To encourage responsible practices across our supply chain, local procurement, supplier conduct and environmental considerations
Media	• To leverage the reach of media channels to share our business story with our stakeholders • To communicate with stakeholders and the broader public to influence behaviour that will lead to desired business results

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 actively consults with stakeholders on environmental, social, and governance (ESG) topics through its various departments, ensuring continuous engagement. The Company gathers feedback regularly and integrates it into its strategy, aligning with its mission and vision. Material issues are internally reviewed, prioritized, and brought to relevant stakeholders for discussion, considering their impact on both the stakeholders and the business.

   Given the fact that the primary activity of the Company is retail operations instead of manufacturing operations, environmental concerns are minimal. During the quarterly meetings, the Key Managerial Personnel and Senior Management Personnel update the Board of Directors on stakeholders' feedback and proposed initiatives for active consideration.

2. Whether stakeholder consultation is used to support the identification and management of environmental, 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, stakeholder consultation is used to support the identification and management of environmental and social topics. The Company conducted an internal materiality assessment during the ESG reporting process to identify key stakeholders and their concerns. Stakeholder consultation is then carried out to understand their perspective on these issues. Inputs received from stakeholders are considered while developing policies and activities related to environmental and social topics. Such inputs are appropriately considered, relevant and crucial inputs are then implemented by way of a policy formulated by the Board.

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

   The Company has spent the CSR contribution towards Rural Livelihood, Agroforestry and Social Forestry through Sankalp Taru Foundation and Say Trees Environmental Trust. The contributions made were utilised for identification and audit of land/villages, mobilisation of farmers, other monitoring evaluation and learning initiatives, procurement of sapling, soil testing, capacity building of farmers, geo-tagging and polygon mapping of the farms.

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	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of Employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1069	1069	100%	780	780	100%
Other than Permanent	40	40	100%	30	30	100%
Total Employees	**1109**	**1109**	**100%**	**810**	**810**	**100%**
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	1069	NA	NA	1069	100%	780	NA	NA	780	100%
Male	844	NA	NA	844	100%	631	NA	NA	631	100%
Female	225	NA	NA	225	100%	149	NA	NA	149	100%
Other than Permanent	40	NA	NA	40	100%	30	NA	NA	30	100%
Male	36	NA	NA	36	100%	26	NA	NA	26	100%
Female	4	NA	NA	4	100%	4	NA	NA	4	100%
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/salary/wages, in the following format:

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	3	288.64 Lakhs	Nil	NA
Key Managerial Personnel	2	93.25 Lakhs	Nil	NA
Employees other than BOD and KMP	875	6.70 Lakhs	229	7. 10 Lakhs
Workers	Nil	NA	Nil	NA

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	27.6%	16.2%

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. The Human Resources Department serves as the designated functional team responsible for addressing human rights impacts or issues caused or contributed to by the Company's business activities. The HR Department oversees the implementation of relevant policies, grievance redressal mechanisms, and appropriate corrective actions, wherever required.

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

   Human rights stand as an unwavering top priority for the Company. Through its Unified Code of Conduct, which applies to all employees, business associates, and third-party contractors, the Company unequivocally expresses its commitment to upholding human rights. The Company complies with all laws embodying human rights principles, including those prohibiting child labour, promoting gender equality, safeguarding civil liberties, preventing discrimination, and more. Proactive measures are taken by the Company to address any breaches in these areas.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	1	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a percentage of female employees/workers	0.40%	Nil
Complaints on POSH upheld	1	Nil

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

   - The Company has formed an Internal Complaints Committee under the POSH Act. Employees can raise their complaints with this committee and the committee further acts on it while maintaining complete confidentiality of the complainant until the committee arrives at a suitable verdict. The committee also organizes training and sensitization sessions for all the employees regularly in the form of 'induction workshops'.
   - Whistle Blower complaints are anonymous in nature and presented to the Audit Committee of the Board during the quarterly reviews.

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

   Yes, the human rights requirements form part of your business arrangements and contracts. The Company places significant emphasis on the need to protect the human rights of its employees and carries out regular assessments to ensure that these are upheld. This approach is in line with the Company's commitment to ethical and responsible business practices and reflects its belief that safeguarding human rights is a fundamental aspect of this.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

    One instance of sexual harassment was reported during the year. Appropriate corrective actions were taken, and the complaint was duly resolved in accordance with the Company's Policy on Prevention of Sexual Harassment (POSH) and applicable law. Further, the Company conducted additional POSH awareness sessions and training programmes during the year to reinforce awareness, mitigate potential risks, and foster a safe, respectful, and inclusive workplace.

Leadership Indicators

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

   The Company regularly reviews its business processes to detect any potential issues that could lead to human rights grievances or complaints. As this is an ongoing practice, no business process requires any amendments/modifications as the policies and processes that the Company adhere to the requirements of Human rights.

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

   The Company performs internal assessments as part of its due-diligence process. The areas covered include child labour, forced labour, discrimination, harassment at workplace, work-life balance, training and education, environmental, occupational health and safety etc.

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, Company outlets that are situated in malls are accessible to differently abled visitors. Retail stores are leased in shopping malls across the country that try to ensure access to differently abled employees and visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The vendors are obligated by contracts to adhere to the requirement
Discrimination at workplace	The vendors are obligated by contracts to adhere to the requirement
Child Labour	The vendors are obligated by contracts to adhere to the requirement
Forced Labour/Involuntary Labour	The vendors are obligated by contracts to adhere to the requirement
Wages	The vendors are obligated by contracts to adhere to the requirement

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

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	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources	Since the Company operates entirely from leased premises (stores, offices, warehouses, and service centres) and utilizes common utility facilities managed by property owners, it is not feasible to segregate or independently measure energy consumption by source (renewable vs. non-renewable). The Company is billed by lessors for utilities consumed, and hence detailed energy intensity calculations are not applicable.	
Total electricity consumption **(A)**		
Total fuel consumption **(B)**		
Energy consumption through other sources **(C)**		
Total energy consumed from renewable sources (A+B+C)		

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From non-renewable sources		
Total electricity consumption (D)		
Total fuel consumption **(E)**		
Energy consumption through other sources **(F)**		
Total energy consumed from non-renewable sources (D+E+F)		
Total energy consumed (A+B+C+D+E+F)		
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		
Energy intensity (optional) – the relevant metric may be selected by the entity		

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.

Not Applicable

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

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	The Company operates entirely from leased premises (stores, offices, warehouses, and service centres) where water supply and consumption are managed by mall/property maintenance agencies. Water withdrawal is billed centrally by such agencies, and therefore, it is not feasible for the Company to independently segregate or report withdrawal/ consumption by source or calculate water intensity metrics. Accordingly, detailed quantitative disclosures are not applicable.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / Revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		

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.

Not Applicable

4. Provide the following details related to water discharged:-

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharged by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m3	The Company functions from leased premises (stores, offices, warehouses, and service centres), where wastewater management and treatment are undertaken by mall/property maintenance agencies. As such, the Company does not directly discharge water into surface water, groundwater, seawater, or third parties, and it is not feasible to independently quantify discharge volumes or treatment levels. Accordingly, detailed disclosure of water discharged is not applicable.	
- No treatment	m^3		
- With treatment – please specify level of treatment	m^3		
(ii) Into Groundwater	m^3		
- No treatment	m^3		
- With treatment – please specify level of treatment	m^3		
(iii) Into Seawater	m^3		
- No treatment	m^3		
- With treatment – please specify level of treatment	m^3		

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(iv) Sent to third parties	m^3		
- No treatment	m^3		
- With treatment – please specify level of treatment	m^3		
(v) Others	m^3		
- No treatment	m^3		
- With treatment – please specify level of treatment	m^3		
Total water discharged (in kilolitres)	m^3		

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.

Not Applicable

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

   No, Company stores are leased in shopping malls which reduces the total water consumption. Moreover, the wastewater is further treated by the mall management and property owners wherever possible.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	mg/m^3	The Company operates in the retail sector from leased premises (stores, offices, warehouses, and service centres) and does not have manufacturing operations. Consequently, there are no direct emissions of NOx, SOx, particulate matter, or other hazardous air pollutants attributable to its activities. Air emission management, wherever applicable, is undertaken by mall/property maintenance agencies. Hence, detailed quantitative disclosure of air emissions is not applicable.	
Sox	mg/m^3		
Particulate matter (PM)	mg/m^3		
Persistent organic pollutants (POP)	NA		
Volatile organic compounds (VOC)	NA		
Hazardous air pollutants (HAP)	mg/m^3		
Others – please Specify	PPM		

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.

Not Applicable

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The Company operates entirely from leased premises (stores, offices, warehouses, and service centres) and does not have direct manufacturing operations. As such, it does not generate Scope 1 emissions (direct fuel combustion). Scope 2 emissions, arising from electricity consumption, are embedded within the common utility facilities managed by mall/property owners. Since the Company is billed centrally for utilities and does not have access to segregated consumption data, it is not feasible to quantify Scope 1 and Scope 2 emissions or calculate related intensity metrics. Accordingly, detailed disclosures are not applicable for FY 2025–26 and FY 2024–25.	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
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)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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.

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

Company's stores are leased properties in shopping malls. As of now, Company does not have any project related to reduction in GHG emissions, but the Company is in process of implementation.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	The Company operates in the luxury retail segment and does not generate hazardous or industrial waste. Recyclable or reusable waste is limited to corrugated boxes, bubble wraps, and paper. Corrugated boxes are reused in warehouses, while the remaining material is sold to authorized recyclers. No bio-medical, construction, demolition, battery, radioactive, or hazardous waste was generated during the year.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Since the Company operates in the retail sector through leased premises and generates only limited recyclable packaging waste and e-waste, detailed measurement of waste intensity per rupee of turnover, per PPP-adjusted turnover, or in terms of physical output is not applicable. The Company ensures that all waste generated is responsibly disposed of through authorized agencies in line with applicable regulations.	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	No waste was recycled, re-used, or recovered by the Company, and no waste was disposed through incineration, landfilling, or other disposal operations, as all disposal is managed through authorized external agencies. Given the nature of operations from leased premises, detailed waste intensity metrics per turnover or physical output are not applicable	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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.

The Company primarily operates out of malls and all the waste management is being managed by the entity responsible for the maintenance operations of the Malls. Considering the nature of business of the Company, there is no hazardous waste that was generated during its operations.

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:

S.No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance is being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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 Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not Applicable					

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:

Yes, since the Company is not engaged in manufacturing and does not produce products, the laws do not directly apply. However, at the store level, the Company ensures compliance with all relevant environmental regulations for waste disposal.

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
Not Applicable				

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: NA

(ii) Nature of operations: NA

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	The Company does not have any facilities located in areas classified as water-stress zones. All operations are conducted from leased premises (stores, offices, warehouses, and service centres) where water supply and discharge are managed by mall/property maintenance agencies. Accordingly, there is no independent measurement or reporting of water withdrawal, consumption, or discharge attributable to the Company, and all metrics remain Not Applicable for FY 2025–26 and FY 2024–25.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	The Company operates from leased premises (stores, offices, warehouses, and service centres), where wastewater management and treatment are carried out by mall/property maintenance agencies. The Company does not directly discharge water into surface water, groundwater, seawater, or third parties, and therefore all disclosure parameters remain Not Applicable for FY 2025–26 and FY 2024–25.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into 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.

Nil

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The Company operates in the retail sector through leased premises and does not have direct manufacturing operations. Consequently, no emissions were recorded for FY 2025–26 and FY 2024–25. Accordingly, Scope 3 emissions, emission per rupee of turnover, and emission intensity metrics are reported as Nil.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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.

Not applicable

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.

Not Applicable

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	Waste Recycling	The Company ensures reuse of corrugated boxes for storage in warehouses and sells remaining packaging waste (bubble wraps, paper, cartons) to authorized recyclers. Vendors are encouraged to minimize bulky packaging and adopt recyclable materials.	Reduction in packaging waste at source, enhanced reuse of materials, and responsible disposal through recyclers.
2	Energy Efficient	Operations are run from leased premises where energy efficiency measures such as LED lighting, controlled air-conditioning, and optimized use of store lighting are adopted. The Company also promotes digitization and paperless processes across offices	Reduced energy consumption, lower operational costs, and improved environmental footprint.

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

The Company has adopted a Business Continuity and Disaster Management framework to ensure operational resilience and uninterrupted customer service. By integrating physical and digital platforms through an omnichannel model, Ethos provides seamless shopping experiences across all consumer touchpoints. The loyalty program and digital initiatives, including customized brand landing pages and rich content, enhance customer engagement. While certain luxury brands restrict online sales, our digital platform showcases product information to maintain visibility. Major risks, including business continuity risks, are reviewed regularly, and mitigation measures are built into processes to safeguard operations and ensure customer trust.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company has not identified any significant adverse environmental impacts arising from its value chain. Regular assessments are conducted to ensure that environmentally conscious practices are followed, and corrective measures are suggested wherever required. To further strengthen this, the Company is formulating an ESG Risk Framework to govern its downstream value chain, establishing minimum global standards for environmental and social risk management. This proactive approach will help avoid, reduce, and responsibly mitigate potential business and reputational risks, while also safeguarding people and the planet.

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

None

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.

   (1) One

   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.

S.No	Name of the trade and industry chambers/ Associations	Reach of trade and industry chambers/ associations (State/National)
1	Retailers Association of India	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 issues reported	

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	Yes	Cooperation with all Government bodies and policy makers towards implementation of laws, rules and regulations, adherence of all laws, and encouraging all our stakeholders to adhere to all laws, rules and providing constructive feedback and views towards polices keeping in mind the larger public interest.	Yes	Annually	https://www.ethoswatches.com/investors-information/corporate

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
Nil	Nil	Nil	Nil	Nil	Nil

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

S.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)
Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Ethos Limited has established multiple channels for communities to raise concerns and seek redressal. Grievances can be registered through the Customer Care helpline, the Investor Grievance Redressal Policy available on the Company's website, or via social media platforms such as Facebook and Instagram. All concerns received are addressed through the Company's structured grievance redressal mechanism, ensuring timely response and resolution.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers Directly from within India	During FY 2025–26 and FY 2024–25, no input materials were sourced directly from MSMEs, small producers, or from within India. As the Company is engaged in the retail of premium and luxury watches, all products are imported. Accordingly, this disclosure is not applicable to the Company.	

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

(₹ in Lakh)

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural		
i. Disclose wages paid to persons employed	Nil	Nil
ii. Total Wage Cost	10219.69	8357.53
iii. % of Job created in Rural areas	Nil	Nil
Semi-urban		
i. Disclose wages paid to persons employed	Nil	Nil
ii. Total Wage Cost	10219.69	8357.53
iii. % of Job created in Rural areas	Nil	Nil
Urban		
i. Disclose wages paid to persons employed	7851.54	6762.50
ii. Total Wage Cost	10219.69	8357.53
iii. % of Job created in Rural areas	76.83%	80.92%
Metropolitan		
i. Disclose wages paid to persons employed	2368.15	1595.03
ii. Total Wage Cost	10219.69	8357.53
iii. % of Job created in Rural areas	23.17%	19.08%

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	

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

S.No.	State	Aspirational District	Amount spent (₹ in Lakh)
1.	Maharashtra, Andhra Pradesh	Ahilya Nagar, Akola, Amravati, Jalna, Washim, Ananthapuramu	60.00
2.	Karnataka, Haryana, Rajasthan	Charkhi Dadri, Bhiwani, Hisar, Jind, Sirsa, Mahendragarh, Alwar, Didwana-Kuchaman, Chikkamagaluru, Chitradurga, Koppal	60.00
3.	Karnataka	Tumakuru, Shivamogga and Kalaburagi	12.50
4.	Delhi	Delhi	28.00
5.	Meghalaya, Assam, Odisha	Shillong, Guwahati, and Bhubaneswar	4.00

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

   No. However, our Company works with MSME vendors.

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

   MSME vendors

   (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
1.	'ETHOS' trademark	Acquired	No	No

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 marginalized groups
1	Million Tree Project	167	100%
2	Training	4,437	100%
3	Traditional Art and Handicrafts	10,000 people engaged	100%

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.

   There are various mechanisms to receive and respond to consumer complaints and feedback on the website:-

   1. There is a direct Customer care number on the home page
   2. Online order helplines are there on home page
   3. There is a dedicated Help Centre page which has all the helpline numbers and email addresses for customer feedback , grievances and complaints
   4. There is a dedicated Repair and Service page providing relevant options to the customers to request a call back or get in touch . Complaints received via social media are shared with complaints@ethoswatches.com internally and are addressed in a timely manner.

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

Type	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

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

Benefits	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolutions at the end of year		Received during the year	Pending resolutions at the end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of Essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	453	18	Nil	356	18	Nil

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

	Number	Reason for Recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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, the Company has a privacy policy in place for the online consumers which can be accessed at https://www.ethoswatches.com/terms-and-conditions/

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.

   There were no instances during FY 2025–26 relating to advertising, delivery of essential services, cybersecurity or data privacy breaches, product recalls, or any penalties/action by regulatory authorities on product/service safety. Accordingly, no corrective actions were required.

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches: NIL

   b. Percentage of data breaches involving personally identifiable information of customers: NIL

   c. Impact, if any, of the data breaches: N.A.

Leadership Indicators

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

Platform Type	Channels	Link
Ethos Website	Official Website	https://www.ethoswatches.com/
Social Media	Instagram	https://www.instagram.com/officiallyethos/
	Facebook	https://www.facebook.com/Ethos.Watch.Boutiques/
	YouTube	https://www.youtube.com/@Ethosofficial
	Linkedin:	https://www.linkedin.com/company/ethosofficial/
E-commerce	Platforms	Tata Cliq, Ajio, Nykaa Fashion, Amazon India, Myntra
Ethos App	Android	https://play.google.com/store/apps/details?id=com.ethoswatches.app&hl=en_IN
	iOS	https://apps.apple.com/in/app/ethos-watches/id6462850321

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

   The Company informs and educates consumers about the safe and responsible usage of its products through communication channels and direct guidance at the time of sale, particularly where any product-specific risks are involved.

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

   The Company maintains and regularly updates a catalogue of products across its website and physical stores, with high-demand items highlighted. Customers are also provided with personalised updates to keep them informed of any potential risk of disruption or discontinuation of essential services

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.

   Yes, In addition to the information mandated under local laws, the Company provides enhanced product details to enrich consumer experience. This includes comprehensive product attributes, high-quality images, detailed descriptions, and videos to help customers make informed choices.

5. 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)

   No, The Company did not conduct any formal consumer satisfaction surveys during FY 2025–26.